VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE PAINTERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Painting, Decorating, and Signwriting were proclaimed on 28th November, 1928, as apprenticeship trades under the " Apprenticeship Act 1927 " for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary Apprenticeship Commission, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since 7th August, 1933, has had the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of—

(*a*) Painting, other than ship painting or painting under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed ;

(*b*) Paperhanging ;

(*c*) Sign or poster writing, and any work incidental thereto ;

(*d*) Producing signs or posters by means of stencils, screens, or other like methods, and any work incidental thereto—

has made the following Determination, namely :—

That as from the beginning of the first pay period to commence in February, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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 or joinery mills.

2. (i) WAGES.

(*a*) Apprentices and Improvers.

—	Apprentices Per Week of 40 hours.			
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year	29	60 6	2 8	63 2
2nd year	38	79 6	5 4	84 10
3rd year	53	111 0	8 0	119 0
4th year	76	159 0	10 8	169 8
5th year	98	205 0	13 4	218 4

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	75 10
2nd year's experience	101 10
3rd year's experience	142 10
4th year's experience	203 7
5th year's experience	262 0

(*b*) Other Employees.

—	Per hour.	Per Week of 40 hours.
	s. d.	s. d.
All classes of work	7 4	293 4

WAGES—*continued.*

(a) Apprentices and Improvers.	(b) Other Employees.
PROPORTION (BY ANY EMPLOYER). *Apprentices.* One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course. * *Improvers.* One improver to three .. .. .. } workers receiving not less than 293s. 4d. per week of 40 hours. Two improvers to six .. .. .. } Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. .. }	

*** Note.—The employment, within the Metropolitan District, of any improver is illegal.**

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows :—

(*a*) If in charge of five tradesmen as aforesaid—1s. per day ;

(*b*) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall be not less than 45 minutes.

OVERTIME.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

HOLIDAYS AND SUNDAY WORK.

5. (*a*) Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day.

(*b*) An apprentice who is not required to work on any holiday prescribed in sub-clause (*a*) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

SPECIAL RATES.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

6. (*a*) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a swing scaffold, or any scaffold suspended by a rope or cable, or any person employed on a ladder at a height of 35 feet or more above the nearest horizontal plane, shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter, on any day.

(*b*) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail) at a height of 50 feet or more above the nearest horizontal plane, shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter, on any day.

(*c*) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 2d. per hour for each hour, or part thereof, he is so required to work. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear.

(*d*) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 1½d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 3d. per hour. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay.

(*e*) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 1½d. per hour. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(*f*) *Dirty Work.*—Any person required to do work which a foreman and workman shall agree is of an unusually dirty or offensive nature shall be paid 1½d. per hour.

(*g*) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade) shall be paid 3d. per hour.

(*h*) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the conditions so prevailing.

(*i*) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

(*j*) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

Inclement Weather.

7. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions :—

(i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

Allowance in Respect of Excess Fares and Travelling Time.

8. (*a*) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s. d.
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s., 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(*b*) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (*a*) of this Part, or on work performed outside the radii named in sub-clause (*a*) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

Allowances in Respect of Distant Jobs.

9. (*a*) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation, including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(*b*) In lieu of the payments prescribed in clause 8 (*a*) of this Part an employee to whom sub-clause (*a*) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(*c*) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(*d*) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

Allowance in Respect of Meals.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 3s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

Excess of Hours.

11. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

Rest Pause.

12. (*a*) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(*b*) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

Annual Holiday.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946 (No. 5111), and any amendments which may be made thereto from time to time.

SICK LEAVE.

14. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

PAYMENT OF WAGES.

15. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other moneys shall be paid at the time of dismissal. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

TIME AND WAGES BOOK.

16. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place, provided 24 hours' notice of such inspection has been given. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

TOOLS AND APPLIANCES.

17. (*a*) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives. hammer, hacking knife, screwdriver, glazing knife, and a rule.

(*b*) Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(*c*) Each signwriter shall provide himself with a mahl-stick, rule, straight-edge, chalk-line, pencils and gilding cushion, mop, knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

TRANSPORT.

18. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

WASHING TIME.

19. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

EMPLOYEES REPORTING FOR DUTY.

20. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

WAITING TIME.

21. An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

Such hour shall be allowed the employee to gather, clean, pack and transport his tools.

APPRENTICES.

23. The provisions of clause 22 of this Part shall not apply to the employment of apprentices.

TIME OFF FOLLOWING ACCIDENT.

24. An employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation, pursuant to the provisions of the *Workers' Compensation Act* 1946) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

CARE OF EMPLOYEES TOOLS, &c.

25. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employee's tools and gear when not in use.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates set out in clause 2 (*b*) of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such Basic Wage as prescribed in clause 27 of this Part.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	10 9 0	Melbourne

Adjustment of Basic Wage.

27. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in May, 1952, the amounts of the basic wage shall be as prescribed in clause 26 of this Part.

(*c*) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The weekly wage and hourly rate prescribed in clause 2 of this Part are ascertained as follows:—

	£	s.	d.
Basic wage	10	9	0
Margin for skill	2	6	0
War loading	0	6	0
Tool allowance	0	4	0
Disabilities allowance	0	5	6
Total	13	10	6

Allowing two weeks for statutory holidays, one week for following the job, and one week's sick pay, the weekly wage should be £14 13s. 4d. per week = 7s. 4d. per hour.

$$\left(\text{i.e.} \quad \frac{£13\ 10\ 6 \times 52}{48 \times 40}\right)$$

Adjustment of Wages of Apprentices and Improvers.

28. The wages rates of apprentices, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates, as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

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.

(*a*) Apprentices and Improvers.

Apprentices Per Week of 40 hours.

—	Percentage of Basic Wage.	Adjustable Wage. s. d.	Loading. s. d.	Total Wage. s. d.
1st year	29	60 6	2 8	63 2
2nd year	38	79 6	5 4	84 10
3rd year	53	111 0	8 0	119 0
4th year	76	159 0	10 8	169 8
5th year	98	205 0	13 4	218 4

Improvers.	Per Week of 40 hours. s. d.
1st year's experience	75 10
2nd year's experience	101 10
3rd year's experience	142 10
4th year's experience	203 7
5th year's experience	262 0

Proportion (by any Employer).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

* *Improvers.*

One improver to three .. .. .. } workers receiving not less than 287s. 6d. per week of 40 hours.
Two improvers to six .. .. ..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. ..

(*b*) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.

—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
1st year's experience	29	60 6
2nd year's experience	38	79 6
3rd year's experience	53	111 0
4th year's experience	76	159 0
5th year's experience	98	205 0

Proportion.

(i) Where one screen table is in operation—
Two juvenile workers to each person receiving not less than 209s. per week of 40 hours.

(ii) Where two or more screen tables are in operation—
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 209s. per week of 40 hours.

*** Note—The employment, within the Metropolitan District, of any improver is illegal.**

(c) Other Employees.

—	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne; (ii) Within 5 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 3¼	290 6	7 5	297 0	7 2¼	287 6
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at—						
(i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils	7 3¼	290 6	7 5	297 0	7 2¼	287 6
(ii) Any other work specified in (B)	5 3½	212 0	5 5½	218 6	5 2¾	209 0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesment plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Hours.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall not be less than 45 minutes.

Overtime.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

An employee who has worked continuously (except for meal intervals) for 20 hours shall have a break of at least 12 hours before again starting work.

Holidays and Sunday Work.

5. (a) Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) An apprentice who is not required to work on any holiday prescribed in sub-clause (a) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

Inclement Weather.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

(i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

Allowance in Respect of Excess Fares and Travelling Time.

7. (*a*) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s. d.
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s. 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(*b*) Where fares are necessarily incurred on distant jobs, as defined in clause 8 (*a*) of this Part, or on work performed outside the radii named in sub-clause (*a*) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(*c*) Sub-clauses (*a*), (*b*), and (*c*) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre. Such centre shall be fixed for a period of not less than six months, and shall be specified at the time of the commencement of the employment, or on request.

Allowances in Respect of Distant Jobs.

8. (*a*) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause ; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(*b*) In lieu of the payments prescribed in clause 7 (*a*) of this Part an employee to whom sub-clause (*a*) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(*c*) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(*d*) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

Special Rates.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

9. (*a*) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a swing scaffold, or any scaffold suspended by a rope or cable, or any person employed on a ladder at a height of 35 feet or more above the nearest horizontal plane, shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter, on any day.

(*b*) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail) at a height of 50 feet or more above the nearest horizontal plane, shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter, on any day.

(*c*) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 2d. per hour for each hour, or part thereof, he is so required to work. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear.

(*d*) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 1½d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 3d. per hour. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay.

(*e*) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 1½d. per hour. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(*f*) *Dirty Work.*—Any person required to do work which a foreman and workman shall agree is of an unusually dirty or offensive nature shall be paid 1½d. per hour.

(*g*) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade), shall be paid 3d. per hour.

(*h*) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the conditions so prevailing.

(*i*) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

(*j*) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the time at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

Rest Period.

10. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m. without deduction of pay.

Payment of Wages.

11. (*a*) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise on the next working day.

(*b*) Except as provided in the preceding sub-clause, payment of wages and other moneys due shall be made not later than 5 p.m. on Thursday in each week. Provided that this provision may be varied by the mutual agreement of the employer and the majority of employees on any job.

If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last-known place of address.

Tools and Appliances.

12. (*a*) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, glazing knife, and a rule.

(*b*) Each paperhanger shall provide himself with a lay brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(*c*) Each signwriter shall provide himself with a mahl-stick, rule straight-edge, chalk-line, pencils and gilding cushion, mops knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

Allowance in Respect of Meals.

13. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 3s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

Supply of Hot Water.

14. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times.

Care of Employees' Tools, etc.

15. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employees' tools and gear when not in use.

Time and Wages Book.

16. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place, provided 24 hours' notice of such inspection has been given. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

Transport.

17. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

Washing Time.

18. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

Annual Holiday.

19. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

Sick Leave.

20. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

21. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to :—

(a) one week's additional leave with pay, and

(b) payment for a maximum of 40 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 120 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded. "Mixed Industry" means an industry where the work performed by painters (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

EMPLOYEES REPORTING FOR DUTY.

22. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

TERMINATION OF EMPLOYMENT.

23. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

When notice has been given by the employer such hour shall be allowed the employee to gather, clean, pack and transport his tools.

The provisions of this clause shall not apply to the employment of apprentices.

WAITING TIME.

24. An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

TIME OFF FOLLOWING ACCIDENT.

25. An employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation pursuant to the provisions of *Workers' Compensation Act* 1946), necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

DEFINITIONS.

26. "Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.

"Centre" shall mean the employer's usual place of business.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates set out in clause 2 (c) of this Part are based upon the following basic wage for adult males and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such basic wage as prescribed in clauses 28 and 30 of this Part.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of the Principal Post Office at Elizabeth-street, Melbourne—Males	10 9 0	Melbourne
Within 10 miles of the principal Post Offices at Geelong and Warrnambool respectively—same as the contemporaneous basic wage for Melbourne.		
Within 5 miles of the Post Office at Mildura; within the Gippsland District as herein defined (except Yallourn)—same as the contemporaneous basic wage for Melbourne.		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

28. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1952, the amounts of the Basic Wage shall be as prescribed in clause 27 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

ADJUSTMENT OF WAGES OF APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

29. The wages rates of apprentices and juvenile workers, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

ADJUSTMENT OF LOADINGS.

30. The loadings set out, and included as part of the ordinary wage in clause 2 (c) (A) and (B) (i) of this Part, represent approximately 15 days' pay per annum in payment or compensation for—

(a) The holidays prescribed in clause 5 of this Part—13s. 4d.;

(b) Five days' sickness each year—6s. 8d.;

(c) Disabilities allowance—5s. 6d.

The existing loadings of 25s. 6d. per week are based upon a Basic Wage Group of 206s. to 210s. per week, and shall be automatically adjusted by increasing or decreasing the allowance by 6d. for each increase or decrease or 5s. (in the aggregate) of such Basic Wage Group as shown in the schedule hereunder—

Basic Wage Group.	Total Loadings Payable.
161s. to 165s. (inclusive) per week	21s. 0d. per week
166s. to 170s. ,, ,, ...	21s. 6d. ,,
171s. to 175s. ,, ,, ...	22s. 0d. ,,
176s. to 180s. ,, ,, ...	22s. 6d. ,,
181s. to 185s. ,, ,, ...	23s. 0d. ,,
186s. to 190s. ,, ,, ...	23s. 6d. ,,
191s. to 195s. ,, ,, ...	24s. 0d. ,,
196s. to 200s. ,, ,, ...	24s. 6d. ,,
201s. to 205s. ,, ,, ...	25s. 0d. ,,
206s. to 210s. ,, ,, ...	25s. 6d. ,,

Any extension of this table must be of the same construction as the table.

Should any increase or decrease of the loadings take place as the result of the operation of this clause, a corresponding increase or decrease as the case may be shall be made in the ordinary wages rates prescribed in clause 2 (c) (A) and (B) (i) of this Part.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 21st January, 1952

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 242] THURSDAY, MARCH 6. [1952

Factories and Shops Acts.

DETERMINATION OF THE BOARDINGHOUSES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 30th June, 1925, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in Boarding-houses with accommodation for four or more boarders" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in February, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

—	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		s. d.		s. d.
16 years of age and under	45	94 0	51	80 0
17 years of age	52	108 6	60	94 0
18 years of age	59	123 6	63	98 6
19 years of age	70	146 6	67	105 0
20 years of age	91	190 0	75	117 6

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

No. 242.—1076/51.—PRICE 6D.

2.—*continued.*

Other Employees.	Wages per Week of 40 Hours. *Minimum Wage, without Board and Lodging. Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	s. d.	s. d.
Males.		
Porter	226 0	223 0
Head Waiter	236 0	233 0
Other Waiters	226 0	223 0
First Cook, where the number of persons employed in the kitchen is eight or more	276 0	273 0
Five, six or seven	266 0	263 0
Three or four	248 0	245 0
Two or less	242 0	239 0
Second Cook, where the number of persons employed in the kitchen is eight or more	258 6	255 6
Five, six, or seven	248 6	245 6
Other Second Cooks	236 0	233 0
Sweets Cook	238 0	235 0
Grill, Relieving, or Assistant Cook	236 0	233 0
Pantryman or Kitchenman	226 0	223 0
Persons not otherwise provided for	226 0	223 0
Females.		
Housekeeper	179 6	176 6
Laundress	169 6	166 6
Housemaid, Parlourmaid, or General	165 6	162 6
Head Waitress	169 6	166 6
Other Waitresses	165 6	162 6
First Cook	190 6	187 6
Second Cooks	184 6	181 6
Sweets Cook	185 6	182 6
Grills, Relieving, or Assistant Cook	184 6	181 6
Pantrymaid or Kitchenmaid	165 6	162 6
Persons not otherwise provided for	165 6	162 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
(*a*) boards the employee with three meals per day, 30s. per week less, or
(*b*) boards and lodges the employee, 42s. per week less.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any Boarding-house is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

Hours.

3. The number of hours to constitute an ordinary week's work shall be 40.

Terms of Employment.

4. (*a*) Employees (other than casual employees) shall be engaged by the week and paid by the week.

(*b*) Employees (other than casual employees) ready, willing and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 11, Sick Leave) or absence from work without permission of the employer.

(*c*) The provisions of sub-clauses (*a*) and (*b*) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

Termination of Employment.

5. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

Casual Labour.

6. Casual employees, i.e., persons employed for not more than one half the number of hours fixed for an ordinary week's work shall be paid at the rate of time and a half.

Overtime.

7. The following rates shall be paid for all work done :—

(i) outside a spread of 12 hours per day	Double time	Calculated on the full rate, i.e., the rate fixed before deducting board and lodging.
(ii) in excess of 9 hours per day within a spread of 12 hours or in excess of 40 hours in any one week	Time and a half	

SPECIAL RATES FOR HOLIDAYS.

8. The special rate payable to persons for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, (within the Metropolitan District as defined in the Factories and Shops Act and the Orders in Council thereunder) and King's Birthday, shall be double time, calculated on the rates fixed before deducting board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable on the day so substituted.

SPECIAL RATE FOR SUNDAY.

9. All work done on Sunday within an employees ordinary week's work of 40 hours shall be paid for at the rate of time and a half.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, and any amendment which may be made thereto from time to time.

SICK LEAVE.

11. (*a*) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st September, 1948, shall be disregarded.

ROSTERED DAY OFF.

12. (*a*) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.

(*b*) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 8.

PAYMENT FOR TRANSPORT.

13. Where an employee is engaged for a country or a seaside boardinghouse, and has to travel 20 miles or more to take up service, he or she shall be paid for his or her transport both ways if—

(*a*) he or she serves with satisfaction to his or her employer for four weeks; and

(*b*) is willing to complete the full period of his or her engagement.

UNIFORMS.

14. Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white dress, white apron and cap) such uniform shall be provided and laundered by the employer.

UNION OFFICIALS RIGHT OF ENTRY.

15. Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishment or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

DEFINITION.

16. "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

PERIODICAL ADJUSTMENT OF WAGES.

17. The Wages Rates for "Other Employees (Males)" set out in clause 2 are based upon the following basic wage rate and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rate shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Throughout the State	10 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (*a*) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in May, 1952, the amount of the basic wage shall be as prescribed in clause 17.

(*c*) During each future successive period beginning with the first pay period to commence in a May, an August a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(*e*) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(*f*) The rates for board and lodging for adults shall be increased or decreased by One shilling for every Five shillings per week alteration in the basic wage for Melbourne.

Table.

Deductions for Board and Lodging.	Basic Wage.		
s. d.	*s. d.*		*s. d.*
40 0	199 0	to	203 0
41 0	204 0	to	208 0
42 0	209 0	to	213 0
43 0	214 0	to	218 0
44 0	219 0	to	223 0
45 0	224 0	to	228 0
46 0	229 0	to	233 0
47 0	234 0	to	238 0
48 0	239 0	to	243 0
49 0	244 0	to	248 0
50 0	249 0	to	253 0

Any extension of this table must be of the same construction as the table.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th January, 1952.

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No. 243] THURSDAY, MARCH 6. [1952

DETERMINATION OF THE PLUMBERS BOARD.

NOTE.

Notice of appeal to the Industrial Appeals Court has been lodged against certain parts of the Determination.

Section 22 (2), Act 4874, provides that, when an appeal is made in accordance with that Act, the parts of the Determination appealed against shall not come into operation until the appeal has been dealt with by the Court.

1557/52.

This Part applies to all persons [illegible]

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

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

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £14 7s. 1d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

	s. d.
1st year	73 9
2nd year	94 9
3rd year	126 4
4th year	187 9
5th year	242 11

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four
Two improvers to fifteen
Three improvers to thirty
and thereafter one additional improver to every seven additional
} workers receiving not less than £14 7s. 1d. per week.

*The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

No. 243.—1577/52.—PRICE 6D.

(*b*) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.	Wages Per Week. £ s. d.	Wages. Per Hour. s. d.
Person employed—		
(*a*) Where the artificial temperature is—		
Over 130° F.	18 12 7	9 3¾
115° F., but not exceeding 130° F.	17 15 9	8 10¾
50° F. or lower	18 12 7	9 3¾
(*b*) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	16 14 1	8 4¼
(*c*) Lead burning or at lead work connected therewith ..	15 17 3	7 11¼
(*d*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electricial conduit, or for the conveyance of high pressure steam to machinery for power) ..	14 13 0	7 4
(*e*) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	14 13 0	7 4
(*f*) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) ..	14 13 0	7 4

(ii) Applying to other work, including 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 employment in workshops.	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
Person employed—		
(*a*) Where the artificial temperature is—		
Over 130° F.	18 6 8	9 2
115° F., but not exceeding 130° F.	17 9 10	8 9
50° F. or lower ..	18 6 8	9 2
(*b*) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	16 8 2	8 2½
(*c*) Lead burning or at lead work connected therewith ..	15 11 4	7 9½
(*d*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electricial conduit, or for the conveyance of high pressure steam to machinery for power) ..	14 7 1	7 2
(*e*) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	14 7 1	7 2
(*f*) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) ..	14 7 1	7 2

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (*b*) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (*b*) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

ALLOWANCES.

2. In addition to the wages rates set out above an allowance at the rate of 5s. per week shall be paid to journeymen (other than on a ship) to compensate for the following classes of work whether or not such work is performed in any week :—

(i) work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height;
(ii) clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;
(iii) work in any confined space;
(iv) work in wet places; or
(v) dirty or offensive work.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

2A. (*a*) Subject to sub-clauses (*b*) and (*c*) hereof the following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s. d.
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

(*b*) In the case of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof these allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid.

(*c*) In all cases other than provided for in sub-clause (*b*) hereof if the employer provides or offers to provide transport free of charge, 2s. 5d. per day travelling allowance shall be paid: Provided that this sub-clause shall not operate if the employee is transported in the employer's time.

(*d*) Where fares are necessarily incurred on distant jobs, as defined in clause 3 (*a*) of this Part, or on work performed outside the radii named in sub-clause (*a*) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(*e*) Sub-clauses (*a*), (*c*), and (*d*) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

3. (*a*) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(*b*) In lieu of the payments prescribed in clause 2 (*a*) of this Part an employee to whom sub-clause (*a*) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary: Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

DEFINITION.

4. "Centre" shall mean the employer's usual place of business.

SHIP WORK.

5. (i) All work done on a ship of any class—

(a) whilst it is under way; or

(b) in wet places or confined spaces; or

(c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

ORDINARY WEEK'S WORK.

6. The ordinary hours for a week's work shall be 40 which shall be worked in five days (Monday to Friday inclusive) of 8 hours each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

TIMES OF BEGINNING AND ENDING WORK.

7. The ordinary times of beginning and ending work shall be between the hours of 7.30 a.m. and 5.30 p.m.

OVERTIME.

8. Overtime shall be paid for as follows—

(a) Outside the hours fixed in clause 7 of this Part—

(i) Before the time of beginning work	Double time.
(ii) After the time of ending work	Time and a half for the first hour and double time thereafter.

(b) Within the hours fixed in clause 7 of this Part in excess of 40 hours in any week—

First hour	Time and a half.
Thereafter	Double time.

NOTE.—Work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

Provided that all work performed on a Saturday, Sunday, or Public Holiday, and for which prior notice has not been given, shall be deemed to be a recall to work in accordance with the provisions of sub-clause (d) of this clause.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight shall be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If, on the instructions of his employer, any employee resumes work without having had such eight hours off duty, he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.

(e) An employee shall not be compelled to work for more than six hours without a break for a meal.

(f) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 4s. and 4s. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

(g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

CASUAL LABOUR.

9. Casual employees (i.e. persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act* 1928), King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rates shall only be payable for the day so substituted.

SPECIAL HOLIDAYS.

10A. In connexion with the visit to Australia of Their Royal Highnesses The Princess Elizabeth Duchess of Edinburgh, and The Duke of Edinburgh where a Public Holiday or Public Half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof or within any defined area, such Public Holiday or Public Half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be included as a Holiday in this Determination. An employee not required to work during the period of such Public Holiday or Public Half-holiday as so proclaimed, shall receive payment at ordinary rates of pay for such period. Provided that if he fails to attend for work on the working days before and after such Public Holiday or Public Half-holiday without reasonable excuse he shall not be entitled to be paid for such Public Holiday or Public Half-holiday.

Double time shall be the rate payable for all work done during the period of such Public Holiday or Public Half-holiday as so proclaimed.

EMPLOYEE ATTENDING FOR DUTY.

11. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

TOOLS AND APPLIANCES.

12. That if any employee is required to provide any or all of the following tools or appliances:—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrils, dummies, metal pots, pipe cutters, plumbing irons, rachets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

DAMAGE TO CLOTHING AND TOOLS.

13. Compensation to the extent of the damage sustained shall be made where, in the course of the work, clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

DAY FOR PAYMENT OF WAGES.

14. Wages, allowances, and other monies due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other monies shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

REST PERIOD.

15. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

SUPPLY OF HOT WATER.

16. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

ANNUAL HOLIDAY.

17. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

ADDITIONAL ANNUAL LEAVE AND SICK LEAVE.

18. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week ends (i.e., Saturdays and Sundays) such employee shall be entitled to:—

(*a*) one week's additional annual leave with pay, and

(*b*) payment for a maximum of forty hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 120 hours for sickness.

For the purposes of sub-clause (*b*) hereof service prior to the 1st July, 1945, shall be disregarded.

TIME OFF FOLLOWING ACCIDENT.

19. An employee suffering injury through an accident arising out of and in the course of his employment (whether or not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

TERMINATION OF EMPLOYMENT.

20. One hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

Part II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

Nature of Employment.	Wages Per Week of 40 Hours.		
	£	s.	d.
Persons employed—			
(*a*) Leadburning or at lead work connected therewith	14	10	9
(*b*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	13	6	6
(*c*) In fixing any material used instead of metal for pipes, guttering or roof covering	13	6	6
(*d*) An any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	13	6	6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2. APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentices to every two or fraction of two workers receiving not less than £13 6s. 6d. per week of 40 hours.

(b) IMPROVERS*.

(i) WAGES. Per Week of 40 Hours.	s. d.	(ii) PROPORTION (within any factory or place.)	
1st year	73 9	One improver to four	workers receiving not less than £13 6s. 6d. per week
2nd year	94 9	Two improvers to fifteen	
3rd year	126 4	Three improvers to thirty	
4th year	187 9	and thereafter one additional improver to every seven additional	
5th year	242 11		
and thereafter the minimum wage.			

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

PART III.

This Part applies to all persons employed under this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 2 of this Part. Provided that the method of adjustment as regards clause 1 of Part I. shall be in accordance with the provisions of clause 3 of this Part.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	10 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

2. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1952, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of a decimal, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

3. (a) The amount of the weekly wages prescribed for employees classified under classifications (i) (f) and (ii) (f) in clause 1 (b) of Part I. have been ascertained by the following method :—

	£ s. d.
Basic wage	10 9 0
Margin for skill	2 6 0
War loading	0 6 0
Tool allowance	0 4 0
Disabilities loading	0 5 6
Total	13 10 6

The amount payable for a year would be £13 10s. 6d. × 52 = £703 6s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and further in respect of classification (i) (f) only one week for following the job; the weekly wage payable in respect of classification (i) (f) was ascertained by dividing the amount payable for a year by 48, and in respect of classification (ii) (f) by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

Remaining classifications in the said clauses are to retain their existing margins over classifications (i) (f) and (ii) (f) after adjustment.

(b) The hourly rates shall in respect of each classification be 1/40th of the weekly rate.

4. The rates for Apprentices wheresoever appearing shall be amended from time to time in order to conform with rates payable to Apprentices for the trade under the jurisdiction of the Apprenticeship Commission.

5. The rates of remuneration for Improvers shall be amended to preserve the differences between the rates payable for Apprentices, and those payable for Improvers as are shown in the Determination gazetted on March 14th, 1947, and operative as from the beginning of the first pay period to commence on or after the first December, 1946.

The resultant rates for Improvers from time to time shall therefore be—

1st year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 10s. 7d. per week.
2nd year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 9s. 11d. per week.
3rd year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 7s. 4d. per week.
4th year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 18s. 1d. per week.
5th year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 24s. 7d. per week.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 29th January, 1952.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 244] THURSDAY, MARCH 6. [1952

Factories and Shops Acts.

DETERMINATION OF THE SEWER BUILDERS BOARD.

NOTE.—(*a*) This Determination applies to the whole of the State of Victoria.

(*b*) On the 13th September, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed as labourers in connexion with the construction of main storm water drains, whether open or closed, with a capacity not less than that of a circular drain of a diameter of 2 feet 6 inches.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed as Labourers in connexion with the construction of sewers," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(*a*)

Apprentices or Improvers.			*Juveniles.*		
Wages. Per Week of 40 Hours.			Wages. Per Week of 40 Hours.		
	Percentage of Basic Wage.	*s. d.*		Percentage of Basic Wage.	*s. d.*
1st year, 2nd year, 3rd year	75	156 6	Persons under 19 years of age (other than apprentices or improvers) employed—(*a*) carrying tools; (*b*) as toolsmith's assistant	80	167 0

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

Improvers.

One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

No. 244.—1578/52.—PRICE 6D.

All Other Employees.

(*b*) (i) Day shift:—

—	Wages Per Week of 40 Hours. £	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	12	6	6
Borer testing ground	11	19	0
Cement gun nozzle operator	12	9	0
Concrete floater	12	6	6
Concrete gauger, mixer, or handler	11	19	0
Concrete mixer-driver doing repairs	12	11	6
Concrete mixer-driver not doing repairs	12	6	6
Concrete patcher	12	6	6
Compressor employee in charge doing repairs	12	11	6
Compressor employee in charge not doing repairs	12	4	0
Foreman's assistant	11	19	0
Hammer and drill hand	12	4	0
Jumperman	11	19	0
Leading hand in charge of six to ten other employees	12	14	0
Leading hand in charge of more than ten other employees	12	19	0
Machine borer	12	11	6
Manhole builder	12	14	0
Manhole sinker (any shape)	12	9	0
Leading pipe layer and/or leading jointer	12	11	6
Pipe layer and/or jointer	12	9	0
Pitcher setter	12	4	0
Ploughman	12	4	0
Ploughman's assistant	11	14	0
Pneumatic pick or scabbler or vibrator user	12	9	0
Powder monkey	12	14	0
Pump employee in charge of pump pumping water and doing repairs	12	4	0
Reinforcement placer or wirer	11	19	0
Renderer in open drains	12	19	0
Renderer in pipes, tunnels, or covered drains	13	11	6
Rigger's assistant, vent erecting	12	4	0
Rigger in charge, vent erecting or dismantling	12	14	0
Scoop filler	11	19	0
Sinker—with less than three months' experience	11	19	0
Sinker (other than manhole sinker) with three months' experience or over	12	4	0
Slurry refiller	11	14	0
Timber drawer in drives or working below 12 feet in shafts	12	4	0
Timber cutter, preparer or measurer	12	4	0
Timberman, timbering in trenches immediately behind power excavator	12	14	0
Toolsmith	12	6	6
Topman	11	14	0
Trimmer, leading (i.e., an employee in charge of trimmers)	12	9	0
Trimmer, other than leading trimmer	12	6	6
Tunneller including an employee excavating in drives	12	4	0
Vent erector or dismantler	11	19	0
Windlass hand, working alone on tripod windlass	11	19	0
Windlass hand—other	11	14	0
Employee not elsewhere classified	11	14	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (*b*) (i) plus an additional 5s. per shift.

EXCESS FARES AND TRAVELLING TIME ALLOWANCE.

3. (*a*) *Metropolitan.*—The following payments shall be made in lieu of fares and travelling time when the place of work is within the radii named from the G.P.O., at the corner of Bourke and Elizabeth-streets, Melbourne:—

Up to and including 12 miles .. 2s. 6d. per day.
Over 12 miles and including 20 miles .. 3s. per day.
Over 20 miles and including 30 miles .. 3s. 6d. per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(*b*) *Country.*—On country work where camping facilities are not provided and travel cannot be made by a public conveyance, an employee required to travel to and/or from the place of work shall, unless a conveyance be provided by the employer (free of charge), be paid allowances in accordances with the following scale:—

Two miles each way but not more than 5 miles each way .. 1s. 6d. per day.
Over 5 miles each way .. 2s. 6d. per day.

(*c*) *Employees of Provincial Sewerage Authorities.*—Where the workman is compelled to travel to or from his work in excess of two miles from the centre of the municipality, he shall be paid ordinary rates for the time so spent in travelling, provided always that the parties may agree to starting points other than the centre of the municipality.

Provided further that where more than one starting point is fixed, each employee shall be attached to one starting point only, provided that such employee may be transferred to another starting point at any time by agreement.

When an employee travels to and from his home by vehicle drawn by a heavy dray horse, the time allowed for travelling shall be computed at the rate of four miles per hour. When an employee travels on a bicycle, or by a light horse, or by a vehicle drawn by a light horse, the time allowed for travelling shall be computed at the rate of eight miles per hour.

Should an employee have to walk to and from his work, the time allowed for travelling shall be computed at the rate of three miles per hour.

Where an employee is sent from one place to another and cannot reasonably return to his home each night, he shall be paid an allowance of 10s. per day or part thereof for the first five days and 45s. per week thereafter, except where board and lodging are provided by the employer.

ADDITIONAL ALLOWANCES.

4. (*a*) *Depth Allowance.*—Any person classified as an apprentice, improver, juvenile worker, topman, or an employee not elsewhere classified working at a depth of 8 feet or more, and any other employee working at a depth of 16 feet or more shall be paid an additional 3d. per hour.

(*b*) *Compressed Air Work.*—An employee working in an airlock or compressed air up to 20 lbs. per square inch pressure, 3s. per eight hour shift. The working hours and conditions shall be those prescribed by the Standards Association Code for work in compressed air.

(*c*) *Plan Allowance.*—An employee, provided he is not in charge of six or more employees, engaged on work for which he is supplied with a plan, shall be paid an additional 2s. per day.

(*d*) *Special Trimmer.*—A trimmer engaged in trimming an excavation where concrete is to be placed directly against the bottom, sides, or roof of the excavation or user of pneumatic pick while engaged in trimming—6d. per day.

(*e*) *Wet Pay.*—An employee who is required to work in any excavation in which water, other than rain, is continually falling or dripping from overhead or from the sides of the excavation to such an extent that the employee's clothing is wetted, or any employee who, during the normal course of his work in any excavation, is required to stand in water exceeding 2 inches in depth, shall be paid an additional 2s. per day or portion of a day.

Where in the opinion of the supervising officer conditions are exceptionally wet payment of 6s. per day shall be made.

The payment of either of these allowances shall relieve an employer from any liability to supply such an employee with rubber boots.

(*f*) *Work in Rain.*—An employee required to work in heavy rain, 6s. per day. (Rain shall be deemed to be heavy when, if the employee works therein as required, his clothing shall become saturated.)

The payment of this allowance shall relieve an employer from any liability to supply such an employee with rubber boots.

(*g*) *Slurry Refiller.*—A slurry refiller when so engaged shall not be entitled to wet pay but shall receive an additional 2s. per day or portion of a day.

(*h*) An employee on live sewer work, as defined shall be paid an additional 9d. per hour.

(*i*) *Bicycle Allowance*—An employee required to use his bicycle in the course of his duties shall be paid an allowance of 1/- for each day or part thereof on which he is required to use such bicycle.

CONTRACTORS' EMPLOYEES.

5. *Allowance in lieu of Payment for Holidays.*—Persons employed by Contractors shall be paid the following amounts in addition to the rates set out in clause 2 in lieu of holidays set forth in clause 9.

Apprentices or Improvers	5s. per week.
Juvenile Workers	5s. 4d. per week.
All other Employees	10s. 5d. per week

WORKING HOURS.

6. (*a*) Except as in this Determination otherwise provided, the ordinary weekly total hours of work shall not exceed 40 per week, and shall be worked 8 hours per day continuously, except for meal breaks, Monday to Friday inclusive between the hours of 7 a.m. and 5.30 p.m. Provided, however, the spread of hours herein prescribed shall not apply to men employed on shift work.

(*b*) Where special circumstances exist and a majority of employees desire to work longer hours on any day they may, subject to the consent of the employer and the consent of the union secretary, be permitted to do so without payment of any penalty rate provided the longer hours so worked on any one day do not exceed two (2) and the prescribed working week of 40 hours is not exceeded.

SHIFTS.

7. The employer may require employees to work such ordinary weekly total on a shift or relay being one of either two or three shifts or relays worked in the 24 hours, but only subject to the following conditions:—

(*a*) Each shift shall be worked in one period with no break except for recognized meal or smoko oh intervals.

(*b*) In each shift during which the employee does not receive the same amount of time for a meal interval as that which day workers receive under this Determination he shall be allowed twenty minutes crib time, to be paid for as ordinary working time.

(*c*) For work done at any time during a shift, which shift comprises within its period any time falling within the time beginning at 7 p.m. and ending at the next following 6 a.m., the ordinary rate of pay shall be increased by ten per cent.

(*d*) Where practicable, shifts shall be changed in rotation each week.

(*e*) "A shift worker who during a period of engagement on shift works on night shift and without some regular weekly rotation with some other shift, or with day work, shall be paid at the rate of time and a quarter for all time worked during ordinary working hours for such shift, provided such shift continues for not less than five successive nights."

(*f*) "Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination for shift work, shall be paid at the rate of double time."

OVERTIME.

8. (*a*) Except as in this Determination otherwise provided, all time worked in excess of or outside the ordinary hours of work shall be paid at one and a half times the ordinary prescribed rate for the first two hours and at double the ordinary prescribed rate for all time thereafter. In computing overtime each day's work shall stand alone.

(*b*) An employee recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, or called out to work on a Saturday, shall be paid for a minimum of three hours' work at one and a half times the ordinary prescribed rate for each time he is so recalled.

Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of three hours' work calculated at one and a half times the ordinary prescribed rate for two hours and at double the ordinary prescribed rate for one hour.

(*c*) For the purpose of computation of overtime under this clause, a day shall mean all the time between the normal commencing time of one day and the normal commencing time of the next succeeding day, but a Saturday shall mean all the time between midnight Friday and midnight Saturday, and a Sunday shall mean all the time between midnight Saturday and midnight Sunday.

PAYMENT FOR HOLIDAYS.

9. All employees other than these employed by Contractors shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and Anzac Day.

Provided that for employees employed at work beyond a radius of 25 miles of the General Post Office, Melbourne, another day may, by agreement between the employer and the Union, be substituted for Melbourne Cup Day.

Should the 25th December in any year occur on a Saturday or a Sunday the following Monday and Tuesday shall for the purposes of this Determination be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January in any year occur on a Saturday or a Sunday the following Monday shall be deemed to be New Year's Day.

SPECIAL RATES.

10. An employee required to work on Sunday or on any holiday prescribed in clause 9 shall be paid at double the ordinary prescribed rate.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111 and any amendments which may be made thereto from time to time.

SICK PAY.

12. After one month's continuous service an employee who is absent from work on account of personal illness or injury by accident for which he is not entitled to workers' compensation shall, on production within twenty-four hours of evidence of his illness or injury satisfactory to his employer, be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year. Such sick leave shall be cumulative.

PAYMENT OF WAGES.

13. All employees shall be paid weekly.

MEAL ALLOWANCE.

14. An employee required to work overtime for two hours or more without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 3s., or if the work extends into a second meal hour, 6s. for the two meals, but such payment need not be made to employees living in the same locality as the job who can reasonably return home for meals.

MINIMUM PAYMENT.

15. An employee who starts work on a Sunday or Holiday shall be entitled to a minimum payment of three hours at double time. Provided that an employee who presents himself for work when directed on a Sunday or Holiday, and who is unable to commence work for reasons set out in clause 17, shall be entitled to a minimum payment of three hours at one and a half times the ordinary rate.

MIXED FUNCTIONS.

16. (*a*) With the exception of live sewer work, an employee engaged for more than two hours in any one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for the whole of such day. If he works for two hours or less in such higher classification he shall be paid at the higher rate for the time so worked.

(*b*) Live sewer work shall be paid for at the live sewer rate with a minimum payment of two hours at the live sewer rate.

(*c*) In the event of live sewer work being of an unusually offensive nature, the effects of which are experienced by the employee after such live sewer work has ceased, such an employee shall be paid at the live sewer rate from the time the work is commenced until the completion of the day's work.

(*d*) The decision as to the operation of sub-clause (*c*) above shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

17. An employee who presents himself for work at the usual starting time on any day from Monday to Friday inclusive, and who is unable to commence work on that day for any of the following reasons, namely, wet weather, waiting until shafts or trenches are bailed out, shortage of material or any other reasons over which the employer has no control, shall be paid :—

(*a*) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(*b*) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day. Provided that an employee shall not be entitled to payment as aforesaid unless he attends and remains at his place of employment and is available and willing to perform under cover, when requested to do so, such other duties as may be allotted to him.

EMPLOYEE ON JUMP UPS.

18. (*a*) An employee working on jump ups shall be supplied with assistance.

(*b*) An employee working on a House Branch Sewer for which a separate plan has been issued shall when the excavation reaches a depth of six feet or more be provided with assistance.

CHANGE HOUSE.

19. (*a*) Where two men are employed the employer shall provide canvas shelter covers.

(*b*) Where three or more men are employed, the employer shall provide a sufficiently roomy and enclosed roofed structure with floor boards for the use of employees.

FIRST-AID OUTFIT.

20. A first-aid outfit shall be provided on all jobs by the employer.

SANITARY ACCOMMODATION.

21. The employer shall satisfy himself that reasonable sanitary facilities are available on all jobs and where necessary make provision for such facilities.

PROVISION OF STAGE OR WINDLASS.

22. An employee engaged on shaft sinking shall be provided with a stage or windlass at a suitable depth having regard to the nature of the ground. The determination of a suitable depth for the provision of such stage or windlass shall be made by the Inspector or other person in charge of the job, if necessary, after consultation with the Union representative on the job.

SHEETING SHAFTS.

23. All shafts sunk in sandy country to a greater depth than 8 feet shall be sheeted.

TOOLS.

24. The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

SUPPLY OF FIREWOOD.

25. The employer shall provide, free of cost, an adequate supply of firewood on all jobs.

REST PERIODS.

26. Two rest periods, each of seven and a half minutes duration, shall be granted each day without deduction of pay at times convenient to the employer's representative in charge of the work.

DEFINITIONS.

27. (*a*) *Live Sewer Work.*—Live sewer work is work carried out in situations where there is direct aerial connexion with a sewer through which sewage is flowing. Where aerial connexion with such sewer is blocked by a disc, plug, water seal, or other means, the live sewer rate shall not apply.

(*b*) *Slurry Refiller.*—A slurry refiller is an employee who by means of hand tools mixes soil with water to a suitable consistency and/or shovels the resultant mixture into an excavation.

(*c*) *Renderer.*—A renderer is an employee who applies by hand a continuous coat of cement mortar to a brick, masonry, or set concrete surface, and finishes it to a true and smooth surface by means of a trowel or float.

(*d*) *Trimmer.*—A trimmer is an employee who, after the bulk of the material to be excavated has been removed, trims the balance of the excavation to the correct line, grade, or cross section.

PERIODICAL ADJUSTMENT OF WAGES.

28. The wages rates for other employees set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 29.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State of Victoria	10 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

29. (*a*) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(*b*) Until the beginning of the first pay period to commence in May, 1952, the amount of the basic wage shall be as prescribed in clause 28.

(*c*) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach ·5 or more the basic wage shall be taken to the next higher shilling.

(*d*) The wages of apprentices or improvers and juveniles shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

MARGINAL RATES.

30. In addition to the basic wage provided in clause 28 the margins set out in this clause shall be the minimum rate payable to employees therein provided:—

Classification.	Margins Per Week.
	£ s. d.
Borer, leading (i.e., employee in charge of borers testing the ground)	1 17 6
Borer testing ground	1 10 0
Cement gun nozzle operator	2 0 0
Concrete floater	1 17 6
Concrete gauger, mixer or handler	1 10 0
Concrete mixer-driver doing repairs	2 2 6
Concrete mixer-driver not doing repairs	1 17 6
Concrete patcher	1 17 6
Compressor employee in charge doing repairs	2 2 6
Compressor employee in charge not doing repairs	1 15 0
Foreman's assistant	1 10 0
Hammer and drill hand	1 15 0
Jumperman	1 10 0
Leading hand in charge of six to ten other employees	2 5 0
Leading hand in charge of more than ten other employees	2 10 0
Machine borer	2 2 6
Manhole builder	2 5 0
Manhole sinker (any shape)	2 0 0
Leading pipe layer and/or leading jointer	2 2 6
Pipe layer and/or jointer	2 0 0
Pitcher setter	1 15 0
Ploughman	1 15 0
Ploughman's assistant	1 5 0
Pneumatic pick or scabbler or vibrator user	2 0 0
Powder monkey	2 5 0
Pump employee in charge of pump pumping water and doing repairs	1 15 0
Reinforcement placer or wirer	1 10 0
Renderer in open drains	2 10 0
Renderer in pipes, tunnels, or covered drains	3 2 6
Rigger's assistant, vent erecting	1 15 0
Rigger in charge, vent erecting or dismantling	2 5 0
Scoop filler	1 10 0
Sinker—with less than three months' experience	1 10 0
Sinker (other than manhole sinker) with three months' experience or over	1 15 0
Slurry refiller	1 5 0
Timber drawer in drives or working below 12 feet in shafts	1 15 0
Timber cutter, preparer or measurer	1 15 0
Timberman, timboring in trenches immediately behind power excavator	2 5 0
Toolsmith	1 17 6
Topman	1 5 0
Trimmer, leading (i.e., an employee in charge of trimmers)	2 0 0
Trimmer, other than leading trimmer	1 17 6
Tunneller including an employee excavating in drives	1 15 0
Vent erector or dismantler	1 10 0
Windlass hand, working alone on tripod windlass	1 10 0
Windlass hand, other	1 5 0
Employee not elsewhere classified	1 5 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th January, 1952.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 245] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 727 of the 27th July, 1951, shall be replaced by the following clauses:—

JUNIORS.

2. (*a*)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hour
		£ s. d.			£ s. d.
Under 16 years of age ..	37	3 18 6	Under 16 years of age	49	3 18 0
16 years of age	43	4 11 0	At 16 years of age	54	4 6 0
16½ years of age	47	4 19 6	At 16½ years of age	60	4 15 6
17 years of age	51	5 8 0	At 17 years of age	66	5 5 0
17½ years of age	56	5 18 6	At 17½ years of age	73	5 16 0
18 years of age	67	7 2 0	At 18 years of age	78	6 4 0
18½ years of age	74	7 17 0	At 18½ years of age	84	6 13 6
19 years of age	80	8 9 6	At 19 years of age	89	7 1 6
19½ years of age	90	9 11 0	At 19½ years of age	96	7 12 6
20 years of age	95	10 1 6	At 20 years of age	100	7 19 0
20½ years of age	100	10 12 0			

(*b*) The total wage shall be claculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

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

(*d*) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

Proportion of Juniors.

(*e*) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (*a*) ADULT MALES.

—	Wages per Week of 40 Hours. £ s. d.
Full-fashioned Hosiery.	
Assistant foreman	13 7 0
Mechanic on full-fashioned machines	13 2 0
Plierer	12 13 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—	
1st year's experience	12 13 0
Thereafter	13 2 0
Welt turner and/or assistant operator on full-fashioned machines	12 2 0
Topper	11 15 0
Circular Hosiery and Half-hose.	
Assistant foreman	12 17 0
Leading hand	12 5 0
Mechanic	12 13 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter)	12 1 0
Underwear and Outerwear.	
Assistant foreman	12 17 0
Leading hand	12 5 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines)	12 13 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines)	12 1 0
Electric machine cutter	12 7 0
Hand cutter	12 3 0
Layer-up	11 15 0
Hand knitter on flat machines	12 2 0
Warper and/or creeler	12 1 0
All Sections.	
Throwing and Winding—	
Assistant foreman	12 17 0
Leading hand	12 5 0
Mechanic	12 13 0
Yarn conditioning and/or yarn testing	11 15 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler	11 19 0
Dye-house Bleach House and Scouring—	
Assistant foreman	12 17 0
Leading hand	12 5 0
Man responsible for weighing dye-stuffs	12 2 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant	11 19 0
Man employed on unshrinkable process	11 19 0
Press Room—	
Assistant foreman	12 17 0
Leading hand	12 5 0
Board and/or press hands (including pre-boarding)	12 1 0
Finishing—	
Assistant foreman	12 17 0
Leading hand	12 5 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine)	11 19 0
General—	
Sulphur house hand (for time engaged on sulphur house work)	12 4 0
Recorder	11 15 0
Yarn supplier and/or storeman	11 15 0
Storeman and/or packer	11 15 0
Trucker and/or wheeler	11 15 0
Warehouseman	11 15 0
Oiler and/or cleaner	11 15 0
All other adult males in any section not elsewhere specified	10 15 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

3. (b)

ADULT FEMALES.

—	Wages per Week of 40 Hours. First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Full-fashioned Hosiery.			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Linker	8 1 6	8 7 6	8 16 6
Seamer	8 1 6	8 7 6	8 16 6
Clocker	8 1 6	8 7 6	8 16 6
Mender	8 1 6	8 7 6	8 16 6
Invisible mender	8 1 6	8 7 6	8 16 6
Topper	8 1 6	8 7 6	8 16 6
Circular Hosiery and Half-hose.			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Linker	8 1 6	8 7 6	8 16 6
Seamer	8 1 6	8 7 6	8 16 6
Welter and/or overlocker	8 1 6	8 7 6	8 16 6
Mender	8 1 6	8 7 6	8 13 6
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter))	8 1 6	8 7 6	8 13 6
Clocker	8 1 6	8 7 6	8 16 6
Trimmer	8 1 6	8 7 6	8 13 6
Underwear and Outerwear.			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Electric machine cutter	8 1 6	8 19 6	9 14 6
Hand cutter	8 1 6	8 16 6	9 11 6
Layer-up	8 1 6	8 7 6	8 13 6
Trimmer	8 1 6	8 7 6	8 13 6
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines)	8 1 6	8 7 6	8 13 6
Hand knitter on flat machines	8 1 6	8 7 6	8 16 6
Warper and/or creeler	8 1 6	8 7 6	8 16 6
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell)	8 1 6	8 7 6	8 16 6
Mender	8 1 6	8 7 6	8 13 6
Hand embroiderer	8 1 6	8 7 6	8 16 6
All Sections.			
Throwing and Winding—			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Yarn conditioning and/or yarn testing	8 1 6	8 7 6	8 13 6
Spinner, twister, winder (including bank, bottle and/or cone), and/or reeler	8 1 6	8 7 6	8 13 6
Press Room—			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Board and/or press hand (including pre-boarding)	7 1 6	8 7 6	8 16 6
Presser and/or ironer	8 7 6	8 13 6	8 16 6
Operator of steam press (namely, female employed on a steam-pressing machine)	8 9 6	8 19 6	9 9 6
Finishing—			
Assistant forewoman	9 16 6	9 16 6	9 16 6
Examiner	8 1 6	8 7 6	8 13 6
Folder	8 1 6	8 7 6	8 13 6
Grader	8 1 6	8 7 6	8 13 6
Pairer	8 1 6	8 7 6	8 13 6
Sorter	8 1 6	8 7 6	8 13 6
Parceller	8 1 6	8 7 6	8 13 6
Boxer	8 1 6	8 7 6	8 13 6
Finisher	8 1 6	8 7 6	8 13 6
General—			
Recorder	8 1 6	8 7 6	8 13 6
Warehousewoman	8 1 6	8 7 6	8 13 6
All other adult females in any section not elsewhere specified	8 1 6	8 1 6	8 1 6

The wages of adult females include a loading of 2s. 6d.

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

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

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No. 246] **THURSDAY, MARCH 6.** **[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 26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1250 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES.	
	(*All Sections other than Corrugated Board and Fibre Board Container Section.*)	£ s. d.
1	Guillotine machine operator	12 7 6
2	Carton cutting and creasing forme setter	12 12 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	12 7 6
4	Combination tube and shell machinist	12 7 6
5	Employee operating international tube and shell machine	12 7 6
6	Laube box-making machinist	12 7 6
7	Molins single shell creasing and gluing machinist	12 7 6
8	Employee operating automatic carton-gluing machine	12 0 6
9	Employee operating scoring and double-folding automatic tube gluing machine	12 2 0
10	Twin or single die-scoring, cutting, and printing slide machinist	12 0 6
11	Carton cylinder-press machinist	12 10 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	12 7 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	12 4 6
14	Two-way or double cutter and scorer machinist	12 0 6
15	One-way rotary cutter and scorer machinist	12 0 6
16	Gang slitting machinist	12 0 6
17	Mounting machinist	12 0 6
18	Cylindrical tube winding machinist	12 0 6
19	Cylindrical tube cutting machinist	12 0 6
20	Assistant to machinist on any machine in this section	11 9 0
21	Employee working any other kind of machine	11 17 0
22	Storeman	11 17 0
23	Packer and/or despatcher	11 17 0
24	Feeder on carton-cylinder machine	11 9 0
25	Any other adult male	11 5 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

No. 246.—1618/52.—PRICE 3D.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES—*continued.*	
	Corrugated Board and Fibre Board Container Section.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	12 4 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	12 4 6
3	Corrugated board machinist making one-faced boards	11 17 0
4	Corrugated board machinist's assistant	11 11 0
5	Fibre board (paster) machinist	12 4 6
6	Fibre board (paster) machinist's assistant	11 11 6
7	Corrugated board printing machinist	12 0 6
8	Corrugated board printing machinist's assistant	11 9 0
9	Fibre board printing machinist	12 0 6
10	Fibre board printing machinist's assistant	11 9 0
11	Corrugated board cutter and/or slotter	11 15 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	11 17 6
13	Corrugated board slotter operating machine with printing attachment	11 15 6
14	Corrugated board sawyer	11 17 6
15	Corrugated board scorer and slitter	11 15 6
16	Corrugated board automatic scorer and slotter and slitter	11 15 6
17	Fibre board automatic scorer and slotter and slitter	11 15 6
18	Fibre board cutter and/or slotter and/or bender	11 15 6
19	Employee in charge of silicate dissolving plant	11 15 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	11 13 0
21	Employee on dimpler machine	11 17 0
22	Employee engaged as assistant machinist or tailer-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	11 7 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	11 7 0
24	Corrugated board-taping machinist	11 15 6
25	Employee working any other kind of machine	11 13 0
26	Power bale press machinist	11 7 0
27	Storeman	11 17 0
28	Packer and/or despatcher	11 17 0
29	Any other adult male	11 5 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(*Including non-adult females of at least five years' experience.*)	£ s. d.
1	Female head packer when employed as such	9 1 0
2	Packer	8 15 6
3	Female feeder employed on carton-cylinder machine	8 18 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	8 18 6
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	9 5 0
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	9 1 0
	(*b*) controlling and/or setting up automatic carton-gluing machine	9 1 0
	(*c*) employed on any other machine used in cardboard box making, container making, or carton making	8 19 0
6	Female carton maker, including puller out and stripper	8 15 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	8 17 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	8 17 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 4 6
	(*b*) from nine to fifteen employees (both inclusive)	9 16 0
	(*c*) over fifteen employees	10 3 6
10	Female employee not otherwise specified	8 9 0

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 9 6
(ii) between 15 and 16 years of age	3 0 6
(iii) between 16 and 17 years of age	3 18 6
(iv) between 17 and 18 years of age	5 5 6
(v) between 18 and 19 years of age	6 12 6
(vi) between 19 and 20 years of age	8 2 0
(vii) between 20 and 21 years of age	9 11 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	2 14 0
(ii) Second year's experience	3 12 0
(iii) Third year's experience	4 10 0
(iv) Fourth year's experience	5 8 6
(v) Fifth year's experience	6 15 6

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £7 19s. 11d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 247] **THURSDAY, MARCH 6.** **[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 made 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
28th day of February, 1952.

RAY. H. BEERS,
Secretary for Labour.

MUSICIANS BOARD.

Clause 2 of the Determination made on the 26th April, 1951, and in force as from the beginning of the first pay period to commence in December, 1950, shall be replaced by the following clause :—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	18	0	0
(ii) Each performance additional to the week's work	3	3	5
(A3) Principals—			
(i) Week's work	16	0	0
(ii) Each performance additional to the week's work	2	17	8
(A4) Week's work for other performers	14	8	0
(A5) Each performance additional to week's work	2	13	1
(A6) Pianist playing alone	16	0	0
(A7) Each performance additional to week's work	2	17	8

(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 18s. 7d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

	£	s.	d.
(A9) Leaders—each performance	4	7	11
(A10) Principals—each performance	3	4	2
(A11) Other performers—each performance	2	18	7
(A12) Pianist playing alone—each performance	3	4	2

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday

(*ia*) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

No. 247.—1741/52.—PRICE 3D.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances	12	12	6
(B3) Additional performances (each) one sixth of the six performance rate.			
(B3A) Week's work of eight performances	15	5	8
(B3B) Additional performances (each) one-eighth of the eight performance rate.			
(B4) Week's work of twelve performances	16	7	6
(B5) For the first additional performance	2	8	0
For the second additional performance	2	13	11
For the third and each succeeding additional performance	3	2	8
(B6) Pianist playing alone—six performances	14	3	6
(B7) Each performance additional to week's work	2	17	0
(B8) Pianist playing alone—twelve performances	17	18	6
(B9) For the first additional performance	2	11	3
For the second additional performance	2	16	9
For the third and each succeeding additional performance	4	3	9

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—11s. 10d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—14s. 7d. per hour with a minimum payment as for two hours.

Casual Employees.

(B12) Each performance other than by pianist playing alone	2	17	2
B13 Each performance by pianist playing alone	3	3	4

(C) Picture Shows.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances	11	18	0
(C3) Each performance additional to week's work	2	9	5
(C4) Week's work of twelve performances	15	1	6
(C5) For the first additional performance	2	5	6
For the second additional performance	2	9	8
For the third and each succeeding additional performance	2	18	4
(C6) Pianist playing alone for six performances	13	9	0
(C7) Each performance additional to week's work	2	14	7
(C8) Pianist playing alone for twelve performances	16	12	6
(C9) For the first additional performance	2	8	8
For the second additional performance	2	13	8
For the third and each succeeding additional performance	3	4	9

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—11s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, anda minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—13s. 7d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

(C12) Each performance	2	14	3

(D) Stage Bands.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

(D2) Week's work of six performances not to exceed 18 hours	10	13	0
(D3) Each performance additional to week's work	2	5	5
(D4) Week's work of six performances not to exceed 12 hours	7	13	4
D5) Each performance additional to week's work	2	2	8

Casual Employees.

(D6) Each performance of three hours	2	15	3
(D7) Each performance of two hours	1	5	2

(E) Brass and Reed Bands.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	2	5	5

(F) Cafes, Hotels, Restaurants, and Similar Places.

Weekly Employees.

	£	s.	d.
(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	8	10	8
(F2) Each performance additional to week's work	1	5	0
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	11	18	0
(F4) Each performance additional to week's work	1	1	3
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	11	13	0
(F6) Each performance additional to week's work	2	8	7

(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.

(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.

(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.

Casual Employees.

	£	s.	d.
(F10) An employee employed under (F1) not exceeding two hours shall be paid ..	1	8	2
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	2	14	3
(F12) An employee employed under (F5) not exceeding three hours shall be paid ..	2	13	3

(G) Public Ballrooms, Cabarets, Balls, Dancing, and Dancing Classes.

Weekly Employees.

(G1) For the purpose of this sub-clause G—

A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G2) Week's work other than by pianist playing alone	12	5	0
(G3) Each performance additional to week's work	2	9	7
(G4) Week's work—pianist or other instrumentalist playing alone	13	7	0
(G5) Each performance additional to week's work	2	14	3

Casual Employees.

	£	s.	d.
(G6) Each performance	2	15	8
(G7) Each performance—pianist or other instrumentalist playing alone	3	0	1

Regular Weekly Part-time Employees.

(G8) For the purpose of items (G9) and (G10)

A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.

Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G9) Week's work of two performances	4	18	5
Week's work of three performances	8	0	0
Week's work of four performances	10	8	0
Week's work of five performances	11	13	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances	6	1	8
Week's work of three performances	8	12	2
Week's work of four performances	11	1	8
Week's work of five performances	12	13	10

(H) Cabarets and Ballrooms.

Weekly Employees.

	£	s.	d.
(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	19	5	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	15	15	6

Casual Employees.

	£	s.	d.
(H3) Each performance not to exceed five hours	5	0	7
(H4) Each performance not to exceed four hours	4	6	8

(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 2d. for each fifteen minutes or portion thereof.

(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 0¼d. for each fifteen minutes or portion thereof.

(I) Coffee Lounges.

Weekly Employees.

	£	s.	d.
(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	14	17	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	14	12	2

Casual Employees.

	£	s.	d.
(I3) Each performance not to exceed three hours	3	5	0

(J) Skating Rinks.

Weekly Employees.

	£	s.	d.
(J1) For the purpose of this sub-clause J—			
(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.			
(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.			
(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.			
(J2) Week's work of six performances	11	18	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	2	9	5
(J4) Week's work of twelve long performances	15	1	6
(J5) For the first additional performance	2	5	6
For the second additional performance	2	9	8
For the third and each succeeding additional performance	2	18	4
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	12	18	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1	2	11
Casual Employees.			
(J8) Each performance	2	14	3

(K) Casual Employees Generally.

(i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.

(ii) Casual rates shall be adjustable.

(L) Organists.

(i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.

(ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) Addition to Prescribed Rate if Employee Plays One or More Extra Instruments.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	5	2
(ii) If four	extra	0	4	6
(iii) If five	extra	0	3	11
(iv) If six or more	extra	0	3	3
(v) If six or more—picture shows	extra	0	3	0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	2
(ii) If four	extra	0	2	9
(iii) If five	extra	0	2	5
(iv) If six or more	extra	0	2	0
(v) If six or more—picture shows	extra	0	1	9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	6
(ii) If four	extra	0	3	0
(iii) If five	extra	0	2	6
(iv) If six or more	extra	0	2	0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) Addition to Prescribed Rates for Performing, Outside Orchestra Pit or Well, Solos in Orchestra.

(N1) Where orchestra is required to perform on the stage in view of the audience—

		£	s.	d.
(i) For each musician, per performance	extra	0	3	3
(ii) Picture shows—for each musician per performance	extra	0	2	6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

		£	s.	d.
(i) For such musician, per performance	extra	0	3	11
(ii) Picture shows—for such musician, per performance	extra	0	3	0

(O) Rehearsals not Included by Option of Employer in a Week's Work in Lieu of a Performance.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours	1	2	2
(ii) Commencing before 3 p.m., not to exceed three hours	1	8	8
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	5	4
(iv) Commencing at or after 3 p.m., not to exceed three hours	2	9	7
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours	0	18	11
(ii) Commencing before 3 p.m., not to exceed three hours	1	2	2
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	2	2
(iv) Commencing at or after 3 p.m., not to exceed three hours	1	8	8

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

	£	s.	d.
(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	16	0	0
(ii) Weekly employee, for each hour over 30 in the week	0	11	7
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	13	3
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	14	3	6
(ii) Weekly employee, for each hour over 30 in the week	0	10	5
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	10	7

(P) Addition to Prescribed Rates Where Employee Supplies Music.

Weekly Employees.

		£	s.	d.
(P1) Employee required to supply music	extra	0	15	0

Casual Employees.

		£	s.	d.
(P2) Employee so required—per performance	extra	0	5	0

(Q) Relaying.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows :—

Broadcasts from a Place of Entertainment.

		£	s.	d.
(i) Broadcast in one State only-per performance	extra	0	5	0
(ii) Relayed to one other State-per performance	extra	0	9	5
(iii) Relayed to two other States-per performance	extra	0	13	4
(iv) Relayed to three other States-per performance	extra	0	16	6
(v) Relayed to four other States-per performance	extra	0	19	2
(vi) Relayed to five other States-per performance	extra	1	1	3

(R) Conductor-Leaders.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) Leaders.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) Higher Duties.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) Lower Rates May be Agreed to.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

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

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No. 248] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 750 of the 3rd August, 1951, shall be replaced by the following clauses :—

2. WAGES PER WEEK.

(*a*) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

—	Employed at Yallourn.	Employed—(*a*) Within 20 Miles of G.P.O., Melbourne; (*b*) Within 10 Miles of G.P.O., Geelong; (*c*) in Mildura and Gippsland Districts; (*d*) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	11 14 6	11 8 0	11 5 0
(2) Blacksmith	13 9 0	13 2 6	12 19 6
(3) Blacksmith's striker	11 18 6	11 12 0	11 9 0
(4) Boxes, crates and/or cases—			
(*a*) Cleaning and/or steaming	11 14 0	11 7 6	11 4 6
(*b*) Breaking up	11 14 0	11 7 6	11 4 6
(*c*) Spraying machinist	11 14 0	11 7 6	11 4 6
(*d*) Splicing machinist	11 14 0	11 7 6	11 4 6
(*e*) Printing machinist	11 14 0	11 7 6	11 4 6
(*f*) Munitions—ammunition box manufacture—employees not elsewhere included	11 17 6	11 11 0	11 8 0
(*g*) Lacing and wiring machinist	11 17 6	11 11 0	11 8 0
(*h*) Nailing machinist	11 17 6	11 11 0	11 8 0
(*i*) Cleating machinist	11 17 6	11 11 0	11 8 0
(*j*) Finishing	12 0 6	11 14 0	11 11 0
(*k*) Wire bound box making machinist	12 3 6	11 17 0	11 14 0
(*l*) Hoop ironing and/or wiring (bench hand)	12 5 6	11 19 0	11 16 0
(*m*) Making and/or repairing manual	12 5 6	11 19 0	11 16 0

No. 248.—1456/52.—PRICE 3D.

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	12 2 6	11 16 0	11 13 0
(6) Broad axeman and/or adzeman	13 8 0	13 1 6	12 18 6
(7) Cable drum and/or reel maker, assembler and/or finisher	12 7 0	12 0 6	11 17 6
(8) Carpenter, bush (as defined)	12 11 6	12 5 0	12 2 0
(9) Crane attendant or dogman—			
(a) working up to a height of 40 feet	11 17 6	11 11 0	11 8 0
(b) working at a height of over 40 feet	12 0 6	11 14 0	11 11 0
(10) Driver—			
(i) Bullock team, bush	13 3 0	12 16 6	12 13 6
(ii) Caterpillar or similar type of logging tractor	13 3 0	12 16 6	12 13 6
(iii) Horse (bush)—			
(a) Driver of one or two horses	12 9 6	12 3 0	12 0 0
(b) Driver of three horses	12 14 0	12 7 6	12 4 6
(c) Driver of more than three horses	12 17 0	12 10 6	12 7 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday	..	..	..
(11) Elevator and/or piler man in connexion with stacking or unstacking timber	11 16 6	11 10 0	11 7 0
(12) Faller	12 15 6	12 9 0	12 6 0
(13) Faller, head (as defined)	13 8 0	13 1 6	12 18 6
(14) Grinder, whose principal duty is grinding knives and cutters	13 2 0	12 15 6	12 12 6
(15) Guard (as defined)	12 11 6	12 5 0	12 2 0
(16) Kiln attendant (as defined)	12 2 6	11 16 0	11 13 0
(17) Kiln operator (as defined)	12 9 0	12 2 6	11 19 6
(18) Kiln supervisor (as defined)	13 4 0	12 17 6	12 14 6
(19) Labourer, experienced (as defined)	11 9 6	11 3 0	11 0 0
(20) Landing builder or repairer	11 18 0	11 11 6	11 8 6
(21) Landing builder or repairer (man in charge of)	12 8 6	12 2 0	11 19 0
(22) Loading or turning sleepers over 5 feet long	11 17 6	11 11 0	11 8 0
(23) Loading logs	11 17 6	11 11 0	11 8 0
(24) Log chuteman	11 17 6	11 11 0	11 8 0
(25) Log conveyorman	11 18 0	11 11 6	11 8 6
(26) Log yardman or skidman	11 18 0	11 11 6	11 8 6
(27) Machinists as set out hereunder—			
(i) "A" Grade	13 2 0	12 15 6	12 12 6
A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—			
(a) Boult's carver;			
(b) Buzzer and/or jointer (using other than straight knives and cutters);			
(c) Cross grainer;			
(d) Drum sander (four or more drums);			
(e) General joiner:			
(f) Linderman, gluer and joiner;			
(g) Lock angle machine;			
(h) Moulder;			
(i) Planer—3 heads or more (other than box);			
(j) Planer, box (four heads or more);			
(k) Router—working freehand;			
(l) Shaper (other than grooving and/or slotting in box and case making);			
(m) Spoke throater;			
(n) Tenoner—(using scribing irons) other than an automatic tenoner;			
(o) Trusser crozier;			
(p) Variety turning or automatic lathe—revolving head.			
An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.			
(ii) "B" Grade	12 7 0	12 0 6	11 17 6
A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—			
(a) Automatic lathe (other than revolving heads);			
(b) Borer (three or more spindles);			

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher	12 4 6	11 18 0	11 15 0
(b) Moulder (excluding the feeder on automatic feed table)	12 2 0	11 15 6	11 12 6
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade ..	11 17 0	11 10 6	11 7 6
(d) Boring machine (less than three spindles) ..	11 17 0	11 10 6	11 7 6
(28) Meal grinder	11 15 0	11 8 6	11 5 6
(29) Millwright (as defined)	13 7 6	13 1 0	12 18 0
(30) Offsider to ropeman or shoeman	11 15 6	11 9 0	11 6 0
(31) Offsider to logging tractor or bull-dozer driver	12 5 6	11 19 0	11 16 0
(32) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b))	12 19 0	12 12 6	12 9 6
(33) Orderman (as defined)	12 9 0	12 2 6	11 19 6
(34) Pine plantation employees—			
(a) Faller	12 6 6	12 0 0	11 17 0
(b) Loaders, trimmers, and employees cutting logs	11 16 6	11 10 0	11 7 0
(35) Plate layer	11 17 6	11 11 0	11 8 0
(36) Pulp wood cutter and/or splitter	11 19 6	11 13 0	11 10 0
(37) Rigger or tree climber	13 8 0	13 1 6	12 18 6
(38) River logman (as defined)	11 17 0	11 10 6	11 7 6
(39) Ropeman or shoeman	12 15 6	12 9 0	12 6 0
(40) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	13 7 6	13 1 0	12 18 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	13 7 6	13 1 0	12 18 0
(c) Stave cutting sawyer	12 17 6	12 11 0	12 8 0
(d) Sawyer who breaks down logs but does not cut planks to size	12 14 6	12 8 0	12 5 0
(e) Flitching frame sawyer	12 10 6	12 4 0	12 1 0
(f) No. 1 benchman	13 7 6	13 1 0	12 18 0
(g) No. 2 benchman	12 17 6	12 11 0	12 8 0
(h) No. 3 benchman	12 5 6	11 19 0	11 16 0
(i) No. 4 benchman	11 16 6	11 10 0	11 7 0
(j) Gang frame sawyer	12 6 6	12 0 0	11 17 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	12 3 6	11 17 0	11 14 0
(l) Ripper or crosscut, cutting wood blocks ..	11 15 6	11 9 0	11 6 0
(m) Roller re-cut band sawyer using blade over 3 inches in width	12 19 0	12 12 6	12 9 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	12 18 6	12 12 0	12 9 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	12 7 6	12 1 0	11 18 0
(p) Circular sawyer if cutting a depth of or over 7½ inches	13 0 0	12 13 6	12 10 6
(q) Circular sawyer if cutting a depth of under 7½ inches	12 7 6	12 1 0	11 18 0
(r) Edger sawyer to log band sawyer	12 17 6	12 11 0	12 8 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	12 14 6	12 8 0	12 5 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	12 14 6	12 8 0	12 5 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	12 7 6	12 1 0	11 18 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	12 6 6	12 0 0	11 17 0
(u) Frame sawyer	12 8 0	12 1 6	11 18 6
(v) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	12 17 6	12 11 0	12 8 0
(w) Detail band or jig sawyer if not brazing or sharpening his own saw	12 6 6	12 0 0	11 17 0
(x) Sawyer cutting detail work	12 17 6	12 11 0	12 8 0
(y) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting) ..	12 8 0	12 1 6	11 18 6
(z) Cross-cut sawyer, cabinet furniture or joinery work	12 6 6	12 0 0	11 17 0
(aa) Cross-cut sawyer in box and case factories ..	11 15 6	11 9 0	11 6 0
(ab) Cross-cut sawyer, not provided for elsewhere herein	11 16 6	11 10 0	11 7 0
(ac) Case or box-bench sawyer flatting off up to 2 inches in thickness	11 14 0	11 7 6	11 4 6
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined) ..	12 0 6	11 14 0	11 11 0
(ii) At docking saw, other than main ..	11 14 6	11 8 0	11 5 0
(iii) Responsible man at main docking saw..	12 7 0	12 0 6	11 17 6
(iv) Responsible man at docking saw other than main docking saw	11 17 6	11 11 0	11 8 0
(b) Dockerman and/or tallyman where only one docking saw	11 17 6	11 11 0	11 8 0
(3) Handlemen—			
(a) Handleman, No. 1 bench	12 1 6	11 15 0	11 12 0
(b) Handleman, No. 2 bench	11 16 6	11 10 0	11 7 0
(c) Handleman operating manual windlass hauling breaking down carriage	11 16 6	11 10 0	11 7 0
(4) Header-in re-cut band saw	11 13 6	11 7 0	11 4 0
(5) Levermen—			
(a) Leverman, No. 1 bench	11 18 6	11 12 0	11 9 0
(b) Leverman, No. 2 bench	11 15 0	11 8 6	11 5 6
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller	12 15 6	12 9 0	12 6 0
(ii) On dead or manually operated roller where not single-handed	12 5 6	11 19 0	11 16 0
(iii) Power-driven (other than manual power) or friction feed	12 2 6	11 16 0	11 13 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	12 5 6	11 19 0	11 16 0
(ii) On dead or manually operated roller where not single-handed	11 16 6	11 10 0	11 7 0
(iii) Power-driven (other than manual power) or friction feed	11 16 6	11 10 0	11 7 0
(c) Puller-out or assistant, No. 3 bench	11 13 6	11 7 0	11 4 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	11 19 6	11 13 0	11 10 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	11 19 6	11 13 0	11 10 0
(7) Setters—			
(a) Setter on log band saw carriage	11 18 0	11 11 6	11 8 6
(b) Setter on other saw carriages	11 16 6	11 10 0	11 7 0
(41) Saw doctor	14 0 6	13 14 0	13 11 0
(42) Saw sharpener (exclusively employed as such)	12 11 6	12 5 0	12 2 0
(43) Spar or plank road builder	11 16 6	11 10 0	11 7 0
(44) Splitter packing	11 15 6	11 9 0	11 6 0
(45) Splitter of billets for staves	11 16 6	11 10 0	11 7 0

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(46) Splitter, spoke, stave, and paling	11 19 6	11 13 0	11 10 0
(47) Splitter, pulp wood	11 19 6	11 13 0	11 10 0
(48) Spotter, at spot mills	12 14 6	12 8 0	12 5 0
(49) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet	11 12 6	11 6 0	11 3 0
(50) Stacker, for seasoning by means of stripping or other recognized method	11 19 6	11 13 0	11 10 0
(51) Storeman and packer (inclusive of war loading)	12 1 6	11 15 0	11 12 0
(52) Tallyman and/or measurer (as defined)	12 7 0	12 0 6	11 17 6
(53) Timber bender—			
(a) By hand	12 4 6	11 18 0	11 15 0
(b) Operating machine	12 10 6	12 4 0	12 1 0
(c) Who selects timber, improvises own forms and equipment and operates machine	13 0 6	12 14 0	12 11 0
(54) Timber grader (as defined)	11 18 6	11 12 0	11 9 0
(55) Tramway builder or repairer (as defined)	11 16 6	11 10 0	11 7 0
(56) Tramway builder or repairer (man in charge of)	12 7 0	12 0 6	11 17 6
(57) Trucker—Timber or log, on haulage by winch on tramline	12 1 6	11 15 0	11 12 0
(58) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	12 4 6	11 18 0	11 15 0
(59) Water dogman (as defined)	12 3 6	11 17 0	11 14 0
(60) Wood turner, using hand tools	13 2 0	12 15 6	12 12 6
(61) Crane drivers—			
Lofty cranes (as defined)	12 18 0	12 11 6	12 8 6
(62) All others	10 15 6	10 9 0	10 6 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid :—

(a) Leading hand having under his supervision two to six employees .. 6s. per week

(b) Leading hand having under his supervision over six employees .. .. 12s. per week

(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom .. 6d. per hour

(b) *Adult Male Employees engaged in the manufacture of plywood and veneers.*

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
"A" Grade.			
(a) Casein or adhesive solution mixer where he is required to mix, test, control and check in operation and is responsible for its proper use (b) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification (c) Operator on veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification (d) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures (e) Rotary veneer peeling lathe or slicing machine operator who sharpens knives and/or sets up his machine	13 2 0	12 15 6	12 12 6

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(f) Plywood scarfing machinist where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act. (g) Man in charge of veneer kiln drier or re-drier (plate roller or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents, test and control (h) Immunising plant operator who is required to control temperatures, preservative contents in solution and analyse treated timbers and/or veneer samples	13 2 0	12 15 6	12 12 6
"B" Grade.			
(a) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres (b) Veneer joiners and/or repairers where the work is done by hand—with one year's experience (c) Tapeless veneer joining machinist with more than one years' experience (d) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act (e) Pneumatic, vacuum or autoclave press operator (f) Operator of hot press who is not required to calculate areas and pressures and control temperatures (g) Operator of rotary veneer peeling lathe or slicing veneer machine (h) Plywood scarfing machinist where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act (i) Veneer kiln drier or re-drier operator who operates a drying kiln drier or re-drier or who may be required to make temperature readings and records thereof (j) Veneer clipper operator in conjunction with rotary peeling lathe or slicing machine (k) Operator of log de-barking machine (l) Taping machinist with more than one year's experience (m) Band sawyer using band saw up to 36 inches capacity, rough cutting and trimming veneer (n) Belt sander in sanding of plywood faced with fancy sliced veneer (o) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber or plywood	12 7 0	12 0 6	11 17 6
Miscellaneous Grade.			
(a) Casein or adhesive solution mixer (b) Centre feeder and/or core feeder and/or coverlayer and/or assistants in glue spreading (c) Veneer joiners and/or repairers where the work is done by hand—with less than one years' experience (d) Tapeless veneer joining machine—with less than one years' experience (e) Operator on power operated veneer edge truing or trimming machine (saw cutter, block or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine (f) Assembling veneers with film glue (g) Plywood and veneer grader grading into 3 or more classes (h) Press operators not elsewhere specified (i) Assistants to above presses (j) Assistant to lathe or slicer operator (k) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator (l) Assistant to veneer kiln drier or re-drier operator who operates a drying kiln. (m) Other operators of immunising plant (n) Assistant on veneer clipper machine (o) Taping machinist with less than one year's experience (p) Operator of plywood trimming machine using parallel saws (q) Belt sander in sanding of plywood faced with rotary peel veneer (r) Edge Glueing veneer by hand or roller for tapeless veneer joining machine (s) Veneer splicing machine (t) Guillotine operator, not elsewhere included Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.	11 17 0	11 10 6	11 7 6

WAGES PER WEEK.

(c) *Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).*

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(i) *Group* 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing			
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing	13 2 0	12 15 6	12 12 6
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) *Group* 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists			
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping	12 10 6	12 4 0	12 1 0
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, *sand belt machinists, buffing, stamping machinists, and bench hands* i.e., employees using draw knife, spokeshave and plane for work other than fitting handles			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) *Group* 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, pneumatic sander machinists glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining			
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing	11 19 6	11 13 0	11 10 0
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, taping, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) *Group 4—Miscellaneous.*			
Classification—			
(a) Saw doctor	14 0 6	13 14 0	13 11 0
(b) Saw sharpener	12 12 6	12 6 0	12 3 0
(c) Storeman and/or packer	12 1 6	11 15 0	11 12 0
(d) Orderman and/or tallyman	12 9 0	12 2 6	11 19 6
(e) Kiln operator	12 8 6	12 2 0	11 19 0
(f) Leading hand .. 6s. per week above employees supervised			
(v) *Group* 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	11 15 6	11 9 0	11 6 0

WAGES PER WEEK.

(c) *Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) *Other Classes of Work.*			
The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii)			
Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:—			
(a) For work referred to in Group 1 for the first twelve months, 11s. 6d. less than the prescribed rate			
(b) For work referred to in Group 2 for the first nine months, 11s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) *Apprentices.*

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts, (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year	28	0 9	61 0	59 6	58 6
Second Year	39	1 0	85 0	82 6	81 6
Third Year	52	1 6	113 6	110 0	108 6
Fourth Year	82	2 3	179 0	173 6	171 0
Fifth Year	100 plus 3s.	3 0	221 6	215 0	212 0

(b) Four Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year	32	0 9	69 6	67 6	66 6
Second Year	52	1 6	113 6	110 0	108 6
Third Year	82	2 3	179 0	173 6	171 0
Fourth Year	100 plus 3s.	3 0	221 6	215 0	212 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) *Unapprenticed Male Juniors.*

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.			
		Industry Loading.	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) In Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	24	2 0	53 6	52 0	51 6
16 years of age	34	3 0	76 6	74 0	73 0
17 years of age	46	4 0	103 0	100 0	99 0
18 years of age	58	5 0	130 0	126 0	124 6
19 years of age	73	6 0	163 6	158 6	156 6
20 years of age	88	7 0	196 6	191 0	188 6

(c) *Females.*

The minimum rates of weekly wage to be paid to females shall be as follows :—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
17 years of age and under	52	84 0	81 6	80 6
18 years of age	62	100 0	97 0	96 0
19 years of age	72	116 6	112 6	111 0
20 years of age	82	132 6	128 6	126 6
	Percentage of Basic Wage for Adult Males.			
Adult females—				
Under three month's experience	75	161 6	156 6	154 6
All others	75 plus 14s.	175 6	170 6	168 6

(iii) The basic wage referred to in this clause shall be the basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Rates for Male Juniors and Females Employed in the Making of Sporting Goods.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
Under 16 years	35	75 6	73 0	72 0
At 16 years	45	97 0	94 0	92 6
At 16½ years	54	116 3	113 0	111 3
At 17 years	63	136 0	131 6	130 0
At 17½ years	70	151 0	146 6	144 0
At 18 years	80	172 6	167 0	165 0
At 19 years	85	183 0	177 6	175 0
At 20 years	90	194 0	188 0	185 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage is adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(*b*) The minimum rates of wages for female employees shall be as follows :—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(*a*) Within 20 Miles of G.P.O., Melbourne ; (*b*) Within 10 Miles of G.P.O., Geelong ; (*c*) in Mildura and Gippsland Districts ; (*d*) at Warrnambool.	Elsewhere in the State.
	%	*s. d.*	*s. d.*	*s. d.*
Under 16 years	47	76 0	73 6	72 6
At 16 years	60	97 0	94 0	92 6
At 16½ years	67	108 0	105 0	103 6
At 17 years	73	118 0	114 0	113 0
At 17½ years	80	129 0	125 0	123 6
At 18 years	88	142 0	137 6	136 0
At 19 years	93	150 0	145 6	143 6
At 20 years and thereafter	100 plus 14s.	175 6	170 6	168 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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

No. 249] **THURSDAY, MARCH 6.** **[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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clauses 2 and 4 of the Determination published in *Government Gazette* No. 431 of the 23rd April, 1951 shall be replaced by the following clauses:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	5 1 11	81 3	9 3 2
During second year's experience of teaching following registration	5 9 7	81 3	9 10 10
During third year's experience of teaching following registration	5 17 4	81 3	9 18 7
During fourth year's experience of teaching following registration	6 5 0	81 3	10 6 3
During fifth year's experience of teaching following registration	6 12 8	81 3	10 13 11
During sixth year's experience of teaching following registration	7 0 4	81 3	11 1 7
During seventh year's experience of teaching following registration	7 8 1	81 3	11 9 4
During eighth year's experience of teaching following registration	7 15 9	81 3	11 17 0
During ninth year's experience of teaching following registration and thereafter	8 3 6	81 3	12 4 9

PART-TIME TEACHER.

4. (*a*) A part-time registered teacher shall be paid 10s. plus 2s. 8d. cost of living addition, total 12s. 8d., per hour or part thereof on a weekly total.

(*b*) A part-time non-registered teacher shall be paid 8s. 9d. plus 2s. 8d. cost of living addition, total 11s. 5d., per hour or part thereof on a weekly total.

(*c*) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

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

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

No. 249.—1072/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 250] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 145 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

	Percentage of Basic Wage.	s. d.
Under 17 years of age ..	23	48 0
17 years of age	35	73 0
18 years of age	47	98 0
19 years of age	63	131 6
20 years of age	77	161 0

Proportion (*in any place*).

One improver to every three adult employees.

(*b*) Other Employees.

Males.

	s. d.
Oven hands	216 0
Machine attendants	216 0
All others of 3 months' or more experience ..	212 0
All others of less than 3 months' experience ..	210 0

Females.

	s. d.
All adults	156 6

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

Clauses, other than clause 2, of the said Determination for this Section as amended on 16th February, 1951, shall remain in force.

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

No. 250.—1623/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 251] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 144 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

—	Percentage of Basic Wage.	Amount.
Males.		s. d.
1st year's experience	22	46 0
2nd year's experience	31	65 0
3rd year's experience	42	88 0
4th years' experience	57	119 0
5th years' experience	73	152 6
6th years' experience	84	175 6
7th years' experience	90	188 0

and thereafter the minimum wage

—	Percentage of Female Basic Wage.	Amount.
Females.		s. d.
1st six months' experience	23	36 0
2nd six months' experience	30	47 0
3rd six months' experience	34	53 0
4th six months' experience	41	64 0
5th six months' experience	45	70 6
6th six months' experience	52	81 6
7th six months' experience	57	89 0
8th six months' experience	65	101 6

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Other Employees.

—	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Operators of blue-printing machines—		
Males—		
(i) with 3 months' or more experience ..	215 0	212 0
(ii) with less than 3 months' experience	212 0	209 0
Females	156 6	156 6
All other persons—		
Males	212 0	209 0
Females	156 6	156 6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 251.—1624/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

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No. 252] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 153 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	Percentage of Basic Wage.	s.	d.
1st year's experience	22	46	0
2nd " "	31	65	0
3rd " "	42	88	0
4th " "	57	119	0
5th " "	73	152	6
6th " "	84	175	6
7th " " and until 21	90	188	0

Females.

	Percentage of Female Basic Wage.	s.	d.
1st six months	23	36	0
2nd "	30	47	0
3rd "	34	53	0
4th "	41	64	0
5th "	45	70	6
6th "	52	81	6
7th "	57	89	0
8th "	65	101	6
9th "	70	109	6
10th " and until 21	76	119	0

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(*b*) ADULTS.

Males.

	s.	d.
Adults (i) Of three months' or more experience ..	216	0
(ii) Of less than three months' experience	212	0

Females.

	s.	d.
(*a*) Designer of patterns to be used for producing articles of wearing apparel ..	242	9
(*b*) Assistant to (*a*) above ..	191	3
(*c*) Designers of patterns used for the production of transfers as applied to fabrics	191	3
(*d*) Assistants to (*c*) above ..	164	3
(*e*) Operator of perforating machine	156	6
(*f*) Any other adult	156	6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 252.—1634/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 253] THURSDAY, MARCH 6. [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
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 152 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s.	d.	*Females.*	Percentage of Female Basic Wage.	s.	d.
1st year's experience ..	22	46	0	1st six months' experience..	23	36	0
2nd ,, ,, ..	31	65	0	2nd ,, ,, ,, ..	30	47	0
3rd ,, ,, ..	42	88	0	3rd ,, ,, ,, ..	34	53	0
4th ,, ,, ..	57	119	0	4th ,, ,, ,, ..	41	64	0
5th ,, ,, ..	73	152	6	5th ,, ,, ,, ..	45	70	6
6th ,, ,, ..	84	175	6	6th ,, ,, ,, ..	52	81	6
7th ,, ,, ..	90	188	0	7th ,, ,, ,, ..	57	89	0
and thereafter the rate prescribed for adults				8th ,, ,, ,, ..	65	101	6

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(b) Adults.

	s.	d.
Males ..	212	0
Females ..	156	6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 253.—1635/52 —PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 254] THURSDAY, MARCH 6. [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 26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 150 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	23	48 0
17 years of age	35	73 0
18 " "	47	98 0
19 " "	63	131 6
20 " "	77	161 0

Proportion (in any place).

One improver to each adult employee.

(b) Adults.

	s. d.
Males—(i) of 3 months' or more experience ..	216 0
(ii) of less than 3 months' experience ..	212 0
Females	156 6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 254.—1637/52.—PRICE 3D.