



VICTORIA GOVERNMENT GAZETTE.

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No. 170]

THURSDAY, FEBRUARY 28.

[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.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1229 of the 29th December, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	11 14 0	12 0 6	11 11 0
Assembler (assistant)	11 9 0	11 15 6	11 6 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	11 14 0	12 0 6	11 11 0
Belt repairer	11 12 0	11 18 6	11 9 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
Block and tackle hand	11 14 0	12 0 6	11 11 0
Boiler (inside) chipper and cleaner	11 18 0	12 4 6	11 15 0
Cold saw operator	11 14 0	12 0 6	11 11 0
Die caster	11 17 0	12 3 6	11 14 0
Dogman	11 14 0	12 0 6	11 11 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—continued.			
*Dresser and grinder using portable machine	11 16 0	12 2 6	11 13 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin ..	11 12 0	11 18 6	11 9 0
(b) other	12 2 0	12 8 6	11 19 0
*Dresser and grinder (other)	11 14 0	12 0 6	11 11 0
*Emery wheel attendant	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
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	11 16 0	12 2 6	11 13 0
Forger's assistant	11 14 0	12 0 6	11 11 0
Friction saw operator	11 12 0	11 18 6	11 9 0
Furnaceman—forge	12 16 6	13 3 0	12 13 6
Furnaceman's assistant—forge	11 14 0	12 0 6	11 11 0
*Furnaceman—electric	12 3 0	12 9 6	12 0 0
*Furnaceman—other (excepting cupola furnaceman)	11 18 0	12 4 6	11 15 0
*Furnaceman's assistant	11 12 0	11 18 6	11 9 0
*Grinding machine or emery wheel operator	11 14 0	12 0 6	11 11 0
Hammer driver	11 14 0	12 0 6	11 11 0
Lagger	11 12 0	11 18 6	11 9 0
Machinist—3rd class (as defined)	11 17 0	12 3 6	11 14 0
Overhead oiler	11 12 0	11 18 6	11 9 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
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	11 14 0	12 0 6	11 11 0
On bending and cutting machines (assistant)	11 11 0	11 17 6	11 8 0
On steel fabric machines	11 14 0	12 0 6	11 11 0
On steel fabric machines (assistant)	11 9 0	11 15 6	11 6 0
Person working with hammer 14 lb. weight or over—			
On repair work	12 2 3	12 8 9	11 19 3
On other work	11 14 3	12 0 9	11 11 3
Pickler	11 12 0	11 18 6	11 9 0
Piler	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
Tar dipper	11 12 0	11 18 6	11 9 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) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	12 7 0	12 13 6	12 4 0
Roller	12 0 0	12 6 6	11 17 0
Extrusion press operator	11 19 0	12 5 6	11 16 0
Melter of lead alloys	11 12 0	11 18 6	11 9 0
Lead wool machinist	11 11 0	11 17 6	11 8 0
Molten metal feeder and/or mixer for shot	11 11 0	11 17 6	11 8 0
Roller's assistant	11 12 0	11 18 6	11 9 0
Pipe trap machine operator's assistant	11 12 0	11 18 6	11 9 0
Extrusion press operator's assistant	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
All others	10 12 0	10 18 6	10 9 0

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

Leading Hands.

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

Ship Repairing.

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
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
<i>II.—Junior Females.</i>						
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
<i>III.—Junior Males.</i>						
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
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	1 0	2 0	2 13 0	2 14 6	2 12 6
16 years of age	32	1 9	2 6	3 11 0	3 13 0	3 10 0
17 years of age	58	3 0	5 0	6 9 0	6 13 0	6 7 6
18 years of age	73	4 0	6 0	8 2 6	8 7 6	8 0 6
19 years of age and over ..	88	4 6	7 0	9 15 6	10 1 0	9 13 0

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

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

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

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

(d) Junior employees shall not be employed:—

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

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



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No. 171]

THURSDAY, FEBRUARY 28.

[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.

JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 487 of the 4th May, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Males.

Classification.	£ s. d.
Precious gem mounter	13 14 0
Setter of precious gems	13 14 0
Mounter—1st Class	13 1 0
Mounter—2nd Class	12 6 0
Drop hammer operator who sets dies and makes force	12 16 6
Drop hammer operator, other	11 13 0
Setter	12 11 6
Melter and alloyer	12 11 6
Lapper	12 11 6
Polisher	11 19 0
Assembler and solderer	11 19 0
Solderer, other	11 13 0
Die setter	11 15 0
Engine turner	11 11 0
Press operator	11 11 0
Process worker (as defined)	11 11 0
Carder	11 2 0
Pinner up	11 2 0
Other employees with not less than three months' experience in this industry	10 18 0
All others	10 12 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.

(b) Females.

	£ s. d.
Under one month's experience	7 16 6
All others	8 12 6

No. 171.—1324/52.—PRICE 3d.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (a) 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.

(b) 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.

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three 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.

An employer may with the consent of the Wages Board 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.

(d) 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.

(e) 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.

(f) Menors 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.

(g) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the 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 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.

3. (h)

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	
Four and five-year terms—		<i>s. d.</i>	<i>£ s. d.</i>
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—Apprentice 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.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(l) 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.

(m) 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.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (a) The minimum rates of wage for junior females and for unapprenticed male juniors shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
<i>I.—Junior Females.</i>			
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
<i>II.—Junior Males.</i>			
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 for junior females relate to the female Basic Wage, and for junior males 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 basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—
die setting on power presses.

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



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No. 172]

THURSDAY, FEBRUARY 28.

[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.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1232 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	<i>s. d.</i>
Stamper who puts in die and makes force	256 6
Repairer	256 6
Maker-up	256 6
Spinner, 1st class	250 0
Spinner (other)	235 0
Die setter	235 0
Drop hammer stamper (other than one who puts in die and makes force)	233 0
Press operator (heavy)	233 0
Press operator (light)	231 0
Pickler	232 0
Hand blanker	231 0
Other employees with not less than three months' experience in the metal trades industry	218 0
All others	212 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.

No. 172.—1329/51.—PRICE 3d.

APPRENTICESHIP.

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

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

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

Proportion.

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

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

	Percentage of Basic Wage.	War Loading	Total Wage Payable.
	Per Week.	Per Week.	
Four and five-year terms—		<i>s. d.</i>	<i>£ s. d.</i>
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—Apprentice 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

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

					* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
					Per Week.	Per Week.	
						s. d.	£ s. d.
<i>I.—Adult Females.</i>							
Under one month's experience	..	..	..	..	75	..	7 16 6
All others	..	..	..	..	75	16 0	8 12 6
<i>II.—Junior Females.</i>							
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
<i>III.—Junior Males.</i>							
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 for junior females relate to the female Basic Wage, but in all other cases relate 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 6d., any broken part of 6d. in the result not exceeding 3d. 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 basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee:

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

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

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





VICTORIA GOVERNMENT GAZETTE.

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No. 173]

THURSDAY, FEBRUARY 28.

[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.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 6 of the 7th January, 1952, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars:—

APPRENTICES.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

33 0

38 4

54 10

82 0

103 10

14

16½

23½

34½

44

or in lieu of weekly wages the work may be paid at the following piece-work prices:—

Making Cigars.

2nd year

One-third of the piece-work prices.

3rd year

Two-thirds of the piece-work prices.

4th year

Three-quarters of the piece-work prices.

See also

clause 13,

sub-clause (m)

Sorting and Packing Cigars.

In Boxes of—

500 cigars.

250 cigars.

100 cigars.

50 cigars.

25 cigars.

10 cigars.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

Plus 3 per centum.
See also clause 13,
sub-clause (m).

s. d.

s. d.

s. d.

s. d.

s. d.

s. d.

1st year

1 1.2

1 1.2

1 1.2

1 4.5

1 7.8

2 2.4

2nd year

1 4.5

1 4.5

1 4.5

1 7.8

2 5.7

2 9

3rd year

1 7.8

1 7.8

1 11.1

2 2.4

3 0.3

3 3.6

4th year

2 2.4

2 2.4

2 5.7

2 9

3 6.9

3 10.2

IMPROVERS.

s. d.

*Percentage.

18 years

..

..

..

82 0

34½

19 years

..

..

..

114 6

48½

20 years

..

..

..

142 2

60½

APPRENTICES.

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

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

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

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

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

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	38 4	16½	38 4	16½	43 8	18½	43 8	18½
Turning bunches	38 4	16½	38 4	16½	43 8	18½	43 8	18½
Stripping fillers	38 4	16½	38 4	16½	43 8	18½	49 0	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	65 6	27½	70 10	30	97 4	41½	125 8	53½
Turning bunches	65 6	27½	70 10	30	97 4	41½	125 8	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 236s. per week of 40 hours ..	48 5	20½	53 8	22½	65 6	27½	82 7	35	103 3	43½	134 6	57	170 6	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	40 8	26	47 4	30½	54 5	34½	61 0	39
Stripping and booking cigar bunch wrapper leaf	88 0	56½	88 0	56½	88 0	56½	88 0	56½
Ringing cigars	40 8	26	47 4	30½	54 5	34½	61 0	39
Stripping fillers	40 8	26	47 4	30½	54 5	34½	61 0	39
Packing cigars, viz.:—								
Havanette	40 8	26	47 4	30½	54 5	34½	61 0	39
Royal Bengals	40 8	26	47 4	30½	54 5	34½	61 0	39
Bonanzas	40 8	26	47 4	30½	54 5	34½	61 0	39
Gem of East Cigarillos	40 8	26	47 4	30½	54 5	34½	61 0	39
Swiss	40 8	26	47 4	30½	54 5	34½	61 0	39
Cartons or parcels	40 8	26	47 4	30½	54 5	34½	61 0	39
Machine work, viz.:—								
Making bunches	40 8	26	47 4	30½	54 5	34½	61 0	39
Covering cigars	40 8	26	47 4	30½	54 5	34½	61 0	39
Swiss	40 8	26	47 4	30½	54 5	34½	61 0	39
Lucky Hit	40 8	26	47 4	30½	54 5	34½	61 0	39
Havanettes	40 8	26	47 4	30½	54 5	34½	61 0	39
Senoritas	40 8	26	47 4	30½	54 5	34½	61 0	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

[1161]



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No. 174]

THURSDAY, FEBRUARY 28.

[1952

Teaching Service Act 1946.

ELECTION OF A MEMBER AND A DEPUTY MEMBER OF THE TEACHERS TRIBUNAL.

PURSUANT to the Teachers Tribunal Elections Regulations, I hereby give notice that for the purpose of the election of a member to represent the Teaching Service on the Teachers Tribunal for the term of office of three years commencing on the 19th August, 1952, and also the election of a deputy of such member, the following dates are fixed, namely:—

Nomination Day—Friday, the 14th March, 1952.

Polling Day—Wednesday, the 23rd April, 1952.

And I further give notice that Frank Ernest Cahill has been appointed as the Returning Officer to conduct the said elections, and that he will receive nominations at his office, in the Old Treasury Building, Spring-street, Melbourne, C.I., not later than Twelve o'clock noon on nomination day.

Prescribed forms of nomination may be obtained from the Returning Officer.

Dated this 13th day of February, 1952.

P. P. INCHBOLD,
Minister of Education.



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No. 175]

THURSDAY, FEBRUARY 28.

[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.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1225 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	2 14 6	3 7 6	5 8 6
2nd six months	3 3 0	3 15 6	5 19 6
3rd six months	3 13 6	4 3 6	6 17 0
4th six months	4 10 6	4 16 0	7 13 0
5th six months	5 1 0	5 8 6	..
6th six months	5 13 6	5 19 6	..
7th six months	8 1 6	6 17 0	..
8th six months	9 7 0	7 13 0	..
9th six months	10 10 0	..	..
10th six months	10 14 6	..	..

and thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
- (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
- (ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
- (iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	13 4 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	12 19 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	12 11 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	12 11 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	13 5 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	12 11 0
Pressers, namely, males employed pressing any article of headwear ..	12 11 0
Machinists, namely, males employed machining any parts of articles of headwear ..	12 14 0
All other adult males not herein classified ..	10 18 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.

	Wages per Week.
	£ s. d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear ..	9 13 6
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	9 3 6
Pressers, namely, females employed pressing any article of headwear ..	8 15 6
Machinists, namely, females employed machining any part of articles of headwear ..	8 18 6
Milliners, tablehands, adornment workers, or finishers ..	8 18 6
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	9 13 6
Hand sewers of buttons, hooks and eyes, press studs ..	8 6 6
All other adult females not herein classified ..	8 3 6

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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

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No. 176]

THURSDAY, FEBRUARY 28.

[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.

HOSPITAL PHARMACISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 88 of the 26th January, 1951, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.			£. s. d.
1st year's experience	26	2 14 6	<i>Chief Pharmaceutical Chemist—</i>		
2nd " " " "	47	4 18 0	(i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
3rd " " " "	68	7 2 0	(a) Where four or more full time pharmaceutical chemists are normally employed	18 9 0	
4th " " " "	88	9 4 0	(b) Where two or three full time pharmaceutical chemists are normally employed	17 9 0	
5th " " " "	100 plus 15s.	11 4 0	(c) Where he is the only pharmaceutical chemist employed	16 19 0	
PROPORTION.			<i>Senior Pharmaceutical Chemist</i>	15 14 0	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.			<i>Other Hospital Pharmaceutical Chemist—</i>		
			1st year's experience as such	14 19 0	
			2nd " " " "	15 4 0	
			Thereafter " " " "	15 9 0	

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

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

No. 176.—1065/52.—PRICE 3d.



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THURSDAY, FEBRUARY 28.

[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.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 107 of the 30th January 1951, shall be replaced by the following clause:—

2. WAGES.				
APPRENTICES OR IMPROVERS.				
	Wages per Week.			
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.
		<i>s. d.</i>		<i>s. d.</i>
16 years of age or under..	35	73 0	47	73 6
17 years of age..	46	96 0	55	86 6
*18 years of age..	62	129 6	69	108 0
*19 years of age..	78	163 0	82	128 6
*20 years of age..	97	202 6	94	147 0
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				
An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.				
<i>Improvers.</i>				
Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.				
OTHER EMPLOYEES.				
	Wages per Week.			
	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>		
Operator of a camera other than—				
(i) An operator of an enlarging camera, and/or				
(ii) An operator making copy negatives from flat originals—				
*21 years of age ..	215 0	168 6		
*22 years of age ..	229 0	197 0		
*23 years of age or over ..	251 0	219 6		
Artists colouring or working up ..	230 6	166 0		
Retouchers ..	234 6	172 0		
Printers or developers—				
(a) Developing plates or films exposed by amateurs, or				
(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	234 6	167 6		
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	234 6	181 0		
All others (including spotters) ..	228 0	157 6		

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

Clauses, other than clause 2, of the said Determination as amended on the 29th March, 1951, shall remain in force.

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

No. 177.—1069/52.—PRICE 3D.



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No. 178]

THURSDAY, FEBRUARY 28.

[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.

QUARRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 112 of the 30th January, 1951, shall be replaced by the following clause :—

2. (a)

Apprentices.*					Improvers.*				
Wages Per Week.					Wages Per Week.				
	Percentage of Basic Wage	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.		Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.		%	s. d.	s. d.	s. d.
1st year ..	48	100 6	2 3	102 9	Carting and Driving—				
2nd year ..	58	121 0	2 6	123 6	Under 18 years ..	90	188 0	4 0	192 0
3rd year ..	96	138 0	3 0	141 0	18 and under 19 years ..	100 + 5/6	214 6	4 6	219 0
And thereafter the minimum wage.					19 and under 20 years ..	100 + 17/6	226 6	5 0	231 6
PROPORTION (within any place).					20 and under 21 years ..	100 + 26/-	235 0	5 6	240 6
One apprentice to every three or fraction of three workers receiving not less than 246s. per week.					All other improvers—				
An indenture of apprenticeship prescribed was approved on 6th August, 1923.					1st year ..	72	150 6	3 3	153 9
					2nd year ..	76	159 0	3 3	162 3
					3rd year ..	87	182 0	3 9	185 9
					4th year ..	100 + 5/6	214 6	4 6	219 0
					And thereafter the minimum wage.				
					PROPORTION (within any place).				
					(a) Where a working crane is in operation for the production of pitchers or building stone :—				
					One improver to every three or fraction of three workers receiving not less than 259s. per week.				
					(b) Where spall quarrying is carried on :—				
					One improver to every twenty or fraction of twenty workers receiving not less than 246s. per week.				

(b)

Other Employees. *

Day Shift.

Wages Per Week.

	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.
Powder monkey †	272 6	6 0	278 6	6 11 ¹¹ / ₁₀
Assistant powder monkey ‡	251 9	6 0	257 9	6 5 ¹³ / ₄₀
Hammerman	263 6	6 0	269 6	6 8 ¹⁷ / ₂₀
Dresser of pitchers or cubes, or scabblers	258 6	6 0	264 6	6 7 ⁷ / ₂₀
Spaller	253 0	6 0	259 0	6 5 ⁷ / ₁₀
Faceman	252 6	6 0	258 6	6 5 ¹¹ / ₁₀
Feeder of a stone crushing machine	255 0	6 0	261 0	6 6 ³ / ₁₀
Dust hole man	250 0	6 0	256 0	6 4 ¹ / ₂
Persons boring holes by hand or machine	248 0	6 0	254 0	6 4 ¹ / ₂
Borer's assistant	248 0	6 0	254 0	6 4 ¹ / ₂
Blacksmith	267 6	6 0	273 6	6 10 ¹ / ₂₀
Tool sharpener	251 0	6 0	257 0	6 5 ¹ / ₁₀
Loader	243 0	6 0	249 0	6 2 ⁷ / ₁₀
Carters or drivers driving—				
One horse	240 6	6 0	246 6	6 1 ¹⁹ / ₂₀
Two horses	248 0	6 0	254 0	6 4 ¹ / ₂
Three horses	254 0	6 0	260 0	6 6
Four or five horses	257 0	6 0	263 0	6 6 ⁹ / ₁₀
And 6d. extra per day for each additional horse				
Drivers of motor vehicles of the following carrying capacity :—				
Not exceeding 25 cwt.	245 0	6 0	251 0	6 3 ³ / ₁₀
Exceeding 25 cwt., but not exceeding 3 tons	246 3	6 0	252 3	6 3 ³¹ / ₄₀
Exceeding 3 tons	253 9	6 0	259 9	6 5 ³¹ / ₄₀
Dumper driver	258 0	6 0	264 0	6 7 ¹ / ₂
All others	240 0	6 0	246 0	6 1 ¹ / ₂

* See clause 3 re hours.

† See clause 10 re definition.

See clause 11 re definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(c) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (b) hereof plus 20 per cent.

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[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.

DAIRY FARM WORKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 938 of the 6th September, 1951, as amended by a Determination of the Industrial Appeal Court published in *Government Gazette* No. 2 of the 7th January, 1952, and re-numbered clauses 2 and 14 respectively shall be replaced by the following clauses:—

WAGES PER WEEK.

2.

Age.	Percentage of Basic Wage.	Wages.		Other Employees.	
		Male.	Female.	Males.	Wages.
		£ s. d.	£ s. d.		£ s. d.
Under 16 years ..	52	5 8 6	4 1 6	Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees)	12 8 0
16-17 years ..	60	6 5 6	4 14 0	General Hand	11 19 0
17-18 years ..	70	7 6 6	5 9 6		
18-19 years ..	80	8 7 0	6 5 0		
19-20 years ..	90	9 8 0	7 1 0		
20-21 years ..	100	10 9 0	7 16 6		

Females.

The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

The percentages prescribed above are in the case of males related to the male basic wage, and in the case of females to the female basic wage.

PROVISION OF AND DEDUCTION FOR KEEP.

14. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£ s. d.
Adult males at the rate of	2 6 8 per week
Adult females and junior males at the rate of	1 17 6 per week
Junior females at the rate of	1 12 6 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

Clauses, other than clauses 2 and 13 as renumbered 2 and 14, of the said Determination shall remain in force.

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THURSDAY, FEBRUARY 28.

[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.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 806 of the 17th August, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.							Percentage of Basic Wage.	Wages per Week of 40 Hours.
								s. d.
15 years of age or under	..	..	..	..	..	..	30	62 6
16 years of age	..	..	..	..	..	..	33	69 0
17 years of age	..	..	..	..	..	..	38	79 8
18 years of age	..	..	..	..	..	..	53	111 0
19 years of age	..	..	..	..	..	..	63	131 6
20 years of age	..	..	..	..	..	..	75	156 6

PROPORTION (WITHIN ANY PLACE).

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

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	5 11 ¹ / ₁₀	237 0	} 40
Gardeners' labourers	5 7 ¹ / ₂	224 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	5 11 ¹ / ₁₀	237 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 3	250 0	} 40
Gardeners†	5 11 ¹ / ₁₀	237 0	
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 3	250 0	} 40
All others	5 9 ³ / ₂₀	230 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 26s. per week less. † See Clause 20—Definitions.

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



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THURSDAY, FEBRUARY 28.

[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.

PLASTERERS BOARD.

Clauses 1 and 2 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 114 of the 30th January, 1951, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) 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; or
(ii) to employment in workshops.

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	60 6	2 8	63 2	15 years of age	29	60 6	2 8	63 2
2nd year ..	38	79 6	5 4	84 10	16 years of age	38	79 6	5 4	84 10
3rd year ..	53	111 0	8 0	119 0	17 years of age	53	111 0	8 0	119 0
4th year ..	76	159 0	10 8	169 8	18 years of age	76	159 0	10 8	169 8
5th year ..	98	205 0	13 4	218 4	19 years of age	98	205 0	13 4	218 4
6th year ..	100 plus 27s.	236 0	16 0	252 0	20 years of age	100 plus 27s.	236 0	16 0	252 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 293s. 4d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 293s. 4d. per week of 40 hours.

Other Employees.

	Per Hour.	Per Week.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	s. d. 7 5½	s. d. 298 10
All other plasterers	7 4	293 4

Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, is a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	60 6	2 8	63 2	15 years of age	29	60 6	2 8	63 2
2nd year ..	38	79 6	5 4	84 10	16 years of age	38	79 6	5 4	84 10
3rd year ..	53	111 0	8 0	119 0	17 years of age	53	111 0	8 0	119 0
4th year ..	76	159 0	10 8	169 8	18 years of age	76	159 0	10 8	169 8
5th year ..	98	205 0	13 4	218 4	19 years of age	98	205 0	13 4	218 4
6th year ..	100 plus 27s.	236 0	16 0	252 0	20 years of age	100 plus 27s.	236 0	16 0	252 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 286s. 8d. per week.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 286s. 8d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
Men employed on under-ground sewer or tunnel plastering	s. d. 7 3½	s. d. 290 6*
All other plasterers	7 2	286 8*

Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, is a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

* Rates include 6s. war loading.

Clauses, other than clauses 1 and 2 of Part I. and clauses 1 and 2 of Part II., of the said Determination as amended on the 28th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 18th January, 1952, shall be replaced by the following clause:—

2.

WAGES.

<i>Juvenile Workers.</i>				
Per Week of 40 Hours.				
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	78	122 0	58	121 0
17 years of age	99	155 0	74	154 6
18 " "	100 + 23s.	179 6	91	190 0
19 " "	100 + 44s.	200 6	100 + 8s.	217 0
20 " " .. .. .	..	Adult female rate	100 + 44s.	253 0

				Per Week of 40 Hours.		
				Weekly Rate.	War Loading (Non-adjust- able).	Total Weekly Wage.
<i>Other Employees.</i>				s. d.	s. d.	s. d.
Females employed at selecting				227 6	4 0	231 6
Other persons employed at casing factories				285 0	4 0	289 0

				Wages per Day.		
				Monday to Friday, inclusive.		
				Daily Rate.	War Loading (Non- Adjustable).	Total Daily Wage.
				s. d.	d.	s. d.
Pullers-off and strippers				57 0	9½	57 9½

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

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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 716 of the 27th July, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker	246	0
Nail or tack machinist	237	0
Assistant to nail or tack machinist	232	0
Roofing nail heading machinist	237	0
Barbed wire tool maker or machinist	237	0
Assistant to barbed wire machinist	232	0
Clipper or tier-up on concertina barbed wire	231	0
Rumbler	231	0
Galvanizer	242	0
Pickler—Head, or where only one pickler is employed	236	0
Assistant pickler	230	0
Assistant working over metal pot	236	0
Swinger	228	0
Wire-drawing plate setter	235	0
Wire-drawing block operator	231	0
Tack Inspector	231	0
Storeman, packer, or sorter	236	6
Other employees with not less than three months' experience in the metal trades industry	218	0
All others	212	0

Leading Hands.

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

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three 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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(f) The minimum weekly rates of wages 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 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.

(g) 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.	Per Week. £ 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 16 Years 6 Months.

	Per Week.	Per Week. s. d.	Per Week. £ s. d.
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

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(k) 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.

(f) 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.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
<i>I.—Adult Females.</i>			
Under one month's experience	75	<i>s. d.</i> ..	<i>£ s. d.</i> 7 16 6
All others	75	16 0	8 12 6
<i>II.—Junior Females.</i>			
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
<i>III.—Improvers and Junior Males.</i>			
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 for junior females relate to the female Basic Wage, but in all other cases relate 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.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 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 or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 184]

THURSDAY, FEBRUARY, 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD,

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 755 of the 9th August, 1951, shall be replaced by the following clauses:—

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	12 6 0	12 12 0	12 12 6	12 3 0
First-class, with condenser	12 12 6	12 18 6	12 19 0	12 9 6
Second-class	12 1 0	12 7 0	12 7 6	11 18 0
Second-class, with condenser	12 6 0	12 12 0	12 12 6	12 3 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	12 6 0	12 12 0	12 12 6	12 3 0
Under fifty brake horse-power	12 1 0	12 7 0	12 7 6	11 18 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	12 6 0	12 12 0	12 12 6	12 3 0
On motors 100-horse power to 250-horse power inclusive	11 18 0	12 4 0	12 4 6	11 15 0
On motors under 100-horse power	11 12 0	11 18 0	11 18 6	11 9 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
Note.—Horse power shall be that shown on the maker's name plate.				

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s. <i>Special Work</i> —A driver operating a tractor of 70-horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
<i>Loader, Front end and Overhead</i> — Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	12 9 0	12 15 0	12 15 6	12 6 0
Grader, single unit over 40-horse power	13 5 0	13 11 0	13 11 6	13 2 0
Grader, single unit 40-horse power and under	12 15 0	13 1 0	13 1 6	12 12 0
Concrete paver, single drum	12 4 0	12 10 0	12 10 6	12 1 0
H.—FIREMEN.				
Fireman	11 16 0	12 2 0	12 2 6	11 13 0
Fireman—first-class	12 1 0	12 7 0	12 7 6	11 18 0
Leading fireman—first class	12 8 0	12 14 0	12 14 6	12 5 0
Leading fireman—second-class	12 5 0	12 11 0	12 11 6	12 2 0
Locomotive fireman	11 19 0	12 5 0	12 5 6	11 16 0
I.—GREASERS.				
Greaser or oiler	11 12 0	11 18 0	11 18 6	11 9 0
Greaser or oiler—first-class	12 1 0	12 7 0	12 7 6	11 18 0
Trimmer	11 8 0	11 14 0	11 14 6	11 5 0
Fuelman	11 8 0	11 14 0	11 14 6	11 5 0
Engine cleaner	11 8 0	11 14 0	11 14 6	11 5 0
Boiler cleaner	11 8 0	11 14 0	11 14 6	11 5 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	12 8 0	12 14 0	12 14 6	12 5 0
All others	10 9 0	10 15 0	10 15 6	10 6 0

3.

Additional Rates.

Per Week.

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

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

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

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

s. d.

- (b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—
- | | |
|--|------|
| | 15 0 |
|--|------|
- (c) Attending to switchboard where the generating capacity is 350 kilowatt or over 6 0

JUNIOR LABOUR.

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

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere in- cluded.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age ..	24	0 6	2 9 0	2 9 0	2 11 0	2 8 6
16 years of age ..	32	0 9	3 5 9	3 5 9	3 7 9	3 4 9
17 years of age ..	58	1 0	5 18 6	5 18 6	6 2 6	5 17 0
18 years of age ..	73	2 0	7 10 0	7 10 0	7 14 6	7 8 0
19, but under 20 years of age ..	88	2 6	9 1 0	9 1 0	9 7 0	8 18 6

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

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

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



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THURSDAY, FEBRUARY 28.

[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

18th day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

GROCERS' SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 393 of the 19th April, 1951, shall be replaced by the following clause:—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	41	85 6	Under 16 years of age	51	80 0
16 years of age and under 17 years of age ..	46	96 0	16 to 17 years of age	53	83 0
17 years of age and under 18 years of age ..	54	113 0	17 to 18 years of age	65	101 6
18 years of age and under 19 years of age ..	64	134 0	18 to 19 years of age	72	112 6
19 years of age and under 20 years of age ..	75	156 6	19 to 20 years of age	84	131 6
20 years of age and under 21 years of age ..	89	186 0	20 to 21 years of age	95	148 6

PROPORTION (within any Factory or Place.)

Apprentices.

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

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

Candle Section.

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

Improvers.

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

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

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

Candle or Soap and Soda Sections.

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

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

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

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

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

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

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

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

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

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	12 8 6	12 5 6
Honey blenders	12 3 6	12 0 6
Men roasting and/or grinding and who mix or blend coffee or chicory	12 3 6	12 0 6
Assistant millers	12 1 0	11 18 0
Coffee essence makers	12 1 0	11 18 0
Bagged goods carriers and/or stackers	12 1 0	11 18 0
Cellarmen in charge and working at loading, unloading and despatching by-products	12 1 0	11 18 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	11 18 0	11 15 0
Roasters of other commodities than coffee or chicory	11 18 0	11 15 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	11 18 0	11 15 0
Mixers or blenders	11 18 0	11 15 0
Kilnmen and/or bleachers	11 13 6	11 10 6
Mill hands	11 11 0	11 8 0
Men engaged drawing off finished products and/or by-products in cereal mills	11 11 0	11 8 0
Men engaged at oat cleaning and/or grading	11 11 0	11 8 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—8d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	12 8 6	12 5 6
Assistant millers	12 1 0	11 18 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 1 0	11 18 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	12 1 0	11 18 0
Steepmen	11 16 0	11 13 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	11 14 0	11 11 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	11 13 6	11 10 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	11 11 0	11 8 0
Men grinding starch and/or cornflour	11 11 0	11 8 0
Mill hands	11 11 0	11 8 0
Starch and/or cornflour shovellers	11 11 0	11 8 0
Leading hand—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	12 8 6	12 5 6
Assistant millers	12 1 0	11 18 0
Mill hands	11 11 0	11 8 0
Men engaged drawing off broken rice, bran, straw, and/or rice	11 11 0	11 8 0
Men engaged taking off and/or sewing and/or stacking rice	11 11 0	11 8 0
Rice meal rammers	11 11 0	11 8 0
Rice hull packers	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	12 1 0	11 18 0
Convertor men	12 1 0	11 18 0
Flour mixers or men feeding mixers and/or bagging dry gluten	11 16 0	11 13 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	11 13 6	11 10 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	11 13 6	11 10 6
Pumpmen	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	12 6 0	12 3 0
Paste makers	11 12 0	11 9 0
Hydraulic press attendants	11 12 0	11 9 0
Women working in dough room and vermicelli twisting and spaghetti spreading	8 14 0	8 12 0
All other male adults	11 6 0	11 3 0
All other female adults	8 9 0	8 7 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	12 1 0	11 18 0
Men in charge of and working rollers	12 1 0	11 18 0
Men in charge of and working at toasting flakes or biscuits (oven men)	12 1 0	11 18 0
Grinding and milling machinists	11 12 0	11 9 0
Fillers and/or makers	11 12 0	11 9 0
Pressmen	11 12 0	11 9 0
Conveyor workers	11 12 0	11 9 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	12 8 6	12 5 6
Vacuum pan attendants	12 1 0	11 18 0
Men operating and in charge of grain crushers, mixing and filling machines	11 18 6	11 15 6
Men working at and in charge of dehydrators	11 18 6	11 15 6
Man working at and in charge of store	11 17 0	11 14 0
Man working at and in charge of spent grain bins	11 17 0	11 14 0
All other adult males	11 13 0	11 10 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	12 8 6	12 5 6
Man engaged on cornflour packing machine	12 1 0	11 18 0
Convertor men	12 1 0	11 18 0
Man in charge of and working at macerators	12 1 0	11 18 0
Vacuum pans men	12 1 0	11 18 0
Men in charge of and working in drip rooms	12 1 0	11 18 0
Dextrine and/or custard mixer and/or blender	11 18 0	11 15 0
Weighbridge attendants	11 18 0	11 15 0
Steepmen	11 16 0	11 13 0
Millers' assistants	11 16 0	11 13 0
Feed dryers	11 16 0	11 13 0
Silk reel repairers	11 13 6	11 10 6
Men engaged on char filters	11 13 6	11 10 6
Char kilnmen	11 13 6	11 10 6
Oliver filtermen	11 13 6	11 10 6
Oil expeller men	11 13 6	11 10 6
Reels and cracker men	11 13 6	11 10 6
Neutralizer men	11 13 6	11 10 6
Drip room men	11 13 6	11 10 6
Maize receiving and cleaning operators	11 11 0	11 8 0
Sample men	11 11 0	11 8 0
Liquor presses	11 11 0	11 8 0
Feed press valve men	11 11 0	11 8 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	11 11 0	11 8 0
Flushing system men	11 11 0	11 8 0
Paddlers	11 11 0	11 8 0
Pumpmen	11 11 0	11 8 0
Starch-house kilnmen	11 11 0	11 8 0
Polly feed and/or oil meal baggers and sewers	11 11 0	11 8 0
Bulk cornflour baggers and sewers	11 11 0	11 8 0
Assistant operators on macerators	11 11 0	11 8 0
Yardmen	11 11 0	11 8 0
Women employed at scraping starch	8 14 0	8 12 0
Women employed on custard powder filling machines	8 14 0	8 12 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All other female adults	8 9 0	8 7 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	11 11 0	11 8 0
Man in charge of liquefying tallow	11 18 0	11 15 0
Assistant liquefying tallow	11 14 6	11 11 6
Operator of bleaching plant	11 13 6	11 10 6
Operator of pumps and/or blowers	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	12 2 6	11 19 6
Operator of filter presses and/or reagent-making plant	12 2 6	11 19 6
Operator of fatty acid stills	12 2 6	11 19 6
Stillman's assistant and/or pumpman	11 13 6	11 10 6
Cupboard runners	11 16 0	11 13 0
Press room ganger (or charge hand in press room)	12 2 6	11 19 6
Operator in charge of black acid presses	11 11 0	11 8 0
Operator of oiler filters	12 2 6	11 19 6
Pumpman	11 13 6	11 10 6
Storeman in oliene store	11 12 0	11 9 0
Vatmen treating stearine	11 16 0	11 13 0
Candle moulder—after 12 months' experience	11 16 0	11 13 0
Candle moulder with less than 12 months' experience	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	11 16 6	11 13 6
Soda crystal maker	11 16 0	11 13 0
Assistant soda crystal maker	11 11 0	11 8 0
Assistant soap maker	12 3 6	12 0 6
Soap pumpmen	11 16 0	11 13 0
Lye runner	11 11 0	11 8 0
Operator of power mixers and/or crutchers	11 16 0	11 13 0
Soap crutcher by hand	11 13 0	11 10 0
Soap cutting machinist	11 13 0	11 10 0
Head soap cutter by hand	11 13 0	11 10 0
Soap cutter by hand	11 8 6	11 5 6
Stampers by foot or hand	11 11 0	11 8 0
Operator of automatic stamping, wrapping, or packing machines	11 11 0	11 8 0
Operator of automatic soap dryers	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
Milling of Toilet Soap—		
Milling room foreman	11 16 6	11 13 6
Man in charge of, and actually milling soap	11 16 0	11 13 0
Soap miller	11 11 0	11 8 0
Mixing and/or blending toilet soap chips	11 11 0	11 8 0
Pulverising and/or dressing pulverized soap	11 11 0	11 8 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0

OTHER EMPLOYERS—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
	£ s. d.	£ s. d.
Operator of power mixer and/or crutoher	11 16 0	11 13 0
Operator of soap powder mill	11 16 0	11 13 0
Truckers and assistants to operators of mixers, crutochers or mills	11 9 0	11 6 0
Leading hands—10s. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	12 2 6	11 19 6
Assistant operator of evaporators	11 13 6	11 10 6
Operator of glycerine stills	11 2 6	10 19 6
Men preparing charcoal for refining glycerine	11 13 6	11 10 6
Filter press hand	11 11 0	11 8 0
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	12 6 0	12 3 0
Mill hands as defined	11 18 6	11 15 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain ..	11 13 0	11 10 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	12 3 6	12 0 6
Cooker, man in charge	12 1 0	11 18 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	11 13 6	11 10 6
Skillet and/or splint choppers	11 12 0	11 9 0
Paste makers	11 11 0	11 8 0
Wax mixers	11 11 0	11 8 0
Slitters	11 11 0	11 8 0
Gum grinders	11 11 0	11 8 0
Dogmen	11 11 0	11 8 0
Painting machine attendants (men)	11 11 0	11 8 0
Men operating two-way scorers	11 11 0	11 8 0
Leading hands—7s. 6d. per week additional		
All other male adults	11 6 0	11 3 0
All female adults	8 9 0	8 7 0
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or 'directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	11 18 9	11 15 9
(ii) seven or more such persons	12 12 9	12 9 9
(b) Works singly	11 16 6	11 13 6
(c) Storemen and/or packers	11 12 0	11 9 0

Hot Places.

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

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

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

[1193]



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No. 186]

THURSDAY, FEBRUARY 28.

[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

18th day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1249 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambul and within Mildura and Gippsland Districts	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	12 17 6	13 4 0	12 14 6
5 and 6 inch, footman	12 9 0	12 15 6	12 6 0
4 inch and under, headman	12 12 0	12 18 6	12 9 0
4 inch and under, footman	12 2 0	12 8 6	11 19 0
Vertical pipe moulders—			
Hammer, coremaker, corer, or caster	11 19 6	12 6 0	11 16 6
Dresser of pipes, including dresser on emery wheels	11 19 0	12 5 6	11 16 0

Adults.	Per Week of 40 Hours		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery—</i>	£ s. d.	£ s. d.	£ s. d.
Coremakers—			
5 and 6 inch, faucet	12 13 0	12 19 6	12 10 0
5 and 6 inch, spigot	12 2 0	12 8 6	11 19 0
4 inch and under, faucet	12 6 0	12 12 6	12 3 0
4 inch and under, spigot	11 18 0	12 4 6	11 15 0
Finishers and casters—			
5 and 6 inch	12 13 0	12 19 6	12 10 0
4 inch and under	12 6 0	12 12 6	12 3 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	13 1 0	13 7 6	12 18 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	11 17 0	12 3 6	11 14 0
2nd six months' experience	12 0 0	12 6 6	11 17 0
3rd six months' experience	12 3 0	12 9 6	12 0 0
Thereafter	12 8 0	12 14 6	12 5 0
Dresser and grinder (when using portable machine)	12 1 0	12 7 6	11 18 0
Dresser and grinder (other)	11 19 0	12 5 6	11 16 0
Furnaceman—cupola	12 6 0	12 12 6	12 3 0
Furnaceman—electric	12 5 0	12 11 6	12 2 0
Furnaceman—other	12 3 0	12 9 6	12 0 0
Assistant furnaceman	11 17 0	12 3 6	11 14 0
Loader and unloader of annealing furnace	11 17 0	12 3 6	11 14 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	11 17 0	12 3 6	11 14 0
(b) other	12 7 0	12 13 6	12 4 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	11 17 0	12 3 6	11 14 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

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.

3.

APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

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

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, 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.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	War Loading.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>					
		Per Week.			
		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
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>					
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.

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

Overtime and Shift Work.

(j) 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.

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

Lost Time.

(l) 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.

(m) 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.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
Under one month's experience	75	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
All others	75	.. .. .	16 0	8 12 6	8 17 6	8 10 6
<i>II.—Junior Females.</i>						
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
<i>III.—Junior Males.</i>						
Under 16 years of age	24	1 0	2 0	2 13 0	2 14 6	2 12 6
16 years of age	32	1 9	2 6	3 11 0	3 13 0	3 10 0
17 years of age	58	3 0	5 0	6 9 0	6 13 0	6 7 6
18 years of age	73	4 0	6 0	8 2 6	8 7 6	8 0 6
19 years of age and over	88	4 6	7 0	9 15 6	10 1 0	9 13 0

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

Provided that the rate payable to any employee shall not 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) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age :

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

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

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

(d) Junior employees shall not be employed—

if under 18 years as furnacemen or assistants to furnacemen.

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

[1197]



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No 25 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	16 16 0	6 0	17 2 0
Slaughterman	16 2 3	6 0	16 8 3
Head and Feet Boners	13 13 0	3 0	13 16 0
Scalders	13 13 0	3 0	13 16 0
Meat Lumpers	13 9 6	3 0	13 12 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	13 5 6	3 0	13 8 6
General labourers	13 2 6	3 0	13 5 6

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

No. 187.—1440/52.—PRICE 3d.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Division B.—Retail Shops.			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	13 1 6	13 8 0	13 1 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	13 1 6	13 8 0	13 1 6
Whilst employed on other work	13 6 0	13 12 6	13 6 0
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne			
Definition:—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	13 0 0	13 6 6	13 0 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	12 14 0	13 0 6	12 14 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	12 11 0	12 17 6	12 11 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	12 13 6	13 0 0	12 13 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	11 18 0	12 4 6	11 18 0
All others	11 16 0	12 2 6	11 16 0
Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
Division C.—Small Goods Section.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	13 1 6	13 8 0	13 1 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	13 1 6	13 8 0	13 1 6
Whilst employed on other work			
Men employed principally on mixing machines and/or responsible for making of small goods	12 19 0	13 5 6	12 19 0
Fillermen	12 9 6	12 16 0	12 9 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	12 13 6	12 0 0	12 13 6
Packing-room hands	12 3 6	12 10 0	12 3 6
Linkers and table hands	12 2 6	12 9 0	12 2 6
All others	11 16 0	12 2 6	11 16 6
Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.			
Meat Lumpers	13 12 6	13 19 0	13 9 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	13 5 0	13 13 0	13 1 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	13 10 0	13 18 0	13 6 6
Exceeding 3 tons capacity	13 15 0	14 3 0	13 11 6
Horse Drivers—			
One horse	13 2 0	13 10 0	12 18 6
Two horses	13 5 0	13 13 0	13 1 6
Three horses	13 8 0	13 15 6	13 4 0
Head stableman (if more than one employed)	12 19 6	13 7 6	12 17 0
Other stablemen or grooms	12 14 6	13 2 6	12 10 6
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers, who, during the day, are engaged in carting blood manure or offensive offal			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	12 1 0	12 7 6	12 1 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	12 5 0	12 11 6	12 5 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	12 8 0	12 14 6	12 8 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	11 16 0	12 2 6	11 16 0
(ii) two horses	12 1 0	12 7 6	12 1 0
(iii) three horses	12 4 0	12 10 6	12 4 0
(iv) four horses	12 6 0	12 12 6	12 6 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of 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—an extra 1s. 3d.

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—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

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

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	6 14 0	Under 18 years	85	8 17 6
2nd year's experience	77	8 1 0	18 years and under 19 years ..	100 + 1s. 6d.	10 10 6
3rd year's experience	88	9 4 0	19 years and under 20 years ..	100 + 10s. 6d.	11 2 6
4th year's experience	100 + 21s.	11 10 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			
PROPORTION (BY ANY EMPLOYER).			PROPORTION (BY ANY EMPLOYER).		
Apprentices.			No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.			No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.		
Improvers.			One improver to every five drivers receiving not less than the minimum wage.		
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.					

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

										£ s. d.
<i>Five-year Term—</i>										
First year	..	..	..	..	..	..	..	..	..	3 10 6
Second year	..	..	..	..	..	..	..	..	..	4 14 0
Third year	..	..	..	..	..	..	..	..	..	7 0 6
Fourth year	..	..	..	..	..	..	..	..	..	8 19 0
Fifth year	..	..	..	..	..	..	..	..	..	11 1 6
<i>Four-year Term—</i>										
First year	..	..	..	..	..	..	..	..	..	4 3 0
Second year	..	..	..	..	..	..	..	..	..	5 17 0
Third year	..	..	..	..	..	..	..	..	..	8 19 0
Fourth year	..	..	..	..	..	..	..	..	..	11 1 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Saving.

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

- (a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

											Thereafter.
											£ s. d.
First year	..	..	..	..	..	..	..	..	..	..	4 3 0
Second year	..	..	..	..	..	..	..	..	..	..	5 6 0
Third year	..	..	..	..	..	..	..	..	..	..	7 5 0
Fourth year	..	..	..	..	..	..	..	..	..	..	9 15 6
Fifth year	..	..	..	..	..	..	..	..	..	..	11 4 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

1. The first part of the document is a letter from the President of the United States to the Congress, dated January 1, 1861.

2. The second part is a report from the Secretary of the Treasury, dated January 1, 1861.

3. The third part is a report from the Secretary of the Interior, dated January 1, 1861.

4. The fourth part is a report from the Secretary of the Navy, dated January 1, 1861.

5. The fifth part is a report from the Secretary of the War, dated January 1, 1861.

6. The sixth part is a report from the Secretary of the State, dated January 1, 1861.

7. The seventh part is a report from the Secretary of the Agriculture, dated January 1, 1861.

8. The eighth part is a report from the Secretary of the Commerce, dated January 1, 1861.

9. The ninth part is a report from the Secretary of the Education, dated January 1, 1861.

10. The tenth part is a report from the Secretary of the Public Lands, dated January 1, 1861.

11. The eleventh part is a report from the Secretary of the Indian Affairs, dated January 1, 1861.

12. The twelfth part is a report from the Secretary of the Marine Affairs, dated January 1, 1861.

13. The thirteenth part is a report from the Secretary of the Fisheries, dated January 1, 1861.

14. The fourteenth part is a report from the Secretary of the Forestry, dated January 1, 1861.

15. The fifteenth part is a report from the Secretary of the Mining, dated January 1, 1861.

16. The sixteenth part is a report from the Secretary of the Agriculture, dated January 1, 1861.

17. The seventeenth part is a report from the Secretary of the Commerce, dated January 1, 1861.

18. The eighteenth part is a report from the Secretary of the Education, dated January 1, 1861.

19. The nineteenth part is a report from the Secretary of the Public Lands, dated January 1, 1861.

20. The twentieth part is a report from the Secretary of the Indian Affairs, dated January 1, 1861.

21. The twenty-first part is a report from the Secretary of the Marine Affairs, dated January 1, 1861.

22. The twenty-second part is a report from the Secretary of the Fisheries, dated January 1, 1861.

23. The twenty-third part is a report from the Secretary of the Forestry, dated January 1, 1861.

24. The twenty-fourth part is a report from the Secretary of the Mining, dated January 1, 1861.

25. The twenty-fifth part is a report from the Secretary of the Agriculture, dated January 1, 1861.

26. The twenty-sixth part is a report from the Secretary of the Commerce, dated January 1, 1861.

27. The twenty-seventh part is a report from the Secretary of the Education, dated January 1, 1861.

28. The twenty-eighth part is a report from the Secretary of the Public Lands, dated January 1, 1861.

29. The twenty-ninth part is a report from the Secretary of the Indian Affairs, dated January 1, 1861.

30. The thirtieth part is a report from the Secretary of the Marine Affairs, dated January 1, 1861.

31. The thirty-first part is a report from the Secretary of the Fisheries, dated January 1, 1861.

32. The thirty-second part is a report from the Secretary of the Forestry, dated January 1, 1861.

33. The thirty-third part is a report from the Secretary of the Mining, dated January 1, 1861.

34. The thirty-fourth part is a report from the Secretary of the Agriculture, dated January 1, 1861.

35. The thirty-fifth part is a report from the Secretary of the Commerce, dated January 1, 1861.

36. The thirty-sixth part is a report from the Secretary of the Education, dated January 1, 1861.

37. The thirty-seventh part is a report from the Secretary of the Public Lands, dated January 1, 1861.

38. The thirty-eighth part is a report from the Secretary of the Indian Affairs, dated January 1, 1861.

39. The thirty-ninth part is a report from the Secretary of the Marine Affairs, dated January 1, 1861.

40. The fortieth part is a report from the Secretary of the Fisheries, dated January 1, 1861.

41. The forty-first part is a report from the Secretary of the Forestry, dated January 1, 1861.

42. The forty-second part is a report from the Secretary of the Mining, dated January 1, 1861.

43. The forty-third part is a report from the Secretary of the Agriculture, dated January 1, 1861.

44. The forty-fourth part is a report from the Secretary of the Commerce, dated January 1, 1861.

45. The forty-fifth part is a report from the Secretary of the Education, dated January 1, 1861.

46. The forty-sixth part is a report from the Secretary of the Public Lands, dated January 1, 1861.

47. The forty-seventh part is a report from the Secretary of the Indian Affairs, dated January 1, 1861.

48. The forty-eighth part is a report from the Secretary of the Marine Affairs, dated January 1, 1861.

49. The forty-ninth part is a report from the Secretary of the Fisheries, dated January 1, 1861.

50. The fiftieth part is a report from the Secretary of the Forestry, dated January 1, 1861.



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2.

IMPROVERS.

	Wages.	Proportion (by any Employer).
	Per Hour.	
	<i>s. d.</i>	IMPROVERS.
Under 18 years of age	3 10	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	4 7	
20 years of age and under 21	Appropriate adult rate	

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

OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer	6	5
Pitcher setter, cube setter, or pavior		
Weigher and/or mixer on hot asphaltic mixing plant		
Rigger	6	4
Splicer of Wire Rope or Hemp Rope		
Bitumen pourer or kettle attendant		
Tunnel man or shaft sinker		
Timber man in tunnel or shaft		
Pipe joiner, or pipe layer		
Powder monkey		
Sinker in trenches for storm-water drain	6	3
Finisher in concrete work		
Leading tackle hand		
Skid scoop (tumbling Tommy), filler, and/or driver		
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work		
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute		
Jack hammerman		
Mixer, gauger spreading or layer on of concrete		
Tar, bitumen or emulsion sprayer operator		
Faceman in gravel pit		
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	6	3
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion		
Batterman using batter rule		
Boodler in tunnel		
Fencer		
Sanitary or garbage attendant		
Scabber in tunnel		
Metal or gravel spreader		
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter		
Filler of monkey-tail scoop		
Setter out of reinforcements	6	2
Points man on tram or locomotive line		
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level		
Cold asphaltic shoveller or forker		
Ploughman's offsider		
Tipper of monkey-tail scoop		
Slurry filler		
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks		
Driver power grader 35-h.p. or over		
Driver power grader under 35-h.p.		
Driver side loader	6	3
Driver tractor (oil) 35-h.p. and over		
Driver tractor (oil) under 35-h.p.		
Driver of traction engine or road roller (steam)		
Driver road roller (internal combustion)		
All others	6	1

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.



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[1952

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (a). Within the Localities Set Out in Note (a).

Improvers.										Wages per Week of 40 Hours.
										£ s. d.
Under 15 years of age .. .. .	..	..	..	..	..	..	..	..	..	0 15 6
15 years and under 16 years of age .. .. .	..	..	..	..	..	..	..	..	..	0 19 0
16 " " " 17 " " " .. .. .	..	..	..	..	..	..	..	..	..	1 3 0
17 " " " 18 " " " .. .. .	..	..	..	..	..	..	..	..	..	1 11 0
18 " " " 19 " " " .. .. .	..	..	..	..	..	..	..	..	..	2 2 6
19 " " " 20 " " " .. .. .	..	..	..	..	..	..	..	..	..	2 13 6
20 " " " 21 " " " .. .. .	..	..	..	..	..	..	..	..	..	3 9 6

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(b).

Adults.	Wages per Week of 40 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine.
	£ s. d.	£ s. d.
Patching and scouring retorts and cleaning flues—man continuously employed as such	11 18 0	11 15 0
Stoker in charge of gas or steam engine, or other works plant	11 18 0	11 15 0
Stoker, vertical retort	11 15 0	11 12 0
Stoking machine driver	11 15 0	11 12 0
Stoker, horizontal retort (machine)	11 12 0	11 9 0
Stoker, hand charging	11 10 0	11 7 0
Retort (vertical) operator	11 15 0	11 12 0
Operator vertical retort	11 15 0	11 12 0
Fireman retort house	11 15 0	11 12 0
Hydraulic and tar main attendant	11 14 0	11 11 0
Augerer and pipe jumper	11 9 0	11 6 0
Coke and coal conveyor attendant (day worker)	11 4 0	11 1 0
Greaser and oiler (in retort house)	11 12 0	11 9 0
Elevator and coal crusher attendant (day worker)	11 3 0	11 0 0
Elevator and coal crusher attendant (shift worker)	11 1 0	10 18 0
Coke and coal conveyor attendant (shift worker)	11 1 0	10 18 0
Oxide breaker—man attending and operating	11 4 0	11 1 0
Purifier—man opening up, or emptying	11 17 0	11 14 0
Purifier—man filling	10 18 0	10 15 0
All others	10 12 0	10 9 0

36.

Within the Localities Set Out in Note (b).

Improvers.

(a) (i) Improvers may be employed as yard boys, or on such other work that is suitable.

(ii)

WAGES PER WEEK.

Age.								Percentage of Basic Wage.	Loading.	Total Wage.
								%	s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	..	33½	1 3	70 9
16 years of age	..	..	..	..	..	..	..	40	1 3	84 9
17 years of age	..	..	..	..	..	..	..	50	2 0	106 6
18 years of age	..	..	..	..	..	..	..	62½	2 0	132 6
19 years of age	..	..	..	..	..	..	..	78	2 9	165 9
20 years of age	..	..	..	..	..	..	..	95	2 9	201 3

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

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

(b) Adults.										Wages Per Week.
										£ s. d.
Foreman, or working ganger	..	..	..	..	..	..	..	..	..	12 15 0
Labourer, general or yardman	..	..	..	..	..	..	..	..	..	11 1 0
Operator and/or stoker, retort house	..	..	..	..	..	..	..	..	..	11 19 0
Oxide, new in bags, man handling	..	..	..	..	..	..	..	..	..	11 7 0
Oxide, man shovelling and breaking	..	..	..	..	..	..	..	..	..	11 7 0
Purifier, man filling	..	..	..	..	..	..	..	..	..	11 4 0
Purifier, man emptying	..	..	..	..	..	..	..	..	..	12 1 0
Retort house maintenance man (where constantly employed as such)	..	..	..	..	..	..	..	..	..	12 9 0
Scourer and patcher of retorts and flue cleaning	..	..	..	..	..	..	..	..	..	12 4 0
Skilled labourer	..	..	..	..	..	..	..	..	..	11 9 0
Man handling coal	..	..	..	..	..	..	..	..	..	11 4 0

Clauses, other than clauses 2 and 36, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1016 of the 12th October, 1951, shall be replaced by the following clause:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—caster tilting furnace	12 15 0	13 1 6	12 12 0
Furnaceman remelt other	12 13 0	12 19 6	12 10 0
Assistant remelt furnaceman	12 6 0	12 12 6	12 3 0
Leading chargemaker	12 14 0	13 0 6	12 11 0
Chargemaker	11 15 0	12 1 6	11 12 0
Metal sorter	11 15 0	12 1 6	11 12 0
Bundler, baler, and/or Briquetter	11 15 0	12 1 6	11 12 0
Press operator (Automatic with dual control)	13 1 0	13 7 6	12 18 0
Press operator	12 15 0	13 1 6	12 12 0
Butt handler	11 15 0	12 1 6	11 12 0
Leader out	11 14 0	12 0 6	11 11 0
Draw bench leading hand	12 7 0	12 13 6	12 4 0
Draw bench operator	11 14 0	12 0 6	11 11 0
Die attendant	12 3 0	12 9 6	12 0 0
Pointer, Hammer, and Swager	11 17 0	12 3 6	11 14 0
Stretcher and/or straightener	11 17 0	12 3 6	11 14 0
Copper wire drawing machine operator	11 15 0	12 1 6	11 12 0
Butt welder	11 13 0	11 19 6	11 10 0
Furnaceman other	12 9 0	12 15 6	12 6 0
Furnaceman assistant	11 11 0	11 17 6	11 8 0
Other machine operator	11 15 0	12 1 6	11 12 0
Machine assistant	11 11 0	11 17 6	11 8 0
Mill assistant	11 11 0	11 17 6	11 8 0
Examiner	11 17 0	12 3 6	11 14 0
Pickler	11 15 0	12 1 6	11 12 0
Weightman	11 19 0	12 5 6	11 16 0
Sawyer	11 19 0	12 5 6	11 16 0
Saw Sharpener	12 1 0	12 7 6	11 18 0
Crane chaser	11 14 0	12 0 6	11 11 0
Labourer (yard)	11 5 0	11 11 6	11 2 0
Labourer sweeper and cleaner	10 19 0	11 5 6	10 16 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.

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Special Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.		£ s. d.	£ s. d.	£ s. d.
		s. d.	s. d.			
		<i>Foundries.</i>				
Under 16 years of age ..	24	1 0	2 0	2 13 0	2 14 6	2 12 6
16 years of age ..	32	1 9	2 6	3 11 0	3 13 0	3 10 0
17 years of age ..	58	3 0	5 0	6 9 0	6 13 0	6 7 6
18 years of age ..	73	4 0	6 0	8 2 6	8 7 6	8 0 6
19 years of age and over ..	88	4 6	7 0	9 15 6	10 1 0	9 13 0
		<i>Elsewhere.</i>				
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

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.

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he has had 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.

Prohibited Occupations.

(c) Junior employees shall not be employed—

- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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

[1209]



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THURSDAY, FEBRUARY 28.

[1952

Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1207 of the 23rd November, 1951, shall be replaced by the following clause:—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Other Employees.

	Wages Per Week.				Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly Wage.
		s. d.	£ s. d.		s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>							
Under three months' experience	75	6 0	8 2 6	Foreman i.e., man in charge of two or more employees .. Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. Press operator (heavy) .. Press operator (light) .. Process worker (as defined)	272 6	3 0	275 6
All others	75	7 0	8 3 6				
<i>II.—Junior Females.</i>							
	Percentage of Female Basic Wage.						
17 years of age and under ..	52	3 6	4 5 0		253 6	3 0	256 6
18 years of age	62	4 0	5 1 0		230 0	3 0	233 0
19 years of age	72	4 6	5 17 0		228 0	3 0	231 0
20 years of age	82	5 0	6 13 6		228 0	3 0	231 0
<i>III.—Junior Males.</i>							
	Percentage of Basic Wage.						
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 total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(ii) 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.

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Per-centage of Journey-man's Total Wage.	Total Wage Payable.	—	Wages Per Week.		
							Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	64 0	Foreman, i.e., man			
1st year ..	25	64 0	2nd year ..	35	90 0	in charge of two			
2nd year ..	35	90 0	3rd year ..	45	115 6	or more employees	272 6	3 0	275 6
3rd year ..	45	115 6	4th year ..	65	166 6	Optical tradesman	259 6	3 0	262 6
4th year ..	65	166 6	5th year ..	80	205 0	Optical workers and			
5th year ..	80	205 0				repairers ..	253 6	3 0	256 6
Four Year Terms:—			PROPORTION (in any factory, shop, or place).						
1st year ..	30	77 0	One improver to every three						
2nd year ..	45	115 6	journeyman receiving not less than						
3rd year ..	65	166 6	256s. 6d. per week.						
4th year ..	80	205 0							
PROPORTION (in any factory, shop, or place).									
One apprentice to every two or fraction of two workers receiving not less than 256s. 6d. per week									
An indentures of apprenticeship prescribed was approved on 15th December, 1914.									
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.									

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.
 Clauses, other than clause 2, of the said Determination shall remain in force.

[1211]



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1238 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.
	s. d.	s. d.
STOVEMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width	237 0	234 0
Between 3 ft. 6 in. and 5 feet in width	240 0	237 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods	254 6	251 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	240 0	237 0
Tester not engaged as fitter	229 0	226 0
Pattern and moulding box fitter and filer	240 0	237 0
Painter, brush	230 0	227 0
Painter, spray	233 0	230 0
Press operator	231 0	228 0
Other power machinist	228 0	225 0
Polisher and grinder	237 0	234 0
Stove blacksmith	234 0	231 0
Stove blacksmith	246 0	243 0
Electroplater in charge	232 0	229 0
Electroplater's assistant	228 0	223 0
Labourer delivering material to and taking finished articles from fitters	229 0	226 0
Stove blacksmith's striker	232 0	229 0
Labourer directly assisting workmen whose margins exceed 26s. per week	218 0	215 0
Other employees with not less than three month's experience in the industry	212 0	209 0
All others		

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.
PORCELAIN ENAMELLING SECTION.	s. d.	s. d.
Fuser	241 0	238 0
Fuser's assistant	232 0	229 0
Mill hand and mixer	232 0	229 0
Sprayer	233 0	230 0
Shot and sand-blast dresser	238 0	235 0
Other dresser	233 0	230 0
Swiller, gripper, and brusher	229 0	226 0
Pickler	229 0	226 0
Rackman	227 0	224 0
Other employees with not less than three months' experience in the industry	218 0	215 0
All others	212 0	209 0

JUNIOR MALE AND FEMALE LABOUR.

3.

Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	..	156 6	154 6
All others	75	..	16 0	172 6	170 6
<i>II.—Junior Females.</i>					
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
<i>III.—Junior Males.</i>					
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
<i>Iv.—Junior Males (Foundries).</i>					
Under 16 years of age	24	1 0	2 0	53 0	52 6
16 years of age	32	1 9	2 6	71 0	70 0
17 years of age	58	3 0	5 0	129 0	127 6
18 years of age	73	4 0	6 0	162 6	160 6
19 years of age and over	88	4 6	7 0	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 wages 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 and 3, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 193]

THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PLASTER OF PARIS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 113 of the 30th January, 1951, shall be replaced by the following clause:—

2.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 17 years of age	48	100 6	2 9	103 3	(a) MILL EMPLOYEES.			
17 years of age ..	63	131 6	3 9	135 3	Calciner	256 6	6 0	262 6
18 " " ..	78	163 0	4 6	167 6	Mechanical shovel attendant ..	246 6	6 0	252 6
19 " " ..	93	194 6	5 6	200 0	Bagger	242 0	6 0	248 0
20 " " ..	100 + 3s.	212 0	6 0	218 0	All others	232 6	6 0	238 6
PROPORTION (IN ANY PLACE).					(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving					Manager in charge of gypsum pit	276 6	..	276 6
not less than 238s. 6d. per week.					Gypsum raisers	222 6	..	222 6

Clauses, other than clause 2, of the said Determination as amended on the 4th April, 1951, shall remain in force.

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

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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination made on the 26th November 1951, and in force as from the 26th November 1951, shall be replaced by the following clauses:—

PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (a)

WAGES PER WEEK.

												£ s. d.
Fireman	..	..	..	..	..	..	..	..	..	..	..	12 15 6
A.B.	..	..	..	..	..	..	..	..	..	..	..	12 5 6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

						Ordinary Wage.	Sea-Going Allowance.	Total Wage.
						£ s. d.	£ s. d.	£ s. d.
Fireman	..	..	..	..	..	10 17 6	1 17 0	12 14 6
A.B.	..	..	..	..	..	10 8 3	1 17 0	12 5 3
Ordinary Seaman	..	..	..	..	..	9 5 10	1 8 0	10 13 10

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	11	15	0
Deck Hand	11	6	0
Fireman	12	4	0
Greaser	12	5	0
Winchman	12	1	6
Coal Gang Hand	11	15	0
Diver	14	15	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, clearing inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

WAGES PER WEEK.

1. (a) Day Workers :—

	£	s.	d.
A.B.	11	15	0
Deck Hand	11	6	0
Fireman	12	4	0
Greaser	12	5	0
Winchman	12	1	6
Coal Gang Hand	11	15	0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

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



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

POSTERHANGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 62 of the 25th January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	85 6	Posterhangers or Billposters ..	229 0
2nd " "	47	98 0		
3rd " "	59	123 6		
4th " "	69	144 0		
5th " "	73	152 6		
6th " "	79	165 0		
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 229s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 229s. per week.				

Clauses, other than clause 2, of the said Determination as amended on the 6th April, 1951, shall remain in force.

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

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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 31 and 32 of the Determination published in *Government Gazette* No. 9 of the 10th January, 1952, shall be replaced by the following clauses:—

SECTION A. SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered ..	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered ..	

To learners—

For the first 21 days of employment—

56s. 11-412d. plus 1s. 2½d. war loading (total 58s. 1-812d.) per day.

Thereafter until considered competent by the employer—

63s. 4-162d. plus 1s. 2½d. war loading (total 64s. 6-562d.) per day.

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

When one team only is employed, the composite rate of 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

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

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

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

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

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

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

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

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

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

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

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

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

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

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

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0.38d. plus 1s. 3d. war loading (total 80s. 3.38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

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

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

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

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

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

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

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

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

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

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

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

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6.65d. plus 1d. war loading (total 4s. 7.65d.) per head of cattle slaughtered.

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

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

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

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

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

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

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

(c) Organization—

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

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

NOTE.—To the daily earnings of each pieceworker the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

CALVES.

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

Skin on—

Calves 100 lb. and under skin on .. 8.725d. plus .15d. war loading (total 8.875d.) per head.

Calves 101 lb. to 150 lb. skin on .. 11.083d. plus .15d. war loading (total 11.233d.) per head.

Calves 151 lb. to 200 lb. skin on .. 1s. 1.291d. plus .15d. war loading (total 1s. 1.441d.) per head.

Skin Off—

Calves under 60 lb. skin off .. 1s. 0.35d. plus .15d. war loading (total 1s. 0.5d.) per head.

Calves 61 lb. to 90 lb. skin off .. 1s. 7.85d. plus .15d. war loading (total 1s. 8d.) per head.

Calves 91 lb. to 120 lb. skin off .. 2s. 3.85d. plus .15d. war loading (total 2s. 4d.) per head.

Calves 121 lb. to 200 lb. skin off .. 2s. 11.85d. plus .15d. war loading (total 3s.) per head.

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

Calf skimmers engaged skinning cold calves—

64s. 10.132d. plus 1s. 2½d. war loading (total 66s. 0.532d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—12.192d. per carcass.

For the purposes of the daily tally:—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—To the daily earnings of each pieceworker (except calf skimmers skinning cold calves) the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

Pigs.

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

Machine dehaired—

Up to 100 lb.	1s. 1.133d. per head
101 lb. to 200 lb.	1s. 5.376d. per head
200 lb. to 300 lb.	2s. 4.625d. per head
Over 300 lb.	4s. 7.65d. per head

Total.

Hand scudded—

Up to 100 lb.	1s. 10.533d. per head
101 lb. to 200 lb.	2s. 4.625d. per head
200 lb. to 300 lb.	3s. 9.526d. per head
Over 300 lb.	4s. 7.65d. per head

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

These rates include 4 per cent. war loading.

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

NOTE.—To the daily earnings of each pieceworker the sum of 18s. 4.8d. plus sick leave loading of 3.312d. shall be added in accordance with clause 41.

RATES OF PAY TO BONERS.

6. (a) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas or the equivalent thereof as provided in sub-clause (b) hereof shall apply:—

Beef 38 quarters.

Mutton 65 carcasses of under 64 lb.

Veal 57 carcasses of under 60 lb. (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily quota and for work done in excess of the daily quota the following sub-clause shall apply:—

Beef—

One hind quarter shall equal one quarter of beef.

One Forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs, shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of forequarters shall equal two carcasses.

One Trunk with chump attached shall equal one carcass.

Ram—

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 2½d. for each carcass ribbed out and birdcaged.

Veal—

One calf under 60 lb. shall equal one carcass.

One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.

One calf 121 lb. to 200 lb. shall equal three carcasses.

Two flying foxes of veal shall equal one carcass.

Three trunks of veal shall equal two carcasses.

Three pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Three pairs of hind-quarters of veal shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 8.858d. per quarter.

Mutton—1s. 1.905d. per carcass.

Veal—1s. 1.905d. per carcass.

Pork—3s. 5.716d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

2s. 7.831d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

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

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota or the equivalent thereof as defined in sub-clause (b) of clause 6 hereof shall apply:—

Beef 56 quarters.
Mutton 130 carcasses under 64 lb.
Veal 228 carcasses under 60 lb.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

(i) Beef 1/1·317d. per quarter.
(ii) Mutton 5·736d. per carcass.
(iii) Veal 3·271d. per carcass.
(iv) Pork—to be treated at hourly rates.

(c) Bull Beef—One quarter of bull beef shall equal one and a half quarters of beef.

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

8.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

Weekly Wage.

										£ s. d.
1st year's experience	..	..	..	..	..	..	..	..	..	8 13 6
2nd "	"	"	..	..	..	..	..	..	..	11 1 3
3rd "	"	"	..	..	..	..	..	..	..	11 17 9
4th "	"	"	..	..	..	..	..	..	..	13 9 2
5th "	"	"	..	..	..	..	..	..	..	Minimum wage

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

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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

Juvenile Workers. For Definition, see Clause 12.		Other Employees.			
	Wages per Day.		Wages per Day.		
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.
	s. d.		s. d.	s. d.	s. d.
16 years and under		Boners (Beef and Mutton)	64 10·206	1 2½	66 0·606
17 years ..	28 0·712	Head and Feet Boners—			
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting			
18 years ..	32 0·712	heads and removing brains			
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping			
19 years ..	35 0·712	heads, removing brains, skinning feet, removing			
19 years and under		sinews and hoofs	57 0·012	0 9½	57 9·412
20 years ..	44 10·112	Slicers and Trimmers	61 4·168	0 9½	62 1·768
20 years and under		Sheep Skin classifiers	59 7·412	0 9½	60 5·012
21 years ..	49 10·112	Labourers trimming, cleaning, scalding, and picking tripe	57 0·012	0 9½	57 9·412
		Skin shed labourers	56 7·412	0 9½	57 5·012
		Other Labourers	56 7·412	0 9½	57 5·012

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

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

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

31.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—57s. 6·212d. plus 6d. war loading (total, 58s. 0·212d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—18s. 4·174d. plus 2d. war loading (total, 18s. 6·174d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—20s. 5·074d. plus 2d. war loading (total 20s. 7·074d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—17s. 10·574d. plus 2d. war loading (total 18s. 0·574d.), per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn	56s. 2·812d. plus 6d. war loading	if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn	(total, 56s. 8·812d.), per trip.	
(c) Sims Cooper Freezing Works, Newport	63s. 3·212d. plus 6d. warloading	
	(total 63s. 9·212d.), per trip.	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—88s. 3·832d., plus 6d. war loading (total, 88s. 9·832d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

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

58s. 2·062d. plus 9½d. war loading (total 58s. 11·662d.), per day.

All others—

56s. 9·812d. plus 7½d. war loading (total, 57s. 5·012d.), per day.

32.

JUVENILE WORKERS.

								Wages per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	28	0·712
17 years of age and under 18 years of age	..	..	..	..	..	..	..	32	0·712
18 years of age and under 19 years of age	..	..	..	..	..	..	..	35	0·712
19 years of age and under 20 years of age	..	..	..	..	..	..	..	44	10·112
20 years of age and under 21 years of age	..	..	..	..	..	..	..	49	10·112

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

Clauses, other than clauses 2 to 8 inclusive and clauses 31 and 32, of the said Determination shall remain in force.



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THURSDAY, FEBRUARY 28.

[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

22nd day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2, 3, and 19 of the Determination published in *Government Gazette* No. 21 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

Apprentices or Improvers.				Other Employees.			
Wages per week of 40 hours.				Wages per week of 40 hours.			
<i>Apprentices.</i>				<i>CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.</i>			
		Percentage of Basic Wage.	s. d.				s. d.
1st year		59	123 6	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	236	0	
2nd "		64	134 0	Drivers of Motor trucks—			
3rd "		76	159 0	(a) having a carrying capacity of 25 cwt. or less ..	231	6	
4th "		84	175 6	(b) having a carrying capacity over 25 cwt. but not over 3 tons ..	237	6	
5th "		96	200 6	(c) over 3 tons but under 6 tons ..	240	0	
<i>Improvers.</i>				Further tonnage—for each complete ton over 5, an extra 1/- per week.			
Under 17 years of age		59	123 6	Carter driving one horse	228	0	
17 years of age		64	134 0	" " two horses	234	0	
18 "		76	159 0	" " three horses	236	6	
19 "		84	175 6	And 2s. 6d. extra per week for every additional horse.			
and thereafter the rate for "Other Employees".				Chaff-cutter feeders—			
PROPORTION (IN ANY PLACE).				(a) in stationary mills	233	6	
<i>Apprentices.</i>				(b) on travelling plants	239	6	
One apprentice to every three or fraction of three workers receiving not less than 22s. per week of 40 hours.				Stablemen	224	0	
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				All others—			
<i>Improvers.</i>				(a) in stationary mills	231	0	
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 23s. per week of 40 hours.				(b) on travelling plants	237	0	
				CORN-CLEANING OR CORN-GRADING.			
				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	236	0	
				All others	231	0	

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) 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. per day
- (b) 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 An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

PIECE-WORK.

19. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	5 7	4 11½	4 4½	4 2½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	6 8½	5 9½	5 3½	4 9½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	5 11½	5 3½	..	..	5 3½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 8½	5 9½	..	..	5 3½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press s. d. . . .
 Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 4 6 per ton.
 (ii) Where more than four persons are employed .. 4 11½ per ton.
 (ii) Where more than four persons are employed .. 4 6 per ton.

Clauses, other than clauses 2, 3, and 19, of the said Determination shall remain in force.



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[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 999 of the 28th September, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.				
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.					
		<i>s. d.</i>		<i>s. d.</i>					
16 years of age and under ..	45	94 0	60	94 0	Adult Males— <i>s. d.</i>				
17 years of age ..	54	113 0	66	103 6	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room				
18 years of age ..	67	140 0	72	112 6	All others				
19 years of age ..	81	169 6	78	122 0					
20 years of age ..	96	200 6	90	141 0					
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.					Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.				
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.					Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.				
Proportion (in any place). Apprentices or Improvers.					If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.				
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.									
An indenture of apprenticeship has been prescribed by the Board.									
					Adult females <i>s. d.</i>				
					Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".				
					Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".				
					Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".				

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

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

RABBIT PROCESSING BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 1025 of the 25th October, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.										Percentage of Basic Wage.		Total Wage.
										%	s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	..	..	..	42		88 0
16 years of age	..	..	..	..	..	..	..	..	..	57		119 0
17 years of age	..	..	..	..	..	..	..	..	..	69		144 0
18 years of age	..	..	..	..	..	..	..	..	..	90		188 0
19 years of age	..	..	..	..	..	..	..	..	..	100	+ 29 0	238 0
20 years of age	..	..	..	..	..	..	..	..	..	100	+ 35 6	244 6

PROPORTION.

Males and Females

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.										Total Ordinary Wage.	
										£	s. d.
Rabbit skimmers or boners	..	..	..	..	..	..	..	..	..	14	8 0
Grader who grades for the export trade	..	..	..	..	..	..	..	..	..	14	13 6
Females washing, processing and/or packing rabbits	..	..	..	..	..	..	..	..	..	13	19 6
All others	..	..	..	..	..	..	..	..	..	13	19 6

PIECEWORK.

20. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinning rabbits (heads off)	..	..	..	..	..	..	..	6s. 4d. per 100
Skinning rabbits (heads on)	..	..	..	..	..	..	..	8s. 3·6d. per 100
Skinning hares	..	..	..	..	..	..	..	24s. 7·7d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	..	..	..	..	..	..	..	2·67d. per lb.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1952.

Dated at Melbourne, this
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

RADIO BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1227 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

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.
Radio serviceman	12 17 6	13 4 0	12 14 6
Radio repairer (Factory)	11 18 0	12 4 6	11 15 0
Radio wiper, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	11 13 0	11 19 6	11 10 0
Power tube operative—			
1st six months' experience	11 13 0	11 19 6	11 10 0
Thereafter	11 17 0	12 3 6	11 14 0
Tradesmen (radio)	13 1 0	13 7 6	12 18 0
Radio tester	12 8 0	12 14 6	12 5 0
Final tester and fault finder	12 17 6	13 4 0	12 14 6
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
All others	10 12 0	10 18 6	10 9 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week. £ s. d.
Motor car	3 0 0
Motor cycle and side car	1 15 0
Motor cycle	1 5 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 8s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than 20 employees, 27s. per week extra.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors 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 Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>					
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
<i>II.—Junior Females.</i>					
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
<i>III.—Junior Males.</i>					
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 relate 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 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.

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



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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1952.

Dated at Melbourne, this
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

ROOFING TILES BOARD

Clause 2 of the Determination published in *Government Gazette* No. 5 of the 7th January, 1952, shall be replaced by the following clause:—

2. (a)

(1) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.				Total Wage.
		Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	At the Rates prescribed for Adults	24	50 0	1 3	2 3	53 6
15 years of age ..		28	58 6	1 6	2 9	62 9
16 years of age ..		32	67 0	1 6	3 3	71 9
17 years of age ..		38	79 6	1 9	3 9	85 0
18 years of age ..		52	108 6	2 6	5 0	116 0
19 years of age ..		61	127 6	3 0	6 0	136 6
20 years of age ..		75	156 6	3 9	7 3	167 6

FEMALES.

Wages per Week of 40 hours.

	Percentage of Female Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	32	50 0	1 3	2 3	53 6
15 years of age ..	37	58 0	1 3	2 9	62 0
16 years of age ..	42	65 6	1 6	3 0	70 0
17 years of age ..	45	70 6	1 9	3 3	75 6
18 years of age ..	51	80 0	1 9	3 9	85 6
19 years of age ..	58	91 0	2 0	4 3	97 3
20 years of age ..	64	100 0	2 3	4 9	107 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 6d.

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Proportion (in any factory or place).

Apprentices.

- (c) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Improvers.

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

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

(II) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s.	d.
Burner	237	0
Burner's Assistant	233	0
Damperman and/or kiln cleaner	230	0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	242	0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	244	0
All other facemen	246	0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools)	236	0
Drawer	236	0
Setter	240	0
Mouldmaker (including plaster die making)	240	0
Flower pot, or flower pot saucer throwers	240	0
Maker on press (screw or lever type)	236	0
Hand-presser and moulder	240	0
Crusher or grinding pan attendant	236	0
Loftman	233	0
Man sorting roofing tiles	233	0
Packer into rail trucks	233	0
Man feeding and/or taking off tile press	236	0
Tile feeder's assistant	230	0
Man carrying or wheeling into or out of kiln or to or away from kiln	233	0
Racker or wheeler who also racks	233	0
Other tile wheeler	230	0
Dresser or trimmer (dry tiles)	230	0
Waste-man or other unskilled man	230	0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	240	0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	233	0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	246	0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

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



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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SALTWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 102 of the 30th January, 1951, shall be replaced by the following clause:—

2. (a)

WAGES.

(a) Apprentices, Improvers or Juvenile Workers (Day Shifts).			Other Employees (Day Shifts).	
Males.	Percentage of Basic Wage.	Amount Per Week of 40 Hours.	MALES.	
		s. d.		Per Week of 40 Hours.
14 years of age	29	60 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes;	
15 years of age	36	75 0	(B) Salt production works:—	s. d.
16 years of age	45	94 0	Foreman—i.e., one who has the control of more than six men	247 6
17 years of age	58	121 0	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	240 0
18 years of age	73	152 6	Truckman or brakeman—	
19 years of age	89	186 0	(a) Power trucks	239 0
20 years of age	100 plus 5s.	214 0	(b) Horse trucks or wagons	234 0
			Operator of mechanical salt excavator	252 0
Females.	Percentage of Female Basic Wage.	Amount Per Week of 40 Hours.	Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith	241 6
16 years of age	34	53 0	Plate layer in charge of the laying down and/or repairing of permanent line	240 0
17 years of age	38	59 6	Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building	245 0
18 years of age	47	73 6	Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building ..	240 0
19 years of age	57	89 0	Salt loaders from stacks	237 0
20 years of age	69	108 0	Employees in charge of movement of sea water and engaged in preparation of brine	237 0
Apprentices or Improvers.			Thatcher of salt stacks	237 0
PROPORTION (in any place).			Stack builder, where mechanical stackers are used ..	234 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			All others	
One improver to each worker receiving not less than the minimum wage.				
Juvenile Workers.				
Definition.—A juvenile worker is a person under 21- years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.				

WAGES—continued.

(a) Apprentices, Improvers or Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
	MALES.	
		Per Week of 40 Hours.
	<i>Shed and Factory Hands.</i>	
	Persons employed treating, crushing, or refining salt:—	
	Shed hand in charge of seven or more men	s. d. 247 0
	Shed hand in charge of six or less men	240 0
	Shed hand who is required to stack	234 0
	Shift Foreman—	
	In charge of a wet and dry plant	255 0
	In charge of a dry plant	247 0
	In charge of a wet plant	247 0
	Millwrights	247 0
	Hydro Operator	237 6
	Tutosal Operator, i.e., an employee responsible for mixing	232 6
	All Others	231 0
	<i>By-products Section.</i>	
	Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	241 6
	Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	240 0
	All others	234 0
	FEMALES.	
	All Adults	156 6

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 7½ per cent. for afternoon shift workers and 10 per cent. for night shift workers.

Clauses, other than clause 2, of the said Determination, as amended on the 6th March, 1951, shall remain in force.



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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SAND PIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 110 of the 30th January, 1951, shall be replaced by the following clause:—

WAGES.

2.

Apprentices and Improvers.			Other Employees.	
—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	—	Wages Per Week of 40 Hours.
	%	s. d.		s. d.
Under 16 years of age ..	31	65 0	Leading hand in charge of four or more employees ..	220 0
16 years of age ..	40	83 6	Powder monkey employed in sand pit ..	222 0
17 " " ..	49	102 6	Nozzleman	213 0
18 " " ..	58	121 0	Ploughman	213 0
19 " " ..	68	142 0	Tipman	213 0
20 " " ..	77	161 0	Scoopman	213 0
Proportion.			Shoveller	213 0
(Within any factory or place).			Shaft sinker	220 0
Apprentices.			Pneumatic pickman	218 0
One apprentice to every three or fraction of three workers			Jumpman	218 0
receiving not less than the minimum wage.			Pickman	213 0
An indenture of apprenticeship prescribed by the Board			Drivers—	
was approved on 18th June, 1924.			One horse	212 0
Improvers.			Two horses	215 0
One improver to every five or fraction of five workers			Three horses	218 0
receiving not less than the minimum wage.			Motor vehicle having maker's capacity of—	
			25 cwt. or less	218 0
			Over 25 cwt., but not over 3 tons ..	222 0
			Over 3 tons, but under 6 tons ..	225 0
			All others	209 0

Clauses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 95 of the 30th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK.										£ s. d.		
2. (a) Leading waterman .. .. .	..	..	..	..	..	..	..	..	..	12	14	0
Waterman .. .. .	..	..	..	..	..	..	..	..	..	12	3	0
Groundsman .. .. .	..	..	..	..	..	..	..	..	..	12	3	0
Maintenance Work.												
Ganger (i.e., a man in charge of over six men) .. .. .	..	..	..	..	..	..	..	..	..	12	3	0
Leading hand (i.e., a man in charge of from three to six men) .. .. .	..	..	..	..	..	..	..	..	..	12	2	0
All others .. .. .	..	..	..	..	..	..	..	..	..	11	13	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee on maintenance work is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 13s. per week or 2s. 7d. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 35s. per week or 7s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

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

Clauses, other than clause 2, of the said Determination as amended on the 28th March, 1951, shall remain in force.

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



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[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SLATERS AND TILERS BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 718 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Apprentices.			Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Per Week of 40 Hours. <i>s. d.</i>	—	Percentage of Basic Wage.	Per Week of 40 Hours. <i>s. d.</i>	—	Per Hour. <i>s. d.</i>	Per Week of 40 Hours. <i>s. d.</i>
1st year ..	50	104 6	1st year ..	50	104 6	Slaters or Tilers ..	7 4	293 4
2nd year ..	60	125 6	2nd year ..	60	125 6			
3rd year ..	90	188 0	3rd year ..	90	188 0			
4th year ..	100 + 32s.	241 0	4th year ..	100 + 32s.	241 0			
PROPORTION (by any employer). Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 293s. 4d. per week. An amended indenture of apprenticeship has been prescribed by the Board.			PROPORTION (by any employer). One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 293s. 4d. per week.			Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above.		

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

PIECEWORK PRICES.

9. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Slatings, 20" x 16", and larger	34s. 6d. per 100 square feet, slater's measurement. (including 1s. 4d. as payment for two weeks' annual holidays.)
Slatings, under 20" x 16"	8d. per 100 square feet more for every size smaller. Ridging extra.
Terra Cotta or Cement Tiling	£1 2s. 6d. per 100 square feet, tiler's measurement. (including 8d. as payment for two weeks' annual holidays.) Ridging extra.
Sarking or Undercovering	4s. per 100 square feet, with 1s. extra per 100 square feet where tiles are wired.
For buildings of more than one story ..	8d. per 10' square feet extra for each story after the first.
Fixing Terra Cotta Ridging	5d. per foot.
Fixing Cement Ridging	6d. per foot.
For buildings of more than one story ..	1d. per foot extra for each story after the first.
Mitring on slate roofs	Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.

Fifty per cent. extra on all above prices shall be paid for all work done on roofs of a pitch of 45° or over; 1s. per square extra shall be paid for work done on roofs where double batten is used.

Clauses, other than clauses 2 and 19, of the said Determination shall remain in force.

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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 100 of the 30th January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.								Percentage of Basic Wage.	Wages per Week of 40 Hours.
15 years of age or under	..	..	..	..	..	..	..	29	s. d. 60 6
16 years of age	..	..	..	..	..	..	..	32	67 0
17 years of age	..	..	..	..	..	..	..	37	77 6
18 years of age	..	..	..	..	..	..	..	51	106 6
19 years of age	..	..	..	..	..	..	..	61	127 6
20 years of age	..	..	..	..	..	..	..	73	152 6

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.								Wages per Week of 40 Hours.		
								£ s. d.		
Racecourses—										
Leading hand, i.e., a person in charge of three or more employees	..	..	..	..	..	..	..	12	9	0
Groundsman or maintenance employee	..	..	..	..	..	..	..	11	14	0
All others	..	..	..	..	..	..	..	11	9	0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—										
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	..	..	..	..	..	..	..	12	19	0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	..	..	..	..	..	..	..	12	4	0
Groundsman	..	..	..	..	..	..	..	11	9	0
All others	..	..	..	..	..	..	..	11	6	6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—										
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	..	..	..	..	..	..	..	12	19	0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	..	..	..	..	..	..	..	12	4	0
Groundsman or maintenance employee	..	..	..	..	..	..	..	11	14	0
All others	..	..	..	..	..	..	..	11	9	0

Any employee, other than a curator or assistant curator, required to take charge of 3 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

Clauses, other than clause 2, of the said Determination as amended on the 6th March, 1951, shall remain in force.

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THURSDAY, FEBRUARY 28.

[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
18th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 726 of the 27th July, 1951, shall be replaced by the following clause :—

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates :—

	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	91 3	88 0	91 3	88 0
16 to 17 years of age	114 6	110 0	114 6	110 0
17 to 18 years of age	137 6	132 0	137 6	132 0
18 to 19 years of age	160 6	154 0	160 6	154 0
19 to 20 years of age	182 6	176 0	182 6	176 0
20 to 21 years of age	207 0	198 0	207 0	198 0

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(1) Carrier	13 0 0	13 0 0
(2) Person classing or sorting green hides or sides or skins after being unhaired ..	12 17 0	12 17 0
(3) Hand flesher	12 13 0	12 13 0
(4) Hand fleshing after machining	12 9 0	12 9 0
(5) Machine flesher (including checking and heading machine)	12 9 0	12 9 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	12 4 0	12 4 0

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber	12 2 0	12 2 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	12 2 0	12 2 0
(9) Bark bagger	11 16 0	11 16 0
(10) Crop cutter after tanning	12 4 0	12 4 0
(11) Extract worker in tannery	11 18 0	11 18 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	11 13 0	11 13 0
(13) Man operating bark tan liquor plant	12 2 0	12 2 0
(14) Splitting machinist— Operator of big machine (Wet)	12 18 0	12 18 0
(Dry)	12 13 0	12 13 0
Operator of other machines (Wet)	12 16 0	12 16 0
(Dry)	12 11 0	12 11 0
(15) Man behind splitting machine (Wet)	12 1 0	12 1 0
(Dry)	11 16 0	11 16 0
(16) Machine shaver — New machine—double width (Wet)	12 10 0	12 10 0
(Dry)	12 5 0	12 5 0
Old machine—single width (Wet)	12 11 0	12 11 0
(Dry)	12 6 0	12 6 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	12 3 6	12 3 6
(18) Roller of sole leather	12 5 0	12 5 0
(19) Striker and setter out of sole leather	12 2 6	12 2 6
(20) Shedman who applies dressing to sole leather (Wet)	12 0 0	12 0 0
(Dry)	11 15 0	11 15 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	12 7 6	12 7 6
(22) Fluffing machinist	12 0 0	12 0 0
(23) Fluffing machinist on suede wheel	12 4 6	12 4 6
(24) Leather dresser— (a) Table hand on chrome leathers	11 19 0	11 19 0
(b) Table hand on bark tanned hides or sides	12 2 0	12 2 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	11 18 0	11 18 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	11 17 0	11 17 0
(27) Table hand setting out harness leathers	12 5 0	12 5 0
(28) Knee staker	12 2 0	12 2 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	11 14 0	11 14 0
(30) Straining or toggling (over the age of 18 years)	11 18 0	11 18 0
(31) Stripping (over the age of 18 years)	11 15 0	11 15 0
(32) Employee unhairing either on beam or by sweeping	12 4 0	12 4 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	11 11 0	11 11 0
(34) Employee operating measuring machine	11 15 0	11 15 0
(35) Employee operating setting out machine (Wet)	12 4 0	12 4 0
(Dry)	11 19 0	11 19 0
(36) Employee operating graining machine	11 17 0	11 17 0
(37) Employee operating ironing machine	11 17 0	11 17 0
(38) Employee operating embossing machine	11 17 0	11 17 0
(39) Employee operating squeezing machine	12 2 0	12 2 0
(40) Employee operating bark grinding machine	11 16 0	11 16 0
(41) Assistant on any of the machines (34) to (39)	11 15 0	11 15 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	11 15 0	11 15 0
(43) Glazer	12 0 0	12 0 0
(44) Glazer on kid and/or marsupial leathers	12 4 6	12 4 6
(45) Staker, combing machine operator	12 0 0	12 0 0
(46) Person lime jobbing on mechanical reels	12 2 0	12 2 0
(47) Hair washer	11 18 0	11 18 0
(48) Men handling hair	11 13 0	11 13 0
(49) Yardman	11 17 0	11 17 0
(50) All others	11 0 0	11 0 0

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

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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



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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 720 of 27th July, 1951, shall be replaced by the following clauses:—

2.

ADULT MALES

	Wages Per Week.
	£ s. d.
Persons engaged shaving on upright knife and/or rotary shaving knife—	
1st year's experience	12 3 0
2nd year's experience	12 8 0
Thereafter	12 17 6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—	
1st year's experience	12 1 0
Thereafter	12 12 6
Machine flesher	12 0 0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	11 12 0
Persons engaged as dry drum operators	11 12 0
Persons engaged in spraying stencilling or tipping by machine or by hand	11 15 0
Persons engaged as buffing machinists	11 18 6
Persons engaged as fluffing machinists	11 13 0
Persons engaged as fluffing machinists on suede wheel	11 17 0
Persons engaged as staking machine operators	11 13 0
Persons engaged as carding and/or combing machine operators (sheep skins)	11 13 0
Persons engaged as setting out and/or stretching machine operators	11 12 0
Persons engaged ripping by hand or by machine	11 11 0
Persons engaged as clipping and/or epilating machine operators	11 12 0
Table hands	11 11 0
Males not elsewhere included	10 15 0
Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

	£	s.	d.
All others	8	1	0
3.			

										Wages Per Week.
										£ s. d.
<i>Males.</i>										
Under 16 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 2 6
16 and under 17 years of age .. .. .	..	..	..	..	..	..	..	..	..	4 3 6
17 and under 18 years of age .. .. .	..	..	..	..	..	..	..	..	..	5 4 6
18 and under 19 years of age .. .. .	..	..	..	..	..	..	..	..	..	6 5 6
19 and under 20 years of age .. .. .	..	..	..	..	..	..	..	..	..	8 7 0
20 and under 21 years of age .. .. .	..	..	..	..	..	..	..	..	..	10 9 0
<i>Females.</i>										
Under 16 years of age; .. .. .	..	..	..	..	..	..	..	..	..	2 18 0
16 and under 17 years of age .. .. .	..	..	..	..	..	..	..	..	..	3 13 6
17 and under 18 years of age .. .. .	..	..	..	..	..	..	..	..	..	4 3 0
18 and under 19 years of age .. .. .	..	..	..	..	..	..	..	..	..	4 14 0
19 and under 20 years of age .. .. .	..	..	..	..	..	..	..	..	..	5 5 0
20 and under 21 years of age .. .. .	..	..	..	..	..	..	..	..	..	6 10 0

and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2

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

Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows:—

<i>Female Improvers.</i>										
One female to one .. .. .	..	..	..	..	..	..	..	..	..	} Female workers receiving not less than the minimum wage.
Three female improvers to two .. .. .	..	..	..	..	..	..	..	..	..
and thereafter, three additional female improvers to every two additional .. .. .	..	..	..	..	..	..	..	..	..

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



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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 99 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 40 HOURS.

Improvers.	Per-centage of Basic Wage.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions and Clothing Allowance (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age ..	82	171 6	4 6	176 0	Bitumen emulsion maker ..	236 6	4 6	241 0
19 years and under 20 years	97	202 6	4 6	207 0	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	236 6	4 6	241 0
20 years and under 21 years	100 + 5s.	214 0	4 6	218 6	Tar distiller and/or maker of pitch (T.I.C. type of plant) ..	235 6	4 6	240 0
PROPORTION (IN ANY PLACE). One improver to every five or fraction of five workers receiving not less than 238s. 6d. per week.					Tar distiller and/or maker of pitch (other types of plants) ..	238 6	4 6	243 0
					Tar acid still attendant ..	238 6	4 6	243 0
					Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	236 6	4 6	241 0
					Pitch enamel maker (closed type of plant) ..	238 6	4 6	243 0
					Pitch enamel maker (open type of plant) ..	238 6	4 6	243 0
					All others ..	234 0	4 6	238 6
					For rate see clause 8 (d)			

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

Clauses, other than clause 2, of the said Determination as amended on the 6th March, 1951, shall remain in force.

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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 105 of the 30th January, 1951, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.					ADULTS.		
—	Males.		Females.		Males.		Per Week. s. d.
	Percentage of Basic Wage.	Per Week. s. d.	Percentage of Female Basic Wage.	Per Week. s. d.			
14 years	23	48 0	..	..	Foreman .. .. .	..	251 0
15 years	30	62 6	42	65 6	Headman .. .. .	..	242 9
16 years	35	73 0	47	73 6	All other adult males .. .. .	..	233 6
17 years	45	94 0	56	87 6			
18 years	56	117 0	67	105 0			
19 years	63	131 6	74	116 0			
20 years	81	169 6	85	133 0			

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 233s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 168s. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 233s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 168s. per week.

Headwoman 185 6
All other adult females 168 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.



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THURSDAY, FEBRUARY 28.

[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
22nd day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 125 of the 2nd February, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.			
Wages Per Week of 40 Hours.					Wages Per Week of 40 Hours.			
Age.	Males.		Females.		Males.		Females.	
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	106 6	68	106 6	51	106 6	68	106 6
17 years and under 18 years	69	144 0	80	125 0	69	144 0	80	125 0
18 years and under 19 years	87	182 0	93	145 6				
19 years and under 20 years	100 plus 5s.	214 0	100 plus 4s.	160 6				
20 years and under 21 years	100 plus 24s. 6d.	233 6	100 plus 16s. 6d.	173 0				

PROPORTION (IN ANY PLACE).		Definition of Juvenile Workers. Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except— (a) picking out or selecting. (b) making in the raw state. (c) twisting in the dry state. PROPORTION (IN ANY PLACE) Males. Six juvenile workers to each worker receiving not less than 274s. 6d. per week of 40 hours. Females. Three juvenile workers to each worker receiving not less than 189s. 9d. per week of 40 hours.	OTHER EMPLOYEES.	
Apprentices.			Wages Per Week of 40 Hours.	
Improvers (Males).			Males.	
One apprentice to every three or fraction of three workers receiving not less than 274s. 6d. per week of 40 hours.			Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes 283 6	
Four improvers to each male worker receiving not less than 274s. 6d. per week of 40 hours.			All others 274 6	
Females.			Females.	
Two improvers to each female worker receiving not less than 189s. 9d. per week of 40 hours.			All adults 189 9	

Clauses, other than clause 2, of the said Determination as amended on the 28th February 1951, shall remain in force.

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

