



VICTORIA GOVERNMENT GAZETTE.

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No. 299]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 282 of the 8th March, 1951, shall be replaced by the following clause:—

2.

JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age	2 13 0	17 years of age and under	4 6 0
16 years of age	3 15 0	18 years of age	5 2 6
17 years of age	5 1 6	19 years of age	5 19 0
18 years of age	6 8 0	20 years of age	6 15 6
19 years of age	8 1 0		
20 years of age	9 13 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warranbool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	12 12 0	12 9 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	12 2 0	11 19 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	11 17 0	11 14 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	11 12 0	11 9 0
Employee engaged in handling Glauber Salts	11 12 0	11 9 0
Box repairer and wood worker	11 17 0	11 14 0
All others	11 9 0	11 6 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	8 6 0	8 3 6

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

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1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in financial matters. The text suggests that organizations should implement robust systems to track and document every aspect of their operations, from procurement to sales.

2. The second part of the document addresses the challenges of data management in a rapidly changing environment. It highlights the need for flexible and scalable solutions that can adapt to evolving requirements. The author argues that investing in modern data infrastructure is crucial for ensuring long-term success and competitiveness.

3. The third part of the document focuses on the role of technology in enhancing operational efficiency. It explores various digital tools and platforms that can streamline processes, reduce errors, and improve overall productivity. The text encourages organizations to embrace innovation and leverage technology to gain a competitive edge.

4. The fourth part of the document discusses the importance of collaboration and communication in achieving organizational goals. It stresses that effective teamwork and clear communication are fundamental to success. The author suggests that organizations should foster a culture of openness and collaboration, where team members are encouraged to share ideas and work together to solve problems.

5. The fifth part of the document addresses the issue of risk management. It outlines strategies for identifying, assessing, and mitigating potential risks to the organization. The text emphasizes that proactive risk management is essential for protecting the organization's assets and ensuring its long-term sustainability.

6. The sixth part of the document discusses the importance of continuous learning and development. It highlights the need for organizations to invest in their workforce and provide opportunities for growth and advancement. The author argues that a commitment to learning and development is essential for staying relevant in a dynamic market.

7. The seventh part of the document focuses on the importance of ethical considerations in business operations. It discusses the need for organizations to adhere to high standards of ethics and integrity. The text suggests that ethical behavior is not only a moral imperative but also a key factor in building trust and a positive reputation.

8. The eighth part of the document discusses the importance of customer satisfaction and loyalty. It outlines strategies for understanding customer needs and providing exceptional service. The author argues that satisfied customers are the foundation of a successful business, and organizations should strive to exceed expectations at every point of contact.

9. The ninth part of the document addresses the importance of financial management. It discusses the need for organizations to maintain a healthy financial position and make informed decisions about resource allocation. The text suggests that effective financial management is essential for ensuring the organization's long-term viability.

10. The tenth part of the document discusses the importance of strategic planning. It outlines the process of setting clear goals and developing a roadmap to achieve them. The author argues that strategic planning is essential for guiding the organization's future and ensuring that all efforts are aligned with the overall vision.



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No. 300]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 764 of the 9th August, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.			
	Percentage of Basic Wage.	Weekly Rate.	*War Loading (Non- adjustable).	Total Weekly Wage.		Weekly Rate.	*War Loading (Non- adjustable).	Total Weekly Wage.
WAGES PER WEEK.		s. d.	s. d.	s. d.	WAGES PER WEEK.	s. d.	s. d.	s. d.
Under 16 years of age	66	140 0	1 6	141 6	Carcass skimmers ..	285 6	4 0	289 6
16 years of age and under 17 years of age	72	152 6	1 9	154 3	All others ..	279 6	4 0	283 6
17 years of age and under 19 years of age	93	197 0	2 0	199 0				
19 years of age and under 20 years of age	100 plus 8s.	220 0	2 6	222 6	Afternoon shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age	100 plus 23s. 6d.	235 6	2 9	238 3	Night shift employees shall receive an additional 10 per cent. per week.			
PROPORTION (by any Employer).					Leading hands on afternoon or night shift shall receive an additional 3s. per shift.			
<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 283s. 6d. per week. An indenture of apprenticeship has been prescribed by the Board								
<i>Improvers.</i> One improver to every four workers receiving not less than 283s. 6d. per week.								

* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

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

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

No. 300.—4375/52.—PRICE 3D.



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No. 301]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 108 of the 30th January, 1951, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week of 40 Hours.					Per Week of 40 Hours.			
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age	50	106 0	1 0	107 0	Wet sheet machine leading hand ..	235 0	5 0	240 0
17 and under 18 years of age	58	123 0	1 2	124 2	Wet sheet machine operator ..	231 0	5 0	236 0
18 and under 19 years of age	69	146 6	1 4	147 10	Mixer operator—in sole charge of Tide mill ..	231 0	5 0	236 0
19 and under 20 years of age	85	180 0	1 7	181 7	Mixer operator—other ..	228 0	5 0	233 0
20 and under 21 years of age	100+2s.	214 0	2 1	216 1	Asbestos treatment operator ..	230 0	5 0	235 0
No apprentices or improvers under the age of sixteen years to be engaged.					Cutter-off in charge ..	235 0	5 0	240 0
					Cutter-off ..	227 6	5 0	232 6
PROPORTION (IN ANY PLACE).					Plateman or stacker ..	228 0	5 0	233 0
					Corrugating machine operator ..	228 0	5 0	233 0
Apprentices and Improvers.					Hand corrugator ..	226 6	5 0	231 6
					Wet trimmer (Power guillotine only)	228 0	5 0	233 0
Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".					Leading hand in charge of dry trimming ..	235 0	5 0	240 0
					Dry trimmer—operating power cutting machine ..	228 0	5 0	233 0
Clauses, other than clause 2, of the said Determination as amended on the 5th April, 1951, shall remain in force.					Accessories hand moulder—welded or grafted mouldings ..	230 0	5 0	235 0
					Accessories hand moulder—plain mouldings ..	228 0	5 0	233 0
By Authority: J. J. GOURLEY, Government Printer, Melbourne.					Operator cement bulk handling ..	230 0	5 0	235 0
					Pipe machine leading hand ..	239 0	5 0	244 0
No. 301.—4376/52.—PRICE 3d.					Mazza machine control operator ..	230 0	5 0	235 0
					Pressure pipe curing tank hand ..	227 6	5 0	232 6
					Operator pressure pipe turning and socket boring machine ..	227 6	5 0	232 6
					Operator pressure pipe turning and socket boring machine (who sets up machine) ..	232 6	5 0	237 6
					Pressure pipe socket fitter ..	227 6	5 0	232 6
					All others ..	225 0	5 0	230 0

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

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

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



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No. 302]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No 19 of the 18th January, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.	
WAGES PER WEEK OF 40 HOURS.					WAGES.	
	Per-centage of Basic Wage.	Male Apprentices or Improvers.	Per-centage of Female Basic Wage.	Female Apprentices or Improvers.		Per week of 40 hours. s. d.
		s. d.		s. d.		
Under 16 years of age	38	80 6	63	100 0	Bakers (including Wafer Bakers and Branette Bakers)	251 0
16 years of age	40	85 0	63	100 0	Brakesman	247 0
17 years of age	56	118 6	70	111 6	Machine Attendant	244 0
18 years of age	64	135 6	81	129 0	Men carrying and stacking flour	246 0
19 years of age	75	159 0	88	140 0	Mixers (including Wafer Mixers and Sugar Cream Mixers)	250 0
20 years of age	85	180 0	96	152 6	Oven firemen	245 0
					Adult males operating "Enroba" chocolate dipping machine	237 0
					Despatch hands	237 0
					All other males	229 0
					All other females	178 9

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 229s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 178s. 9d. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 229s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 178s. 9d. per week of 40 hours.

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

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



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No. 303]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1006 of the 4th October, 1951, shall be replaced by the following clause:—

2.

Improvers* (Male or Female).				Other Employees.			
Wages per Week of 40 Hours.				Wages per Week of 40 Hours.			
	Percentage of Basic Wage.	s.	d.			s.	d.
Under 17 years of age	38	80	6	Male adults	234	0	
17 years of age	49	104	0	Female adults—			
18 years of age	66	140	0	Under six weeks' experience	187	0	
19 years of age	76	161	0	Thereafter	210	6	
20 years of age	87	184	6				

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker, shall be added the sum of one hundred and twenty-four shillings. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and twenty-four shillings shall be added in lieu thereof.

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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3, and 4, of the Determination published in *Government Gazette* No. 13 of the 10th January, 1952, shall be replaced by the following clauses:—

PART 1.

1.

Improvers.*			Other Employees.		
	Mildura District.	Elsewhere.		Mildura District.	Elsewhere.
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.		Wages per Week of 42 Hours.	Wages per Week of 42 Hours.
	s. d.	s. d.		s. d.	s. d.
14 and under 21 years of age ..	210 3	218 0	Stable Workers	234 0	242 0
			All Others	254 0	254 0

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

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

PART 2.

1.

Improvers.*				Other Employees.			
WAGES.				—	WAGES.	WEEKLY HOURS.	
						During a Week in which Carters' Holiday is Observed.	During any Other Week.
		Per week.					
		s. d.			s. d.		
14 and under 21 years of age	..	218	0	Stable Workers	 242 0	42	46
				All Others	 254 0	42	46

PROPORTION—Wherever this Section applies.

(In any place.)

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

Improvers shall be subject to the hours per week fixed for their respective sections.

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

PART 3.

1.

* Improvers.		Other Employees.			
		Wages.		Weekly Hours.	
		<i>s. d.</i>			
Under 16 years of age	..	104	6		
16 years and under 17 years of age	..	128	0		
17 years and under 18 years of age	..	157	6		
18 years and under 19 years of age	..	182	0		
19 years and under 20 years of age	..	208	0		
20 years and under 21 years of age	..	223	9		
Proportion.—Wherever this section applies:—					
One Improver to every four or fraction of four workers receiving not less than the minimum wage.					
Improvers shall be subject to the hours per week as provided for other employees.					
		<i>s. d.</i>			
Stable workers		226	6	42	46
All others		236	6	42	46
* The Board has determined that no apprentice shall be taken to this Section					

PART 4.

1.

* Improvers.		Other Employees.
	Wages.	
	s. d.	Wages per Week of 46 Hours.
Under 16 years of age	104 6	
16 years and under 17 years of age	128 0	
17 years and under 18 years of age	157 6	
18 years and under 19 years of age	182 0	
19 years and under 20 years of age	208 0	
20 years and under 21 years of age	223 9	
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage. Improvers shall be subject to the hours per week as provided for other employees.		s. d.
Stable workers		226 6
All others		236 6
* The Board has determined that no apprentice shall be taken to this section.		

Clauses, other than clause 1 of Parts 1, 2, 3, and 4, of the said Determination shall remain in force.



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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 661 of the 21st June, 1951, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

	(a) CEMENT WORKS.			
	Wages per Week.			
	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.
Under 16 years of age	43	91 0	2 0	93 0
Under 17 years of age	53	112 6	2 9	115 3
Under 18 years of age	61	129 6	3 3	132 9
Under 19 years of age	74	157 0	4 0	161 0
Under 20 years of age	84	178 0	4 3	182 3
Under 21 years of age	95	201 6	5 0	206 6

QUARRY.

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	*Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Cement Burner	270 0	6 0	276 0
	Tester on Slurry Controls	265 0	6 0	271 0
	Miller	262 6	6 0	268 6
	Coal Drier	262 6	6 0	268 6
	Potash plant attendant	258 6	6 0	264 6
	Loader in railway trucks at bagging sheds	267 0	6 0	273 0
	Machine Bag Filler	267 0	6 0	273 0
	Electrostatic Precipitator Attendant	255 0	6 0	261 0
	Pipe Line Attendant	245 0	6 0	251 0
	Slurry Tank Attendant	255 0	6 0	261 0
	Mammoth Crusher Attendant	280 6	6 0	286 6
	Mammoth Crusher Assistant	250 6	6 0	256 6
	Truck Trimmer	243 0	6 0	249 0
	Truck Cleaner	241 0	6 0	247 0
	Cleaner (other)	239 0	6 0	245 0
	Truck Tarper	247 6	6 0	253 6
	Mill Room Helper	246 6	6 0	252 6
	Centrifuge Operator	250 6	6 0	256 6
	Potash Residue Attendant	247 0	6 0	253 0
	Experienced Factory Operative	241 6	6 0	247 6
	Train Attendant	250 0	6 0	256 0
	All others	218 0	6 0	224 0

b)	Quarries.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
	Powder Monkey	287 0	6 0	293 0
	Jack Hammerman	287 0	6 0	293 0
	Platelayer	263 6	6 0	269 6
	Bankman	261 0	6 0	267 0
	Underground Quarryman	275 0	6 0	281 0
	Pump Attendant	266 0	6 0	272 0
	Signal Attendant	250 0	6 0	256 0
	Leverman	247 6	6 0	253 6
	Dump Man	250 0	6 0	256 0
	String Puller	245 0	6 0	251 0
	Switch Attendant	245 0	6 0	251 0
	Dray Attendant	249 6	6 0	255 6
	All others	225 0	6 0	231 0

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

If in charge of 4 or less men	1/- per day.
If in charge of 5 to 8 men	1/6 per day.
If in charge of 9 men or more	2/- per day.

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



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No. 306]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

CEMENT ARTICLES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 82 of the 26th January, 1951, shall be replaced by the following clause:—

2.					(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
	Per-centage of Basic Wage.	Ad-justable Rate.	Plus War Loading (Non-ad-justable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	31	65 6	0 9	66 3	<i>Group No. 1.</i>			
16 years of age ..	42	89 0	1 0	90 0	Moulder on centrifugal or vibrator pipe machines ..	236 0	3 0	239 0
17 " " ..	53	112 6	1 6	114 0	<i>Group No. 2.</i>			
18 " " ..	66	140 0	1 9	141 9	Man operating a machine mixing cement or concrete ..	232 0	3 0	235 0
19 " " ..	76	161 0	2 0	163 0	Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	232 0	3 0	235 0
20 " " ..	88	186 6	2 3	188 9	Repairer or renderer of cement or concrete articles ..	232 0	3 0	235 0
					Operator of machine making concrete or cinder-concrete blocks or bricks	232 0	3 0	235 0
					Crusher feeder or attendant where bricks are crushed ..	232 0	3 0	235 0
					Hand Vibrator Attendant ..	232 0	3 0	235 0
					<i>Group No. 3.</i>			
					Tile or ridge maker and the taker off of same ..	229 0	3 0	232 0
					Other mixer of cement or concrete ..	229 0	3 0	232 0
					Mould assembler ..	229 0	3 0	232 0
					Operator of cement sprayer ..	229 0	3 0	232 0
					Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	229 0	3 0	232 0
					Stripper ..	229 0	3 0	232 0
					Pipe tester (i.e., person operating a pump or pressure apparatus) ..	229 0	3 0	232 0
					Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	229 0	3 0	232 0
					Where the load carried per man is of a greater average weight than 70 lb.:—			
					(a) Lumper of cement or concrete articles (in and out of tanks) ..	229 0	3 0	232 0
					(b) Loader, unloader, or stacker (by hand) of cement or concrete articles ..	229 0	3 0	232 0
					Trucker or stacker of concrete or cinder-concrete blocks or bricks ..	229 0	3 0	232 0
					Person fabricating or preparing reinforcements for portable concrete products ..	229 0	3 0	232 0
					<i>Group No. 4.</i>			
					All others ..	224 0	3 0	227 0

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 227s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers ..
Four improvers to five or six workers ..
Five improvers to seven workers ..
Six improvers to eight workers, and thereafter one improver to every two workers ..

Receiving not less than 227s. per week of 40 hours.

All Other Sections.

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

Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

NOTE.—"Renderer" means a skilled employee facing concrete articles with float and trowel.

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

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No. 307]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

Dated at Melbourne, this

13th day of May, 1952.

H. N. JONES,

Acting Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1 of Part I., 1 of Part II., 1 of Part III., 1 of Part IV., and 1 of Part V. of the Determination published in Government Gazette No. 774 of the 10th August, 1951, shall be replaced by the following clauses:—

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products or (iv) as Bulk Milk Carters.)

ADULT EMPLOYEES.

1.

	Weekly Wage. (Including a Loading of 3s.)		
	Within 2½ Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving jinker, boiler truck, or float—			
One horse	12 5 0	12 11 6	12 2 0
Two or three horses	12 12 6	12 19 0	12 9 6
Additional horses—2s. extra per day for each extra horse			
(2) Employee driving—			
One horse	11 15 6	12 2 0	11 12 6
Two horses	12 3 6	12 10 0	12 0 6
Three horses	12 8 0	12 14 6	12 5 0
Four horses	12 11 0	12 17 6	12 8 0
Five horses	12 12 6	12 19 0	12 9 6
Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line			
Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(3) Employee driving motor cycle with side car ..	11 16 6	12 3 0	11 13 6

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Driggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products, or (iv) as Bulk Milk Carters.)

ADULT EMPLOYEES.—continued.

	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	12 3 6	12 10 0	12 0 6
Over 25 cwt. but not over 3 tons	12 9 6	12 16 0	12 6 6
Over 3 tons but under 6 tons	12 14 0	13 0 6	12 11 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor (not being a tractor) drawing trailer—			
2s. 6d. extra per day for each loaded trailer or			
1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(5) Employee driving mechanical horse with or without one trailer	13 3 6	13 10 0	13 0 6
For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer.			
The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber			
(6) Employee driving articulated vehicle having maker's capacity of 8 tons or less	13 3 6	13 10 0	13 0 6
For each complete ton over 8—an extra 1s.			
(7) Employee driving machinery float having maker's capacity of 8 tons or less	13 8 6	13 15 0	13 5 6
For each complete ton over 8—an extra 1s.			
(8) Employee driving a straddle truck	13 3 6	13 10 0	13 0 6
(9) Loader	11 19 0	12 5 6	11 16 0
(10) Leading Loader	12 8 6	12 15 0	12 5 6
(11) Stableman	11 10 0	11 16 6	11 7 0
(12) Head stableman	11 18 0	12 4 6	11 15 0
(13) Horse driver's assistant	11 6 0	11 12 6	11 3 0
(14) Motor driver's assistant	11 6 0	11 12 6	11 3 0
(15) Yardman	11 6 0	11 12 6	11 3 0
(16) Sanitary carter's mate	12 15 6	13 2 0	12 12 6
(17) Garbage carter's mate	12 2 0	12 8 6	11 19 0
Further additional amounts for			
(18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.			6 0
(19) Employee carting, loading and/or unloading offensive material			6 0
(20) Employee carting, loading and/or unloading dirty material—1s. per day			
(21) Employee who is required to cart—			
Tar (other than in sealed containers) for immediate spreading upon streets,			
Tar in unsealed containers,			
Tarred material for spreading upon streets and/or spread either of them upon streets			6 0
(22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined			5 0
(23) Employee who is a recognized live stock carter, carting live stock as defined			5 0
(24) Employee driving sanitary vehicle			20 0
(25) Employee driving vehicle collecting garbage			16 0
(26) Driver required to act as salesman of goods in his vehicle			2 0
(27) Driver-salesman as defined in clause 28 (e) of this Determination			10 0
Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).			
(28) Employee handling money as defined—			
For any amount handled up to £10			2 0
For any amount handled over £10 but not exceeding £100			6 0
For any amount handled over £100 but not exceeding £300			10 0
For any amount handled over £300 but not exceeding £500			15 0
For any amount handled over £500			20 0
(29) Leading hands in charge of not less than three and not more than ten employees			9 0
More than ten and not more than twenty employees			18 0
More than twenty employees			27 0
Provided that this item shall not apply to a leading loader.			
Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.			

PART II.

(This Part applies only to persons employed as Bulk Milk Carters.)

1.

Wage Per Week, 20 Years of Age and Over.

Classification.	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
(1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less	£ s. d. 12 3 6	£ s. d. 12 10 0	£ s. d. 12 0 6
Over 25 cwt. but not over 3 tons	12 9 6	12 16 0	12 6 6
Over 3 tons but under 6 tons	12 14 0	13 0 6	12 11 0
Further tonnage—for each complete ton over 5— an extra ls.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(2) Employee driving articulated vehicle having maker's capacity of 8 tons or less	13 3 6	13 10 0	13 0 6
For each complete ton over 8 an extra 1s.			
(3) Motor driver's assistant	11 6 0	11 12 6	11 3 0

	Additional Amounts.
Per Week. s. d.	
(4) Employee handling money as defined—	
For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(5) Leading hands in charge of not less than 3 and not more than 10 employees	9 0
More than 10 and not more than 20 employees	18 0
More than 20 employees	27 0

PART III.

(This part applies only to persons employed as Wharf Draggors.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 1½d., with a minimum payment as for four hours.

PART IV.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a)

ADULT EMPLOYEES.

Classification.	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving—			
One horse	11 15 6	12 2 0	11 12 6
Two horses	12 3 6	12 10 0	12 0 6
(2) Employee driving—			
Motor bicycle with side car	11 16 6	12 3 0	11 13 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	12 3 6	12 10 0	12 0 6
Over 25 cwt. but not over 3 tons	12 9 6	12 16 0	12 6 6
Over 3 tons but under 6 tons	12 14 0	13 0 6	12 11 0
Further tonnage—for each complete ton over 5 an extra 1s. per week.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less	13 3 6	13 10 0	13 0 6
For each complete ton over 8—an extra 1s.			
(5) Stableman	11 10 0	11 16 6	11 7 0
(6) Head stableman	11 18 0	12 4 6	11 15 0
(7) Horse driver's assistant, motor driver's assistant, yardman.	11 6 0	11 12 6	11 3 0

PART IV.—*continued.*

(This Part applies only to persons employed by Retail Dairymen.)

ADULT EMPLOYEES.—*continued.*

	Per Week.
	<i>s. d.</i>
<i>Further additional amounts for—</i>	
(8) Carter collector and/or relief driver	10 0
(9) Drivers of milk vehicles	20 0
The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absents himself from work	
Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.	
(10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.	

PART V.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1.

WAGES PER WEEK.

No.	Classification.	Basic Wage (Adjustable).	Margin.	Loading.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
1	Aerodrome attendants	10 16 0	47 0	3 0	12 6 0
2	Assistant aerodrome attendants	10 16 0	37 0	3 0	12 16 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift— 2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street)	10 16 0	46 0	3 0	13 5 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street)	10 16 0	49 0	3 0	13 8 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons— 1s. per week				
7	Motor (not being a tractor) drawing a trailer— 2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle	10 16 0	35 0	3 0	12 14 0
10	Washers and greasers	10 16 0	25 0	3 0	12 4 0
11	Assistant drivers	10 16 0	26 0	3 0	12 5 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

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



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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 heruender showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 1255 of the 13th December, 1951, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	52	110 3	1st year's experience ..	48	101 9	45 0½
2nd year's experience ..	59	125 0	2nd year's experience ..	64	135 9	
3rd year's experience ..	68	144 3	3rd year's experience ..	74	157 0	
4th year's experience ..	76	161 0	4th year's experience and	86	182 3	
5th year's experience ..	82	173 9	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age ..	28	59 3	Under 15 years of age ..	34	54 0
16 years, but under 17 years of age	32	67 9	15 years, but under 16 years of age	36	57 3
17 years, but under 18 years of age	41	87 0	16 years, but under 17 years of age	47	74 9
18 years, but under 19 years of age	57	120 9	17 years, but under 18 years of age	52	82 9
19 years, but under 20 years of age	67	142 0	18 years, but under 19 years of age	56	89 0
20 years, but under 21 years of age	76	161 0	19 years, but under 20 years of age	66	105 0
			20 years, but under 21 years of age	75	119 3

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

		Per Week.
<i>Males.</i>		<i>£ s. d.</i>
Furnacemen		12 9 6
Lehr attendants		11 10 0
Stickers-up to melter press shop (3 stickers-up)		11 18 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift		
Operators on dip and blow and Y machines		11 10 0
Crackers-off on Dip and Blow and Y machines		11 10 0
Melters on side Lever press glazers and battery jar press		11 12 6
Ball blowers 1st year		11 10 0
Ball blowers 2nd year		11 17 6
Ball blowers 3rd year		12 5 0
Taker-out on side lever press		11 12 6
Assistants to journeymen		11 5 0
<i>Auxiliary to Glass Manufacture.</i>		
Batch mixers		11 17 0
Batch mixers' Assistants		11 11 0
Handlers of raw materials (as defined)		11 10 0
Packers performing any part of the operation of packing ware in straw and headed-up packages		12 1 0
Packers doing other packing (as defined)		11 9 0
Packers doing nested cartons (as defined)		11 9 0
Packers doing partitioned cartons (as defined)		11 14 0
Headers-up packed case		11 9 0
Warehouse Assemblers		11 9 0
Warehousemen		11 10 6
Loaders in delivery section		11 18 0
Stackers in delivery section		11 14 0
Sorters		11 16 0
Mould paster		11 14 0
<i>Glass Finishing and Decorating Section.</i>		
Grinders and polishers on flat and upright wheels		11 9 0
Cutters-off		11 9 0
Operators on glazing machines		11 9 0
Operators on searing-off machines		11 11 0
Operators on sandblast booth		12 0 0
Acid dippers		11 13 0
Glistler colour handlers		11 13 0
Sprayer		11 18 0
Other adult labour except where hereafter specified		11 5 0
<i>Females.</i>		
Adult females		7 19 0

Adult Glassworkers.

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

Journeyman.										Per Day.
										s. d.
Blowers—										
12" and under	..	..	..	..	..	..	..	..	..	54 6½
Over 12" and up to 18"	..	..	..	..	..	..	..	..	..	57 5½
Over 18"	..	..	..	..	..	..	..	..	..	62 5½
Press workers—										
Press workers on general ware up to 2 lb.	..	..	..	..	..	..	..	..	..	52 3½
Press workers on general ware 2 lb. to 5 lb.	..	..	..	..	..	..	..	..	..	53 3½
Press workers on general ware over 5 lb.	..	..	..	..	..	..	..	..	..	54 3½
Dip mould workers—										
Blowers	..	..	..	..	..	..	..	..	..	51 9½
Gatherers	..	..	..	..	..	..	..	..	..	51 9½

Allowance for Skilled Glassworkers.

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

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

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

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

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

										Percentage of Basic Wage.	Wages per Week.
											s. d.
15 years of age	..	..	..	..	..	..	..	..	..	35	74 3
16 years of age	..	..	..	..	..	..	..	..	..	43	91 3
17 years of age	..	..	..	..	..	..	..	..	..	55½	117 9
18 years of age	..	..	..	..	..	..	..	..	..	70	148 6
19 years of age	..	..	..	..	..	..	..	..	..	77	163 3
20 years of age	..	..	..	..	..	..	..	..	..	93	197 3
and thereafter the minimum wage or piecework price.											

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.
										£ s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	9 14 0
Salt cake burners	..	..	..	..	..	..	..	..	..	9 14 0
Lehrmen	..	..	..	..	..	..	..	..	..	9 8 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	9 8 6
Salt cake burners' assistants	..	..	..	..	..	..	..	..	..	9 8 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	9 7 6
Sorters	..	..	..	..	..	..	..	..	..	9 7 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	9 6 6
All others	..	..	..	..	..	..	..	..	..	9 5 0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section, of the said Determination shall remain in force.



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Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 605 of the 1st June, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
		Percentage of Basic Wage.	s. d.	Wages.			
1st year	..	27	57 0	Within the Metropolitan District.		All Other Parts of Victoria.	
2nd year	..	31	65 6	Per Hour.	Per Week.	Per Hour.	Per Week.
3rd year	..	36	76 6	s. d.	s. d.	s. d.	s. d.
4th year	..	43	91 0	6 1 ¹ / ₂₀	243 6	6 0 ² / ₂₀	240 6
5th year	..	53	112 6	5 10 ¹ / ₄	234 0	5 9 ² / ₁₀	231 0
(a) In or about a cemetery— Grave diggers All others				THROUGHOUT THE STATE.			
				Per Hour.	Per Week.		
				s. d.	s. d.		
				6 5 ¹ / ₁₀	257 0		
(b) In or about a crematorium— * Operator in charge Other operator All others				6 1 ¹ / ₂₀	243 6		
				5 10 ¹ / ₄	234 0		

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed for an Operator in Charge whilst he is so required to act.

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

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[1952]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting 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 May, 1952.

Dated at Melbourne, this

13th day of May, 1952.

H. N. JONES,

Acting Secretary for Labour.

CHAFF-CUTTERS BOARD.

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

2.

Apprentices or Improvers.				Other Employees.			
Wages per week of 40 hours.				Wages per week of 40 hours.			
Apprentices.				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
		Percentage of Basic Wage.	s. d.				s. d.
1st year		59	125 0	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	239	0	
2nd "		64	135 6	Drivers of Motor trucks—			
3rd "		76	161 0	(a) having a carrying capacity of 25 cwt. or less ..	234	6	
4th "		84	178 0	(b) having a carrying capacity over 25 cwt. but not over 3 tons ..	240	6	
5th "		96	203 6	(c) over 3 tons but under 6 tons ..	243	0	
Improvers.				Further tonnage—for each complete ton over 5, an extra 1/- per week.			
Under 17 years of age		59	125 0	Carter driving one horse	231	0	
17 years of age		64	135 6	" " two horses	237	0	
18 " "		76	161 0	" " three horses	239	6	
19 " "		84	178 0	And 2s. 6d. extra per week for every additional horse.			
and thereafter the rate for "Other Employees".				Chaff-cutter feeders—			
PROPORTION (IN ANY PLACE).				(a) in stationary mills	236	6	
Apprentices.				(b) on travelling plants	242	6	
One apprentice to every three or fraction of three workers receiving not less than 227s. per week of 40 hours.				Stablemen	227	0	
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				All others—			
Improvers.				(a) in stationary mills	234	0	
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 234s. per week of 40 hours.				(b) on travelling plants	240	0	
				CORN-CLEANING OR CORN-GRADING.			
				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	239	0	
				All others	234	0	

ALLOWANCES.

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

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

PIECE-WORK.

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

(a)	Where three persons (including feeder, band cutter, picher, or baggers) are employed.	Where four persons (including feeder, band cutter, picher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, picher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, picher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, picher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	s. d. 5 7½	s. d. 5 0½	s. d. 4 5½	s. d. 4 3½	s. d. ..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	6 9	5 10	5 4½	4 10	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 0½	5 4½	..	..	5 4½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 9	5 10	..	..	5 4½

- (b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press s. d.
.. .. . 4 6½ per ton.
- Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 5 0½ per ton.
(ii) Where more than four persons are employed .. 4 0½ per ton.

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



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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

COAL AND COKE BOARD.

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

PART I.

2. (a)

Improvers.			Other Employees.		
WAGES PER WEEK.			WAGES PER WEEK.		
	Percentage of Basic Wage.	s. d.		s. d.	
Under 17 years of age	67	142 0	Persons trimming or spreading coal that is heated or on fire	325	0
17 years of age	79	167 6	Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines	269	0
18 " "	91	193 0	Persons employed trimming coal and/or feeding coal to and from coal loaders	259	0
19 " " or over—the appropriate rate prescribed under the heading "other employees".			Persons trimming coal from the "Grab"	266	4
			Other coal trimmers	259	0
			Coal baggers or loaders	259	0
			Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles	259	0
			Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	281	0
			Persons loading by shovel or fork loose coal from the ground into railway trucks	292	0
			Coke stackers at wharf coal yards	268	2
			Coke yard employees	229	8
			Carters driving one horse	235	6
			Carters driving two horses	243	6
			Carters driving three horses	248	0
			Carters driving four horses	251	0
			Carters driving five horses	252	6
			And 6d. extra per day for every additional horse.		
			Drivers of motor vehicle, including girlinger, having a maker's capacity of—		
			(a) 25 cwt. or less	243	6
			(b) Over 25 cwt., but not over 3 tons	249	6
			(c) Over 3 tons, but under 6 tons	254	0
			Further tonnage—for each complete ton over 5 an extra 1s. per week		
			All other coal yard employees	252	0

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

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

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

PART II.

1. (a)

Improvers.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	s. d.		s. d.	
Under 17 years of age..	65	138 0	Wood cutters, using axe, power crosscut circular saw, or other method	239	8
17 years of age ..	77	163 0	Carters driving one horse	235	6
18 " " ..	87	184 6	Carters driving two horses	243	6
19 " " or over—the			Carters driving three horses	248	0
appropriate rate prescribed			Carters driving four horses	251	0
under the heading "other			Carters driving five horses	252	6
employees".			And 6d. extra per day for every additional horse.		
PROPORTION (BY ANY EMPLOYER.)			Drivers of vehicle (including girlinger) having maker's capacity of—		
One improver to the first six workers, and thereafter			(a) 25 cwt. or less	243	6
one additional improver to every ten additional			(b) Over 25 cwt., but not over 3 tons	249	6
workers receiving not less than 235s. 6d. per week.			(c) Over 3 tons, but under 6 tons	254	0
NOTE.—The Board determines that no person shall			Further tonnage—for each complete ton over 5 an extra 1s. per week.		
be employed as an apprentice.			Charcoal burning by retorts, metal or brick kilns, or pits—		
			(a) Operator in charge of plant	254	8
			(b) All other employees, including persons employed in emptying,		
			bagging, sewing, stacking, or loading	244	8
			Grinding or grading charcoal—		
			(a) Attendant in charge of plant—		
			(i) With four or more persons under his supervision	264	8
			(ii) With three or fewer persons under his supervision	260	8
			(b) All other persons, including those engaged in grinding, grading,		
			or bagging charcoal or sewing bags	254	8

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

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

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



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No. 312]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

Dated at Melbourne, this

13th day of May, 1952.

H. N. JONES,

Acting Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 40 of the 22nd January, 1951, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £13 19 0 per week of 40 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—

- (i) under a contract of apprenticeship as hereinafter provided;
- (ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
- (iii) as a female improver.

- (b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.
One or Two	One	or One
Three or four	One	and One
	Two	or Nil
Five, six, or seven.. .. .	Two	and Two
	Three	or One
	Four	or Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven	

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

		Percentage of basic Wage.	£ s. d.
(i) Five-year term—			
First year	.. .. .	35	3 14 0
Second year	.. .. .	47	4 19 6
Third year	.. .. .	64	6 15 6
Fourth year	.. .. .	85	9 0 0
Fifth year	.. .. .	100 + 16s.	11 8 0
(ii) Four-year term—			
First year	.. .. .	42	4 9 0
Second year	.. .. .	64	6 15 6
Third year	.. .. .	85	9 0 0
Fourth year	.. .. .	100 + 16s.	11 8 0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be :—

First year	.. .. .	35	3 14 0
Second year	.. .. .	47	4 19 6
Third year	.. .. .	64	6 15 6
Fourth year	.. .. .	85	9 0 0
Fifth year	.. .. .	100 + 16s.	11 8 0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools.*—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be :—
Melbourne Technical College;
Swinburne Technical College, Glenferrie;
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect.

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

Provided that in calculating the extra time to be so served, the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

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

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

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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



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No. 313]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

CONFECTIONERS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 14 of the 10th January, 1952, shall be replaced by the following clauses:—

2.

APPRENTICES AND IMPROVERS.

Wages.

Males.			Females.		
		s. d.			s. d.
<i>(Assisting the Storeman and Packer.)</i>					
18 years of age and under 19 years	..	144 0	16 years of age and under	..	52 6
19 years of age and under 20 years	..	180 0	17 years of age	..	68 6
20 years of age and under 21 years	..	215 0	18 years of age	..	82 6
<i>All Other Males.</i>			19 years of age	..	98 6
16 years of age and under	..	93 6	20 years of age	..	114 6
17 years of age	..	114 6			
18 years of age	..	155 0	PROPORTION.		
19 years of age	..	178 0	Three female juniors to every two female adults receiving		
20 years of age	..	197 0	not less than the adult minimum rate.		
PROPORTION.					
<i>(Assisting the Storeman and Packer.)</i>					
One male apprentice to every three or fraction of three male					
workers receiving not less than 24s. per week.					
One male improver to every four or fraction of four male					
workers receiving not less than 24s. per week.					
<i>Other Males.</i>					
Two male juniors to every three male adult workers receiving					
not less than the adult minimum rate.					

3.

OTHER EMPLOYEES.

Wages per Week.

<i>Males.</i>										<i>s.</i>	<i>d.</i>
Confectioners, Group 1	..	..	..	..	..	..	..	..	..	254	0
Confectioners, Group 2	..	..	..	..	..	..	..	..	..	248	0
Confectioners, Group 3	..	..	..	..	..	..	..	..	..	242	0
Confectioners, Group 4	..	..	..	..	..	..	..	..	..	236	0
Confectioners, Group 5	..	..	..	..	..	..	..	..	..	230	0
Storeman or packer—											
(a) Who works singly	..	..	..	..	..	..	..	..	..	246	6
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—											
(i) 1, 2, 3, 4, 5, or 6 such persons	..	..	..	..	..	..	..	..	..	248	9
(ii) 7 or more such persons	..	..	..	..	..	..	..	..	..	262	9
Other storeman or packer engaged in the despatch or bulk receiving stores	..	..	..	..	..	..	..	..	..	242	0
<i>Females.</i>											
All adult females	..	..	..	..	..	..	..	..	..	172	6

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

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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 530 of 25th May, 1951, shall be replaced by the following clause:—

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
	Per- centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	19	40 6	0 6	41 0	Chief Pharmaceutical Chemist	336 0	6 0	342 0
2nd six months' experience ..	29	61 6	1 0	62 6	Assistant Pharmaceutical Chemist ..	296 0	6 0	302 0
3rd six months' experience ..	39	82 6	1 3	83 9	Unqualified Assistant ..	278 0	6 0	284 0
4th six months' experience ..	49	104 0	1 9	105 9	Female Shop Assistant not en- gaged in dispensing or com- pounding medicines, drugs, or medicinal preparations			
5th six months' experience ..	59	125 0	2 0	127 0	(i) With less than 3½ years experience in a dispensary	174 6	3 0	177 6
6th six months' experience ..	69	146 6	2 3	148 9	(ii) All others ..	185 6	3 0	188 6
7th six months' experience ..	78	165 6	2 6	168 0				
8th six months' experience ..	97	205 6	3 0	208 6				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".								
(b) Juvenile Workers.								
	Per- centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.				
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>				
1st six months' experience ..	19	40 6	0 6	41 0				
2nd six months' experience ..	24	51 0	1 0	52 0				
3rd six months' experience ..	33	70 0	1 3	71 3				
4th six months' experience ..	42	89 0	1 9	90 9				
5th six months' experience ..	48	102 0	2 0	104 0				
6th six months' experience ..	57	121 0	2 3	123 3				
7th six months' experience ..	66	140 0	2 6	142 6				
8th six months' experience ..	75	159 0	3 0	162 0				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".								

PROPORTION (IN ANY PLACE).

(a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 30s. per week.

(b) Juvenile Workers.

One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

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

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



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TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

GARDEN EMPLOYEES BOARD.

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

2.

Apprentices or Improvers.							Percentage of Basic Wage.	Wages per Week of 40 Hours.
								<i>s. d.</i>
15 years of age or under	..	..	..	..	..	..	30	63 6
16 years of age	..	..	..	..	..	..	33	70 0
17 years of age	..	..	..	..	..	..	38	80 6
18 years of age	..	..	..	..	..	..	53	112 6
19 years of age	..	..	..	..	..	..	63	133 6
20 years of age	..	..	..	..	..	..	75	159 0

PROPORTION (WITHIN ANY PLACE).

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

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

Other Employees.	Wages per Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 3 ⁹ / ₁₀	253 0	} 40
Gardeners†	6 0	240 0	
Gardeners' labourers	5 9	230 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	6 0	240 0	} 40
Gardeners' labourers	5 8 ¹ / ₁₀	227 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	6 3 ⁹ / ₁₀	253 0	} 40
Gardeners†	6 0	240 0	
Gardeners' labourers	5 9	230 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 3 ⁹ / ₁₀	253 0	} 40
Gardeners†	6 0	240 0	
Gardeners' labourers	5 9	230 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	6 0	240 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 3 ⁹ / ₁₀	253 0	} 40
Gardeners†	6 0	240 0	
Gardeners' labourers	5 9	230 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 3 ⁹ / ₁₀	253 0	} 40
All others	5 10 ¹ / ₁₀	233 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 316]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 658 of the 21st June, 1951, shall be replaced by the following clause:—

2.

ADULT MALE

	Per Week.
	£ s. d.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores	11 17 6
2. Men working raw materials cutting machine	11 18 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	12 3 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	11 17 6
5. Men working at lime pits	12 3 6
6. Men in charge of and actually operating dollies	12 7 6
7. Men assisting in dolly shed	11 18 6
8. Men in charge of and actually working at boiling pans	12 3 6
9. Men assisting in boiling shed	11 17 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers	12 7 6
11. Men assisting (including emptying collars)	11 17 6
12. Men operating gelatine and/or glue cutters	12 1 6
13. Men assisting	11 17 6
14. Men in charge of and actually operating Cube Drying Plant	12 5 6
15. Men assisting	11 17 6
16. Men working at other drying plants	11 17 6
17. Men engaged at gelatine and/or glue grinding	11 18 6
18. Men engaged in treating frames	11 17 6
19. Men engaged in assembling and repairing frames	11 17 6
20. Blenders—Gelatine and/or glue	12 3 6
21. Gelatine and/or glue store hands	11 18 6
22. Men in charge of and actually working at scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones	12 3 6
23. Men assisting	11 17 6
24. Men working in roller driers and associated grinders	11 18 6
25. Men in charge of and actually working at vegetable and prepared glue vats	12 3 6
26. Men assisting and store hands including calves feet jelly	11 18 6
27. Men operating residue driers	12 5 6
28. Men crushing and/or bagging dried residues	11 18 6
29. Men receiving and passing on bones	12 3 6
30. Men actually operating de-greasing plant	12 7 6
31. Men assisting at de-greasing plant and bone polishing	11 18 6
32. Men engaged in washing and neutralizing vats	12 1 6
33. Men engaged in crushing bone residues	11 18 6
34. Men in charge of and actually operating pearl plant	12 5 6
35. Men assisting	11 17 6
36. Men assisting in laboratory work	12 1 6
37. Men not elsewhere included	11 1 6
38. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work	..
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..

ADULT MALES—continued.

	Per Week.
<i>Agar Agar.</i>	£ s. d.
1. Men in charge of and actually washing raw materials and seaweed	12 3 6
2. Men assisting	11 17 6
3. Men in charge of and actually working at boiling vats	12 3 6
4. Men assisting in boiling shed	11 17 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	12 7 6
6. Men assisting including emptying coolers	11 17 6
7. Men operating agar agar cutters	12 1 6
8. Men assisting	11 17 6
9. Men engaged at agar agar freezing plant	12 1 6
10. Men engaged sawing frozen agar agar	11 18 6
11. Men working at Infra-red drying plant	12 7 6
12. Men working at other drying plants	11 17 6
13. Men engaged at spreading and stripping agar agar	11 17 6
14. Men engaged at agar agar grinding, and milling, store hands	11 18 6
15. Men not elsewhere included	11 1 6
16. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..
ADULT FEMALES.	
Adult female employees—	
after three month's experience in the industry	8 12 0
of less than three months but more than one month's experience in the industry	8 6 0
of less than one month's employment in the industry	7 18 6
JUNIORS.	
<i>Males.</i>	
Under 16 years of age	4 8 6
16 and under 17 years of age	5 10 6
17 and under 18 years of age	6 13 0
18 and under 19 years of age	7 15 0
19 and under 20 years of age	8 17 0
20 and under 21 years of age	9 19 6
<i>Females.</i>	
Under 16 years of age	3 14 9
16 and under 17 years of age	4 15 6
17 and under 18 years of age	5 12 0
18 and under 19 years of age	6 4 6
19 and under 20 years of age	7 1 0
20 and under 21 years of age	7 13 6

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 317]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

GROCERS' SUNDRIES BOARD.

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

2. (a)

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	41	87 0	Under 16 years of age	51	81 0
16 years of age and under 17 years of age	46	97 6	16 to 17 years of age	53	84 6
17 years of age and under 18 years of age	54	114 6	17 to 18 years of age	65	103 6
18 years of age and under 19 years of age	64	135 6	18 to 19 years of age	72	114 6
19 years of age and under 20 years of age	75	159 0	19 to 20 years of age	84	133 6
20 years of age and under 21 years of age	89	188 6	20 to 21 years of age	95	151 0

PROPORTION (within any Factory or Place.)

Apprentices.

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

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

Candle Section.

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

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

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

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
 Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :—

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

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

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

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

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

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

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

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	12 11 6	12 8 6
Honey blenders	12 6 6	12 3 6
Men roasting and/or grinding and who mix or blend coffee or chicory	12 6 6	12 3 6
Assistant millers	12 4 0	12 1 0
Coffee essence makers	12 4 0	12 1 0
Bagged goods carriers and/or stackers	12 4 0	12 1 0
Cellarmen in charge and working at loading, unloading and despatching by-products	12 4 0	12 1 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	12 1 0	11 18 0
Roasters of other commodities than coffee or chicory	12 1 0	11 18 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	12 1 0	11 18 0
Mixers or blenders	12 1 0	11 18 0
Kilnmen and/or bleachers	11 16 6	11 13 6
Mill hands	11 14 0	11 11 0
Men engaged drawing off finished products and/or by-products in cereal mills	11 14 0	11 11 0
Men engaged at oat cleaning and/or grading	11 14 0	11 11 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	12 11 6	12 8 6
Assistant millers	12 4 0	12 1 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 4 0	12 1 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	12 4 0	12 1 0
Steepmen	11 19 0	11 16 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	11 17 0	11 14 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	11 16 6	11 13 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	11 14 0	11 11 0
Men grinding starch and/or cornflour	11 14 0	11 11 0
Mill hands	11 14 0	11 11 0
Starch and/or cornflour shovellers	11 14 0	11 11 0
Leading hand—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	12 11 6	12 8 6
Assistant millers	12 4 0	12 1 0
Mill hands	11 14 0	11 11 0
Men engaged drawing off broken rice, bran, straw, and/or rice	11 14 0	11 11 0
Men engaged taking off and/or sewing and/or stacking rice	11 14 0	11 11 0
Rice meal rammers	11 14 0	11 11 0
Rice hull packers	11 14 0	11 11 0
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	12 4 0	12 1 0
Convertor men	12 4 0	12 1 0
Flour mixers or men feeding mixers and/or bagging dry gluten	11 19 0	11 16 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	11 16 6	11 13 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	11 16 6	11 13 6
Pumpmen	11 14 0	11 11 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	12 9 0	12 6 0
Paste makers	11 15 0	11 12 0
Hydraulic press attendants	11 15 0	11 12 0
Women working in dough room and vermicelli twisting and spaghetti spreading	8 16 6	8 14 0
All other male adults	11 9 0	11 6 0
All other female adults	8 11 6	8 9 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	12 4 0	12 1 0
Men in charge of and working rollers	12 4 0	12 1 0
Men in charge of and working at toasting flakes or biscuits (oven men)	12 4 0	12 1 0
Grinding and milling machinists	11 15 0	11 12 0
Fillers and/or makers	11 15 0	11 12 0
Pressmen	11 15 0	11 12 0
Conveyor workers	11 15 0	11 12 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	12 11 6	12 8 6
Vacuum pan attendants	12 4 0	12 1 0
Men operating and in charge of grain crushers, mixing and filling machines	12 1 6	11 18 6
Men working at and in charge of dehydrators	12 1 6	11 18 6
Man working at and in charge of store	12 0 0	11 17 0
Man working at and in charge of spent grain bins	12 0 0	11 17 0
All other adult males	11 16 0	11 13 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	12 11 6	12 8 6
Man engaged on cornflour packing machine	12 4 0	12 1 0
Convertor men	12 4 0	12 1 0
Man in charge of and working at macerators	12 4 0	12 1 0
Vacuum pans men	12 4 0	12 1 0
Men in charge of and working in drip rooms	12 4 0	12 1 0
Dextrine and/or custard mixer and/or blender	12 1 0	11 18 0
Weighbridge attendants	12 1 0	11 18 0
Steepmen	11 19 0	11 16 0
Millers' assistants	11 19 0	11 16 0
Feed dryers	11 19 0	11 16 0
Silk reel repairers	11 16 6	11 13 6
Men engaged on char filters	11 16 6	11 13 6
Char kilnmen	11 16 6	11 13 6
Oliver filtermen	11 16 6	11 13 6
Oil expeller men	11 16 6	11 13 6
Reels and cracker men	11 16 6	11 13 6
Neutralizer men	11 16 6	11 13 6
Drip room men	11 14 0	11 11 0
Maize receiving and cleaning operators	11 14 0	11 11 0
Sample men	11 14 0	11 11 0
Liquor presses	11 14 0	11 11 0
Feed press valve men	11 14 0	11 11 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	11 14 0	11 11 0
Flushing system men	11 14 0	11 11 0
Paddlers	11 14 0	11 11 0
Pumpmen	11 14 0	11 11 0
Starch-house kilmen	11 14 0	11 11 0
Polly feed and/or oil meal baggers and sewers	11 14 0	11 11 0
Bulk cornflour baggers and sewers	11 14 0	11 11 0
Assistant operators on macerators	11 14 0	11 11 0
Yardmen	11 14 0	11 11 0
Women employed at scraping starch	8 16 6	8 14 0
Women employed on custard powder filling machines	8 16 6	8 14 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All other female adults	8 11 6	8 9 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	11 14 0	11 11 0
Man in charge of liquefying tallow	12 1 0	11 18 0
Assistant liquefying tallow	11 17 6	11 14 6
Operator of bleaching plant	11 16 6	11 13 6
Operator of pumps and/or blowers	11 14 0	11 11 0
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	12 5 6	12 2 6
Operator of filter presses and/or reagent-making plant	12 5 6	12 2 6
Operator of fatty acid stills	12 5 6	12 2 6
Stillman's assistant and/or pumpman	11 16 6	11 13 6
Cupboard runners	11 19 0	11 16 0
Press room ganger (or charge hand in press room)	12 5 6	12 2 6
Operator in charge of black acid presses	11 14 0	11 11 0
Operator of oiler filters	12 5 6	12 2 6
Pumpman	11 16 6	11 13 6
Storeman in oliene store	11 15 0	11 12 0
Vatmen treating stearine	11 19 0	11 16 0
Candle moulder—after 12 months' experience	11 19 0	11 16 0
Candle moulder with less than 12 months' experience	11 14 0	11 11 0
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	11 19 6	11 16 6
Soda crystal maker	11 19 0	11 16 0
Assistant soda crystal maker	11 14 0	11 11 0
Assistant soap maker	12 6 6	12 3 6
Soap pumpmen	11 19 0	11 16 0
Lye runner	11 14 0	11 11 0
Operator of power mixers and/or crutchers	11 19 0	11 16 0
Soap crutcher by hand	11 16 0	11 13 0
Soap cutting machinist	11 16 0	11 13 0
Head soap cutter by hand	11 16 0	11 13 0
Soap cutter by hand	11 11 6	11 8 6
Stampers by foot or hand	11 14 0	11 11 0
Operator of automatic stamping, wrapping, or packing machines	11 14 0	11 11 0
Operator of automatic soap dryers	11 14 0	11 11 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
Milling of Toilet Soap—		
Milling room foreman	11 19 6	11 16 6
Man in charge of, and actually milling soap	11 19 0	11 16 0
Soap miller	11 14 0	11 11 0
Mixing and/or blending toilet soap chips	11 14 0	11 11 0
Pulverising and/or dressing pulverized soap	11 14 0	11 11 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutcher	£ s. d. 11 19 0	£ s. d. 11 16 0
Operator of soap powder mill	11 19 0	11 16 0
Truckers and assistants to operators of mixers, crutcher or mills	11 12 0	11 9 0
Leading hands—10s. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	12 5 6	12 2 6
Assistant operator of evaporators	11 16 6	11 13 6
Operator of glycerine stills	11 5 6	11 2 6
Men preparing charcoal for refining glycerine	11 16 6	11 13 6
Filter press hand	11 14 0	11 11 0
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	12 9 0	12 6 0
Mill hands as defined	12 1 6	11 18 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	11 16 0	11 13 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	12 6 6	12 3 6
Cooker, man in charge	12 4 0	12 1 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	11 16 6	11 13 6
Skillet and/or splint choppers	11 15 0	11 12 0
Paste makers	11 14 0	11 11 0
Wax mixers	11 14 0	11 11 0
Slitters	11 14 0	11 11 0
Gum grinders	11 14 0	11 11 0
Dogmen	11 14 0	11 11 0
Painting machine attendants (men)	11 14 0	11 11 0
Men operating two-way scorers	11 14 0	11 11 0
Leading hands—7s. 6d. per week additional		
All other male adults	11 9 0	11 6 0
All female adults	8 11 6	8 9 0
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	12 1 9	11 18 9
(ii) seven or more such persons	12 15 9	12 12 9
(b) Works singly	11 19 6	11 16 6
(c) Storemen and/or packers	11 15 0	11 12 0

Hot Places.

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

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 318]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

JAM TRADE BOARD.

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

ADULT EMPLOYEES.

(a) Males—Weekly Hands.

	Wages Per Week.
	£ s. d.
GENERAL PRODUCTION SECTION.	
Foreman (first jam maker)	13 9 0
Assistant jam maker (as defined) and/or assistant pickle maker	12 17 0
Foreman sauce, chutney, pickles or condiment maker (as defined)	12 19 0
Fruit preserver (as defined)	12 19 0
Assistant fruit preserver	12 9 0
Fruit crystallizer	12 14 0
Fruit crystallizer	12 14 0
Candy peel-maker in charge	12 6 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	12 9 0
Leading hand, bottle department	12 9 0
Leading hand, pulp department	12 9 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	12 9 0
Operator of apple-peeling machine	12 6 0
Operator of labelling machine labelling canned goods	12 6 0
Operator of fruit or vegetable lye machine	12 6 0
Syrup maker, i.e., a person who actually boils the syrup	12 6 0
Operator of sauce-labelling machine	12 5 0
Employees engaged in inspecting fruit for acceptance or rejection	12 4 0
Employee in fruit crystallizing department, (other than fruit crystallizer)	12 4 0
Employee engaged peeling melons	12 6 0
Employee operating can-closing machine	12 2 0
Employee engaged feeding into and/or taking from laquer machine	12 6 0
Employee feeding into and/or taking from bottle-washing machine	12 2 0
Employee engaged in bottle-washing department	12 2 0
Retort hand	12 2 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	12 9 0
Man in charge of and operating retorts	12 6 0
Employee operating jam-filling machine	12 6 0
Employee operating sauce-filling machine	12 6 0
Employee operating bottle-capping or bottle-closing machine	12 6 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	12 2 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	11 19 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	12 2 0

ADULT EMPLOYEES.

(a) Males—Weekly Hands—continued.

	Wages Per Week.
	£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION	
Leading hand	12 17 0
Man in charge of prunes or tree fruits	12 12 0
Man in charge of dehydrator	12 10 0
Man in charge of steam retorts on drying ovens	12 9 0
Man working in or in connexion with drier, kiln or sulphur box	12 6 0
All others working in dehydration tunnel	12 6 0
Operator of blancher which included spray washing	12 4 0
Unloader of trays from blancher	11 19 0
General hands	11 17 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	13 4 0
Foreman packer's assistant	12 12 0
Storeman and packer (as defined)	12 6 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	12 16 0
Man working in connexion with cooling chambers	12 6 0
Tapper	12 6 0
Driver of power-driven factory truck	12 5 0
General hands, i.e., persons not otherwise classified	11 17 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

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

(c) Females—Weekly Hands.

	Wages Per Week.
	£ s. d.
Head forewoman	10 4 9
Forewoman's assistant	9 14 9
Head woman supervisor	9 11 9
Supervisor (as defined)	9 9 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slicing machine	9 9 9
Employees engaged in—	
(i) clipping piecework tickets	9 6 9
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) purging out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	
(x) working at a fruit press	
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
All other adult females, i.e., females 18 years of age or over	8 17 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3.

JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age	45	4 17 6
17 years of age and under 18 years of age	50	6 1 6
18 years of age and under 19 years of age	67	7 5 6
19 years of age and under 20 years of age	79	8 11 6
20 years of age and under 21 years of age	95	10 6 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	6 15 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.		

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

PIECEWORK RATES.

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

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	1 10·56	2 6·079
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand	..	1 3·04
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter	..	1 5·725
Peaches	Cutting and stoning peaches under 2½" in diameter	..	1 8·008
Peaches	Trimming or specking per bucket	..	0 3·76
Peaches	Feeding into peach pitting machine—per thousand	..	2 7·288
Pears (large and medium)	Peeling, cutting and coring (not into water)	..	3 1·56
Pears (small)	Peeling, cutting and coring (not into water)	..	3 5·359
Pears	Feeding into pear preparation machine—per thousand	..	2 8·765
Pears	Trimming or specking—per bucket	..	0 3·76
Quinces	Peeling, cutting and coring by machines	1 4·248	1 4·248
Quinces	Peeling by hand (not topping or tailing)	1 7·068	1 7·068
Quinces	Peeling by hand and topping and tailing	2 0·439	2 0·439
Quinces	Cutting by hand	1 4·428	1 4·248
Quinces	Coring by hand (quarters)	1 4·428	1 4·248
Quinces	Coring by hand (halves)	1 0·219	1 0·219
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 5·64	0 5·64
Tomatoes	Peeling (per bucket) by hand	0 8·191	0 8·191

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4·029
Whole	0 2·552
Peaches—grading and placing in No. 2½ cans	0 2·15
Pears—grading and placing in No. 2½ cans	0 2·686
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2·15
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray	0 10·34
14-16 oz. cans, 24 tins per tray	0 7·52
28-30 oz. cans, 15 tins per tray	0 7·52
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 5·591
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	1 9·62
Pickles—Cutting up vegetables for mustard pickles by knife per cwt	6 8·703
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	5 4·545
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	20 1·975
Onions—when weighed after the operation	26 10·544
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	16 1·5
Onions—per cwt. when weighed after the operation	21 6·224

Tomato Sauce or Chutney—Preparation for Sale.										Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—										s. d.	s. d.
Labelling with one label	..	..	..	..	..	..	..	..	..	1 4·248	1 6·128
Wrapping	..	..	..	..	..	..	..	..	..	0 6·715	0 6·715

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

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

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

Clauses, other than clauses 2, 3 and 28 of the said Determination shall remain in force.

[2195]



VICTORIA GOVERNMENT GAZETTE.

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No. 319]

TUESDAY, MAY 13.

[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, Henry Norman Jones, Acting 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 May, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 722 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	12 6 0	12 3 0
All other Journeymen	12 12 0	12 9 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	8 9 6	8 7 0
Other Journeywomen	8 15 0	8 12 6

NOTE:—Females working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 319.—4404/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	63 6	62 6
Second year's experience	74 0	73 0
Third year's experience	106 0	104 6
Fourth year's experience	169 6	167 0
Fifth year's experience	212 0	209 0
Four year terms—		
First year's experience	63 6	62 6
Second year's experience	106 0	104 6
Third year's experience	169 6	167 0
Fourth year's experience	212 0	209 0

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

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

Cutting or clicking;
Trunks, and/or leather bag and case maker;
Fibre, veneer, canvas or other case maker;
Machine belt maker;
Sporting goods maker of leather;
Ladies' hand bag, wallet and purse maker;
Leather goods maker;
Glove maker (other than sporting goods);
Leather coats, hats or caps maker;

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

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

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

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

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

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

(m) An apprentice shall not work under any system of piecework.

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 year of age	63 6	62 6
16 and under 17 years of age	85 0	83 6
17 and under 18 years of age	106 0	104 6
18 and under 19 years of age	127 0	125 6
19 and under 20 years of age	169 6	167 0
20 and under 21 years of age	212 0	209 0

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

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

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

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
Under 16 years of age	s. d. 63 6	s. d. 62 6
16 and under 17 years of age	79 6	78 0
17 and under 18 years of age	90 6	89 0
18 and under 19 years of age	102 0	100 0
19 and under 20 years of age	111 6	109 6
20 and under 21 years of age	138 6	136 0

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

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

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

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

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

