



VICTORIA GOVERNMENT GAZETTE.

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No. 329]

THURSDAY, MAY 15.

[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 the from 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.

BOARDING HOUSES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 242 of the 6th March, 1952, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		<i>s. d.</i>		<i>s. d.</i>
16 years of age and under	45	95 6	51	81 0
17 years of age	52	110 0	60	95 6
18 years of age	59	125 0	63	100 0
19 years of age	70	148 6	67	106 6
20 years of age	91	193 0	75	119 0

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

2.—continued.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	s. d.	s. d.
<i>Males.</i>		
Porter	229 0	226 0
Head Waiter	239 0	236 0
Other Waiters	229 0	226 0
First Cook, where the number of persons employed in the kitchen is eight or more	279 0	276 0
Five, six or seven	269 0	266 0
Three or four	251 0	248 0
Two or less	245 0	242 0
Second Cook, where the number of persons employed in the kitchen is eight or more	261 6	258 6
Five, six, or seven	251 6	248 6
Other Second Cooks	239 0	236 0
Sweets Cook	241 0	238 0
Grill, Relieving, or Assistant Cook	239 0	236 0
Pantryman or Kitchenman	229 0	226 0
Persons not otherwise provided for	229 0	226 0
<i>Females.</i>		
Housekeeper	182 0	179 0
Laundress	172 0	169 0
Housemaid, Parlourmaid, or General	168 0	135 0
Head Waitress	172 0	169 0
Other Waitresses	168 0	165 0
First Cook	193 0	190 0
Second Cooks	187 0	184 0
Sweets Cook	188 0	185 0
Grills, Relieving, or Assistant Cook	187 0	184 0
Pantrymaid or Kitchenmaid	168 0	165 0
Persons not otherwise provided for	168 0	165 0

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

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

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

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



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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.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 510 of the 17th May, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.							Wages per Week.			
	Shift Workers.				Percent- age of Basic Wage.	Ordinary Workers.		Males.		Females.	
	Percent- age of Basic Wage.	Where a Seven-day Week is Worked.	Percent- age of Basic Wage.	Where a Six-day Week is Worked.				Percent- age of Basic Wage.	Percent- age of Female Basic Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	
Under 16 years	..	..	..	..	59	125 0	Under 16 years	50	106 0	62	98 6
16-17 years ..	..	..	..	..	69	146 6	16-17 years ..	56	118 6	70	111 6
17-18 " ..	..	..	..	..	78	165 6	17-18 " ..	69	146 6	78	124 0
18-19 " ..	100 +	214 0	98	208 0	88	186 6	18-19 " ..	76	161 0	91	144 6
	2s.						19-20 " ..	89	188 6	99	157 6
19-20 " ..	100 +	226 6	100 +	222 6	99	210 0	20-21 " ..	100 +	214 0	100 +	169 6
	14s. 6d.			10s. 6d.				2s.		10s. 6d.	
20-21 " ..	100 +	234 0	100 +	230 6	100 +	220 0					
	22s.			18s. 6d.	8s.						

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 245s. per week.

One improver to every eight or fraction of eight workers receiving not less than 245s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 189s. 3d. per week.

OTHER EMPLOYEES.

	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	275 0	272 0	264 0
Milk grader	274 0	271 0	263 0
Milk or cream tester	274 0	271 0	263 0
Creamery manager	269 0	266 0	258 0
Milk or cream neutralizer	267 6	264 6	256 6
Foreman of shift or department or casein plant	269 0	266 0	258 0
Butter-maker	274 0	271 0	263 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	259 0	256 0	248 0
Operators of any of the following machines, viz :—			
Separator	260 0	257 0	249 0
Pasteurizer vacreator, or deodorizer	260 0	257 0	249 0
Weighing machine	257 0	254 0	246 0
Filling machine for tinning of butter when butter has not been milled	259 0	256 0	248 0
Filling machine for tinning of butter when butter has been milled	258 0	255 0	247 0
Storeman or packer in butter canning establishments	258 0	255 0	247 0
Other storeman or packers	257 0	254 0	246 0
Casein-maker	270 0	267 0	259 0
Assistant to casein-maker, casein dryers, and millers	258 6	255 6	247 6
Cheese-maker	274 0	271 0	263 0
Assistant to cheese-maker	258 6	255 6	247 6
Cheese storehand	260 0	257 0	249 0
Male adult washing or sterilizing cans or bottles	257 0	254 0	246 0
Operator of a fork lift truck	259 0	256 0	248 0
All other adult males	256 0	253 0	245 0
All other adult females .. .. .	..	..	189 3

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

Clauses, other than clause 2, 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.

CARETAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1084 of the 8th November, 1951, shall be replaced by the following clause:—

2.

IMPROVERS.

Wages per week of 40 Hours.			
	Percentage of Basic Wage.	s. d.	
Under 18 years of age	52	110 0	
18 to 19 years of age	65	138 0	
19 to 20 years of age	81	171 6	
20 to 21 years of age	96	203 6	

PROPORTION (in any place).

One improver to every worker receiving not less than 236s. 6d. per week of 40 hours.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

OTHER EMPLOYEES.

WAGES PER WEEK OF 40 HOURS.		
	Within the Metropolitan and Geo- long Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies
	s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	228 0	225 0
21 to 40 flats	224 0	221 0
20 or less flats	222 6	219 6
Persons engaged weekly to take care of buildings which contain halls let for public enter- tainment or for other purposes	219 0	216 0
Other caretakers of buildings in charge of—		
11 or more cleaners	258 6	255 6
4 to 10 cleaners	248 6	245 6
1 to 3 cleaners	236 6	233 6
All others	227 6	224 6

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

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

No. 331.—4382/52.—PRICE 3d.



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THURSDAY, MAY 15.

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Factories and Shops Acts.

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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.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1158 of the 16th November, 1951, shall be replaced by the following clause:—

2.

Improvers			Other Employees.		Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrnambool, the boroughs of Baginbawick and Sebastopol and within Mildura and Glipeland Districts.	Elsewhere in Victoria.
MALES.			WAGES.*			
WAGES.			Males.		Per week of 40 hours.	Per week of 40 hours
	Percentage of Basic Wage.	Per week of 40 hours.			s. d.	s. d.
Under 19 years of age ..	64	135 6	Office cleaners or general cleaners in charge of—			
19 and under 20 years of age ..	75	159 0	11 or more office cleaners or general cleaners ..		256 6	253 6
20 years of age ..	87	184 6	4 to 10 office cleaners or general cleaners ..		249 6	246 6
			1, 2, or 3 office cleaners or general cleaners ..		238 0	235 0
			Other office cleaners or general cleaners ..		220 0	226 0
FEMALES.			Females.		Per week of 40 hours.	Per week of 40 hours
WAGES.					s. d.	s. d.
Under 19 years of age ..	80	127 0	Office cleaners or general cleaners in charge of—			
19 and under 20 years of age ..	93	148 0	11 or more office cleaners or general cleaners ..		231 0	228 0
20 years of age ..	100 + 8/6	167 6	4 to 10 office cleaners or general cleaners ..		226 0	223 0
			1, 2, or 3 office cleaners or general cleaners ..		215 0	212 0
			Other office cleaners or general cleaners ..		211 0	208 0

PROPORTION. Improvers.

One male improver to every five male workers receiving not less than 226s. per week of 40 hours.

PROPORTION. Improvers.

One female improver to every ten female workers receiving not less than 211s. per week of 40 hours.

* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.

NOTE.—The employer shall supply all necessary tools and materials free.

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

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

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

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THURSDAY, MAY 15.

[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 TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 735 of the 2nd August, 1951, shall be replaced by the following clause :—

2.

WEEKLY WAGES.

	Town Travellers.	Country Travellers and Territory Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	13 5 0	14 10 0
Special Travellers	14 5 0	15 10 0
Other Travellers	14 5 0	15 10 0

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 11 for Definitions.)

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

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

No. 333.—4391/52.—PRICE 3d.



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THURSDAY, MAY 15.

[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.

MOTOR DRIVERS BOARD

Clause 2 of the Determination published in *Government Gazette* No. 534 of 25th May, 1951, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.

Apprentices.				Improvers.			
				(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
				1st year's experience as such .. 180s. per week.			
				Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			
				(b) Other Improvers—			
				Wages per Week.			
				Commencing Age—			
				17 Years or Under. 18 Years. 19 Years. 20 Years.			
				s. d. s. d. s. d. s. d.			
1st year's experience				70 0 87 0 116 6 135 6			
2nd " "				87 0 116 6 135 6 ..			
3rd " "				116 6 135 6 ..			
4th " "				135 6			
And thereafter the minimum wage.				And thereafter the minimum wage.			
PROPORTION.				PROPORTION			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				One improver to every seven or fraction of seven workers receiving not less than the minimum wage.			

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		s. d.
In which the licensed passenger seating capacity exceeds 18 persons	249	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	245	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	241	0*
In which the licensed passenger seating capacity does not exceed 7 persons	239	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		s. d.
In which the licensed passenger seating capacity exceeds 23 persons	244	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	239	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	233	0
All other drivers	229	0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	262	0
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(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females)	234	0
Greasers	239	0
Cleaners	227	0
All others—		
Males	227	0
Females	170	0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) for drivers of vehicles on regular services—

After not less than two years, but less than five years of such service, an additional 5s. per week;
After five years or more of such service, an additional 10s. per week.

(b) drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

(c) for all other employees—

After two years or more of such service, an additional 5s. per week.

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



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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.

SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

Clause 2 of the Determination published in *Government Gazette* No. 771 of the 10th August, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.					PROPORTION. (In or in Connexion with any Shop.)
Age.	Males.		Females.		
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
15 years of age or under..	30	63 6	33	52 6	<i>Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 245s. per week of 40 hours. One female apprentice to every three or fraction of three female workers receiving not less than 170s. 6d. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923. <i>Improvers.</i> One male improver to each male worker receiving not less than 245s. per week of 40 hours. One female improver to each female worker receiving not less than 170s. 6d. per week of 40 hours. Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.
16 years of age ..	40	85 0	41	65 0	
17 years of age ..	51	108 0	49	78 0	
18 years of age ..	64	135 6	60	95 6	
19 years of age ..	80	169 6	71	113 0	
20 years of age ..	99	210 0	83	132 0	

OTHER EMPLOYEES.

	Wages Per Week of 40 Hours.	
	Males	Females.
	s. d.	s. d.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	271 6	236 6
(b) in charge of one or more persons	285 0	243 6
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	263 6	192 0
Other shop assistants—		
Between the ages of 21 years and 60 years	245 0	} 170 6
†60 years of age or over	235 6	
Packer or storeman	237 0	..
Carter driving horse-drawn vehicle	236 0	..
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	237 9	..
Driver of motor vehicle with a carrying capacity of over 25 cwt.	241 0	..
All others	237 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

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



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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.

SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination published in *Government Gazette* No. 1086 of the 8th November, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.		
* Wages per Week of 40 Hours.					* Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.		Other Females.			Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	Percentage of Basic Wage.		Percentage of Female Basic Wage.			s. d.	s. d.
		s. d.		s. d.	Males.		
Under 15 years of age ..	33	70 0	37	59 0	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop ..	269 6	266 6
At 15 years of age ..	33	70 0	37	59 0	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department ..	259 6	256 6
At 16 years of age ..	40	85 0	44	70 0	Person in charge of an order tailoring establishment ..	263 6	260 6
At 17 years of age ..	51	108 0	54	86 0			
At 18 years of age ..	64	135 6	66	105 0			
At 19 years of age ..	80	169 6	77	122 6			
At 20 years of age ..	99	210 0	90	143 0			

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

Apprentices or Improvers.	Other Employees.	
	* Wages per Week of 40 Hours.	
PROPORTION (in any Shop or Place).	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
APPRENTICES.	<i>Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>
One male apprentice to every three or fraction of three male workers receiving not less than 246s. per week of 40 hours.	Pattern-men, assemblers, or salesmen	249 0 246 0
	Canvassers, who are in any way connected with the sale of goods	252 0 249 0
One female apprentice to every three or fraction of three female workers receiving not less than 171s. 6d. per week of 40 hours.	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods ..	252 0 249 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	248 6 245 6
One indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Packers or storemen	244 0 241 0
	Porters	236 0 233 0
Two female improvers to one female person receiving not less than 171s. 6d. per week of 40 hours.	All others	249 0 246 0
	<i>Females.</i>	
Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.	Manageress (other than department manageress)—	
	(a) A person (other than a person provided for under (b) hereof) entrusted with the control of superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	263 6 260 6
Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop	207 0 204 0
	Department or section manageress—	
Clauses, other than clause 2, of the said Determination shall remain in force.	(a) In control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	255 0 252 0
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	194 6 191 6
The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	249 0 246 0
	Other saleswomen or pattern women, or assemblers	174 6 171 6
By Authority: J. J. GOURLEY, Government Printer, Melbourne.	Packers	217 6 214 6
	Canvassers who are in any way connected with the sale of goods	174 6 171 6
	Porters	217 6 214 6
	All others	174 6 171 6

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

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



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No. 337]

THURSDAY, MAY 15.

[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.

NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 126 of the 2nd February, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.	
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.
	Males.		Females.			
	Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—		
		s. d.		s. d.		s. d.
15 years of age or under	22	46 6	29	46 0	Propagators in charge of one or more employees working under glass	248 0
16 years of age ..	28	59 6	31	49 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	237 6
17 years of age ..	39	82 6	45	71 6	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	159 0
18 years of age ..	54	114 6	62	98 6	Nursery labourers	221 0
19 years of age ..	64	135 6	77	122 6		
20 years of age ..	88	186 6	90	143 0		
PROPORTION.						
Apprentices.						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
Improvers.						
One improver to every three or fraction of three workers receiving not less than 221s. per week of 40 hours.						

Clauses, other than clause 2, of the said Determination as amended on the 13th March, 1951, shall remain in force.

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



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THURSDAY, MAY 15.

[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.

PAINT AND COLOUR BOARD.

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

2.

IMPROVERS.*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
15 years of age ..	44	93 6	16 years of age ..	48	76 6
16 years of age ..	48	102 0	17 years of age ..	58	92 0
17 years of age ..	58	123 0	18 years of age ..	69	109 6
18 years of age ..	69	146 6	19 years of age ..	80	127 0
19 years of age ..	80	169 6	20 years of age ..	95	151 0
20 years of age ..	95	201 6			

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

PROPORTION (IN ANY PLACE).

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

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

OTHER EMPLOYEES.

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

	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead.			
Employee engaged on lead filters .. .. .	..	..	244 0
Employee engaged on carbonators .. .. .	..	..	243 0
Employee engaged on lead dryers .. .. .	..	..	242 0
Employee engaged on lead melting kettles .. .. .	..	..	241 6
General process worker .. .. .	..	..	239 0
All others .. .. .	..	..	234 0
Elsewhere—			
Varnish maker or natural gum runner	261 0	3 0	264 0
Oil boiler or burner or chemical colour maker	255 0	3 0	258 0
Tinter of paint, lacquer or enamel	251 0	3 0	254 0
Varnish maker's assistant	240 0	3 0	243 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	238 0	3 0	241 0
All other males	231 0	3 0	234 0
All other females	160 9	3 0	163 9

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 339]

THURSDAY, MAY 15.

[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.

PASTRYCOOKS BOARD.

Clause 2 of the Determination made on the 21st February, 1952, and in force on the 21st February, 1952, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 40 Hours.

Experience.	Commencing Age.				Overtime— For overtime rates for Apprentices and Improvers, see clause 7.
	Under 17 Years.		17 Years and Over.		
	Percentage of Basic Wage.	Total Weekly Rate.	Percentage of Basic Wage.	Total Weekly Wage.	
		s. d.		s. d.	
First Year	25	53 0	35	74 0	
Second Year	35	74 0	47	99 6	
Third Year	47	99 6	66	140 0	
Fourth Year	66	140 0	90	191 0	
Fifth Year	90	191 0	..	..

NOTE:—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 26s. per week of 40 hours, and thereafter one improver to every six additional such workers.

No. 339.—4412/52.—PRICE 3d.

JUVENILE WORKERS.

Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Basic Wage.	Weekly Wage.
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
14 years of age	26	55 0	..	..	..	..
15 years of age	30	63 6	33	52 6	40	83 6
16 years of age	34	72 0	35	55 6	45	71 6
17 years of age	40	85 0	45	71 6	53	84 6
18 years of age	45	95 6	49	78 0	61	97 0
19 years of age	50	106 0	54	86 0	69	109 6
20 years of age	59	125 0	58	92 0	76	121 0

OTHER EMPLOYEES.

Wages Per Week of 40 Hours.

	Weekly Wage.
	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	277 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornament, or ornamental worker under his or her charge	272 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	264 0
All other males	226 0
Females engaged in general work	159 0

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40.

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



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No. 340]

THURSDAY, MAY 15.

[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.

PHOTOGRAPHERS BOARD.

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

2.

WAGES.

APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.		
	Wages per Week.					Wages per Week.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
16 years of age or under..	35	74 0	47	74 0	Operator of a camera other than—		
17 years of age..	46	97 6	55	87 6	(i) An operator of an enlarging camera, and/or		
*18 years of age..	62	131 6	69	109 6	(ii) An operator making copy negatives from flat originals—		
*19 years of age..	78	165 6	82	130 6	*21 years of age ..	218 0	171 0
*20 years of age..	97	205 6	94	149 6	*22 years of age ..	232 0	199 6
					23 years of age or over ..	254 0	222 0
					Artists colouring or working up ..	233 6	168 6
					Retouchers ..	237 6	174 6
					Printers or developers—		
					(a) Developing plates or films exposed by amateurs, or		
					(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	237 6	170 0
					Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	237 6	183 6
					All others (including spotters) ..	231 0	160 0

PROPORTION.	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.	
<i>Improvers.</i>	
Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.	

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

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

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THURSDAY, MAY 15.

[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.

PLASTER OF PARIS BOARD.

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

2.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 17 years of age	48	102 0	2 9	104 9	(a) MILL EMPLOYEES.			
17 years of age ..	63	133 6	3 9	137 3	Caloiner	259 6	6 0	265 6
18 " " ..	78	165 6	4 6	170 0	Mechanical shovel attendant ..	249 6	6 0	255 6
19 " " ..	93	197 0	5 6	202 6	Bagger	245 0	6 0	251 0
20 " " ..	100 + 3s.	215 0	6 0	221 0	All others	235 6	6 0	241 6
PROPORTION (IN ANY PLACE).					(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving not less than 241s. 6d. per week.					Manager in charge of gypsum pit	279 6	..	279 6
					Gypsum raisers	225 6	..	225 6

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

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

No. 341.—4414/52.—PRICE 3d.



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No. 342]

THURSDAY, MAY 15.

[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.

PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 397 of the 19th April, 1951, shall be replaced by the following clauses :—

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	66 6	56 0	No female shall be employed until she attains the age of fifteen years.
16 years of age ..	87 9	66 6	
17 years of age ..	109 0	77 3	
18 years of age ..	140 9	98 6	
19 years of age ..	162 0	109 0	
20 years of age ..	183 3	119 6	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

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

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 225s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 164s. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 164s. per week of 40 hours.

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

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

3.

ADULT MALES.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Plastic Section.</i>		
1. Operator on warming and/or masticating mill		11 11 0
2. Operator on mixing mill		11 19 0
3. Operator in charge of forcing or extruding machine		11 13 0
4. First assistant on Calender, 48 inches and over		11 15 6
5. First assistant on Calender under 48 inches		11 9 0
6. Operator in charge of Calender, 72 inches and under		12 7 0
7. Operator in charge of Calender over 72 inches		12 12 0
8. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing		12 9 0
9. Plastic press operator (other)		11 16 0
10. Process worker, i.e., a person employed—		
(a) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines ;		
(b) in the powder room		11 14 0
11. Employee engaged in any operation not set out above		11 5 0
<i>Casein Section.</i>		
12. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe		12 9 0
13. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz. :—pressure, temperature and time of curing		12 9 0
14. Plastic press operator (other)		11 16 0
15. Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines		11 14 0
16. Employee engaged in any operation not set out above		11 5 0

ADULT FEMALES.

		Wages per Week of 40 Hours
		£ s. d.
All adult females		8 4 0

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



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No. 343]

THURSDAY, MAY 15.

[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

PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III, and IV of the Determination published in *Government Gazette* No. 29 of the 24th January 1952, shall be replaced by the following clauses:—

PART I.

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

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

1. (a)

WAGES PER WEEK.

										£ s. d.
Fireman	..	..	..	..	..	..	..	..	..	12 18 6
A.B.	..	..	..	..	..	..	..	..	..	12 8 6

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

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	11 0 6	1 17 0	12 17 6
A.B.	10 11 3	1 17 0	12 8 3
Ordinary Seaman	9 8 10	1 8 0	10 16 10

PART III.

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

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

WAGES PER WEEK.

1 (a) Day Workers :—

											£	s.	d.
A.B.	..	..	..	..	..	..	..	..	..	..	11	18	0
Deck Hand	..	..	..	..	..	..	..	..	..	..	11	9	0
Fireman	..	..	..	..	..	..	..	..	..	..	12	7	0
Greaser	..	..	..	..	..	..	..	..	..	..	12	8	0
Winchman	..	..	..	..	..	..	..	..	..	..	12	4	6
Coal Gang Hand	..	..	..	..	..	..	..	..	..	..	11	18	0
Diver	..	..	..	..	..	..	..	..	..	..	14	18	0

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

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

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

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

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

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

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

PART IV.

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

WAGES PER WEEK.

1. (a) Day Workers :—

											£	s.	d.
A.B.	..	..	..	..	..	..	..	..	..	..	11	18	0
Deck Hand	..	..	..	..	..	..	..	..	..	..	11	9	0
Fireman	..	..	..	..	..	..	..	..	..	..	12	7	0
Greaser	..	..	..	..	..	..	..	..	..	..	12	8	0
Winchman	..	..	..	..	..	..	..	..	..	..	12	4	6
Coal Gang Hand	..	..	..	..	..	..	..	..	..	..	11	18	0

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

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

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

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

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

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

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

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

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



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THURSDAY, MAY 15.

[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.

POSTERHANGERS BOARD.

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

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	87 0	Posterhangers or Billposters ..	232 0
2nd " "	47	99 6		
3rd " "	59	125 0		
4th " "	69	146 6		
5th " "	73	155 0		
6th " "	79	167 6		
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 232s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 232s. per week.				

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

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No. 345]

THURSDAY, MAY 15.

[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.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 398 of the 19th April, 1951, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	66 6	56 0	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	87 9	66 6	
17 years of age ..	109 0	77 3	
18 years of age ..	140 9	98 6	
19 years of age ..	162 0	109 0	
20 years of age ..	183 3	119 6	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

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

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 225s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 164s. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 164s. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 164s. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 161s. 6d. per week of 40 hours.

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

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

3.

ADULT MALES (OTHER THAN CABLE MAKING).

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

ADULT MALES (OTHER THAN CABLE MAKING)—continued.

	Wages per Week of 40 Hours.
	£ s d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	11 15 6
40. Operator on lathe engaged fashioning biased bowls	11 15 6
41. Operator dipping balloons and/or other dipped goods	11 11 0
42. Operator of rubber-thread cutting lathe	11 13 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	11 11 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	11 5 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	11 15 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	11 13 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	11 11 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	11 18 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	11 15 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	11 15 6
51. Operator engaged in making and/or moulding solid motor tyres	11 9 0
51A. Operator racking green motor tyres	11 7 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	11 11 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	11 13 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	11 15 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	11 12 0
56. Operator engaged on belt-making machine	11 9 0
57. Operator laying mats, tiles, or rubber flooring	11 18 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	11 18 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	11 11 0
60. Operator re-treading new tyres	11 9 0
61. Maker of air bags with extruded material	11 11 0
62. Maker of air bags (not otherwise classified)	11 18 0
62A. Operator buffing air bags	11 8 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	11 7 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	11 13 0
64. Operator in charge of forcing machine straining rubber	11 9 0
65. Operator in charge of textile cutting machine	11 11 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	11 9 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	12 0 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	11 11 0
69. First assistant on calender 48 inches and over	11 15 6
70. First assistant on calender under 48 inches	12 9 0
71. Operator in charge of calender 72 inches and under	12 7 0
72. Operator in charge of calender over 72 inches	12 12 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	11 16 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand	11 11 0
75. Storeman in charge of moulds	11 7 0
76. Operator engaged in mould burning	11 7 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	11 9 0
(b) other	11 11 0
78. Operator joining and/or repairing fabric liners	11 7 0
79. Operator cutting raw rubber by machine or press	11 7 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	11 11 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	11 5 0
82. Operator on mixing mill	11 18 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	11 11 0
84. Heaterman in charge of curing pan and/or dry heater	11 11 0
85. Operator in charge of forcing machine	11 13 0
86. First assistant on calender 48 inches and over	11 15 6
87. First assistant on calender under 48 inches	11 9 0
88. Operator in charge of calender 72 inches and under	12 7 0
89. Operator in charge of calender over 72 inches	12 12 0
90. Fine wire-drawing machine operator	11 11 0
91. Medium wire-drawing machine operator	11 11 0
92. Wire-drawing (tandem) machine operator	11 11 0
93. Annealing furnace operator	11 11 0
94. Pickling plant operator	11 9 0
95. Wire-winding machine operator	11 9 0
96. Fine wire-tinning machine operator	11 9 0
97. Medium wire-tinning machine operator	11 11 0
98. Assisting tinning-machine operator	11 9 0
99. Bunching machine operator	11 9 0
100. Stranding and/or armouring machine operator	11 11 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	11 9 0
102. Lapping machine operator	11 11 0
103. Longitudinal machine operator	11 11 0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.
	£ s. d.
104. Longitudinal machine assistant	11 9 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator ..	11 9 0
106. Laying up machine operator	11 11 0
107. Laying up machine assistant	11 9 0
108. Repairer of cables	11 11 0
109. Spark testing machine operator	11 11 0
110. Tank test attendant	11 9 0
111. Operator employed jointing cables	11 11 0
112. Operator on waxing and/or compounding and/or impregnating machine	11 11 0
113. Helper on waxing and/or compounding and/or impregnating machine	11 9 0
114. Lacquering machine operator	11 11 0
115. Lacquering machine helper	11 9 0
116. Lead press operator for cables	11 15 6
117. Lead press assistant for cables	11 9 0
118. Lead stripping machine operator for cables	11 9 0
119. Marking machine operator	11 11 0
120. Rubber slitting machine operator	11 11 0
121. Rubber slitting machine helper	11 9 0
122. Taping and/or de-taping machine operator	11 9 0
123. Inspector and/or examiner of cables	11 11 0

ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females	8 4 0

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



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No. 346]

THURSDAY, MAY 15.

[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 power 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.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 72S of the 27th July, 1951, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.			Other Parts of Victoria.		
	£	s.	d.	£	s.	d.
Journeyman	12	12	0	12	9	0
Journeywomen	8	15	0	8	12	6

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

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

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

(b) Female working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 346.—4422/52.—PRICE 3D.

APPRENTICES—MALES.

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

							Wages Per Week.	
							Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
							s. d.	s. d.
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 :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiphong maker; (5) Collar maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

							Wages Per Week.	
							Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
							s. d.	s. d.
Under 16 years 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.

1
2 to 20
Over 20

JUNIOR WORKERS INCLUDING
APPRENTICES.

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

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

JUNIOR WORKERS—FEMALES.

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

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
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 3.

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

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

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

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



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No. 347]

THURSDAY, MAY 15.

[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

RABBIT PROCESSING BOARD.

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

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.								Percentage of Basic Wage.		Total Wage.
								%	s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	..	42		89 0
16 years of age	..	..	..	..	..	..	..	57		121 0
17 years of age	..	..	..	..	..	..	..	69		146 6
18 years of age	..	..	..	..	..	..	..	90		191 0
19 years of age	..	..	..	..	..	..	..	100	+ 29 0	241 0
20 years of age	..	..	..	..	..	..	..	100	+ 35 6	247 6

PROPORTION.

Males and Females

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

Other Employees.								Total Ordinary Wage.	
								£	s. d.
Rabbit skimmers or boners	..	..	..	..	..	..	..	14	11 0
Grader who grades for the export trade	..	..	..	..	..	..	..	14	16 6
Females washing, processing and/or packing rabbits	..	..	..	..	..	..	..	14	2 6
All others	..	..	..	..	..	..	..	14	2 6

PIECEWORK.

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

Skinning rabbits (heads off)	..	..	..	..	..	..	6s. 4·6d. per 100
Skinning rabbits (heads on)	..	..	..	..	..	..	8s. 4·5d. per 100
Skinning hares	..	..	..	..	..	..	24s. 10·1 d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber)	..	..	..	..	..	..	2·6925d. per lb.

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

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



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THURSDAY, MAY 15.

[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.

RETAIL DAIRY BOARD.

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

2.

Improvers.					Other Employees.				
Wages Per Week of 40 Hours.					Wages.*				
	Shift Workers.		All Others.			Per Week of 40 Hours.			
	Percentage of Basic Wage.	Amount.	Percentage of Basic Wage.	All Others.					
				Weekly Wage.		Weekly Wage.			
		s. d.		s. d.		s. d.	s. d.		
Under 16 years ..	..	..	50	*106 0	Manager	*266 6	*255 6
16-17 years ..	..	..	58	*123 0	Foreman	*261 6	*250 6
17-18 years ..	..	..	66	*140 0	Operator of—		
18-19 years ..	84	*178 0	75	*159 0	Pasteurizer	*247 6	*236 6		
19-20 years ..	92	*195 0	84	*178 0	Separator or milk cooler ..	*242 6	*231 6		
20-21 years ..	98	*208 0	90	*191 0	Washer or sterilizer of cans or bottles	*242 6	*231 6		
					All others	*241 6	*230 6		
PROPORTION (IN ANY PLACE).									
Wales.									
One improver to every eight or fraction of eight workers receiving not less than 230s. 6d. per week of 40 hours.									

PROPORTION (IN ANY PLACE).

Wales.

One improver to every eight or fraction of eight workers receiving not less than 230s. 6d. per week of 40 hours.

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

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

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

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

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

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

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

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No. 349]

THURSDAY, MAY 15.

[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 power 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.

ROAD PATROLMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 486 of the 4th May, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination	13	4	0

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

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

No. 349.—4420/52.—PRICE 3d.

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No. 350]

[1952

Acting Secretary for Labour

No. 350.—4423/52.—PRICE 3D.

WAGES—continued.

(a) Apprentices, Improvers or Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
	MALES.	
		Per Week of 40 Hours.
	<i>Shed and Factory Hands.</i>	
	Persons employed treating, crushing, or refining salt:—	
	Shed hand in charge of seven or more men	s. d. 250 0
	Shed hand in charge of six or less men	243 0
	Shed hand who is required to stack	237 0
	Shift Foreman—	
	In charge of a wet and dry plant	258 0
	In charge of a dry plant	250 0
	In charge of a wet plant	250 0
	Millwrights	250 0
	Hydro Operator	240 6
	Tutosal Operator, i.e., an employee responsible for mixing	235 6
	All Others	234 0
	<i>By-products Section.</i>	
	Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitters and treating such products	
		244 6
	Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitters and treating such products	
		243 0
	All others	237 0
	FEMALES.	
	All Adults	159 0

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

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



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THURSDAY, MAY 15.

[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.

SAND PIT BOARD.

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

WAGES.

2.

Apprentices and Improvers.			Other Employees.	
—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	—	Wages Per Week of 40 Hours.
	%	s. d.		s. d.
Under 16 years of age ..	31	65 6	Leading hand in charge of four or more employees	223 0
16 years of age ..	40	85 0	Powder monkey employed in sand pit ..	225 0
17 " " ..	49	104 0	Nozzleman	216 0
18 " " ..	58	123 0	Ploughman	216 0
19 " " ..	68	144 0	Tipman	216 0
20 " " ..	77	163 0	Scoopman	216 0
PROPORTION.			Shoveller	216 0
(Within any factory or place).			Shaft sinker	223 0
Apprentices.			Pneumatic pickman	221 0
One apprentice to every three or fraction of three workers			Jumpersman	221 0
receiving not less than the minimum wage.			Pickman	216 0
An indenture of apprenticeship prescribed by the Board			Drivers—	
was approved on 18th June, 1924.			One horse	215 0
Improvers.			Two horses	218 0
One improver to every five or fraction of five workers			Three horses	221 0
receiving not less than the minimum wage.			Motor vehicle having maker's capacity of—	
			25 cwt. or less	221 0
			Over 25 cwt., but not over 3 tons ..	225 0
			Over 3 tons, but under 6 tons ..	228 0
			All others	212 0

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

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No. 352]

THURSDAY, MAY 15.

[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.

SAUSAGE CASINGS BOARD.

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

2.

WAGES.

Juvenile Workers.

	Per Week of 40 Hours.			
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	78	124 0	58	123 0
17 years of age	99	157 6	74	157 0
18 " "	100 + 23s.	182 0	91	193 0
19 " "	100 + 44s.	203 0	100 + 8s.	220 0
20 " " .. .. .	..	Adult female rate	100 + 44s.	256 0

	Per Week of 40 Hours.		
	Weekly Rate.	War Loading (Non-adjust- able).	Total Weekly Wage.
<i>Other Employees.</i>			
Females employed at selecting	s. d. 230 0	s. d. 4 0	s. d. 234 0
Other persons employed at casing factories	288 0	4 0	292 0

	Wages per Day.		
	Monday to Friday, inclusive.		
	Daily Rate.	War Loading (Non- Adjustable).	Total Daily Wage.
Pullers-off and strippers	s. d. 57 7½	d. 9½	s. d. 58 4½

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

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THURSDAY, MAY 15.

[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.

SEWAGE DISTRIBUTION BOARD.

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

WAGES PER WEEK.

											£	s.	d.
2. (a)	Leading waterman	..	..	..	..	..	..	..	..	..	12	17	0
	Waterman	..	..	..	..	..	..	..	..	..	12	6	0
	Groundsman	..	..	..	..	..	..	..	..	..	12	6	0

Maintenance Work.

Ganger (i.e., a man in charge of over six men)	..	..	..	..	..	..	..	..	..	..	12	11	0
Leading hand (i.e., a man in charge of from three to six men)	..	..	..	..	..	..	..	..	..	..	12	5	0
All others	..	..	..	..	..	..	..	..	..	..	11	16	0

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

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

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

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

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

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

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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 1159 of the 18th November, 1951, shall be replaced by the following clause:—

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
	Males.		Females.			Within the Metropolitan District: the Cities of Geelong and Geelong West; and the Town of Newtown and Chillwell.	All other parts of Victoria where this Determination applies.
	Per-centage of Basic Wage.		Per-centage of Female Basic Wage.				
		<i>s. d.</i>		<i>s. d.</i>	MALES.	<i>s. d.</i>	<i>s. d.</i>
Under 16 years ..	30	63 6	34	54 0	Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by boot dealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department ..	274 0	271 0
16 years ..	47	99 6	45	71 6	Salesmen	249 0	246 0
17 years ..	63	133 6	55	87 6	Persons employed in the parcels or country order office, or as packers, porters, or storemen ..	249 0	246 0
18 years ..	80	169 6	64	102 0			
19 years ..	96	203 6	73	119 0			
20 years ..	100 plus 13s.	225 0	85	135 0			

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.

PROPORTION (IN ANY SHOP OR PLACE).
APPRENTICES.

Males.

One male apprentice to every three or fraction of three male persons receiving not less than 246s. per week of 40 hours.

Females.

One female apprentice to every three or fraction of three female persons receiving not less than 169s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.

IMPROVERS.
Males.

Two male improvers to one	} male persons receiving not less than 246s. per week of 40 hours.
Four " " " two	
Five " " " three	
Six " " " four	
Seven " " " five	
Eight " " " six	
Nine " " " seven	
Ten " " " eight	

and thereafter one additional male improver to every two or fraction of two additional.

Improvers.	Other Employees.		
	Wages per Week of 40 Hours.		
		Within the Metro- politan District the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
</			

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



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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 657 of the 21st June, 1951, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4).				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					s. d.
1st year	72 0	104 0	104 0	127 0	Under 16 years of age .. .. .	..	..	..	81 0
2nd year	104 0	127 0	127 0	159 0	16 and under 17 years of age .. .. .	..	..	..	90 6
3rd year—					17 and under 18 years of age .. .. .	..	..	..	98 6
1st 6 months	127 0	159 0	159 0	205 6	18 and under 19 years of age .. .. .	..	..	..	108 0
2nd 6 months	148 6	169 6	169 6	217 0	19 and under 20 years of age .. .. .	..	..	..	119 0
4th year—					20 and under 21 years of age .. .. .	..	..	..	129 0
1st 6 months	159 0	180 0	205 6	Minimum wage					
2nd 6 months	169 6	191 0	217 0						
5th year—									
1st 6 months	180 0	205 6	Minimum wage						
2nd 6 months	191 0	217 0							
6th year—									
1st 6 months	205 6	Minimum wage							
2nd 6 months	217 0								
Thereafter	Minimum wage								

PROPORTION (BY ANY EMPLOYEE).

Apprentices.

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

Improvers.

Two female improvers to every female adult worker receiving not less than the minimum wage.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.

Improvers.

One improver to every four workers receiving not less than 255s. per week of 40 hours.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
						Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
					Males.	s. d.	s. d.	s. d.
Adult females	Females (see Clause 4).	..	..	186 0	Males	252 0	3 0	255 0

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

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



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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 68 of the 25th January, 1951, shall be replaced by the following clause:—

2.

(a) *Apprentices.*

WAGES PER WEEK OF 40 HOURS.					PROPORTION. (In any shop or place.)
	Percentage of Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
		s. d.	s. d.	s. d.	
1st year ..	21	44 6	0 6	45 0	One apprentice to one or more than one worker receiving not less than the minimum wage: Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd year ..	28	59 6	0 6	60 0	
3rd year ..	38	80 6	1 0	81 6	
4th year ..	47	99 6	1 0	100 6	
5th year ..	60	146 6	2 0	148 6	

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz. :—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Female Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
16 years of age ..	26	41 6	0 6	42 0
17 years of age ..	41	65 0	0 6	65 6
18 years of age ..	45	71 6	1 0	72 6
19 years of age ..	55	87 6	1 0	88 6
20 years of age ..	63	100 0	1 0	101 0

(c) *Other Employees.*
WAGES PER WEEK OF 40 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein ..	17 4 0	6 0	17 10 0	14 11 0	6 0	14 17 0
Chief Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop ..	15 17 6	6 0	16 3 6	13 4 6	6 0	13 10 6
Pharmaceutical Chemist i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist ..	14 11 6	6 0	14 17 6	11 18 6	6 0	12 4 6
Unregistered Pharmaceutical Chemist i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board ..	12 7 0	3 0	12 10 0	9 14 0	3 0	9 17 0
Shop Assistant i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same ..	..	..	..	8 11 6	3 0	8 14 6

A relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be, and be paid at the rate provided for a Manager Pharmaceutical Chemist whilst so required to act.

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



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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 14 (FURNITURE DEALERS).

Clause 2 of the Determination published in *Government Gazette* No. 996 of the 28th September, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.		
	Percentage of Basic Wage.	s.	d.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
Under 15 years of age	33	70	0			
15 years of age	37	78	6			
16 years of age	48	102	0			
17 years of age	58	123	0			
18 years of age	78	165	6			
19 years of age	97	205	6			
20 years of age	100 + 11/-	223	0			
PROPORTION (within any shop).						
APPRENTICES.						
One apprentice to every three or fraction of three workers receiving not less than 249s. per week.						
IMPROVERS.						
One improver to every two or fraction of two workers receiving not less than 249s. per week.						
				Person in charge of a shop (including a branch shop)	263 0	260 0
				Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen	252 0	249 0
				Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)	243 6	240 6
				Other storemen or packers	239 0	236 0
				All others	235 0	232 0

Clauses, other than clause 2, 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.

SHOPS BOARD No. 15 (GROCERS).

Clause 2 of the Determination published in *Government Gazette*, No. 1014 of the 12th October, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.	Wages per Week of 40 Hours.*	
				Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.
WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours.		s. d.	s. d.
Under 15 years of age	27	57 0	(a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	280 0	277 0
15 years of age..	35	74 0	(b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	260 6	257 6
16 years of age..	48	102 0	(c) Canvasser, i.e., an employee soliciting or collecting orders	245 0	242 0
17 year of age..	59	125 0	(d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	239 9	236 9
18 years of age..	73	155 0	(e) Driver of motor vehicle with a carrying capacity of over 25 cwt.	242 6	239 6
19 years of age..	92	195 0	(f) Driver of three or more horses	245 0	242 0
20 years of age..	100+1/6	213 6	(g) Driver of two horses	242 6	239 6
Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above. The Board has prescribed a form of indenture which must be used. PROPORTION (in any shop or place). <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 242s. per week of 40 hours. <i>Improvers.</i> One improver to every three workers receiving not less than 242s. per week of 40 hours. "Worker" includes an owner or partner acting as working manager.			(h) Driver of one horse	239 9	236 9
			(i) Stableman	237 0	234 0
			(j) All others	245 0	242 0

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles. Clauses, other than clause 2, 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.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination published in *Government Gazette* No. 531 of the 25th May, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)			Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.			WAGES.		Per week of 40 hours.	Per week of 40 hours.
	Percentage of Basic Wage.	Per week of 40 hours. s. d.			£ s. d.	£ s. d.
Under 16 years of age	25	53 0	Departmental managers, or branch managers having under their control— 3 or more salesmen, 21 years of age or over		14 7 0	14 4 0
16 years of age	33	70 0	Other Branch Managers		13 9 0	13 6 0
17 "	42	89 0	Outside salesmen		12 12 6	12 9 6
18 "	56	118 6	Salesmen or Buyers		12 9 9	12 6 0
19 "	72	152 6	Assemblers of Ordered Goods		12 2 0	12 2 0
20 "	94	199 6	NOTE.—See Clause 20 re Definitions.			
Proportion (in any shop or place).						
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.						
One improver to one worker	Receiving not less than the rates fixed for assemblers of ordered goods.					
Two improvers to two, three or four workers						
Three improvers to five, six or seven workers						
Four improvers to eight workers						
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.						

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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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 980 of the 21st September, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.		
WAGES.	Per Week of 40 Hours.				WAGES.	Per Week of 40 Hours.	
	Males.		Females.			s. d.	
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.			
15 years of age or under	33	70 0	41	65 0	Departmental Manager or Manageress, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..	264	0
16 years of age ..	42	89 0	51	81 0	First assistant, male or female, 25 years of age, where two or more persons over the age of 19 years are employed ..	259	0
17 years of age ..	60	127 0	69	109 6			
18 years of age ..	74	157 0	81	129 0			
19 years of age ..	90	191 0	100 plus 1/6	160 6	*All others { Male	249	0
20 years of age ..	100 plus 6/6	218 6	100 plus 25/6	184 6	Female	186	6

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

* Provided that any employee in charge of a kiosk, or stall notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

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

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

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THURSDAY, MAY 15.

[1952

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

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

H. N. JONES,
Acting Secretary for Labour.

Clause 2 of the Determination published in *Government Gazette* No. 981 of the 21st September, 1951, shall be replaced by the following clause:—

Apprentices or Improvers.					Other Employees.				
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.			
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Within the Metropolitan District.	All other parts of Victoria where this Determination applies.		
						Males.	Females.	Males.	Females.
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under ..	31	65 6	36	57 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—				
16 years of age ..	38	80 6	46	73 0	Where two such persons are under his or her control ..	262 6	200 0	262 6	200 0
17 years of age ..	48	102 0	56	89 0	Where three or more such persons are under his or her control ..	273 0	214 0	273 0	214 0
18 years of age ..	62	131 6	65	103 6					
19 years of age ..	76	161 0	75	119 0					
20 years of age ..	91	193 0	84	133 6					
PROPORTIONS (by any employer).					<i>All Others.</i>				
<i>Apprentices.</i>					(a) Employed in connexion with the sale or distribution of newspapers	239 6	159 6	236 6	159 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					(b) Employed at any other work ..	247 0	163 6	244 0	159 0
An indenture of apprenticeship has been prescribed by the Board.									
<i>Improvers.</i>									
Two improvers to each adult worker receiving not less than 23s. 6d. per week of 40 hours in the case of a male adult and 15s. per week of 40 hours in the case of a female adult.									

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

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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 22 (MOTOR REQUISITES.)

Clause 2 of the Determination published in *Government Gazette* No. 1085 of the 8th November, 1951, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.				PROPORTION (in any Shop).	
<i>Male or Female.</i>					
		Percentage of Basic Wage.	s. d.		
15 years of age or under	.. ..	28	59 6	<i>Apprentices.</i>	
16 years of age	.. ..	38	80 6	One apprentices to every three or fraction of three persons receiving not less than the minimum wage.	
17 years of age	.. ..	52	110 0		
18 years of age	.. ..	66	140 0	<i>Improvers.</i>	
19 years of age	.. ..	86	182 6	Two improvers to every worker receiving not less than the minimum wage.	
20 years of age	.. ..	100 + 5s.	217 0		

ALL OTHER EMPLOYEES.				Wages per Week of 40 Hours.	
				Males.	Females.
				s. d.	s. d.
Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department)				249 0	232 0
Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit				229 0	197 0
Other salesman or saleswoman				249 0	232 0

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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THURSDAY, MAY 15.

[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.

SHOPS BOARD No. 3 (BUTCHERS).

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

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

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

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	16 19 0	6 0	17 5 0
Slaughterman	16 5 3	6 0	16 11 3
Head and Feet Boners	13 16 0	3 0	13 19 0
Scalders	13 16 0	3 0	13 19 0
Meat Lumpers	13 12 6	3 0	13 15 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	13 8 6	3 0	13 11 6
General labourers	13 5 6	3 0	13 8 6

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

2. (A)—continued.

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

2. (A)—*continued.**Division E.—Carters and Drivers (Not Elsewhere Included).*

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	12 4 0	12 10 6	12 4 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	12 8 0	12 14 6	12 8 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	12 11 0	12 17 6	12 11 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	11 19 0	12 5 6	11 19 0
(ii) two horses	12 4 0	12 10 6	12 4 0
(iii) three horses	12 7 0	12 13 6	12 7 0
(iv) four horses	12 9 0	12 15 6	12 9 0

Division F.—Employees on Gas Producer Units.

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

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	6 15 6	Under 18 years	85	9 0 0
2nd year's experience	77	8 3 0	18 years and under 19 years ..	100 + 1s. 6d.	10 13 6
3rd year's experience	88	9 6 6	19 years and under 20 years ..	100 + 13s. 6d.	11 5 6
4th year's experience	100 + 21s.	11 13 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			
PROPORTION (BY ANY EMPLOYER).			PROPORTION (BY ANY EMPLOYER).		
<i>Apprentices.</i>			No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District. No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.			One improver to every five drivers receiving not less than the minimum wage.		
<i>Improvers.</i>					
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.					

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

										£ s. d.
<i>Five-year Term—</i>										
First year	..	..	..	..	..	..	..	..	..	3 12 6
Second year	..	..	..	..	..	..	..	..	..	4 16 6
Third year	..	..	..	..	..	..	..	..	..	7 4 6
Fourth year	..	..	..	..	..	..	..	..	..	9 3 6
Fifth year	..	..	..	..	..	..	..	..	..	11 7 6
<i>Four-year Term—</i>										
First year	..	..	..	..	..	..	..	..	..	4 5 0
Second year	..	..	..	..	..	..	..	..	..	6 0 6
Third year	..	..	..	..	..	..	..	..	..	9 3 6
Fourth year	..	..	..	..	..	..	..	..	..	11 7 6

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

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

Saving.

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

Contract of Apprenticeship.

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

Probationary Period.

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

Tuition During Apprenticeship.

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

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

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

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

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

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

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

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

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

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

Period of Apprenticeship.

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

Wages.

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

Conditions of Employment.

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

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

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

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

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

											Thereafter.
											£ s. d.
First year	..	..	..	..	..	..	..	..	..	..	4 5 0
Second year	..	..	..	..	..	..	..	..	..	..	5 9 0
Third year	..	..	..	..	..	..	..	..	..	..	7 9 0
Fourth year	..	..	..	..	..	..	..	..	..	..	10 1 0
Fifth year	..	..	..	..	..	..	..	..	..	..	11 10 0

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

Proportion of Apprentices and Improvers.

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

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



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THURSDAY, MAY 15.

[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.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, 4(a), 4(b), 4(c), 4(d), and 4(e) of Part I., and clause 24 of Part III. of the Determination published in Government Gazette No. 18 of the 18th January, 1952, shall be replaced by the following clauses:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.
APPRENTICES AND IMPROVERS.

2.

Wages Per Week of 40 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	174 0	57 0	67 0	65 0	57 0	APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923. MALE IMPROVERS. Egg Packing Establishments. One male improver to every two or fraction of two male workers receiving not less than 260s. per week of 40 hours. Any Other Place. One male improver to every four or fraction of four male workers receiving not less than 242s. per week of 40 hours. FEMALE IMPROVERS. Laundries. One female improver to every three or fraction of three female workers receiving not less than 167s. 6d. per week of 40 hours. Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces. Two female improvers to every three or fraction of three female workers receiving not less than 168s. per week of 40 hours. Egg Packing Establishments. One female improver to every three or fraction of three female workers receiving not less than 185s. 6d. per week of 40 hours. Any Other Place. One female improver to every four or fraction of four female workers receiving not less than 161s. 6d. per week of 40 hours.
16 to 17 years of age		76 6	76 6	87 6	76 6	
17 to 18 years of age		102 0	87 6	98 6	87 6	
18 to 19 years of age		144 0	97 0	116 0	97 0	
19 to 20 years of age		217 0	117 6	127 0	113 0	
20 to 21 years of age	238 0	215 0	133 6	149 6	129 0	

Provided that any female improver employed packing or sorting laundry work shall, after completing three years' experience, be paid the wage fixed for an adult.

3.

OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s.	d.
Under 16 years of age	84	6
16 to 17 years of age	106	0
17 to 18 years of age	122	0
18 to 19 years of age	146	6
19 to 20 years of age	190	6
20 to 21 years of age	217	0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 40 Hours.

	s.	d.
(i) Storemen or Packers	238	0
Leading hands—as defined in clause 22 hereof—		
(I.)	243	0
(II.)	248	0
(III.)	248	0
(IV.)	258	0

(ii) Casual hands shall be paid at the rate per hour of 7s. 4½d. adjustable under clause 65 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i)

Males employed in (or on) or in connexion with—

	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fungating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Book Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Fessian, Jute or Cotton) Stores, Tobacco, Paint, Putters, Oil, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10	11
WAGES PER WEEK OF—											
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(a) Works singly or is assisted by a person under 18 years of age ..	258 0	249 8	253 0	245 0	244 6	255 0	244 6	246 6	254 0	242 0	246 6
(b) 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 ..	258 0	249 8	253 0	247 6	246 9	261 3	246 9	253 9	256 3	244 3	248 9
(ii) 7 or more such persons ..	258 0	249 8	253 0	261 6	261 6	275 9	261 6	262 9	270 3	266 9	262 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0	250 0
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	244 6	..	244 6	246 6	254 0	242 0	246 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	247 0
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	242 0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	242 0
All male adults not otherwise provided for ..	258 0	249 8	253 0	242 0	240 0	255 0	240 0	242 0	250 9	240 0	242 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 7s. 7¹³/₂₀d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 11 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
- x) Wholesale softgoods warehouses.
- (xi) Any place not elsewhere included in clause 4 (b) or x (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store)	235 0	241 6	232 0
Storeman and/or Packer	239 8	246 0	236 6

4. (d)

EGG PACKING ESTABLISHMENTS.

Males.		Females.	
	40 Hours. s. d.		40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of her time to supervising the storing, packing, or sorting)—	
(a) Works singly	264 6	(a) Works singly	196 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons	266 9	(i) 1, 2, 3, 4, 5 or 6 such persons	198 6
(ii) 7 to 12 such persons	273 6	(ii) 7 to 12 such persons	204 6
(iii) 13 or more such persons	280 9	(iii) 13 or more such persons	210 6
Operator of power driven fork lift or similar mobile power driven stacking machine or device	250 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for	260 0	With less than eight weeks' experience	185 6
		With eight weeks' or more experience	195 6

4. (e)

OTHER FEMALES.

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours.	40 Hours.
	s. d.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly	178 0	164 6
(b) 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	185 0	167 6
(ii) 7 or more such persons	197 0	184 6
Females employed packing or sorting laundry work .. .. .	..	167 6
Packers of crockery, china, or glass ware .. .. .	..	181 0
All female adults not otherwise provided for	168 0	161 6

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 6s. 10½d. per hour.

Clauses, other than clauses 2, 3, 4(a), 4(b), 4(c), 4(d), and 4(e) of Part I., and clause 24 of Part III., of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 365]

THURSDAY, MAY 15.

[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.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 963 of the 13th September, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of industrial spindle polishing mops	12 6 0	12 3 0
Journeyman engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	12 12 0	12 9 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	12 6 0	12 3 0
All other Journeymen	12 12 0	12 9 0
Journeywomen engaged in machining industrial spindle polishing mops	8 15 0	8 12 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	8 7 6	8 5 0
All other Journeywomen	8 15 0	8 12 6

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

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

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

(b) Females working on large machines (7.5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 365.—4448/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	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 :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	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.

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.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	63 6	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.



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No. 366]

THURSDAY, MAY 15.

[1952]

Factories and Shops Acts.

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

1, 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.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 1000 of the 28th September, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.				Other Employees.			
						Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
MALES.				MALES.		s. d.	s. d.
Under 16 years of age	Percentage of Basic Wage.	s.	d.	(a) Person in charge of a shop			
16 years of age	27	57	0	Or,			
17	36	76	6	(b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	264	6	260 6
18	46	97	6	(c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant			
19	64	135	6				
20	81	171	6				
	99	210	0				
FEMALES.				FEMALES.			
Under 16 years of age	Percentage of Female Basic Wage.	s.	d.	Females	190	6	192 6
16 years of age	36	57	0				
17	45	71	6				
18	51	81	0				
19	59	94	0				
20	67	106	6				
	76	121	0				
PROPORTION (WITHIN ANY SHOP).							
Apprentices.							
MALES.							
One male apprentice to every three or fraction of three workers receiving not less than 245s. per week.							
FEMALES.							
One female apprentice to every three or fraction of three workers receiving not less than 192s. 6d. per week.							
Improvers.							
MALES.							
One male improver to every two or fraction of two workers receiving not less than 245s. per week.							
FEMALES.							
One female improver to every two or fraction of two workers receiving not less than 192s. 6d. per week.							

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

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No. 367]

THURSDAY, MAY 15.

[1952

Factories and Shops Acts.

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

1, 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.

SPORTS GROUND MAINTENANCE BOARD.

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

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
15 years of age or under	29	s. d. 61 6
16 years of age	32	68 0
17 years of age	37	78 6
18 years of age	51	108 0
19 years of age	61	129 6
20 years of age	73	155 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 Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	12 12 0
Groundsman or maintenance employee	11 17 0
All others	11 12 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	13 2 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	12 7 0
Groundsman	11 12 0
All others	11 9 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	13 2 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	12 7 0
Groundsman or maintenance employee	11 17 0
All others	11 12 0

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

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

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

No. 367.—4443/52.—PRICE 3d.

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No. 368]

THURSDAY, MAY 15.

[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.

SUGAR REFINERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 25th January, 1952, shall be replaced by the following clauses:—

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

2.

Wages per Week of 40 Hours.

Males.				Percentage of Basic Wage.	Weekly Wage.	Females.				Percentage of Female Basic Wage.	Weekly Wage.
					s. d.						s. d.
Under 16 years	..	..	..	34	72 0	Under 16 years	..	..	..	50	79 6
16 years	..	..	..	40	85 0	16 years	..	..	..	60	95 6
17 "	..	..	..	51	108 0	17 "	..	..	..	70	111 6
18 "	..	..	..	68	144 0	18 "	..	..	..	80	127 0
19 "	..	..	..	79	167 6	19 "	..	..	..	90	143 0
20 "	..	..	..	90	191 0	20 "	..	..	..	95	151 0

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—				
Unstoring raw sugar	226 0	11 0	5 0	242 0
Men cutting in	227 0	11 0	5 0	243 0
Whip hand unstoring raw sugar	222 0	11 0	5 0	238 0
Whip hand at elevator	222 0	11 0	5 0	238 0
Elevator attendant	227 0	11 0	5 0	243 0
Wash tank hands	220 0	11 0	5 0	236 0
Wash tank hands—assistants	219 0	11 0	5 0	235 0
Riggers	227 0	11 0	5 0	243 0
Melting House—				
Washing fugalmen	225 6	11 0	5 0	241 6
Melter attendant	220 0	11 0	5 0	236 0
Mixer	220 0	11 0	5 0	236 0
Carbonatation House—				
Men on liquor filter presses	221 0	11 0	5 0	237 0
Men on mud	221 0	11 0	5 0	237 0
Leading hand	233 0	11 0	5 0	249 0
Men on gas tank	226 0	11 0	5 0	242 0
Men on crushing and stacking lime	220 0	11 0	5 0	236 0
Men on washing and checking filterpress sheets	221 0	11 0	5 0	237 0
Char End—				
Kiln repairers	220 0	11 0	5 0	236 0
Kiln firemen	228 0	11 0	5 0	244 0
Wet charmen	228 0	11 0	5 0	244 0
Char runners	228 0	11 0	5 0	244 0
Pan Floor—				
First sugar boilers	246 0	11 0	5 0	262 0
Second sugar boilers	237 0	11 0	5 0	253 0
Employee attending triple effect and assistant sugar boiler	223 0	11 0	5 0	239 0
Pan attendant	220 0	11 0	5 0	236 0
Refined sugar fugalmen	225 6	11 0	5 0	241 6
Refined sugar fugalmen—Leading hands	235 6	11 0	5 0	251 6
Jelly House—				
Leading hand	230 6	11 0	5 0	246 6
Jelly fugalmen	220 0	11 0	5 0	236 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	230 0	11 0	5 0	246 0
Iceing mill attendant	220 0	11 0	5 0	236 0
Driers (leading hand)	230 0	11 0	5 0	246 0
Driers (others)	220 0	11 0	5 0	236 0
Automatic scale attendant	229 0	11 0	5 0	245 0
Automatic scale hands	220 0	11 0	5 0	236 0
Employee engaged loading trucks	220 0	11 0	5 0	236 0
Bag room checkers	220 0	11 0	5 0	236 0
Truckers and stackers	220 0	11 0	5 0	236 0
Leading hand packing floor	230 0	11 0	5 0	246 0
Hand packing sugar	220 0	11 0	5 0	236 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	221 0	11 0	5 0	237 0
Golden syrup and treacle mixer	223 0	11 0	5 0	239 0
Liquor runners	236 0	11 0	5 0	252 0
Liquor runners—assistants	220 0	11 0	5 0	236 0
Distillery—				
Stillman	239 0	11 0	5 0	255 0
Mashman	226 0	11 0	5 0	242 0
C.O2 Dottle Attendant	229 0	11 0	5 0	245 0
Spirit and Methylating Rooms—				
Leading hand	241 6	11 0	5 0	257 6
Assistants	225 6	11 0	5 0	241 6
Cane-ite Store—				
Men storing and unstoring cane-ite and hardboard	221 0	11 0	5 0	237 0
Leading hand cleaning gang	230 0	11 0	5 0	246 0
Unstoring and/or loading bales for shipment	231 0	11 0	5 0	247 0
All others	217 0	11 0	5 0	233 0
Adult females (a) with less than 6 months' experience at the trade .. .. .	..	..	..	159 3
(b) with 6 months or more experience at the trade .. .. .	..	..	..	161 3

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



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No. 369]

THURSDAY, MAY 15.

[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.

TANNERS (FURRED SKINS) BOARD.

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

2.

ADULT MALES.

	Wages Per Week.
	£ s. d.
Persons engaged shaving on upright knife and/or rotary shaving knife—	
1st year's experience	12 6 0
2nd year's experience	12 11 0
Thereafter	13 0 6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—	
1st year's experience	12 4 0
Thereafter	12 15 6
Machine flesher	12 3 0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	11 15 0
Persons engaged as dry drum operators	11 15 0
Persons engaged in spraying stencilling or tipping by machine or by hand	11 18 0
Persons engaged as buffing machinists	12 1 6
Persons engaged as stuffing machinists	11 16 0
Persons engaged as stuffing machinists on suede wheel	12 0 0
Persons engaged as staking machine operators	11 16 0
Persons engaged as carding and/or combing machine operators (sheep skins)	11 16 0
Persons engaged as setting out and/or stretching machine operators	11 15 0
Persons engaged ripping by hand or by machine	11 14 0
Persons engaged as clipping and/or epilating machine operators	11 15 0
Table hands	11 14 0
Males not elsewhere included	10 18 0
Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

WET WORK.

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

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

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

No. 369.—4440/52.—PRICE 3D.

ADULT FEMALES.

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

	£	s.	d.
All others	8	3	6
3.			

	Wages Per Week.		
	£	s.	d.
<i>Males.</i>			
Under 16 years of age	3	3	6
16 and under 17 years of age	4	5	0
17 and under 18 years of age	5	6	0
18 and under 19 years of age	6	7	0
19 and under 20 years of age	8	9	6
20 and under 21 years of age	10	12	0
<i>Females.</i>			
Under 16 years of age;	2	19	0
16 and under 17 years of age	3	14	6
17 and under 18 years of age	4	4	6
18 and under 19 years of age	4	15	6
19 and under 20 years of age	5	6	6
20 and under 21 years of age	6	12	0
and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2			

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

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

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

The proportion of female improvers shall be as follows:—

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

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



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No. 370]

THURSDAY, MAY 15.

[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.

TENNIS STRINGS BOARD.

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

APPRENTICES OR IMPROVERS.					JUVENILE WORKERS.			
Wages Per Week of 40 Hours.					Wages Per Week of 40 Hours.			
Age.	Males.		Females.		Males.		Females.	
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	108 0	68	108 0	51	108 0	68	108 0
17 years and under 18 years ..	69	146 6	80	127 0	69	146 6	80	127 0
18 years and under 19 years ..	87	184 6	93	148 0				
19 years and under 20 years ..	100 plus 5s.	217 0	100 plus 4s.	163 0				
20 years and under 21 years ..	100 plus 24s. 6d.	236 6	100 plus 16s. 6d.	175 6				

PROPORTION (IN ANY PLACE).		Definition of Juvenile Workers. Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except— (a) picking out or selecting. (b) making in the raw state. (c) twisting in the dry state.	OTHER EMPLOYEES.	
			Wages Per Week of 40 Hours.	
Apprentices.			Males.	
One apprentice to every three or fraction of three workers receiving not less than 277s. 6d. per week of 40 hours.				s. d.
Improvers (Males).			Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes	286 6
Four improvers to each male worker receiving not less than 277s. 6d. per week of 40 hours.			All others	277 6
Females.		PROPORTION (IN ANY PLACE).	Females.	
Two improvers to each female worker receiving not less than 192s. 3d. per week of 40 hours.		Males.	All adults	192 3
		Three juvenile workers to each worker receiving not less than 192s. 3d. per week of 40 hours.		
		Females.		

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

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THURSDAY, MAY 15.

[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.

WATCH CASES BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 714 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

Males.								Females.			
	Commencing Age—								Adjust- able Rate.	Emer- gency Loading Non- adjust- able.	Total Weekly Wage.
	Adjustable Rate.			Emer- gency Loading Non- adjust- able.	Total Weekly Wage.						
	Under 17 Years.	17 Years.	18 Years or Over.		Under 17 Years.	17 Years.	18 Years or Over.				
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year's experience	40 6	51 0	57 0	0 9	41 3	51 9	57 9	1st year's experience	35 0	0 9	35 9
2nd " "	59 6	63 6	76 6	1 0	60 6	64 6	77 6	2nd " "	47 6	0 9	48 3
3rd " "	80 6	87 0	102 0	1 6	82 0	88 6	103 6	3rd " "	74 6	1 0	75 6
4th " "	110 0	110 0	..	2 0	112 0	112 0	..	4th " "	94 0	1 6	95 6
5th " "	140 0	..	..	2 6	142 6	..	..	5th " "	106 6	2 0	108 6
6th " "	163 0	..	..	3 0	166 0	..	..	Thereafter			
7th " "	171 6	..	..	3 0	174 6	..	..	reaching 21 years			
								of age ..	121 0	2 0	123 0

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Within a Radius of 50 Miles of G.P.O., Melbourne.			All Other Parts of Victoria.		
	Adjustable Rate.	Emergency Loading Non- adjustable.	Total Weekly Wage.	Adjustable Rate.	Emergency Loading Non- adjustable.	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>
Adult males—						
First class watch case tradesman	223 0	3 0	226 0	220 6	3 0	223 6
Second class watch case tradesman	213 0	3 0	216 0	210 6	3 0	213 6
All others—						
(a) with less than 3 years' experience	205 0	3 0	208 0	202 6	3 0	205 6
(b) with 3 years' experience or more	213 0	3 0	216 0	210 6	3 0	213 6
Adult females	150 0	3 0	162 0	157 0	3 0	160 0

LEADING HANDS.

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

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



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No. 372]

THURSDAY, MAY 15.

[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.

WATCHMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1023 of the 24th October, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices. (Other than those covered by the Apprenticeship Commission).			Improvers.			Other Employees.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.			£ s. d.
<i>Watchmaking or Watch- making and Clock- making.</i>								
1st year's experience	26	2 15 0	1st year's experience	26	2 15 0			
2nd year's experience	35	3 14 0	2nd year's experience	45	4 15 6	Watchmaker	13 6 0*	
3rd year's experience	48	5 2 0	3rd year's experience	49	5 4 0	Clockmaker	12 1 0	
4th year's experience	65	6 18 0	4th year's experience	62	6 11 6			
5th year's experience	86	9 2 6	5th year's experience	78	8 5 6			
6th year's experience	100 %	11 5 0	6th year's experience	95	10 1 6			
	+ 13s.							
<i>Clockmaking only.</i>								
1st year's experience	26	2 15 0						
2nd year's experience	35	3 14 0						
3rd year's experience	48	5 2 0						
4th year's experience	67	7 2 0						
5th year's experience	95	10 1 6						
An amended form of Indenture has been prescribed by the Board.								

* Includes a sum of 2s. as a tool allowance.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each pieceworker shall be added the sum of 95s. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of 95s. shall be added in lieu thereof.

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

No. 372.—4450/52.—PRICE 3d.



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THURSDAY, MAY 15.

[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 made and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May., 1952.

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

H. N. JONES,
Acting Secretary for Labour.

WATCHMEN'S BOARD.

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

2.

Classes of Employees.	Wages per Week of 40 Hours.					
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.			Other Parts of Victoria where this Determination applies.		
	Wages.	War-time Loading.	Total.	Wages.	War-time Loading.	Total.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Watchman (other than watchmen as defined in clause 3), who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of All others (other than watchmen as defined in clause 3)	244 5 229 0	3 0 3 0	247 5 232 0	241 5 226 0	3 0 3 0	244 5 229 0

WHARF WATCHMEN.

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

- (i) On wharfs and/or ships (excluding ships' holds) at the rate of 6s. 0⁸/₁₀d. per hour.
- (ii) In ships' holds at the rate of 6s. 7¹¹/₂₀d. per hour.

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

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

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

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

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

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

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

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No. 374]

FRIDAY, MAY 16.

[1952

Prices Regulation Acts.

PRICES REGULATION ORDER No. 396.

TOBACCO, CIGARETTES, AND CIGARETTE PAPERS.

I N pursuance of the powers conferred upon me by the Prices Regulation Acts, I, Thomas Gerard Gleeson, Acting Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 396.

Revocation.

2. Prices Regulation Order No. 322, as amended by Prices Regulation Orders Nos. 333 and 357, is hereby revoked.

Definition and Interpretation.

3. In this Order, unless the contrary intention appears—
 - (a) "Area No. 1" means all that area of Victoria comprised within a radius of 50 miles from the General Post Office, Melbourne.
 - (b) "Area No. 2" means all that area of Victoria not included in Area No. 1.

Maximum Prices—Tobacco, Cigarettes, and Cigarette Papers.

4. I fix and declare the maximum price at which any kind or brand of tobacco, cigarettes, or cigarette papers specified in the Schedule to this Order may be sold by retail to be—

- (a) In Area No. 1, the prices specified in that Schedule; and
- (b) In Area No. 2, the prices specified in that Schedule, provided that in respect of packs of tobacco containing 2 ounces or more, an amount of One halfpenny may be added to the said price.

Maximum Prices—Tobacco and Cigarettes not Specified in the Schedule.

5. I fix and declare the maximum price at which any kind or brand of tobacco and cigarettes not specified in the Schedule to this Order may be sold by retail in Victoria to be—

- (a) in respect of tobacco—1s. 1d. per oz.;
- (b) in respect of cigarettes— $\frac{1}{2}$ d. each.

Exhibition of Price List.

6. Every person who sells or has for sale by retail in Victoria any kind or brand of tobacco, cigarettes, or cigarette papers, the maximum retail selling price of which is fixed under the Prices Regulation Acts, shall exhibit and keep exhibited in a prominent position in his place of business, or, if he has more than one place of business, in each of his places of business, a notice or notices setting forth the maximum retail prices fixed by this Order for the sale by him by retail of such tobacco, cigarettes, or cigarette papers. Such notice or notices shall be exhibited in such a place or places in the trader's place of business and be prepared in such a manner as to be easily legible to persons contemplating making any purchase or conducting any business at the trader's place of business.

Fixation of Maximum Prices by Notice.

7. Notwithstanding the foregoing provisions of this Order, I declare the maximum prices at which any tobacco, cigarettes, or cigarette papers specified in a notice given in pursuance of this paragraph may be sold by retail in Victoria by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE SCHEDULE.

CUT TOBACCO—	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Ace High, 2-oz. packet	..	3	8
Altson No. 1 Pipe Mixture, 2-oz. packet	..	4	7
Altson No. 1 Pipe Mixture, 4-oz. packet	..	9	2
Altson No. 1 Pipe Mixture, 8-oz. packet	..	18	0
Altson No. 1 Pipe Mixture, 16-oz. packet	..	35	5
Andrews, 2-oz. packet	..	3	8½
Andrews, 1-oz. loose	..	1	10
Apple Blossom, 1-oz. loose	..	2	4½
Apple Blossom, 1-lb. packet	..	36	6
Apple Blossom Mixture, 1-oz. loose	..	1	6½
Arabian Amber, 1-oz. loose	..	1	3
Ardath State Express Ready Rubbed, 1-oz. packet	..	2	0
Ardath State Express Fine Cut Ready Rubbed, 2-oz. packet	..	4	0
Ardath State Express Ready Rubbed, 2-oz. pouch	..	4	0
Archer, 2-oz. packet	..	2	11½
Archer, 1-oz. loose	..	1	5½
Armco Fine Cut 193, 1-oz. loose	..	1	5
Armco Light Blending Mixture 194, 1-oz. loose	..	1	4½
Armco Special Mixture, 1-oz. loose	..	1	1
Armco No. 1, 1-oz. loose	..	1	1
Armco Dark 197, 1-oz. loose	..	1	3½
Armco Jockey Club 198, 1-oz. loose	..	1	4
Assegai Cloudy Mixture, 4-oz. packet	..	7	7
Assegai Cloudy Mixture, 1½-oz. tin	..	3	3
Assegai Larie Mane, 4-oz. packet	..	8	0
Avoca, 1-oz. loose	..	1	8½
Avoca, 1-lb. packet	..	26	6
Avondale, 2-oz. packet	..	2	11½
Avondale, 1-oz. loose	..	1	5½
Baby's Bottom, 2-oz. tin	..	6	8
Baltic Curly Cut, 2-oz. tin	..	4	11
Bandsman Flake, 2-oz. packet	..	3	4½
Bandsman, 1-oz. loose	..	1	7
B.D.V. Ready Rubbed, 1-oz. packet	..	1	6½
B.D.V. Ready Rubbed, 2-oz. pouch	..	3	1
Barney's Ideal, 2-oz. tin	..	5	0
Ben's Best, 2-oz. packet	..	2	9
Benson and Hedges (Old Matured Virginian), 2-oz. tin	..	6	4½
Black and White Fine Cut, 1-oz. packet	..	2	1
Black and White, 2-oz. pouch	..	4	2
Blue Ribbon, Pipe and Cigarette, 2-oz. pouch	..	3	0
Blue Ribbon, Special Fine Cut and Ready Rubbed, 2-oz. tin	..	3	2
Bob's Square Cut, 1-oz. packet	..	2	3
Bob's Square Cut, 2-oz. tin	..	4	9
Bondman R.R.V., 2-oz. tin	..	5	8
Bondman Bar, Fine Cut and Curly Cut, 2-oz. tin	..	5	8
Bon Star, 2-oz. pouch	..	3	2
Bridlebit, 2-oz. tin	..	5	5½
Bronze Flake, 2-oz. tin	..	4	11½
Buccaneer Pipe, 2-oz. packet	..	2	10
Buccaneer Special, Ready Rubbed and Fine Cut, 2-oz. packet	..	3	4
Burley, 2-oz. packet	..	3	7½
Burley, 1-oz. loose	..	1	9½
Burjay, 2-oz. packet	..	2	11½
Burjay, 1-oz. loose	..	1	5½
Camp, 2-oz. packet	..	3	10
Camp, 1-oz. loose	..	1	10½
Canadian Club Pipe, 2-oz. packet	..	2	10
Canadian Club, Ready Rubbed and Fine Cut, 2-oz. packet	..	3	3½
Cantale Fine Cut and Mixture, 2-oz. packet	..	2	2

THE SCHEDULE—continued.

Kind or Brand.	Maximum Retail Price.	
	s.	d.
CUT TOBACCO—continued.		
Cape, Ready Rubbed, 1-oz. loose	1	8½
Cape, Aromatic Flake, 1-oz. loose	1	8½
Cape Fine Cut, 1-oz. loose	1	8½
Cape Mixture, 1-oz. loose	1	8½
Capstan Medium Flake Cut or Fine Cut, 2-oz. packet	3	10½
Capstan Ready Rubbed, Flake Cut and Fine Cut, 1-oz. packet	1	11½
Capstan Ready Rubbed, 2-oz. pouch	3	11
Capstan Ready Rubbed, 2-oz. packet	3	11
Captain Cook Ready Rubbed, Fine Cut and Pipe, 2-oz. pouch	3	9½
Carolina Flake and Fine Cut, 2-oz. packet	3	10
Carolina Flake and Fine Cut, 4-oz. packet	7	8
Carolina Flake and Fine Cut, 1-oz. loose	1	11
Casablanca Fine Cut, 2-oz. packet	2	10
Casablanca Ready Rubbed, 2-oz. pouch	3	4½
Casablanca, 1-oz. loose	1	4
Casablanca, No. 4 Mixture, 1-oz. loose	1	1
Censer Ready Rubbed, 1-oz. packet	1	6½
Censer Ready Rubbed, 2-oz. packet	3	1
Censer Aromatic Fine Cut, 2-oz. packet	2	7
Century, 2-oz. pouch	4	4½
Champion Ruby Ready Rubbed, 2-oz. pouch	3	11
Champion Ruby in Viscacelle paper, 2-oz. packet	3	11
Chapman's Boer, 2-oz. bag	4	4
Cheer Up Fine Cut, 1-oz. packet	1	3
Cheer Up Fine Cut and Pipe Mixture, 2-oz. packet	3	1
Chevron Ready Rubbed, 2-oz. cello. packet	3	0
Classic, 2-oz. packet	3	8
Classic, 1-oz. loose	1	8½
Classic, 1-lb. packet	26	6
Classic Cavendish, 1-oz. loose	1	8½
Classic Cavendish, 1-lb. packet	26	6
Clan, Pipe, 2-oz. tin	4	11
Clipper, Aromatic Flake and Fine Cut, 1-oz. loose	1	7
Clipper Dark Flake, 1-oz. loose	1	7
Colonel, 2-oz. pouch	4	4½
Colonel Easy, 2-oz. pouch	4	4½
Compere, 2-oz. packet	3	7½
Compere, 1-oz. loose	1	9½
Comfort, 2-oz. packet	3	8½
Comfort, 1-oz. loose	1	10
Cradock, 2-oz. pouch	3	6
Craven Mixture, 2-oz. tin	5	1
Devon Ready Rubbed, 2-oz. pouch	3	4½
Dixdale Fine Cut, 1-oz. packet	1	4
Dobies Four Square Virginia Red, 2-oz. tin	5	10
Dobies Four Square Virginia Fine Cut Red 2-oz. tin	5	10
Dobies Four Square Virginia Blue, 2-oz. tin	5	10
Dobies Four Square Curlies Purple, 2-oz. tin	5	8
Dobies Four Square Curlies Fine Cut Purple, 2-oz. tin	5	8
Dobies Four Square Mixture Green, 2-oz. tin	5	8
Dobies Four Square Cut Cake Yellow, 2-oz. tin	5	8
Dobies Four Square Ripe Brown, 2-oz. tin	5	8
Dobies Four Square Ready Rubbed, Fine Cut, Yellow, 2-oz. tin	5	8
Dunhills Standard Mixture, 4-oz. tin	13	10
Dunhills Standard Mixture, 2-oz. tin	6	11
Dunhills My Mixture, 2-oz. tin	7	4½
Dunhills My Mixture, 4-oz. tin	14	9
Dunhills Royal Yacht, 4-oz. tin	19	3
Dunhills Cuba, 4-oz. tin	17	1
Dunhills Old Sign, 4-oz. tin	16	9
Easy Chair Ready Rubbed, Fine Cut and Pipe, 2-oz. pouch	3	9½
England's Best, Flake, 2-oz. tin	5	7½
Erinmore, Flake, 2-oz. tin	5	4
Erinmore, Cigarette, 2-oz. tin	4	7
Erinmore, Ready Rubbed, 2-oz. tin	4	8
Erinmore Mixture, 2-oz. tin	4	10
Esquire Cube Cut Pipe, 100-gram box	9	6
Four Kings, 1-oz. loose	1	6
Fryer's Special, Fine Cut, 2-oz. tin	5	6
Fryer's Special Smokyng Mixture, 2-oz. A.T. tin	5	6
Fryer's Mixture, Broad Cut, 1-oz. tin	2	3½
Fuller's Rhodesian Blend Ready Rubbed, 2-oz. cello. packet	3	7½
Fuller's Rhodesian Blend Ready Rubbed, 1-oz. loose	1	5
Fuller's Virginian Ready Rubbed, 2-oz. pouch	3	7½
Gallaher's De Luxe, 2-oz. tin	5	4
Gallaher's Harvest Gold, 2-oz. tin	4	7½
Gallaher's Condor, 2-oz. tin	5	1
Gallaher's Honey Dew, 2-oz. tin	5	5
Gallaher's Irish Roll, 1-oz. plug	2	4
Gallaher's Killarney, 2-oz. tin	5	4
General, 2-oz. packet	3	7½
General, 1-oz. loose	1	9½
Glasgow, Smoking Mixture, 2-oz. tin	4	0
Golden Birds Eye, 1-oz. packet	2	4
Golden Birds Eye, 2-oz. tin	4	10½
Golden Boquet, 2-oz. packet	3	7½
Golden Boquet, 1-oz. loose	1	9½
Golden Leaf Special Ready Rubbed and Fine Cut, 2-oz. packet	3	3½
Golden Magnet Ready Rubbed, 2-oz. pouch	5	8

THE SCHEDULE—continued.

CUT TOBACCO—continued.	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Golden Ray, 2-oz. pouch	3	1
Golden Returns, 1-oz. packet	2	4
Golden Returns, 2-oz. tin	4	10½
Golden Sovereign, Med-Superfine, 2-oz. tin	5	10
Golden Virginia, 2-oz. packet	3	10
Golden Virginia, 1-oz. loose	1	10½
Governor General, Ready Rubbed, Fine Cut and Pipe, 2-oz. pouch	4	6
Green Seal, 2-oz. pouch	3	7½
Grenadier Ready Rubbed, 1-oz. packet	1	5½
Grenadier Ready Rubbed, 2-oz. pouch	2	11
Grenadier Fine Cut, 2-oz. packet	2	10
Grenadier Bright Flake, 2-oz. packet	2	10
Greys Ready Rubbed and Fine Cut, 1-oz. packet	2	0
Greys Ready Rubbed and Fine Cut, 2-oz. packet	4	0
G.T.C., 1-oz. loose	1	10½
G.T.C., 2-oz. packet	3	10
Half and Half, 2-oz. packet	5	1
Hall's Special Pipe, 2-oz. pouch	2	10
Hall's Special Ready Rubbed and Fine Cut, 2-oz. pouch	3	3½
Hamilton Flake Fine and Pipe, 1-oz. loose	1	11
Hamilton Flake Fine and Pipe, 4-oz. pouch	7	8
Hamilton Flake Fine and Pipe, 2-oz. pouch	3	10
H.A.P. Fine Cut, 2-oz. pouch	3	3
H.A.P. Aromatic and Flake, 2-oz. pouch	3	3
Harbour Bar Ready Rubbed, 1-oz. loose	1	10½
Harbour Bar Ready Rubbed, 2-oz. pouch	4	3
Havelock Aromatic and Fine Cut, 1-oz. packet	1	11½
Havelock Aromatic and Fine Cut, 2-oz. packet	3	10½
Havelock Dark, 2-oz. packet	3	9
Havelock Ready Rubbed, 1-oz. packet	1	11½
Havelock Ready Rubbed, 2-oz. pouch	4	0
Havelock Ready Rubbed, 2-oz. A.T. tin	4	1
Havelock Aromatic, 1-oz. loose	1	11½
Havelock Fine Cut, 1-oz. loose	1	11½
High Card Fine Cut, 2-oz. tin	5	8
High Card Flake, 2-oz. tin	5	7½
High Command, 2-oz. pouch	4	4½
Honeysuckle, 2-oz. pouch	4	4½
Honey Leaf Cut Plug, 2-oz. pouch	3	0½
Hunter Cigarette, 2-oz. tin	5	0
Hunter Flake and Fine Cut, 2-oz. tin	5	0
J.C.B., 2-oz. pouch	3	5½
Jet, 2-oz. packet	3	7½
Jet, 1-oz. loose	1	9½
J.H.T. Special Mixture, 1-oz. loose	1	10½
Jingo Flake Cut, 2-oz. tin	5	8
Jock Smoking Mixture, 4-oz. tin	8	0
John Cotton's No. 1 and 2 Med. and No. 1 Mild, 2-oz. tin	6	0
Kenilworth Navy Cut, 2-oz. tin	5	8
Kenilworth Fine Cut, 2-oz. tin	5	7
Kent Fine Cut, Ready Rubbed and Smoking Mixture, 2-oz. pouch	3	11½
Kent Fine Cut, Ready Rubbed and Smoking Mixture, in ½-lb. bags, 1-oz. loose	1	11
Kent Fine Cut, Ready Rubbed and Smoking Mixture, bulk, 1-oz. loose	1	10½
Kentucky Club, 2-oz. packet	5	1
Kentucky, 2-oz. pouch	4	4½
Keystone, 1-oz. loose	1	11
Keystone, 1-lb. box	29	5
Keystone, 2-oz. packet	3	10
Keystone, 4-oz. packet	7	8
King's Mixture, 2-oz. pouch	3	3
King's Blend, 2-oz. packet	3	7½
King's Blend, 1-oz. loose	1	9½
Latakia, 1-oz. loose	2	9
Latakia, 2-oz. tin	5	8
Lictor Ready Rubbed, Aromatic and Fine Cut, 1-oz. loose	2	0
Lifeguard Mild Mixture and Rough Cut, 2-oz. packet	3	8
Lifeguard Mild Mixture, Fine Cut and Ready Rubbed, 1-oz. packet	1	10
Lincoln, 2-oz. pouch	4	4½
Lloyds Virginia Fine Cut and Ready Rubbed, 2-oz. tin	5	8
Log Cabin Flake and Fine Cut, 1-oz. packet	1	11½
Log Cabin Medium Flake, Flake and Fine Cut, 2-oz. packet	3	10½
London Court Flake and Fine Cut, 2-oz. pouch	3	11
London Court Ready Rubbed, 1-oz. pouch	2	0
London Court Ready Rubbed and Fine Cut, 2-oz. pouch	4	0
Lucky Hit Ready Rubbed, 1-oz. packet	1	3
Luntin Medium Mixture and Flake, 2-oz. tin	4	11
Luxor Flake Fine, 2-oz. packet	3	11
Luxor Fine Cut and Ready Rubbed, 1-oz. packet	2	0
Luxor Fine Cut and Ready Rubbed Flake and Pipe, 2-oz. pouch	4	0
Magnet, 2-oz. packet	2	11½
Magnet, 1-oz. loose	1	5½
Maple Leaf, 2-oz. tin	4	10½
Marshall, 2-oz. packet	2	11½
Marshall, 1-oz. loose	1	5½
Marlboro, 2-oz. packet	3	10

THE SCHEDULE—continued.

CUT TOBACCO—continued.	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Marlboro, 1-oz. loose	1	10½
Matars, 1-oz. loose	1	2
Matrozen Shag, 2-oz. tin	5	7
M.C., 2-oz. pouch	3	5
M.C., 2-oz. tin	3	7
Mellow Mixture, 2-oz. tin	4	11
Mellow, 2-oz. packet	3	7½
Mellow, 1-oz. loose	1	9½
Mel Granulated and Flake, 2-oz. packet	3	6
Mentmore Ready Rubbed and Fine Cut, 2-oz. packet	3	3½
Merit, 2-oz. packet	2	11½
Merit, 1-oz. loose	1	5½
Michelides Virginia Shorts, 1-oz. packet	1	3½
Midshipman Ready Rubbed and Fine Cut, 2-oz. pouch	3	8
Mi Rosa Smoking Mixture, 2-oz. packet	3	3
Mi Rosa Fine Cut, 2-oz. packet	3	4
Mi Rosa Smoking Mixture, 1-oz. loose	1	7
Mi Rosa Fine Cut, 1-oz. loose	1	7½
Misdorps Jubilee Mixture, 2-oz. packet	4	5
Misdorps Ranch, Plug Cut Long Cut, 2-oz. packet or pouch	4	5
Misdorps Ranch, 1-oz. loose	1	11
Misdorps Windsor Mixture, 2-oz. packet	4	4½
Misdorps Windsor Mixture, 1-oz. loose	1	10
Misdorps Misdor Perfumed, 1-oz. loose	1	11
Misdorps Misdor Perfumed, 2-oz. packet	4	5
Misdorps Medico Straight Cut, Special Mixture D'Orient, 1-oz. loose	1	11
Misdorps Medico Straight Cut, Special Mixture D'Orient, 2-oz. packet	3	11½
Misdorps Medico Straight Cut, Special Mixture D'Orient, 1-lb. packet	31	2
Misdorps Medium Flake, 1-lb. tin	7	8½
Misdorps Special, 2-oz. pouch	4	4½
Monitor, 2-oz. packet	2	11½
Monitor, 1-oz. loose	1	5½
Mottled Flake, 2-oz. tin	5	1½
Myona No. 1 Fine Cut, 1-oz. loose	1	6½
Myona No. 1 Smoking Mixture, 1-oz. loose	1	6½
My Choice, 2-oz. pouch	3	2
Navy De Luxe Flake, 2-oz. tin	7	3
No. 10 Special Flake, 1-oz. loose	1	6½
Northern Gold, 2-oz. packet	2	11½
No. 86, 2-oz. packet	3	8
Nobby's Fine Cut, 2-oz. packet	3	0
Oceanic Navy Cut, 2-oz. tin	4	11
Old Scot, 2-oz. packet	2	11½
Old Scot, 1-oz. loose	1	5½
Old Briar, 2-oz. packet	3	7½
Old Briar, 1-oz. loose	1	9½
Old South, 2-oz. packet	2	11½
Old South, 1-oz. loose	1	5½
Olympic, 2-oz. tin	3	7½
Osborne, 2-oz. tin	5	0
Pacific Ready Rubbed and Fine Cut, 2-oz. packet	3	3½
Peal of Bells, 2-oz. tin	5	7
Pelham, 2-oz. pouch	2	4½
Perfection Aromatic and Fine Cut, 2-oz. packet	3	10½
Perfection Dark, 2-oz. packet	3	9½
Perfection Ready Rubbed, 1-oz. packet	1	11½
Perfection Ready Rubbed, 2-oz. pouch	3	11
Perique, 1-oz. tin	5	1
Personality, 2-oz. packet	3	7½
Personality, 1-oz. loose	1	9½
Pickwick Ready Rubbed Mixture, 2-oz. pouch	2	11½
Pickwick, 1-oz. loose	1	5½
Pibroch Cut Cake, 2-oz. tin	6	0
Pibroch Mixture, 2-oz. tin	6	0
Pibroch Old Blended, 2-oz. tin	6	0
Pibroch Scotch Cake, 2-oz. tin	6	0
Planet, 2-oz. packet	4	3
Players Navy Mixture, 2-oz. tin	3	8½
President Fine Cut, Ready Rubbed, and Pipe, 1-oz. packet	2	0
President Fine Cut and Ready Rubbed, 2-oz. pouch or packet	4	0½
Private Seal Flake, 2-oz. packet	3	0½
Qualeta, 2-oz. pouch	3	2
Randor, 2-oz. pouch	4	4½
Ranger, 2-oz. pouch	4	4½
Rawson Ready Rubbed, Fine Cut and Pipe, 2-oz. packet	3	9½
Red Star, 2-oz. pouch	3	7½
Reverie Smoking Mixture, 1-oz. packet	2	2
Reverie Smoking Mixture, 2-oz. packet	4	3
Rhodia Fine Cut and Flake, 2-oz. packet	3	10
Rhodia Ready Rubbed, 2-oz. pouch	3	9½
Rhodia Fine Cut, Flake and Ready Rubbed, 1-oz. loose	1	7½
Roundhead Ready Rubbed and Pipe, 2-oz. packet	3	7½
Roundhead Cavendish, 4-oz. tin	6	4
Roundhead Peruke, 4-oz. tin	5	4
Roundhead Easy Rub Flake Cut, 2-oz. packet	3	4½
Roundhead Ready Rubbed, Pipe and Cavendish, 1-oz. loose	1	8½
Rocket, 2-oz. packet	2	11½

THE SCHEDULE—continued.

Kind or Brand.	Maximum Retail Price.	
	s.	d.
CUT TOBACCO—continued.		
Rocket, 1-oz. loose	1	5½
Robin Hood, 2-oz. packet	3	7½
Robin Hood, 1-oz. loose	1	9½
Roll Call, 2-oz. pouch	3	10
Roll Call, 4-oz. pouch	7	8
Roll Call, 1-oz. loose	1	11
Royal Club Ready Rubbed, 2-oz. tin	5	10½
Rum and Maple, 2-oz. pouch	3	8
Scottish Fine Cut, 2-oz. packet	5	8
Scottish Coarse Cut, 2-oz. packet	5	5½
7 C's, 2-oz. packet	3	5½
Senior, 2-oz. pouch	3	8
Shella Blend Ready Rubbed, 2-oz. packet	3	1½
Shire Bar Fine Cut, Coarse Cut and Ready Rubbed, 2-oz. tin	5	8
Skipper Full Medium and Mild, 2-oz. packet	5	5½
Smokewell Ready Rubbed and Pipe, 2-oz. pouch	3	2½
Sobranie Standard Mixture, 2-oz. packet	6	7½
Sobranie Balkan Mixture, 2-oz. packet	7	1
Sobranie Virginia No. 10, 2-oz. packet	7	1
Stafford Fine Cut, 2-oz. packet	3	6
Stafford Ready Rubbed, 2-oz. pouch	3	9
St. Bruno, 2-oz. tin	3	10
Strathmore Cigarette, 2-oz. tin	5	7
Strathmore Mixture, 4-oz. tin	9	9
Strathmore Mixture, 2-oz. tin	5	0
Strathmore Navy Cut, 2-oz. tin	5	4
Sulima Virginia Ready Rubbed, 2-oz. pouch	3	7½
Sulima Rhodesian Ready Rubbed, 2-oz. pouch	3	7½
Sulima Rhodesian Pipe, 2-oz. pouch	3	7½
Sulima, 1-oz. loose	1	8½
Sundown, 2-oz. packet	3	8½
Sunkist Pipe, 2-oz. packet	2	11
Sunkist Ready Rubbed, 2-oz. packet	2	11
Sunny Ready Rubbed, 2-oz. packet	2	11½
Sunripe Cigarette, 2-oz. tin	4	9½
Sunripe Mixture, 2-oz. tin	4	8½
Sunripe (L.G.), 1-oz. loose	1	10½
Sunripe (L.G.), 1-lb. packet	28	9
S.V.C. Fine Cut, 2-oz. packet	3	0
Sweet Crop, 2-oz. tin	5	9
Talisman Ready Rubbed, 1-oz. packet	1	1½
Talisman Ready Rubbed, 2-oz. packet	2	2½
Temple Bar Sweet Slice, 2-oz. packet	3	10½
Tennis Fine Cut and Ready Rubbed, 2-oz. packet	4	3½
The Rancher, 2-oz. pouch	4	4½
Three Nuns, 2-oz. tin	5	2
Three Rivers, 2-oz. packet	3	3½
Three Roses Ready Rubbed, 2-oz. packet	3	10
Three Roses Fine Cut, Flake, Aromatic Flake, Dark Flake, 2-oz. packet	3	9
Tilbury Shag, 50-gram tin	4	6
Triton, 1-oz. loose	1	8½
Triton, 1-lb. packet	26	6
Triton Rhodesian, 1-oz. loose	1	7½
Triumphant Ready Rubbed, 2-oz. pouch	4	1
Triumphant Aromatic Flake, 2-oz. packet	4	1
Triumphant Fine Cut, 2-oz. packet	4	1
Trump, 2-oz. packet	1	11
Two Flakes, 2-oz. tin	5	5
Van Erkons Cavendish, 1-oz. loose	2	3
Viennese Ready Rubbed, 2-oz. pouch	3	4½
Viennese Ready Rubbed, 1-oz. loose	1	7
Waldorf, 1-oz. packet	1	10
Wayside Smoking Mixture, 1-oz. packet	2	3
Wayside Smoking Mixture, 2-oz. packet	4	5
Wentworth Ready Rubbed and Fine Cut, 2-oz. pouch	3	9½
Westminster Sliced Plug, 4-oz. tin	8	5
West Point, 2-oz. packet	3	7½
West Point, 1-oz. loose	1	9½
Whitehall, 2-oz. packet	3	8½
Whitehall, 1-oz. loose	1	10
White Oak Ready Rubbed, 1-oz. packet	1	2
White Oak Ready Rubbed, 2-oz. packet	2	5
White Sails, 2-oz. pouch	3	8
White Heather Ready Rubbed, 1-oz. loose	1	10
White Heather Aromatic Flake, 1-oz. loose	1	10
White Heather Fine Cut, 1-oz. loose	1	10
White Heather Mixture, 1-oz. loose	1	7
Wild Woodbine Ready Rubbed, 1-oz. packet	1	10½
Wild Woodbine Ready Rubbed, 2-oz. packet	3	7½
Wild Woodbine Flake Cut, 2-oz. packet	3	7½
Wild Woodbine Flake and Fine Cut, 2-oz. packet	3	7½
White's Aromatic Flake, 1-oz. loose	1	5
White's Dark Flake, 1-oz. loose	1	4½
White's Ross Mixture, 1-oz. loose	1	5½
White's Dolly Varden, 1-oz. loose	1	6½
Wilson's South African, 4-oz. bag	7	6
Wilson's South African, 1-oz. loose	1	10½
Winston's Special Mixture Ready Rubbed, 1-oz. loose	1	6
Winston's Special Coarse Cut, 1-oz. loose	1	5½

THE SCHEDULE—continued.

Kind or Brand.	Maximum Retail Price.	
	s.	d.
CUT TOBACCO—continued.		
Wynyard Ready Rubbed, 2-oz. pouch	3	9½
X3 Best Virginian Shorts, 1-oz. loose	1	7½
Yacht Fine Cut, 1-oz. packet	2	5
Yacht Fine Cut, 2-oz. packet	4	10
Yacht Ready Rubbed, 2-oz. pouch	4	6½
Yacht Ready Rubbed, 2-oz. tin	4	10
Yachtsman Navy Cut, 2-oz. tin	4	8
York, 2-oz. packet	3	7½
York, 1-oz. packet	1	9½
PLUG TOBACCO—		
Clipper, Aromatic, 4's	6	0
Clipper, Dark, 4's	5	11
Havelock, Aromatic, 4's	7	6
Havelock, Dark, 4's	7	1
Keystone, 4's	7	5½
Lucky Hit, Aromatic, 4's	4	8
Perfection, Aromatic, 4's	7	7
Perfection, Dark, 4's	7	3
Rhodes, Dark Aromatic, 8's	3	8½
Sunday Best, Aromatic, 4's	6	4
Scots Cake, 8's	3	11
CIGARETTES—		
Abdulla No. 7, tin of 50	9	4
Abdulla No. 11, tin of 25	6	2
Abdulla No. 21, packet of 10	1	6
Abdulla No. 21, packet of 50	7	6
Abdulla, Imperial Preference, packet of 10	1	4
Abdulla, Imperial Preference, packet of 20	2	8
Air Mail, tin of 50	6	6
Air Mail, packet of 10	1	3
Albany, Cork Tipped, packet of 20	3	7
Albany, Filter Tips, packet of 20	3	7
Allman Virginia No. 1 C.T., packet of 10	1	6½
Allman Virginia No. 1 C.T., packet of 20	3	1
Altson's, packet of 20	2	10½
Ambassador, packet of 20	2	3½
Ardath Specials, packet of 10	1	4
Ardath Specials, packet of 20	2	8
Ariston, packet of 20	3	0
Ark Royal, packet of 10	1	7
Ark Royal, packet of 20	3	2
Ark Royal, tin of 50	7	11
Army Club, packet of 10	1	4
Army Club, packet of 20	2	8
Arabian Virginian, packet of 25	3	8
Arabian Virginian, packet of 20	3	1½
Archers Gold Flake, packet of 10	1	6
Archers Gold Flake, tin of 50	6	9
Bar One, packet of 10	1	0½
Benson and Hedges, tin of 20	3	8
Benson and Hedges, tin of 50	9	2
Berkeley, Cork Tipped, packet of 10	1	7
Black and White, packet of 10	1	1
Black and White, packet of 20	2	2
Blue Chip, packet of 20	3	4½
Bondman, Plain and Cork Tipped, packet of 10	1	7
Bondman, Plain and Cork Tipped, packet of 20	3	2
Bondman, Plain and Cork Tipped, tin of 50	8	1
Boston, Cork Tipped, packet of 20	3	0
Boston, Cork Tipped, packet of 10	1	6
Bronx, packet of 20	3	2
Burlington, packet of 20	3	5½
Caballero, packet of 20	3	1
Cambridge, box of 25	4	9½
Cambridge, box of 50	8	11
Capstan, Special Mild, packet of 10	1	1
Capstan, Special Mild, packet of 20	2	2
Capstan, Medium Plain, packet of 20	2	2
Capstan, Medium Plain, packet of 10	1	1
Capstan, Medium Cork Tipped, packet of 10	1	1
Capstan, Medium Cork Tipped, packet of 20	2	2
Caravel, packet of 20	3	9
Carefree, Plain, packet of 20	3	1
Carltons, packet of 10	1	1½
Carltons, packet of 20	3	0
Carlyle, packet of 25	4	6
Carlyle, packet of 50	9	0
Castle Royal, packet of 20	3	2½
Cavalcade, packet of 10	1	5
Cavalcade, packet of 20	2	10
Cavalcade, tin of 50	7	1
Christos Cassimus, packet of 20	3	3
City Club, packet of 20	2	6
Clifton, packet of 20	2	11
Cocktail Virginia, packet of 20	3	4
Commonwealth, packet of 20	3	1½
Compere, packet of 10	1	0
Consulate, packet of 10	1	8

THE SCHEDULE—continued.

CIGARETTES—continued.	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Consulate, packet of 20		3	4
Consulate, tin of 50		8	4
Cooee, packet of 20		1	9
Corktips, Mills, packet of 10		1	7
Corktips, Mills, packet of 20		3	1½
Coulters Golden de Luxe No. 1, tin of 50		8	0
Coulters Golden de Luxe No. 2, packet of 10		1	7
Craven "A", packet of 10		1	4
Craven "A", packet of 20		2	8
Crescent, packet of 10		1	5
Curzon Silk Cut Blend No. 1, Cork Tipped, packet of 10		1	6
Curzon Silk Cut Blend No. 1, Cork Tipped, packet of 20		3	0
Curzon, tin of 50		7	4
Davros Nova, packet of 20		3	1½
Davros Ronde, packet of 20		3	3
De Reszke, packet of 10		1	6
De Reszke, packet of 20		3	0
Dimitrino Bis No. 10, packet of 10		1	11
Dimitrino Bis No. 10, packet of 20		3	10
Dimitrino Bis No. 10, packet of 50		9	7
Dobies Four Square, packet of 10		1	5
Dobies Four Square, packet of 20		3	1½
Dobies Four Square, packet of 25		4	1
Dobies Four Square, tin of 50		8	2
Douglas, packet of 20		3	2
Dove, packet of 20		2	7½
Dubec, packet of 10		1	3½
Du Maurier, packet of 10		1	4
Du Maurier, packet of 20		2	8
Dunhills, tin of 50		8	5
Duke of York, packet of 18		2	1
Eden, packet of 10		1	3½
Eden, packet of 20		2	6
El Dorado, packet of 20		2	8½
Fifteens, packet of 20		2	6
Fifteens, tin of 50		6	3
Fifth Avenue, packet of 20		2	8
Filtertips, Blue, packet of 10		1	8½
Filtertips, Red, packet of 10		1	6
Filtertips, Blue, packet of 20		3	5
Filtertips, Red, packet of 20		3	0
First Lord, packet of 20		3	1½
Forces Favourite, packet of 10		1	3½
French Gauloises, packet of 20		3	6
French Gitanes, packet of 20		3	6
French Celtiques, packet of 20		3	6
French Gauloises Maryland, packet of 20		3	6
Fryer's Filter Tips, packet of 20		3	3½
Gallant, packet of 20		2	3
Gallaher's De Luxe Virginia, tin of 20		2	11½
Gallaher's De Luxe Virginia, tin of 50		7	6
Gallaher's Park Drive, packet of 20		3	1½
Garrick Filter Tips, packet of 20		2	9
Gills Navy Cut, packet of 20		2	10½
Gloria, packet of 20		2	9½
Gold Flake (Aden), packet of 10		1	8½
Gold Flake (Wills), Cork Tipped, packet of 20		2	9½
Gold Flake (Wills), tin of 50		6	3
Gold Cross, packet of 20		3	0
Golden Dragon, packet of 10		1	0
Golden Dragon, packet of 20		2	0
Golden Fiction, packet of 20		3	2
Greenwich, packet of 20		3	2
Greys, packet of 20		2	7½
Guards, packet of 10		1	5
Guards, packet of 20		2	9½
G.T.C., packet of 20		2	3½
Golden Virginia, packet of 20		2	3½
Golden Band, packet of 10		1	0
Halls, packet of 20		3	1
Havana, Plain, packet of 20		3	0
Hellas No. 1, packet of 20		3	0
Hellas, Special, packet of 20		3	0
Hill's Medium No. 1, box of 50		8	5
Homeward Bound, packet of 10		1	3
Hunter, American Blend, Cork Tipped, packet of 10		1	6½
Hunter, American Blend, Plain, packet of 20		3	1
Hunter, Virginia, packet of 10		1	6½
Hunter, Virginia, packet of 20		3	1
Imperial Club, tin of 20		3	8
Island Queen, Plain, packet of 10		1	3½
Island Queen, Cork Tipped, packet of 10		1	4
Island Queen, packet of 20		2	10
Island Queen, tin of 50		6	7
Ismalun Egyptian, packet of 20		3	3
Jonny, packet of 20		3	3½
John Cotton No. 1, Plain, packet of 20		3	5
John Peel, packet of 20		2	9
John Peel, packet of 10		1	4½

THE SCHEDULE—continued.

CIGARETTES—continued.	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Kelvin Club, packet of 16		2	5½
Kenilworth, packet of 10		1	7½
Kenilworth, packet of 20		3	3
Kenilworth, packet of 50		8	3½
Kensitas, packet of 10		1	8
Kensitas, packet of 20		3	4
King's Cross, Plain, packet of 20		2	8
King's Cross, Cork Tipped, packet of 20		2	11½
King's Cross, Cork Tipped, packet of 10		1	6
King's Cross, Cup Pack, Cork Tipped, packet of 20		2	11½
King's Way, Cork Tipped, packet of 20		2	8½
King's Way, Cork Tipped, packet of 10		1	4½
Lexington, packet of 20		3	2
Lincoln, packet of 18		2	1
London Court, packet of 10		1	4
London Court, packet of 20		2	8
London Opinion, packet of 10		1	5
Long Run, packet of 20		3	4½
Lucky Choice, packet of 10		1	7½
Lucky Choice, packet of 20		3	3
Macdonald, packet of 20		2	9½
Maden, packet of 20		2	10
Maden Superieur, packet of 20		2	10
Madison, packet of 20		3	2½
Mail, Cork Tipped, packet of 20		2	8½
Marlboro, packet of 18		2	1
Martin's Non Throat, packet of 10		1	5
Martin's Non Throat, packet of 20		2	10
Martin's Non Throat, tin of 50		7	0
Martin's Gold Leaf, packet of 10		1	7½
Martin's Gold Leaf, packet of 20		3	2½
Martin's Gold Leaf, Cork Tipped, tin of 50		8	0½
Marquis, packet of 9		1	1
Maspero Freres F.M., tin of 50		9	9
Maury's Virginia Blend, packet of 20		2	3½
Max, packet of 20		2	3
Mayfair, packet of 20		2	10
Maypole, packet of 10		1	1½
Memphis, packet of 25		3	10
Metro Junior, packet of 10		1	1
Metro Junior, packet of 20		2	2
Mills Special, packet of 25		4	8
Mondial, packet of 20		3	0
Moorgate, packet of 20		3	1
Murray's Special No. 1, tin of 50		8	4
Nassim, packet of 20		2	10
Nelson, packet of 20		3	1½
Nicolas Soussa Freres Large, packet of 20		3	4
Nicolas Soussa Freres Mince, packet of 25		3	2½
O.K's, Plain, packet of 20		3	1
O.K's, Cork Tipped, packet of 20		2	9
Old Chums, packet of 7		0	5½
Old Chums, packet of 14		1	2½
Old Monk, tin of 50		7	7½
Osborne, packet of 20		3	3
Osborne, packet of 10		1	7½
Oxford Ovals, box of 25		5	4
Oxford Ovals, box of 50		9	5
Oxford, Plain, packet of 20		3	3
Oxford, Cork Tipped, packet of 20		3	3
Pall Mall, Virginian, packet of 10		1	7½
Pall Mall, Virginian, packet of 20		3	3
Pall Mall, Virginian, tin of 50		7	3½
Pall Mall, Turkish No. 5, tin of 50		8	2
Pall Mall, Turkish No. 5, packet of 25		4	1
Pan American, packet of 20		2	3½
Panama, packet of 20		2	8
Paramount, packet of 20		3	0
Park Drive, packet of 20		3	1½
Park Lane, Cork Tipped and Plain, packet of 20		3	2
Paymaster, packet of 10		1	4
Paymaster, packet of 20		2	8
Peerage, packet of 10		1	5
Peerage, packet of 20		2	10
Peerage, tin of 50		7	1
Peter Jackson No. 3, packet of 10		1	4
Peter Jackson No. 3, packet of 20		2	8
Phillip Morris, packet of 20		2	7½
Pibroch, packet of 20		3	9
Pibroch, tin of 50		8	0
Plane, packet of 10		1	4½
Plane, packet of 20		2	8½
Plane, tin of 50		6	9
Planters, packet of 20		3	1½
Player's, packet of 10		1	4
Player's, packet of 20		3	3½
Player's, tin of 50		6	2
Premier's, Medium, Navy Cut and Cork Tipped, packet of 10		1	6½
Premier's, Medium, Navy Cut and Cork Tipped, packet of 20		3	0½
President, Cork Tipped, packet of 10		1	1

THE SCHEDULE—continued.

Kind or Brand.	Maximum Retail Price.	
	s.	d.
CIGARETTES—continued.		
President, Cork Tipped, packet of 20	2	2
Pullman, packet of 25	4	6
Pullman, tin of 50	9	9
Pullman, tin of 100	19	6
Quads, packet of 8	1	0½
Quads, packet of 4	0	6½
Quins, packet of 5	0	7½
Quins, packet of 10	1	3
Quins, packet of 20	2	6
Refyl, tin of 50	6	11
Rothman's De Luxe, packet of 20	3	8
Rothman's De Luxe, tin of 50	9	2
Rothman's, tin of 50	7	6
Roy Campbell, packet of 20	2	8
Samsoun Royal, packet of 20	3	3
Samsoun, No. 30, packet of 20	3	3
Samsoun Extra, packet of 20	2	11
Samsoun Pur, packet of 20	3	2
Sarony, Cork Tipped, tin of 50	7	6
Sarum, tin of 50	8	10
Sarum, packet of 20	3	6½
Savory, Straight Cut, tin of 50	9	4½
Savoy, packet of 10	1	5
Savoy, packet of 20	2	9½
Scottish Gold Flake, packet of 20	3	0½
Sea Horse, Cork Tipped, packet of 20	2	11
Sea Horse, Cork Tipped, packet of 10	1	5½
Senior Service, packet of 20	3	2½
Services Navy Cut, packet of 20	3	1½
Shepherd's Hotel, packet of 25	5	3
Shepherd's Hotel, packet of 50	10	6
Signals, packet of 14	1	2½
Silk Cut, packet of 10	1	6
Silk Cut, packet of 20	2	11½
Silver Leaf, packet of 10	1	6
Silver Leaf, packet of 20	2	11½
Simon Artz Egyptian L. 70, packet of 20	6	3
Simon Artz Egyptian L. 70, tin of 50	15	6
Simon Artz Egyptian L. 70, tin of 100	31	0
Simon Artz P. 70, packet of 20	3	8½
Simon Artz P. 70, tin of 50	9	3
Sir Percy, packet of 20	3	2
Sir Seymour, packet of 20	2	10
Sir Seymour, packet of 50	6	10
Sketch, packet of 20	3	0½
Sobranie, American No. 50, packet of 25	5	3
Sobranie, Black Russian, packet of 25	6	9
Sobranie, Black Russian, packet of 50	13	6
Sobranie, Egyptian No. 7, packet of 25	6	6½
Sobranie, Egyptian No. 7, packet of 50	13	1
Sobranie, Turkish No. 3, packet of 25	7	2
Sobranie, Turkish No. 3, packet of 50	14	4
Sobranie, Turkish No. 6, packet of 25	5	8
Sobranie, Turkish No. 6, packet of 50	11	4
Sobranie, Turkish Medium, packet of 25	7	4
Sobranie, Turkish Medium, packet of 50	14	8
Sobranie, Virginian No. 40, packet of 25	5	2½
Sobranie, Virginian No. 40, packet of 50	10	5
Spanish Shawl, packet of 12	1	6
Spanish Shawl, packet of 24	3	0
Spinet, packet of 20	3	3
Spinet, tin of 50	8	1½
Special No. 1, tin of 50	8	4
Spud, packet of 20	2	9
State Express 555's, tin of 50	9	0
State Express 555's, tin of 20	3	7
State Express 555's, packet of 25	3	9
State Express 333's, Cork Tipped, packet of 9	1	1
Stella, packet of 20	2	10
Straight Cut, packet of 10	1	8
Straight Cut, Cork Tipped, packet of 20	3	3½
Straight Cut, tin of 50	8	2½
Strathmore, packet of 10	1	7
Strathmore, packet of 20	3	2
Summit, packet of 20	2	8
Sunripe, packet of 10	1	4½
Sunripe, packet of 20	2	9
Sunripe, tin of 50	6	9
Supertips, packet of 10	1	5½
Supertips, packet of 20	2	11
Super Virginian, tin of 20	3	1
Super Virginian, tin of 50	7	8
Sweet Afton Banks, packet of 10	1	7
Sweet Afton Banks, packet of 20	3	1½
Tassie, packet of 10	1	6½
Temple Bar, Plain, packet of 20	2	9
Teofani Lucana Virginian, packet of 20	2	10
Teofani Kings Own Virginian, tin of 50	10	8
Three Castles, packet of 10	1	5
Three Castles, packet of 20	2	11

THE SCHEDULE—continued.

CIGARETTES—continued.	Kind or Brand.	Maximum Retail Price.	
		s.	d.
Turf, packet of 10	1	1
Turf, packet of 20	2	2
Turmac, Virginia, packet of 10	1	6
Turmac, Virginia, packet of 20	3	0
Turmac, Cork Tipped, packet of 50	7	8
Turcos, packet of 20	3	11
Twin Bear, packet of 20	3	1½
United Services, Gold Flake, packet of 20	3	1½
Velloza, Cork Tipped, packet of 20	2	10
Virginia's Best, packet of 20	2	3½
Watson, packet of 14	1	2½
Wavy Navy, packet of 20	2	8
Whiston, Plain, packet of 20	2	7½
Whiston, Cork Tipped, packet of 20	2	8
White Hawk, packet of 20	3	6
White Horse, packet of 10	1	5
White Horse, tin of 50	7	3
White Star, packet of 20	2	6
Winchester, packet of 20	2	8½
Xanthi, packet of 20	3	1
Yachtsman, tin of 50	7	2½
Yanx, packet of 20	2	10½
Yanx, tin of 50	7	5
Yellow Dry, packet of 20	2	10½

CIGARETTE PAPERS—

Kind or Brand.	Retail Price.	
Alpha, packet of 50	0	4½
Baira, packet	0	5
Baira, packet 50-55	0	4
Big Ben, packet of 60	0	5
Boomerang Rice, Stainless, packet of 50	0	3½
Boomerang Rice, Stainless, packet of 56	0	4
Double A, packet of 60	0	4½
	or 2 packets for 8½	
Eagle, packet of 56	0	3½
Gumrice, packet of 56	0	3½
Job, packet of 60	0	3½
New Life, packet of 60	0	4
Repeater, packet of 56	0	3½
Rex, Cork Tipped, packet of 30	0	3½
Rice Rolls, packet of 50	0	3
Rizla, packet	0	3½
Rizla, packet of 112	0	7
Rizla, packet of 150	1	0
Rizla, French, packet of 60	0	4½
Stalex, packet of 100	0	6
Tally Ho, packet of 56	0	3½
Tango, packet of 60	0	3½
Tip Top, packet of 150	1	0
Viceroy, packet of 60	0	5½
Wombat, S.F., packet of 44	0	2
Zig-Zag, Superfine, packet of 50	0	3½
Zig-Zag, Superfine, packet of 56	0	4
Zig-Zag, Rice, packet of 50	0	3½
Zig-Zag, packet of 100	0	8
Zig-Zag, packet of 112	0	7
Zig-Zag, French, packet of 60	0	4

Dated this 9th day of May, 1952.

T. G. GLEESON,
Acting Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 397.

FRESH SAUSAGES.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, Thomas Gerard Gleeson, Acting Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 397.

Amendment.

2. Prices Regulation Order No. 297 is hereby amended by omitting the Schedule thereto and inserting in its stead the Schedule to this Order, which Schedule may be cited as the Schedule to Prices Regulation Order No. 297.

THE SCHEDULE.

(Which Schedule shall be substituted for and may be cited as the Schedule to Prices Regulation Order No. 297.)

First Column. Description.	Second Column. Sales by Manufacturer.	Third Column. Sales by Retail.
	s. d. per lb.	s. d. per lb.
Fresh Sausages—		
Pork or Epping Sausages ..	1 8	2 0
Mixed Sausages ..	1 5	1 8
Midget or Cocktail Sausages ..	1 6	1 9

Dated this 9th day of May, 1952.

T. G. GLEESON,
Acting Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 398.

CANNED FRUITS—RETAIL—VICTORIA.

I N pursuance of the powers conferred upon me by the Prices Regulation Acts, I, Thomas Gerard Gleeson, Acting Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 398.

Revocation.

2. Prices Regulation Order No. 234 is hereby revoked.

Definitions.

3. In this Order unless the contrary intention appears—

- (a) "Metropolitan Area" means all that area of Victoria comprised within a radius of 25 miles from the General Post Office at Melbourne;
- (b) "Country Area No. 1" means all that area of Victoria beyond a radius of 25 miles but within a radius of 75 miles from the General Post Office at Melbourne;
- (c) "Country Area No. 2" means all that area of Victoria beyond a radius of 75 miles but within a radius of 125 miles from the General Post Office at Melbourne;
- (d) "Country Area No. 3" means all that area of Victoria beyond a radius of 125 miles but within a radius of 175 miles from the General Post Office at Melbourne;
- (e) "Country Area No. 4" means all that area of Victoria beyond a radius of 175 miles from the General Post Office at Melbourne.

Maximum Prices—Sales in Metropolitan Area.

4. I fix and declare the maximum price at which canned fruits of any of the descriptions specified in the Schedule to this Order may be sold by retail in the Metropolitan Area to be the price specified in that Schedule.

Maximum Prices—Sales outside Metropolitan Area.

5. I fix and declare the maximum price at which canned fruits of any of the descriptions specified in the Schedule to this Order may be sold by retail in Victoria other than in the Metropolitan Area to be the price specified in such Schedule, plus the amount of freight (if any) calculated to the nearest upward half-penny, incurred by the seller in and properly attributed to the conveying of the canned fruits to his place of business, and which is clearly recorded in his books of account or records.

Provided, however, that the amount added for freight in accordance with the provisions of this paragraph shall not exceed:—

- (a) In respect of canned fruits sold within Country Area No. 1— $\frac{1}{4}$ d. per pound;
- (b) in respect of canned fruits sold within Country Area No. 2— $\frac{3}{4}$ d. per pound;
- (c) in respect of canned fruits sold within Country Area No. 3—1d. per pound;
- (d) in respect of canned fruits sold within Country Area No. 4—1 $\frac{1}{4}$ d. per pound.

Exhibition of Price List.

6. Every retailer who sells or has for sale by retail in Victoria any of the canned fruit specified in the Schedule to this Order, the maximum price of which is fixed by or under the provisions of this Order, shall exhibit and keep exhibited in a prominent position in his place of business, or if he has more than one place of business, in each of his places of business and in such manner as to be easily legible to persons contemplating making any purchase or conducting any business at his place or places of business, particulars of the maximum prices fixed by or under the provisions of this Order for the sale by him of those canned fruits.

Fixation of Maximum Prices by Notice.

7. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which any canned fruit, a maximum price for the sale of which is fixed by the foregoing provisions of this Order and which is specified in a notice given in pursuance of this clause, may be sold in Victoria by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice, in writing, to that person.

THE SCHEDULE.

Description.	Maximum Retail Price.	
	30 oz. tin each.	16 oz. tin each.
	s. d.	s. d.
Apricots	2 10	1 9½
Peaches	2 9½	1 9
Pears	3 0	1 10
Mixed Fruits	3 0	1 10

Dated this 9th day of May, 1952.

T. G. GLEESON,
Acting Prices Commissioner.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 375]

FRIDAY, MAY 16.

[1952

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

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

WAGES PER WEEK OF 40 HOURS.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	78 6	49	78 0	Packers, graders or sizers of fruit by hand .. 248 0
16 to 17 years of age ..	45	95 6	60	95 6	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) .. 248 0
17 to 18 years of age ..	55	116 6	66	105 0	Persons bringing fruit from and putting fruit into cool-store chambers .. 243 0
18 to 19 years of age ..	73	155 0	95	151 0	Case lidders and nailers—machine .. 243 0
19 to 20 years of age ..	93	197 0	98	155 0	Case lidders and nailers—hand .. 243 0
20 to 21 years of age ..	100 + 11s.	223 0	100 + 10s.	169 0	Case wirers .. 243 0
<p>* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.</p> <p style="text-align: center;"><i>Proportion (in any Place).</i></p> <p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p>					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 238 0
					Persons feeding grading, washing, or sizing machines .. 238 0
					Empty case hands or case yardamen .. 238 0
					Case labellers or persons engaged in branding and marking cases .. 238 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 238 0
					Persons sweeping up and removing debris in or around a packing shed .. 238 0
					All others .. 225 0
					<i>Females.</i>
					Packers, graders or sizers of fruit by hand .. 248 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 178 6
					All others .. 173 3

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

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—
Pears.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers.			
1. Wrapping and packing unsized pears, including lidding	1 0 $\frac{7}{8}$	1 2 $\frac{3}{8}$	1 6 $\frac{1}{8}$
1a. Wrapping and packing sized pears, including lidding	0 11	1 0 $\frac{3}{8}$	1 3 $\frac{3}{8}$
2. Wrapping and packing unsized pears, no lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{4}$	1 4 $\frac{1}{4}$
2a. Wrapping and packing sized pears, no lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{8}$
3. Packing unsized naked pears, including lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{4}$	1 4 $\frac{1}{4}$
3a. Packing sized naked pears, including lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{8}$
4. Packing unsized naked pears, no lidding	0 10 $\frac{1}{2}$	0 11 $\frac{1}{2}$	1 2 $\frac{3}{8}$
4a. Packing sized naked pears, no lidding	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
5. Packing unsized pears into market flats, no lidding	1 0 $\frac{7}{8}$	..	..
5a. Packing sized pears into market flats, no lidding	0 11 $\frac{1}{2}$	..	..
6. Grading, sizing into quarters and placing loose in cases, no lidding	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
7. Grading (no sizing) and placing loose in cases, no lidding	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 8 $\frac{3}{8}$
<i>(b) Other Bench Packing.</i>			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 8 $\frac{1}{2}$	0 10 $\frac{1}{2}$	1 0 $\frac{5}{8}$
1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$	0 11
2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 5 $\frac{1}{2}$	0 6 $\frac{1}{2}$	0 8 $\frac{1}{2}$
3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{2}$
3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 7 $\frac{1}{2}$	0 8 $\frac{1}{2}$	0 11
4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4 $\frac{1}{2}$	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :—			
Lidding	92d.	Sizing	1·535d.
Bringing Fruit to and from bench, .. .. .	..	Branding and/or Marking	307d.
from and to Cool Chambers	1·228d.	Labelling	614d.
<i>(c) Other Packing.</i>			
Wrapping and packing pears off sizing machines, no lidding	0 7 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$

Apples.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
<i>(a) Full Bench Packing.</i>			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers			
1. Wrapping and packing unsized apples, including lidding	1 0 $\frac{7}{8}$	1 2 $\frac{3}{8}$	1 6 $\frac{1}{8}$
1a. Wrapping and packing sized apples, including lidding	0 11	1 0 $\frac{3}{8}$	1 3 $\frac{3}{8}$
2. Wrapping and packing unsized apples, no lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{4}$	1 4 $\frac{1}{4}$
2a. Wrapping and packing sized apples, no lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{8}$
3. Packing unsized naked apples, including lidding	0 11 $\frac{1}{2}$	1 1 $\frac{1}{4}$	1 4 $\frac{1}{4}$
3a. Packing sized naked apples, including lidding	0 9 $\frac{1}{2}$	0 11	1 1 $\frac{1}{8}$
4. Packing unsized naked apples, no lidding	0 10 $\frac{1}{2}$	0 11 $\frac{1}{2}$	1 2 $\frac{3}{8}$
4a. Packing sized naked apples, no lidding	0 8 $\frac{1}{2}$	0 9 $\frac{1}{2}$	1 0
5. Grading, sizing into quarters and placing loose in cases, no lidding	0 6 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 9 $\frac{1}{2}$
6. Grading (no sizing) and placing loose in cases, no lidding	0 5 $\frac{1}{2}$	0 7 $\frac{1}{2}$	0 8 $\frac{3}{8}$

Apples—continued.

	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
<i>(b) Other Bench Packing.</i>			
<i>d.</i>	<i>d.</i>	<i>s. d.</i>	
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	8½	10½	1 0½
1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7½	7½	0 9½
2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7½	8½	0 11
2a. Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	5½	6½	0 8½
3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	9½	11	1 1½
3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	7½	8½	0 11
4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	8½	9½	1 0
4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	6½	7½	0 9½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4½	6½	0 7½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4	5½	0 7½
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions:—			
Lidding	921d.	Sizing	1 535d.
Bringing Fruit to and from bench,		Branding and/or Marking	307d.
from and to Cool Chambers 1 228d.		Labelling	614d.
<i>(c) Other Packing.</i>			
Wrapping and packing apples off sizing machines, no lidding	7½	7½	0 9½

Plums.

	Per Half Case.
<i>d.</i>	
Wrapping and packing or packing naked plums, no lidding	8½
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	11½

Peaches, Apricots, and Nectarines.

	Per Case.
<i>s. d.</i>	
Packing naked peaches, apricots, or nectarines—Count 100-140	0 9½
Packing naked peaches, apricots, or nectarines—Count 150-240	0 11½
Packing naked peaches, apricots, or nectarines—Count 268-320	1 4½
Unpacked, placed loose in case	0 8½

Lemons.

	Per Case.
<i>d.</i>	
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	10½
Packing naked lemons into any standard bushel case	8½

Lemons—continued.

	Per 1,000 Lemons.
	<i>s. d.</i>
Packed outside 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case	3 11
Packing naked lemons into any standard bushel case	2 2½

Oranges and Mandarins.

	Per 1,000 Oranges or Mandarins.
	<i>s. d.</i>
Wrapping and packing oranges or mandarins	3 11
Packing naked oranges or mandarins	2 2½

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

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

- (a) Outside the times of beginning and ending work as proscribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.
- (b) On Saturday—
- (i) between 8 a.m. and 12 noon—Time and a half;
 - (ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

SICK LEAVE.

10. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as proscribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 12th February, 1948, shall be disregarded.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

HOLIDAYS AND SPECIAL RATES FOR HOLIDAYS AND SUNDAYS.

11. (a) (i) Weekly employees shall be granted the following holidays without deduction of pay :—

The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day.

(ii) When a weekly employee is required to work on one of the above-named holidays he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(b) (i) All employees working on piecework shall be granted the following holidays :—

The days observed as Christmas Day, Good Friday, and Anzac Day, and they shall be paid for such holidays, the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 11 (b) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on the days observed as New Year's Day, Australia Day, Easter Monday, Labour Day, Queen's Birthday, and Boxing Day.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

REST PERIOD.

13. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

TEA MONEY.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 4s. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions :—

(a) That he produces his authority to the employer or his representative.

(b) That not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

DEFINITIONS.

17. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic.

"Sizing" means sorting of fruit into respective sizes or counts.

FIRST-AID OUTFIT.

18. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolyzed	1 jar
Pieric acid solution, made according to the following recipe or prescription :— 1½ teaspoonsful of powdered pieric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

19. The wages rates for adult males and female packers, graders, or sizers of fruit by hand set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	10 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1952, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 1.03 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

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

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd April, 1952.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 16.

[1952

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any persons employed—

(a) in the process, trade, or business of—

- (i) making flock, mungo, felt, or wadding;
- (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

- (i) as a storeman, packer, or sorter;
- (ii) in assisting a storeman, packer, or sorter;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following Determination, namely:—

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

2.

IMPROVERS.					OTHER EMPLOYEES.				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
Age.	Males.		Females.						
	Percentage of Basic Wage.		Percentage of Female Basic Wage.						
		s. d.		s. d.					
Under 16 years ..	30	63 6	35	55 6					
16 years ..	35	80 6	39	62 0					
17 years ..	51	108 0	46	73 0					
18 years ..	56	118 6	55	87 6					
19 years ..	73	155 0	66	105 0					
20 years ..	83	176 0	75	119 0					
PROPORTION (IN ANY PLACE).									
Improvers.									
One improver to every worker receiving not less than the minimum wage.									
Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.									
					MALES.				
									s. d.
					Persons employed in the cotton wool bleaching department .. .. .	..	..	..	245 0
					Woolen pickers .. .. .	..	..	..	242 0
					Feeders of—				
					Rag machines .. .. .	..	..	..	240 0
					Other machines .. .. .	..	..	..	240 0
					Rippers .. .. .	..	..	..	240 0
					Persons operating milling machine, hardening machine, or tentering machine .. .. .	..	..	..	240 0
					Persons operating other machines .. .. .	..	..	..	240 0
					Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .	..	..	..	238 0
					Assistant to persons operating other machines .. .. .	..	..	..	238 0
					Cotton pickers .. .. .	..	..	..	237 0
					All others .. .. .	..	..	..	236 0
					Leading hands, if in charge of four or more workers .. .. .	..	..	..	5s. a week extra
					FEMALES.				
					Feeders of rag machines .. .. .	..	..	..	181 3
					Feeders of machines other than rag machines .. .. .	..	..	..	165 3
					Rippers .. .. .	..	..	..	160 6
					Woolen pickers .. .. .	..	..	..	167 0
					Cotton pickers .. .. .	..	..	..	160 6
					Weighters and wrappers of cotton wool .. .. .	..	..	..	160 6
					All others .. .. .	..	..	..	160 6
					Leading hands, if in charge of four or more workers .. .. .	..	..	..	5s. a week extra

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

EXTRA RATES.

3. Employees engaged in the hair felt section shall be paid a disability allowance of 3d. per hour or part thereof.

SHIFT WORK.

4. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

(b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional $7\frac{1}{2}$ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift: Provided that—

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least

one-third of his working time off night shift in each shift cycle, shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

- (c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

5. For workers other than shift workers :—

	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7.30 a.m.	5.30 p.m.

ORDINARY HOURS FOR A WEEK'S WORK.

6. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME.

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

(a) By Shift Workers—

- (i) In excess of 8 hours per shift during weeks in which five shifts are worked
- (ii) In excess of 8 hours 48 minutes per shift during weeks in which less than five shifts are worked

Time and a half for the first three hours and thereafter double time.

(b) By Other Workers—

- (i) On Saturday
- (ii) Outside the times of beginning and ending work prescribed on clause 5 herein in any day
- (iii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 6.

Time and a half for the first three hours and thereafter double time.

PROHIBITION OF EMPLOYMENT.

8. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

9. *Males*.—A rest period of ten minutes in the forenoon shall be allowed to male employees without any deduction from wages. Such rest period shall be given at a time arranged by the employer so as not to interfere with the continuity of work.

9A. *Females*.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL BREAK.

10. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

11. Any employee required to work overtime for a period in excess of one hour after the time fixed in clause 5 for ending work shall be allowed 4s. meal money in addition to overtime rates as prescribed for in this Determination unless notified 24 hours previously of the intention to work overtime. If having been notified accordingly, the employee's services are not required he shall be paid the 4s. meal money as provided for herein.

TERMS OF ENGAGEMENT

12. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

(f) An employer shall have the right to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any other stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL WORK.

13. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
 (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st July, 1949, shall be disregarded. No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAY.

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

HOLIDAYS.

16. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

SPECIAL RATES.

17. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES.

18. Wages shall be paid during working hours not later than Thursday in each week.

DINING ROOMS, LOCKERS, ETC.

19. The employer shall provide for the use of employees suitable dining rooms, lockers, change rooms, and hot and cold showers.

FEMALES NOT TO LIFT HEAVY WEIGHTS.

20. Females over the age of 18 years shall not be required to lift more than 35 lbs.

RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

21. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
 (b) That he interviews employees only at the place where they are taking their meal.
 (c) That not more than one representative in all be in any establishment at any one time.
 (d) That no one representative visit an establishment more than once a fortnight.
 (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.
 (f) Each employer shall keep time and wages records showing the names of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

First Aid Outfit.

22. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit consisting of the following articles:—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolyzed	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PIECEWORK.

23. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt. plus 10 per cent.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
Wool, shoddy or mantle clips	s. d. 8 3	s. d. 16 6	s. d. 4 9	s. d. 9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3 plus 10	16 6 plus 10	4 9 plus 10	9 6 plus 10
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9 per cent.	3 6 per cent.	1 0 per cent.	2 0 per cent.
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
Ripping.				
Ripping and Sorting to Grade or Quality.				
Ripping woollens—				
By machine	s. d. 3 3 plus 10	s. d. 2 0 plus 10	s. d. 6 3 plus 10	s. d. 4 0 plus 10
By hand	9 6 per cent.	5 9 per cent.	19 0 per cent.	11 6 per cent.

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 10 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1952, the amount of the Basic Wage shall be as prescribed in clause 24.

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

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

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

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th March, 1952.



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FRIDAY, MAY 16.

[1952

Factories and Shops Acts.

DETERMINATION OF THE CORK TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) employed in the process, trade, or business of preparing for sale corks or cork products” has made the following Determination, namely:—

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

2. (a)

WAGES.

										Per Week.
										£ s. d.
<i>Adult Males.</i>										
Cork Cutting:—										
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—										
First six months	..	..	..	..	..	..	..	..	..	11 11 6
Thereafter	..	..	..	..	..	..	..	..	..	12 1 6
Feeders and/or operators of machines i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing										
All others	..	..	..	..	..	..	..	..	..	11 9 6
All others	..	..	..	..	..	..	..	..	..	11 6 6
Cork Board:—										
Oven hand in charge (curing)	..	..	..	..	..	..	..	..	..	12 1 6
All others	..	..	..	..	..	..	..	..	..	11 6 6
Compressed Cork:—										
Oven hand in charge (curing)	..	..	..	..	..	..	..	..	..	12 1 6
Splitting with band knife and/or mixing granules with adhesive by machinery	..	..	..	..	..	..	..	..	..	11 14 6
All others	..	..	..	..	..	..	..	..	..	11 9 6
Fishing Requisites:—										
Rounding and/or drawing off—										
First six months	..	..	..	..	..	..	..	..	..	11 11 6
Thereafter	..	..	..	..	..	..	..	..	..	12 1 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks										
All others	..	..	..	..	..	..	..	..	..	11 9 6
All others	..	..	..	..	..	..	..	..	..	11 6 6
<i>Adult Females.</i>										
Under three months' experience	..	..	..	..	..	..	..	..	..	7 19 0
All others	..	..	..	..	..	..	..	..	..	8 2 0

(b)

APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age	25	2 13 0	17 years of age and under ..	54	4 6 0
16 years of age	35	3 14 0	18 years of age	64	5 2 0
17 years of age	48	5 2 0	19 years of age	74	5 17 6
18 years of age	60	6 7 0	20 years of age	85	6 15 0
19 years of age	76	8 1 0			
20 years of age	91	9 13 0			

PROPORTION (in any place):

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

WEEKLY HOURS.

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

TIMES OF BEGINNING AND ENDING WORK.

4. The ordinary times of beginning and ending work shall be :—

Time of Beginning.

Not earlier than

7.30 a.m.

7.30 a.m.

Time of Ending.

Not later than

12 noon on Saturday.

5.30 p.m. Monday to Friday (inclusive).

OVERTIME.

5. Overtime shall be paid for as follows :—

- (i) All time worked outside the times of beginning and ending work as proscribed in clause 4 } Time and a half for the first three hours and double time thereafter.
- (ii) All time worked within the times of beginning and ending work in excess of 40 hours per week }

An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

TERMS OF ENGAGEMENT.

6. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side or by the payment or forfeiture of one week's wages; such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time.

(c) Casual employees shall be paid at the rate of time and a third and shall be guaranteed not less than four hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

SHIFT WORK.

7. (a) The ordinary hours of shift workers shall not exceed—

- (i) 40 in any week, to be worked in five shifts of not more than 8 hours 48 minutes, on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or
- (ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week;
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

(b) Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than five hours without a break for a meal.

(c) Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(d) Shift workers whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

(e) Subject to this sub-clause, shift workers for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 9 of this Determination. Where shifts commence between 11 p.m. and midnight on Sundays and/or holidays, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: Provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

(f) Shift workers for all time worked in excess of or outside the ordinary working hours proscribed by this clause or on a shift other than a rostered shift shall—

- (i) if employed on continuous work (as defined), be paid at the rate of double time; or
- (ii) if employed on other shift work, the rate of time and a half for the first four hours and double time thereafter except in each case when the time is worked—
- (iii) by arrangement between the employees themselves; or
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift, and at the rate of double time thereafter, except where the employee is required to continue to work on his rostered day off, when he shall be paid double time.

"Continuous work" shall mean work carried on by shifts of at least 12 hours for not less than five consecutive days.

(g) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop, or for at least six successive afternoons or nights in a six-day workshop, shall be paid at the rate of time and a half.

(h) A shift worker who, during a period of engagement on shift, works only on night shift and without some regular rotation with some other shift or with day work, shall be paid at the rate of time and a quarter for all time worked during ordinary working hours.

(i) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

HOLIDAYS.

8. Weekly employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for Queen's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday but shall be paid for such Saturday as for a half-day in establishments where a five and a half day week is worked.

Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

9. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or Boxing Day: provided that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 8, the special rate herein provided shall operate on such day in lieu of Queen's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the days so substituted.

SICK LEAVE.

10. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st July, 1948, shall be disregarded.

ANNUAL HOLIDAY.

11. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

REST PERIOD.

12. A rest period of ten minutes, at a time fixed by the employer, shall be allowed to all employees each morning and afternoon, such time to count as time worked.

MEAL BREAK.

13. Unless otherwise agreed between the employer and the Union a meal break of not less than 45 minutes shall be allowed employees each day Monday to Friday inclusive.

MEAL ALLOWANCE.

14. Where an employee is required to work overtime after his usual ceasing time and such period of overtime extends beyond 6 p.m. or in the case of a shift worker one hour beyond his usual ceasing time, the employee shall be paid an allowance of 4/- as meal money.

PAYMENT OF WAGES.

15. Wages shall be paid not later than Thursday in each week where practicable. No employer shall hold more than two days' pay in hand.

RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

- (f) Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record of any employee shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed against such employee.

FIRST AID OUTFIT.

17. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit consisting of the following articles:—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 19.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 10 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1952, the amount of the basic wage shall be as prescribed in clause 18.

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

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

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

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th March, 1952.



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FRIDAY, MAY 16.

[1952

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State **outside and excepting** the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 24th December, 1940, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
- (c) employed in connexion with the sale or distribution of wood, coal, or coke;
- (d) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal"—

has made the following Determination, namely :—

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

Part 1.—Persons **OTHER THAN** those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.			OTHER EMPLOYERS.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
—	Percent- age of Basic Wage.	—	<i>Firewood Saw-mills, Mallee Roots, &c.</i>		
		<i>s. d.</i>			<i>s. d.</i>
			Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker		
			Other benchmen		
			Lumpers		
			Trolley-men		
			Skip loaders		
			Truck loaders of wood 4 feet or over		
			Wagon or dray loaders		
			Block stackers		
			Wood cutters using axe, power crosscut, circular saw, or other method		
			Carters driving one, two, or three horses		
			And 6s. extra per week for every additional horse in excess of three.		
			Drivers of motor vehicles having a carrying capacity—		
			(a) not exceeding 25 cwt.		
			(b) exceeding 25 cwt. but not exceeding 3 tons		
			(c) exceeding 3 tons		
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.		
			Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles		
			All others		
			Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.		
			<i>Gas Producer Units.</i>		
			The following provisions shall apply to drivers of vehicles fitted with 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.		

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 236s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.

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

IMPROVERS	OTHER EMPLOYEES—(continued)	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.	
	<i>Hay, Corn, or Chaff Stores.</i>	
	Storeman in charge	s. d. 247 0
	Carters driving one, two, or three horses	249 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	243 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	249 0
	(c) exceeding 3 tons	255 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
	All others	241 0
	<i>Wood, Coal, or Cote Yards.</i>	
	Carters driving one, two, or three horses	249 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	243 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	249 0
	(c) exceeding 3 tons	255 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra	
	All others	240 0
	<i>Gas Producer Units.</i>	
	The following provisions shall apply to drivers of vehicles fitted with 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.	

CONDITIONS OF EMPLOYMENT.

3. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.

(ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(iii) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

4. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

5. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee, other than a pieceworker, unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

TIME WAGES.

6. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to, but not exceeding the rate prescribed by this Determination for an ordinary week's work.

CONTRACT WORK.

7. No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

SUNDAYS AND HOLIDAYS.

8. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee, other than a pieceworker, engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

ALLOWANCES.

10. (a) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (b) and (c) hereof.

(b) Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(c) An employee who finds it necessary to travel five miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

TIME RECORD.

11. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

12. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

13. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

14. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine, picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

15. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

PIECEWORK.

16. (a) A schedule of piecework prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid 3½d. per ton extra to stack tops, or 5½d. per ton extra to stack and burn tops.

(b) The schedule of piecework prices includes a loading to provide for two weeks' annual holiday and to compensate for times lost through sickness (1 week) and for time lost on account of public holidays (10 days).

PIECEWORK PRICES.

Firewood Saw-mills, Mallee Roots, &c.

CUTTING AND STACKING OR CUTTING AND LOADING ON TO VEHICLES—

	By Ton Measurement of 50 Cubic Feet.	Per Standard I.B. Truck Loaded to Water Level i.e., 8 Tons Measurement or 400 Cubic Feet.
6-ft. rate i.e., 6-ft. or over—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 13 2	<i>s. d.</i> 102 3
Red Box, Iron Bark or Red Gum	11 10	95 11
Ti-tree or Mallee Scrub	13 2	..
Common Wood, i.e., all other than those specified above	10 4	80 1
5-ft. rate i.e., 5-ft. and up to, but not including 6-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 14 0	<i>s. d.</i> 181 11
Red Box, Iron Bark or Red Gum	14 0	181 11
Ti-tree or Mallee Scrub	14 0	..
Common Wood, i.e., all other than those specified above	11 6	150 5
4-ft. rate i.e., 4-ft. and up to, but not including 5-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 14 3	<i>s. d.</i> 188 1
Red Box, Iron Bark or Red Gum	14 3	188 1
Ti-tree or Mallee Scrub	14 3	..
Common Wood, i.e., all other than those specified above	11 10	156 8
3-ft. rate i.e., 3-ft. and up to, but not including 4-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 16 8	<i>s. d.</i> 133 3
Red Box, Iron Bark or Red Gum	16 8	133 3
Ti-tree or Mallee Scrub	16 8	..
Common Wood, i.e., all other than those specified above	14 11	119 3
2-ft. rate i.e., 2-ft. and up to, but not including 3-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	<i>s. d.</i> 19 4	<i>s. d.</i> 155 5
Red Box, Iron Bark or Red Gum	19 4	155 5
Ti-tree or Mallee Scrub	19 4	..
Common Wood, i.e., all other than those specified above	16 8	133 3

Notes.—(i) When the cutter is engaged it shall be mutually agreed where the wood is to be stacked for measurement, i.e., at the stump, on the vehicle, or at the place of delivery.

(ii) When wood is cut and not stacked 1s. 8d. per ton less than the above rates.

(iii) Stackers (other than wood cutters) stacking wood in not less than 15 ton lots shall be paid 3s. 5d. per ton.

LOADING VEHICLES 16s. 2d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck .. 13s. 2d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH 14s. per truck (Standard I.B.).

TRUCK LOADING—

Wood, 4 feet to 6 feet inclusive 18s. 2d. per truck (Standard I.B.) loaded to 5 feet.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from vehicles 8s. 4d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

The rate for milling (other than by self-acting bench) shall be 46s. 4d. per truck for 1-ft. wood and 55s. 6d. per truck for 9-inch wood which may be divided as follows:—

Where four men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	12s. 1d. per truck (Standard I.B.).	15s. 3d. per truck (Standard I.B.).
Lumping	11s. 5d. " "	13s. 5d. " "
Handing up	11s. 5d. " "	13s. 5d. " "
Stacking	11s. 5d. " "	13s. 5d. " "
Benchman to sharpen saws also.		
Lumper, hander-up, and stacker to clean up also.		

Where three men are employed—

Benching and handing up	16s. 2d. per truck (Standard I.B.).	19s. 0d. per truck (Standard I.B.).
Lumping and handing up	15s. 1d. " "	18s. 3d. " "
Stacking	15s. 1d. " "	18s. 3d. " "
Benchman to sharpen saws also.		
Lumper and stacker to clean up also.		

Where two men are employed .. each 23s. 2d. " " 27s. 9d. " "

These men also to sharpen saws and clean up.

MILLING BY SELF-ACTING BENCH—

The rate for milling by self acting bench shall be 41s. 6d. per truck for 1-foot wood and 50s. per truck for 9-inch wood which may be divided as follows:—

Where three men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	14s. 8d. per truck (Standard I.B.).	17s. 6d. per truck (Standard I.B.).
Lumping	13s. 5d. " "	16s. 3d. " "
Stacking	13s. 5d. " "	16s. 3d. " "
Benchman to sharpen saws also.		
Lumper and stacker also to clean up.		

Where two men are employed—

Benching and lumping	22s. 2d. " "	27s. 4d. " "
Stacking	19s. 4d. " "	22s. 8d. " "
Benchman to sharpen saws also.		
Stacker to clean up also.		

Where one man is employed .. 41s. 6d. " " 50s. 0d. " "

This man also to sharpen saws and clean up.

MALLEE ROOTS—

	By Weight.	By Measurement.
	per ton.	per ton.
	s. d.	s. d.
(a) Raising or digging out	13 2	9 10
(b) Cleaning or trimming	13 2	9 10
(c) Loading on to vehicles	7 7	5 7

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	Wood cutters, using axe, power crosscut, circular saw, or other method .. s. d. 249 0
	Carters driving one, two, or three horses 249 0
	And 6s. extra per week for every additional horse in excess of three.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 243 0
	(b) exceeding 25 cwt. but not exceeding 3 tons 249 0
	(c) exceeding 3 tons but not exceeding 6 tons 255 0
	(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.
	And if a trailer is attached to the vehicle—1s. 6d. per day extra.
	<i>Gas Producer Units.</i>
	The following provision shall apply to drivers of vehicles fitted with 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.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant 264 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 254 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision 274 0
	(ii) With three or fewer persons under his supervision 270 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 264 0

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

CONDITIONS OF EMPLOYMENT.

18. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.

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

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus $7\frac{1}{2}$ per cent.

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

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

19. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

20. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

SUNDAYS AND HOLIDAYS.

21. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

ALLOWANCES.

23. Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

25. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

26. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

28. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boric acid, iodine picro acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

30. In every camp where the pan system is not in use, the employer shall instal sanitary conveniences, and provide attention hereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

31. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

CHARCOAL BURNING.

32. (i) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz. :—

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey box, red box, red gum, or ironbark	115 8	105 8
Any other variety of wood	125 0	110 7

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

The above prices include a loading to provide for two week's annual holiday and to compensate for time lost through sickness (1 week) and for time lost on account of public holidays (10 days).

(ii) If the wood to be burned is situated more than half a mile from the retort or kiln, 2s. 10d. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(iii) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

Part 3.—All persons to whom this Determination applies.**PERIODICAL ADJUSTMENT OF WAGES.**

33. The wages rates for adults set out in clauses 2 and 17 are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 34.

Provided that, where a pieceworker works less than 40 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	10 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1952, the amount of the basic wage shall be as prescribed in clause 33.

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

(d) The wages of improvers shall be the appropriate percentages as set out in clauses 2 and 17; such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th April, 1952.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

HOTEL AND RESTAURANT BOARD

Clauses 2, 3, 36 and 52 of the Determination published in the *Government Gazette* No. 257 of the 6th March, 1952, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2. APPRENTICES AND IMPROVERS.

		Wages (see below for Deductions where Board or Lodging is Provided).			
		Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 6 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
		Males.	Females.	Males.	Females.
		Per Week of 40 hours.		Per Week of 40 hours.	
		s. d.	s. d.	s. d.	s. d.
17 years of age	.. ..	101 6	..	100 0	..
18 years of age	.. ..	128 0	102 6	126 0	101 0
19 years of age	.. ..	161 0	119 0	158 6	117 0
20 years of age	.. ..	193 6	135 6	191 0	133 6

PROPORTION (IN ANY PLACE).	
MALES OR FEMALES.	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
<i>Improvers.</i>	
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

					Wages (see below for Deductions where Board or Lodging is Provided).			
					Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
					Males.	Females.	Males.	Females.
					Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.					s. d.	s. d.	s. d.	s. d.
Barman .. .. .	..	..	..	..	242 0	..	239 0	..
Cellarman .. .. .	..	..	..	..	254 0	..	251 0	..
Assistant Cellarman .. .. .	..	..	..	..	242 0	..	239 0	..
Barmaids .. .. .	..	..	..	..	..	242 0	..	239 0
PART II.								
First cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	282 0	229 0	279 0	227 3
Five, six, or seven .. .. .	..	..	..	..	272 0	219 0	269 0	217 3
Three or four .. .. .	..	..	..	..	254 0	201 0	251 0	199 3
Other first cooks, or cook employed alone .. .. .	..	..	..	..	248 0	195 0	245 0	193 3
Second cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	264 6	211 6	261 6	209 9
Five, six, or seven .. .. .	..	..	..	..	254 6	201 6	251 6	199 9
Other second cooks .. .. .	..	..	..	..	242 0	193 0	239 0	191 3
Night or relieving cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	264 6	211 6	261 6	209 9
Five, six, or seven .. .. .	..	..	..	..	254 6	201 6	251 6	199 9
Other night or relieving cooks .. .. .	..	..	..	..	242 0	189 0	239 0	187 3
Larder cook .. .. .	..	..	..	..	245 0	192 0	242 0	190 3
Pastrycook .. .. .	..	..	..	..	248 0	195 0	245 0	193 3
Stove, grill, fish, third or breakfast cook .. .. .	..	..	..	..	242 0	189 0	239 0	187 3
Vegetable or assistant cook .. .. .	..	..	..	..	239 0	186 0	236 0	184 3
Oysterman .. .. .	..	..	..	..	232 0	..	229 0	..
Pantryman or kitchenman .. .. .	..	..	..	..	232 0	..	229 0	..
Storeman .. .. .	..	..	..	..	239 0	..	236 0	..
Head waiter .. .. .	..	..	..	..	242 0	..	239 0	..
Other waiters (Drink and/or food) .. .. .	..	..	..	..	232 0	..	229 0	..
Night porter .. .. .	..	..	..	..	232 0	..	229 0	..
Day porter .. .. .	..	..	..	..	232 0	..	229 0	..
Billiard-room attendant .. .. .	..	..	..	..	232 0	..	229 0	..
Commissionaire or messenger .. .. .	..	..	..	..	232 0	173 0	229 0	171 3
Housekeeper, stewardess, or managers .. .. .	..	..	..	..	..	189 0	..	187 3
Laundress .. .. .	..	..	..	..	..	177 0	..	175 3
Head waitress .. .. .	..	..	..	..	..	179 0	..	177 3
Other waitresses .. .. .	..	..	..	..	..	173 0	..	171 3
Pantrymaid or kitchenmaid .. .. .	..	..	..	..	..	173 0	..	171 3
Housemaid .. .. .	..	..	..	..	..	173 0	..	171 3
Persons not otherwise provided for .. .. .	..	..	..	..	232 0	173 0	229 0	171 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .					..	Per week of 20 hours 107 6	..	Per week of 20 hours 106 6

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

Under the provisions of Section 7 of the Factories and Shops Act 1938 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 45s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36.

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.									PROPORTION (IN ANY PLACE).
	Males.				Females.				
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 years of age or under ..	44	93 6	1 6	95 0	47	74 6	1 0	75 6	MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 years of age or under ..	51	108 0	1 6	109 6	55	87 6	1 3	88 9	
18 years of age or under ..	58	123 0	1 9	124 9	58	92 0	1 6	93 6	
19 years of age or under ..	69	146 6	2 3	148 9	62	98 6	1 6	100 0	<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
20 years of age or under ..	89	188 6	3 0	191 6	69	100 6	1 9	111 3	

CLUBS—continued.

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	242 0	..	239 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	282 0	224 0	279 0	222 3
Five, six, or seven	272 0	213 0	269 0	212 3
Three or four	254 0	196 0	251 0	194 3
Other first cooks or cook employed alone	248 0	190 0	245 0	188 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	264 6	206 6	261 6	204 9
Five, six, or seven	254 6	196 6	251 6	194 9
Less than five	242 0	188 0	239 0	186 3
Larder cook	245 0	187 0	242 0	185 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	244 0	185 0	241 0	183 3
Third, stove, grill, fish, or breakfast cook	242 0	184 0	239 0	182 3
Vegetable or assistant cook	239 0	181 0	236 0	179 3
Oysterman	232 0	..	229 0	..
Pantryman or kitchenman	232 0	..	229 0	..
Storeman	239 0	..	236 0	..
Head waiter	242 0	..	239 0	..
Other waiters	232 0	..	229 0	..
Night porter	232 0	..	229 0	..
Day porter	232 0	..	229 0	..
Billiard-room attendant	232 0	..	229 0	..
Commissionaire or messenger	232 0	..	229 0	..
Housekeeper, stewardess, or manageress .. .. .	..	184 0	..	182 3
Laundress .. .. .	..	172 0	..	170 3
Head waitress or supervisor .. .. .	..	174 0	..	172 3
Other waitresses .. .. .	..	168 0	..	166 3
Pantrymaid or kitchenmaid .. .. .	..	168 0	..	166 3
Counterhand .. .. .	..	168 0	..	166 3
Housemaid .. .. .	..	168 0	..	170 9
Linen maid or seamstress .. .. .	..	172 6	..	..
Persons not otherwise provided for	232 0	168 0	229 0	166 3
		Per week of 20 hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	99 3	..	98 3

NOTE.—War Loading.—For convenience War Loadings as follows:—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. ..
Other females	2s. 6d. ..

have been included in wages for employees classified under heading of other employees.

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

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) provides meals which are consumed by the employee—

(a) for each substantial meal 1s. 8d. per meal less.

(b) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 42s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.									PROPORTION (IN ANY PLACE).
	Males.				Females.				
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 years of age or under ..	44	93 6	1 6	95 0	47	74 6	1 0	75 6	MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age or under ..	51	108 0	1 6	109 6	55	87 6	1 3	88 9	
18 years of age or under ..	58	123 0	1 9	124 9	58	92 0	1 6	93 6	
19 years of age or under ..	69	146 6	2 3	148 9	62	98 6	1 6	100 0	
20 years of age or under ..	89	188 6	3 0	191 6	69	109 6	1 9	111 3	

(b)

OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	279 0	224 0	276 0	222 3
Five, six, or seven ..	269 0	213 0	266 0	212 3
Three or four ..	251 0	196 0	248 0	194 3
Other first cooks or cook employed alone ..	245 0	190 0	242 0	188 3
Second cook where the number of persons employed in the kitchen is—				
Eight or more ..	261 6	206 6	258 6	204 9
Five, six, or seven ..	251 6	196 6	248 6	194 9
Other second cooks ..	239 0	188 0	236 0	186 3
Night or relieving cook ..	239 0	184 0	236 0	182 3
Larder cook ..	242 0	187 0	239 0	185 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook ..	241 0	185 0	238 0	183 3
Third, stove, grill, fish, or breakfast cook ..	239 0	184 0	236 0	182 3
Vegetable or assistant cook ..	236 0	181 0	233 0	179 3
Oysterman ..	229 0	..	226 0	..
Pantryman or kitchenman ..	229 0	..	226 0	..
Storeman or storewoman ..	236 0	172 0	233 0	170 3
Head waiter ..	239 0	..	236 0	..
Other waiters ..	229 0	..	226 0	..
Night porter ..	229 0	..	226 0	..
Day porter ..	229 0	..	226 0	..
Billiard-room attendant ..	229 0	..	226 0	..
Commissionaire or messenger ..	229 0	..	226 0	..
Housekeeper or stewardess ..	..	184 0	..	182 3
Laundress ..	..	172 0	..	170 3
Head waitress or supervisor ..	..	174 0	..	172 3
Other waitresses ..	..	168 0	..	166 3
Pantrymaid or kitchenmaid ..	..	168 0	..	166 3
Fruit juice, flavour, or soda fountain hand ..	..	171 0	..	168 9
Counterhand (other than a soda fountain hand as defined) ..	..	168 0	..	166 3
Housemaid ..	..	168 0	..	166 3
Linen maid or seamstress ..	..	172 0	..	170 9
Persons not otherwise provided for ..	229 0	168 0	226 0	160 3
		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) ..	..	99 3	..	98 3

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males ..	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids ..	1s. 6d. ..
Other females ..	2s. 6d. ..

have been included in wages for employees classified under heading of other employees.

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

(i) provides meals which are consumed by the employee—

(a) for each substantial meal, 1s. 8d. per meal less.

(b) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 42s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

Clauses, other than clauses 2, 3, 36 and 52, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 380]

FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 874 of the 27th August, 1951, shall be replaced by the following clause:—

* WAGES.

2 (a)

Apprentices and Improvers.

<i>Apprentices.—PER WEEK.</i>					<i>Improvers.—PER WEEK.</i>				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate
		<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 year ..	29	61 6	2 8	64 2	1st six months ..	23	49 0	1 0	50 0
2nd year ..	38	80 6	5 4	85 10	2nd six months ..	33	70 0	1 6	71 6
3rd year ..	53	112 6	8 0	120 6	2nd year ..	48	102 0	2 0	104 0
4th year ..	76	161 0	10 8	171 8	3rd year ..	77	163 0	3 0	166 0
5th year ..	98	208 0	13 4	221 4	4th year ..	98	208 0	4 0	212 0
					5th year ..	100 plus 14s.	226 0	4 6	230 6
PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 296s. 8d. per week.					One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 296s. 8d. per week.				
An amended indenture of apprenticeship was approved on 7th September, 1940									

* NOTE.—Section 151, Act 3677, reads as follows:—“When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages.”

(b)

Other Employees.

SECTION "A".

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

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	307 6	7 8½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	326 8	8 2
(b) Where the temperature exceeds 120° Fahrenheit	346 8	8 8
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	326 8	8 2
(b) Where the temperature exceeds 120° Fahrenheit	346 8	8 8
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	307 6	7 8½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	346 8	8 8
(7) Bricklayers laying glass bricks	296 8	7 5
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	304 0	7 7½
(9) All other bricklayers	296 8	7 5
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	296 8	7 5
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	300 10	7 6½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	320 2	8 0
(b) Where the temperature exceeds 120° Fahrenheit	340 2	8 6
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	320 2	8 0
(b) Where the temperature exceeds 120° Fahrenheit	340 2	8 6
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	300 10	7 6½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	340 2	8 6
(7) Bricklayers laying glass bricks	290 0	7 3
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	297 4	7 5½
(9) All other bricklayers	290 0	7 3
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	290 0	7 3
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 26 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c)

Special Allowances.

In addition to the rates hereinbefore prescribed in this clause the following special allowances shall be paid, provided that the provisions of paragraphs (i), (ii), and (iii) hereof shall apply only to bricklayers doing work classified under classifications (7) and (9) of Sections "A" and "B" of sub-clause (b).

(i) *Wet Places.*—An employee working in any place where his clothing or boots become saturated whether by water, concrete, or otherwise shall be paid 3d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate per hour for the whole of the day or shift if he is required to work in wet clothing or boots.

(ii) *Confined Space.*—An employee required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the bricklaying trade) shall be paid 3d. per hour whilst so employed.

(iii) *Dirty Work.*—An employee working at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of 3d. per hour extra.

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

(v) *Employee Reporting for Duty.*—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

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

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



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FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

CARPENTERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 511 of the 17th May, 1951, as amended by the Determination of the Industrial Appeals Court published in *Government Gazette* No. 285 of the 17th March, 1952, shall be replaced by the following clause:—

WAGES.

2. (i) Applicable to employees engaged on hourly hiring.

Adult Employees (other than Apprentices)	*Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
(i) For stock work	6 8½	6 10½	6 7½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 3½	7 5½	7 2½
(iii) For work of employees in a mixed enterprise	7 3½	7 5½	7 2½
(iv) For building construction work	7 5½	7 7½	7 4½

* These rates are loaded to cover payment for Public Holidays, Sick Leave, and time lost in following the job.

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

(ii) Applicable to employees engaged on weekly hiring.

Adult Employees (other than Apprentices).	†Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(i) For stock work	12 8 3	12 14 9	12 5 3
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	13 9 0	13 15 6	13 6 0
(iii) For work of employees in a mixed enterprise	13 9 0	13 15 6	13 6 0
(iv) For building construction work	13 14 6	14 1 0	13 11 6

† Employees on weekly hiring are entitled to the provisions of clauses 12 and 13 in respect of Public Holidays and Sick Leave.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed :—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination, or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned in this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.
- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work in a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connexion with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation, or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed.

Clauses, other than clause 2 of the said Determination, as amended by the Industrial Appeals Court on the 8th May, 1951, and the 4th March, 1952, shall remain in force.



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FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 1252 of the 7th December, 1951, shall be replaced by the following clause:—

2.

WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	14 3 6	14 1 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation	13 13 0	13 11 0
	(b) For a second period of six months' probation	13 16 6	13 14 6
	(c) Thereafter the rate for a machine compositor	14 3 6	14 1 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	14 3 6	14 1 6
4	Proof reader and/or reviser		
	(a) In newspaper and commercial printing offices	13 16 6	13 14 6
	(b) Commercial printing only	13 16 6	13 14 6

* See clause 3 for definition of grades.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..	13 13 0	13 11 0
6	Hand compositor		
7	Sluggar		
8	Bulk hand		
9	Stonehand		
10	Electrotypist	13 13 0	13 11 0
11	Stereotypist		
12	Letterpress Machinist		
13	Machinist working a flat-bed machine printing from a reel		
14	Lithographic machinist, including lithographic tin printer, lithographic transferor and/or pressman	13 13 0	13 11 0
15	Stone and/or plate preparer	12 3 0	12 1 0
16	Ink grinder and/or varnisher	11 18 0	11 16 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	13 13 0	13 11 0
18	Marbler	13 13 0	13 11 0
19	Hand Indexer	13 13 0	..
20	Finisher	13 13 0	..
21	Pocket-book maker	13 13 0	..
22	Loose-sheet cover maker	13 13 0	..
23	Ticket maker, turned in work	13 13 0	..
24	Blotting-pad maker	13 13 0	..
25	Portfolio maker	13 13 0	..
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage	13 13 0	..
27	Map and plan mounter and/or varnisher		
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	13 13 0	13 11 0
29	Guillotine machine operator	12 1 0	..
30	Feeder of any kind of machine		
31	Storeman, packer and/or despatcher		
32	Male employee not otherwise specified	11 13 0	11 11 0

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	9 8 6
2	Female employee not otherwise specified	8 12 6
	Female Supervisors.	
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	9 10 6
	(b) From 9 to 15 employees (both inclusive)	9 12 6
	(c) Over 15 employees	10 5 6

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age	22	2 11 6
2	Between 15 and 16 years of age	27	3 3 0
3	Between 16 and 17 years of age	35	4 1 6
4	Between 17 and 18 years of age	47	5 9 6
5	Between 18 and 19 years of age	59	6 17 6
6	Between 19 and 20 years of age	72	8 8 0
7	Between 20 and 21 years of age	85	9 18 0

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year	22½	3 2 0
2	Second year	32½	4 9 6
3	Third year	37½	5 3 0
4	Fourth year	45	6 3 6
5	Fifth year	55	7 11 0
6	Sixth year	75	10 6 0
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the undermentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age	30	2 16 0
2	Between 17 and 18 years of age	40	3 14 6
3	Between 18 and 19 years of age	50	4 13 0
4	Between 19 and 20 years of age	60	5 12 0
5	Between 20 and 21 years of age	75	7 0 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

Clauses, other than clause 2, of the said Determination shall remain in force except that in clause 1 (c) of Schedule "A" the words "an amount of £4 2s. 1d. per week shall be added to the earnings of a pieceworker" shall be altered to read "an amount of £4 18s. 11½d. per week shall be added to the earnings of a pieceworker."



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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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 1239 of the 30th November, 1951, shall be replaced by the following clauses:—

2. *Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) Engineering and Brassworking Section.			
Angle-iron smith	£ s. d. 13 8 6	£ s. d. 13 15 0	£ s. d. 13 5 6
Annealer and/or case hardener	12 14 6	13 1 0	12 11 6
Brassfinisher (tradesman)	13 4 0	13 10 6	13 1 0
Brassfinisher (2nd class)	12 9 0	12 15 6	12 6 0
Brass polisher	12 2 0	12 8 6	11 19 0
Blacksmith's machinist	12 0 0	12 6 6	11 17 0
Brass-smith, coppersmith, or other smith	13 5 6	13 12 0	13 2 6
Fitter and/or turner	13 4 0	13 10 6	13 1 0
Fitter, turbine blade	13 8 6	13 15 0	13 5 6
Forger and/or faggoter	14 2 6	14 9 0	13 19 6
Heat treater	13 8 6	13 15 0	13 5 6
Inspector	13 19 6	14 6 0	13 16 6
Key-seating machinist	12 0 0	12 15 6	12 6 0
Locksmith	13 4 0	13 10 6	13 1 0
Machine setter	13 4 0	13 10 6	13 1 0
Machinist—1st class	13 4 0	13 10 6	13 1 0
Machinist—2nd class	12 0 0	12 15 6	12 6 0
Machinist—3rd class	12 0 0	12 6 6	11 17 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	13 8 6	13 15 0	13 5 6
Motor cycle mechanic	12 19 6	13 6 0	12 16 6
Motor mechanic	13 4 0	13 10 6	13 1 0
Mould polisher	11 18 0	12 4 6	11 15 0
Patternmaker	13 17 0	14 3 6	13 14 0
Pipe fitter on low pressure work	12 9 0	12 15 6	12 6 0
Process worker	11 14 0	12 0 6	11 11 0
Refrigeration mechanic or serviceman	13 4 0	13 10 6	13 1 0
Safe maker and/or repairer (security work)	13 4 0	13 10 6	13 1 0
Scalemaker and/or adjuster	13 4 0	13 10 6	13 1 0
Scientific instrument maker	13 17 0	14 3 6	13 14 0
Toolmaker	13 17 0	14 3 6	13 14 0
Toolsmith	13 8 6	13 15 0	13 5 6
Wet stone grinder and glazier (tradesman)	13 4 0	13 10 6	13 1 0
Welder—1st class (other than when using Cutler machine)	13 8 6	13 15 0	13 5 6
Welder—1st class (using Cutler machine)	12 11 0	12 17 6	12 8 0
Welder—2nd class	12 0 0	12 6 6	11 17 0
Welder—3rd class	11 16 0	12 2 6	11 13 0

Wages per Week of 40 Hours.—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Welder—tack	11 18 0	12 4 6	11 15 0
Jobbing moulder and/or coremaker	13 4 0	13 10 6	13 1 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	12 0 0	12 6 6	11 17 0
2nd six months' experience	12 3 0	12 9 6	12 0 0
3rd six months' experience	12 6 0	12 12 6	12 3 0
Thereafter	12 11 0	12 17 6	12 8 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry	11 1 0	11 7 6	10 18 0
Employee not elsewhere classified	10 15 0	11 1 6	10 12 0
(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
Adding, calculating and book-keeping machine mechanic	13 5 6	13 12 0	13 2 6
Cash register mechanic	13 5 6	13 12 0	13 2 6
Tradesman	13 4 0	13 10 6	13 1 0
First-class mechanic	12 14 6	13 1 0	12 11 6
Second-class mechanic	12 11 0	12 17 6	12 8 0
Process worker	11 14 0	12 0 6	11 11 0
Other employees with not less than three months' experience in the metal trades industry	11 1 0	11 7 6	10 18 0
Employee not elsewhere classified	10 15 0	11 1 6	10 12 0

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

- Welder—1st class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

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

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

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

Wages.

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

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Special Loading.	Total Wage Payable—		
			Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mldura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.			
Four and five-year terms—		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st year	28	0 9	3 0 0	3 2 0	2 19 6
2nd year	39	1 0	4 3 6	4 6 0	4 2 6
3rd year	52	1 6	5 11 6	5 15 0	5 10 0
4th year	82	2 3	8 16 0	9 1 6	8 13 6
5th year	100 plus 3s.	3 0	10 18 0	11 4 6	10 15 0
Four-year terms—Apprentice commencing after the age of 17 years—					
1st year	32	0 9	3 8 6	3 10 6	3 7 6
2nd year	52	1 6	5 11 6	5 15 0	5 10 0
3rd year	82	2 3	8 16 0	9 1 6	8 13 6
4th year	100 plus 3s.	3 0	10 18 0	11 4 6	10 15 0

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

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

Hours.

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

Overtime and Shift Work.

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

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	War Loading.	Total Wage Payable—		
			Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.			
		s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	28	0 9	3 0 0	3 2 0	2 19 6
2nd year	39	1 0	4 3 6	4 6 0	4 2 6
3rd year	52	1 6	5 11 6	5 15 0	5 10 0
4th year	82	2 3	8 16 0	9 1 6	8 13 6
5th year	100 plus 3s.	3 0	10 18 0	11 4 6	10 15 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.				
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under one month's experience ..	75	0 0	..	7 19 0	8 4 0	7 16 6
All others	75	16 0	..	8 15 0	9 0 0	8 12 6
<i>II.—Junior Females.</i>						
17 years of age and under	52	3 6	..	4 6 0	4 9 0	4 5 0
18 years of age	62	4 0	..	5 2 6	5 5 6	5 1 0
19 years of age	72	4 6	..	5 19 0	6 2 6	5 17 0
20 years of age	82	5 0	..	6 15 6	6 19 6	6 13 6
<i>III.—Junior Males.</i>						
Under 16 years of age	24	2 0	..	2 13 0	2 14 6	2 12 0
16 years of age	34	3 0	..	3 15 0	3 17 6	3 14 0
17 years of age	46	4 0	..	5 1 6	5 4 6	5 0 0
18 years of age	58	5 0	..	6 8 0	6 11 6	6 6 0
19 years of age	73	6 0	..	8 1 0	8 5 6	7 18 6
20 years of age	88	7 0	..	9 13 6	9 19 6	9 11 0
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	24	2 0	1 0	2 14 0	2 15 6	2 13 0
16 years of age	32	2 6	1 9	3 12 0	3 14 0	3 11 0
17 years of age	58	5 0	3 0	6 11 0	6 14 6	6 9 0
18 years of age	73	6 0	4 0	8 5 0	8 9 6	8 2 6
19 years of age and over	88	7 0	4 6	9 18 0	10 4 0	9 15 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistance to a furnaceman.

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

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

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

(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age.

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

Prohibited Occupations.

(d) Junior employees shall not be employed :—

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 384]

FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

MUSICIANS BOARD.

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

WAGES.

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

Weekly Employees.

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

	£	s.	d.
(A2) Leaders—			
(i) Week's work	18	6	0
(ii) Each performance additional to the week's work	3	5	0
(A3) Principals—			
(i) Week's work	16	6	0
(ii) Each performance additional to the week's work	2	19	3
(A4) Week's work for other performers	14	14	0
(A5) Each performance additional to week's work	2	14	8
(A6) Pianist playing alone	16	6	0
(A7) Each performance additional to week's work	2	19	3
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 18s. 11d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(A9) Leaders—each performance	4	10	8
(A10) Principals—each performance	3	7	9
(A11) Other performers—each performance	3	7	0
(A12) Pianist playing alone—each performance	3	5	9

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

Weekly Employees.

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

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

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

	£	s.	d.
(B2) Week's work of six performances	12	18	6
(B3) Additional performances (each) one sixth of the six performance rate. ..			
(B3A) Week's work of eight performances	15	11	8
(B3B) Additional performances (each) one-eighth of the eight performance rate. ..			
(B4) Week's work of twelve performances	16	13	6
(B5) For the first additional performance	2	9	7
For the second additional performance	2	15	6
For the third and each succeeding additional performance	3	4	3
(B6) Pianist playing alone—six performances	14	9	6
(B7) Each performance additional to week's work	2	18	7
(B8) Pianist playing alone—twelve performances	18	4	6
(B9) For the first additional performance	2	12	10
For the second additional performance	2	18	4
For the third and each succeeding additional performance	4	6	6
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—12s. 2d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—14s. 11d. per hour with a minimum payment as for two hours.			

Casual Employees.

(B12) Each performance other than by pianist playing alone	2	18	9
B13 Each performance by pianist playing alone	3	4	11

(C) **PICTURE SHOWS.**

Weekly Employees.

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

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

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

(C2) Week's work of six performances	12	4	0
(C3) Each performance additional to week's work	2	11	0
(C4) Week's work of twelve performances	15	7	6
(C5) For the first additional performance	2	7	1
For the second additional performance	2	11	3
For the third and each succeeding additional performance	2	19	11
(C6) Pianist playing alone for six performances	13	15	0
(C7) Each performance additional to week's work	2	16	2
(C8) Pianist playing alone for twelve performances	16	18	6
(C9) For the first additional performance	2	10	3
For the second additional performance	2	15	3
For the third and each succeeding additional performance	3	6	4
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—11s. 7d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—13s. 11d. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(C12) Each performance	2	15	10
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(D) **STAGE BANDS.**

Weekly Employees.

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

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

(D2) Week's work of six performances not to exceed 18 hours	10	19	0
(D3) Each performance additional to week's work	2	7	0
(D4) Week's work of six performances not to exceed 12 hours	7	18	2
(D5) Each performance additional to week's work	2	3	2

Casual Employees.

(D6) Each performance of three hours	2	16	10
(D7) Each performance of two hours	1	5	8

(E) BRASS AND REED BANDS.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	2	7	0

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	8	15	6
(F2) Each performance additional to week's work	1	5	6
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	12	4	0
(F4) Each performance additional to week's work	1	1	9
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	11	19	0
(F6) Each performance additional to week's work	2	10	2
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid	1	8	8
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	2	15	10
(F12) An employee employed under (F5) not exceeding three hours shall be paid	2	14	10

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

Weekly Employees.

(G1) For the purpose of this sub-clause G— A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.			
(G2) Week's work other than by pianist playing alone	12	11	0
(G3) Each performance additional to week's work	2	11	2
(G4) Week's work—pianist or other instrumentalist playing alone	13	13	0
(G5) Each performance additional to week's work	2	15	10

Casual Employees.

(G6) Each performance	2	17	3
(G7) Each performance—pianist or other instrumentalist playing alone	3	1	8

REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10) A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday. Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.			
(G9) Week's work of two performances	5	1	2
Week's work of three performances	8	4	10
Week's work of four performances	10	11	6
Week's work of five performances	11	19	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances	6	5	6
Week's work of three performances	8	17	0
Week's work of four performances	11	7	8
Week's work of five performances	12	19	10

(H) CABARETS AND BALLROOMS.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	19	11	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	16	1	6

Casual Employees.

(H3) Each performance not to exceed five hours	5	3	4
(H4) Each performance not to exceed four hours	4	9	5
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 3d. for each fifteen minutes or portion thereof.			
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 1½d. for each fifteen minutes or portion thereof.			

(I) COFFEE LOUNGES.

Weekly Employees.

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	15	3	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	14	18	2

Casual Employees.

(I3) Each performance not to exceed three hours	3	6	7
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(J) SKATING RINKS.

Weekly Employees.

£ s. d.

(J1) For the purpose of this sub-clause J—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	..	..	..	..	..	12	4	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	..	..	..	..	..	2	11	0
(J4) Week's work of twelve long performances	..	..	..	..	..	15	7	6
(J5) For the first additional performance	..	..	..	..	..	2	7	1
For the second additional performance	..	..	..	..	..	2	11	3
For the third and each succeeding additional performance	..	..	..	..	..	2	19	11
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	..	..	..	..	..	13	4	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1	3	5

Casual Employees.

(J8) Each performance	2	15	10
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(K) CASUAL EMPLOYEES GENERALLY.

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

(ii) Casual rates shall be adjustable.

(L) ORGANISTS.

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

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

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

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

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

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

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

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

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

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

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

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

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

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

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

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

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

(O1) In Grand Opera and other work comprised in sub-clause A of this clause—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	..	..	1 2 8
(ii) Commencing before 3 p.m., not to exceed three hours	..	..	1 9 2
(iii) Commencing at or after 3 p.m., not to exceed two hours	..	..	1 5 10
(iv) Commencing at or after 3 p.m., not to exceed three hours	..	..	2 11 2

(O2) In any other work—

	£	s.	d.
(i) Commencing before 3 p.m., not to exceed two hours	..	..	0 19 5
(ii) Commencing before 3 p.m., not to exceed three hours	..	..	1 2 8
(iii) Commencing at or after 3 p.m., not to exceed two hours	..	..	1 2 8
(iv) Commencing at or after 3 p.m., not to exceed three hours	..	..	1 9 2

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

Other Employees.

£ s. d.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	16 6 0
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 11 11
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 13 7
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	14 9 6
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 10 9
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 10 11

(P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

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

Casual Employees.

(P2) Employee so required—per performance	extra 0 5 0
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(Q) RELAYING.

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

Broadcasts from a Place of Entertainment.

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

(R) CONDUCTOR-LEADERS.

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

(S) LEADERS.

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

(T) HIGHER DUTIES.

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

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

(U) LOWER RATES MAY BE AGREED TO.

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

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

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

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



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FRIDAY, MAY 16.

[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

16th day of May, 1952.

H. N. JONES,

Acting Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

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

2.

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

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

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.
TABLE "B"—ADULT FEMALES.		
(Including non-adult females of at least five years' experience.)		£ s. d.
1	Female head packer when employed as such	9 3 6
2	Packer	9 18 0
3	Female feeder employed on carton-cylinder machine	9 1 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) when covered with paper	9 1 0
	(b) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	9 7 6
5	Female employee—	
	(a) controlling Stokes and Smith (or similar) covering machine	9 3 6
	(b) controlling and/or setting up automatic carton-gluing machine	9 3 6
	(c) employed on any other machine used in cardboard box making, container making, or carton making	9 1 6
6	Female carton maker, including puller out and stripper	8 18 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	8 19 6
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	8 19 6
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	9 7 0
	(b) from nine to fifteen employees (both inclusive)	9 18 6
	(c) over fifteen employees	10 6 0
10	Female employee not otherwise specified	8 11 6

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

4.

						Third Column. Weekly Wage.
						£ s. d.
Where the work is performed by a male junior—						
(i)	under 15 years of age ..	..	..	..	..	2 10 0
(ii)	between 15 and 16 years of age ..	..	..	..	..	3 1 6
(iii)	between 16 and 17 years of age ..	..	..	..	..	4 0 0
(iv)	between 17 and 18 years of age ..	..	..	..	..	5 7 0
(v)	between 18 and 19 years of age ..	..	..	..	..	6 14 6
(vi)	between 19 and 20 years of age ..	..	..	..	..	8 4 0
(vii)	between 20 and 21 years of age ..	..	..	..	..	9 14 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.						
Where the work is performed by a female junior:—						
(i)	First year's experience ..	..	..	..	..	2 15 0
(ii)	Second year's experience ..	..	..	..	..	3 13 0
(iii)	Third year's experience ..	..	..	..	..	4 11 6
(iv)	Fourth year's experience ..	..	..	..	..	5 10 0
(v)	Fifth year's experience ..	..	..	..	..	6 17 0
(vi)	And thereafter the minimum wage prescribed for females for the class of work she is doing.					
(vii)	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.					
(viii)	In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.					

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £8 2s. 9d. for each full week worked or a *pro-rata* amount according to the time actually worked if less than a full week be worked.

1. The first part of the document is a list of the names of the members of the committee.

2. The second part of the document is a list of the names of the members of the committee.

3. The third part of the document is a list of the names of the members of the committee.

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18. The eighteenth part of the document is a list of the names of the members of the committee.

19. The nineteenth part of the document is a list of the names of the members of the committee.



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FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clauses 24, 25 and 26 of the Determination published in *Government Gazette* No. 11 of the 10th January, 1952, shall be replaced by the following clauses:—

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per “side”	1	7	0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0	8	6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	7	0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0	11	0
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0	14	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or “side.”			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	8	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	8	0
“Legitimate” or “Straight” presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per “side”	1	7	0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	8	6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	7	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0	14	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 13 14 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

£ s. d.

25. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid 1 7 0

If used in more than one half ($\frac{1}{2}$) the aggregate number of announcements in any one hour, an additional amount of 0 14 6

*LIVE SHOWS, ACTUAL BROADCASTS, ETC.**Casual Employees.*

26. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—

£ s. d.

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minute broadcast 1 7 0

Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) hour or part thereof .. 0 8 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of .. 1 7 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) 0 11 0

When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of 0 14 6

Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour broadcast or performance.

"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. 1 7 0

Beyond one (1) hour on any one day for every quarter ($\frac{1}{4}$) of an hour or part thereof 0 8 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of .. 1 7 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof 0 14 6

When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of 0 8 0

Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$ hrs.) or part thereof 0 8 0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

£ s. d.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 13 14 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 14 6

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clauses 24, 25 and 26, of the said Determination shall remain in force.



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FRIDAY, MAY 16.

[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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
Males.			Females.						
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—				
		s. d.			s. d.	Males .. .. .	..	..	s. d. 215 0
1st year ..	22	46 6	1st six months	23	36 6	Females .. .. .	..	..	159 0
2nd „ ..	30	63 6	2nd „ „	29	46 0				
3rd „ ..	41	87 0	3rd „ „	34	54 0				
4th „ ..	56	118 6	4th „ „	41	65 0				
5th „ ..	71	150 6	5th „ „	45	71 6				
6th „ ..	82	174 0	6th „ „	52	82 6				
7th „ ..	87	184 6	7th „ „	57	90 6				
			8th „ „	65	103 6				

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Two improvers to each female person receiving not less than the minimum wage.

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

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



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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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.	
Males.			Females.				
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
1st year's experience ..	22	46 6	1st six months' experience ..	23	36 6		
2nd " " " "	32	68 0	2nd " " " "	30	47 6		
3rd " " " "	42	89 0	3rd " " " "	34	54 0		
4th " " " "	57	121 0	4th " " " "	41	65 0		
5th " " " "	73	155 0	5th " " " "	45	71 6		
6th " " " "	84	178 0	6th " " " "	52	82 6		
7th " " " "	90	191 0	7th " " " "	57	90 6	Males	215 0
			8th " " " "	65	103 6	Females	159 0

and thereafter the rate prescribed for adults.

PROPORTION.

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

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, 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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette*, No 141 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 16 years of age	24	51 0	Foreman in charge		241 0
16 years of age and under 17 years	34	72 0	(i) All others of three months' or more experience		226 0
17 years of age and under 18 years	61	129 6	(ii) All others of less than three months' experience		215 0
18 years of age and under 19 years	77	163 0			
19 years of age and under 21 years	92	195 0			
PROPORTION (in any place.)					
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.					

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

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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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 140 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.					(b) Other Employees.				
Males.			Females.						
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.				s. d.
1st year's experience	22	46 6	1st six months' experience	23	36 6	Grinding mill attendant			219 0
2nd "	31	65 6	2nd "	30	47 6	Person engaged in testing and/or checking formulae			225 0
3rd "	42	89 0	3rd "	34	54 0	Person in charge of mixing ingredients and making chalks from given formulae ..			220 0
4th "	57	121 0	4th "	41	65 0	Persons not provided for—			
5th "	73	155 0	5th "	45	71 6	Males			215 0
6th "	84	178 0	6th "	52	82 6	Females			159 0
7th "	90	191 0	7th "	57	90 6				
			8th "	65	103 6				

and thereafter the minimum wage.

Proportion.

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

Three female improvers to each female person receiving not less than the minimum wage.

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

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Dated at Melbourne, this
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section, published in *Government Gazette* No. 139 of the 9th February, 1951, shall be replaced by the following clauses :—

PERSONS ENGAGED IN PREPARING FEATHERS.

		2.		WAGES PER WEEK OF 40 HOURS.	
		(a) Improvers.		(b) Other Employees.	
		Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age	.. ..	23	49 0	All adults	.. .. 215 0
17 years of age	.. ..	35	74 0		
18 years of age	.. ..	47	99 6		
19 years of age	.. ..	63	133 6		
20 years of age	.. ..	77	163 0		
<i>Proportion (in any place).</i>					
One improver to each adult employee.					

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14.		WAGES PER WEEK OF 40 HOURS.			
(a) IMPROVERS.					
Males.		Females.			
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience	22	46 6	1st six months' experience	23	36 6
2nd year's experience	31	65 6	2nd six months' experience	29	46 0
3rd year's experience	42	89 0	3rd six months' experience	34	54 0
4th year's experience	57	121 0	4th six months' experience	41	65 0
5th year's experience	73	155 0	5th six months' experience	45	71 6
6th year's experience	84	178 0	6th six months' experience	52	82 6
7th year's experience	90	191 0	7th six months' experience	57	90 6
			8th six months' experience	65	103 6
			9th six months' experience	70	111 6
			10th six months' experience	76	121 0

and thereafter the rate prescribed for adults.

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

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.										<i>s. d.</i>
Males :— (i) of 3 months' or more experience .. ..	..	..	..	..	..	..	..	..	..	216 0
(ii) of less than 3 months' experience .. ..	..	..	..	..	..	..	..	..	..	215 0
Females .. ..	..	..	..	..	..	..	..	..	..	159 0

Clauses, other than clauses 2 and 14, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.



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No. 392]

FRIDAY, MAY 16.

[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 priced to operate from the beginning of the first pay period to commence in May, 1952.

Dated at Melbourne, this
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 138 of the 9th February, 1951, shall be replaced by the following clause:—

2.

Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
	Percentage of Basic Wage.	s. d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age ..	27	57 0			
17 years of age ..	35	74 0			
18 years of age ..	47	99 6			
19 years of age ..	63	133 6			
20 years of age ..	77	163 0			
PROPORTION (in any place).					
One improver to each adult employee.					
			Foreman in charge	£ s. d. 11 7 0	£ s. d. 11 4 0
			Scutcher (hand)	11 1 0	10 18 0
			Scutcher (machine)	10 18 0	10 15 0
			All others	10 15 0	10 12 0

(b) **NIGHT SHIFT.**—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

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

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FRIDAY, MAY 16.

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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
16th day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Gold Beating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 156 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.					(b) ADULTS.		
Males.			Females.			Males.	
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.
1st year's experience	22	46 6	1st six months' experience	23	36 6	Beaters	237 0
2nd " "	31	65 6	2nd " "	30	47 6	All Others	215 0
3rd " "	48	102 0	3rd " "	34	54 0		
4th " "	77	183 0	4th " "	41	65 0		
5th " "			5th " "	45	71 6		
and until 21 years of age	97	205 6	6th " "	52	82 6		
			7th " "	57	90 6		
			8th " "	65	103 6		
			9th " "	70	111 6		
			10th " "	75	119 0		

Females.		
Welding gold-leaf	159 0	
Cutting and/or booking gold-leaf	159 0	
All Others	159 0	

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Three female improvers to every two female workers receiving the adult rate.

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

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FRIDAY, MAY 16.

[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.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 2 and 24 of the Determination published in *Government Gazette* No. 1017 of the 12th October, 1951, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.				Females.			
	Ordinary Wage.		War Loading.	Total Wage.	Ordinary Wage.		War Loading.	Total Wage.
	Percentage of Basic Wage.	Amount.			Percentage of Female Basic Wage.	Amount.		
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	35	74 0	0 9	74 9	37	59 0	0 9	59 9
16 years of age	45	95 6	1 0	96 6	46	73 0	0 9	73 9
17 years of age	60	127 0	1 3	128 3	56	89 0	1 0	90 0
18 years of age	74	157 0	1 9	158 9	71	113 0	1 3	114 3
19 years of age	84	178 0	2 0	180 0	78	124 0	1 3	125 3
20 years of age	100 plus 1s 6d.	213 6	2 3	215 9	85	135 0	1 6	136 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 248s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 248s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 189s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 189s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	272 6	3 0	275 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	209 6	2 0	211 6
Foreman having the supervision of four or more workers	263 6	3 0	266 6
Shop hands (males) or salesmen	250 6	3 0	253 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	253 6	3 0	256 6
Wet chain pluckers	261 0	3 0	264 0
Labourers assisting—			
(a) Wholesale fish salesmen	258 6	3 0	261 6
(b) Wholesale poultry salesmen	248 6	3 0	251 6
Persons employed grading and/or placing plucked poultry in boxes	253 6	3 0	256 6
Females employed—			
(a) As shop hands	193 0	1 9	194 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry	195 6	1 9	197 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish	188 0	1 9	189 9
All others	243 6	3 0	246 6

PIECE-WORK PRICES.

24. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	<i>s. d.</i>	
(i) Roughing fowls by hand	0 3½ per pair	
Roughing fowls by machine	0 3 per pair	
Stumping fowls the same day as they are roughed by hand	0 3½ per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair	
Stumping fowls which have been roughed by a machine	0 4 per pair	
Plucking fowls	0 7 per pair	
Plucking ducks, where wings are not plucked right out	0 7½ per pair	
Plucking ducks, where wings are required to be plucked right out	0 11½ per pair	
Plucking Muscovy drakes (redheads)	1 3 per pair	
Plucking turkey hens	0 8½ per pair	
Plucking turkey cocks	1 1 per pair	
Plucking geese	1 1 per pair	
Plucking teal	0 4 per pair	
Plucking black duck	0 5 per pair	
Plucking blue wing	0 4 per pair	
Plucking mountain duck	0 5 per pair	
Plucking pigeons and small birds	0 3 per pair	
Plucking quail	0 3 per pair	
Plucking pheasants	0 7 per pair	
Drawing and trussing fowls or ducks	0 3 per pair extra	
Drawing and trussing geese	0 6 per pair extra	
Drawing and trussing turkeys	0 9 per pair extra	
(ii) *Blooding cuts	0 9 per large box	
*Splitting cuts	1 0 per large box	
*Scaling and cleaning salmon	1 6 per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box	
*Cleaning whiting	0 3 per dozen	
*Filleting whiting	0 6 per dozen	
*Cleaning flounders	0 3 per dozen	
Trimming shark	0 6 per box	
Skimming and trimming shark	2 0 per box	

Plus 178 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 24, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 2 and 24, of the said Determination shall remain in force.



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FRIDAY, MAY 16.

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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.

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in *Government Gazette* No. 1015 of the 12th October, 1951, shall be replaced by the following clause:—

2. (a)

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.			Females.		
Percentage of Basic Wage.			Percentage of Female Basic Wage.		
—			—		
s. d.			s. d.		
15 years of age or under	..	31	15 years of age or under	..	37
16 years of age	..	44	16 years of age	..	43
17 years of age	..	60	17 years of age	..	56
18 years of age	..	78	18 years of age	..	70
19 years of age	..	97	19 years of age	..	83
20 years of age	..	100 plus 15s.	20 years of age	..	97
		65 6			59 0
		93 6			68 6
		127 0			89 0
		165 6			111 6
		205 6			132 0
		227 0			154 0

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

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

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(b)

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a hatter, a pen and pencil maker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird and dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, printers, leather goods, music, musical instruments (other than pianos, organs, or piano players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, lens, flags, umbrellas, or wicker goods, paints, colours, wall papers, or employed in any business other than those specially mentioned, to which this Determination applies.

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop).

Departmental manager or managers (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department).

Male

Female—

Where one or more adult males are under her control
In other cases

Other employees

Wages per week of 40 hours.

Males.		Females.	
s.	d.	s.	d.
264	0	247	0
255	0	..	..
248	0	238	0
248	0	187	0
248	0	174	0

(c) Any person required to act as "Father Christmas" (i.e., a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

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[1952]

FRIDAY, MAY 16

No. 395]

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4325).

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.

H. N. JONES,
Acting Secretary for Labour.

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

SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination published in Government Gazette No. 1015 of the 12th October, 1951, shall be replaced by the following clause:—

APPRENTICES AND INTERVENEES.

2. (a)

Wages per Week of 40 Hours.

Males.		Females.		Percentage of Basic Wage.	
Wage.	Percentage of Basic Wage.	Wage.	Percentage of Basic Wage.	Wage.	Percentage of Basic Wage.
12 years of age or under	31	12 years of age or under	37	..	..
13 years of age	44	13 years of age	43	..	..
14 years of age	60	14 years of age	50	..	..
15 years of age	72	15 years of age	53	..	..
16 years of age	82	16 years of age	57	..	..
17 years of age	100 plus 12%	17 years of age	67	..	..
18 years of age	100 plus 12%	18 years of age	72	..	..
19 years of age	100 plus 12%	19 years of age	77	..	..
20 years of age	100 plus 12%	20 years of age	82	..	..
21 years of age	100 plus 12%	21 years of age	87	..	..
22 years of age	100 plus 12%	22 years of age	92	..	..
23 years of age	100 plus 12%	23 years of age	97	..	..
24 years of age	100 plus 12%	24 years of age	100	..	..
25 years of age	100 plus 12%	25 years of age	100	..	..
26 years of age	100 plus 12%	26 years of age	100	..	..
27 years of age	100 plus 12%	27 years of age	100	..	..
28 years of age	100 plus 12%	28 years of age	100	..	..
29 years of age	100 plus 12%	29 years of age	100	..	..
30 years of age	100 plus 12%	30 years of age	100	..	..

PROPORTION (12 AND 20P).

Apprentices.

(The apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Intervenees.

(One male intervenee to every male worker receiving not less than the minimum wage.

Two female intervenees to every female worker receiving not less than the minimum wage.

Provided that a female intervenee may be employed in lieu of a male intervenee or a male intervenee in lieu of a female intervenee.

By Authority: J. J. GOURLEY, Government Printer, Melbourne. 3432-3433-3434-3435-3436-3437-3438-3439-3440-3441-3442-3443-3444-3445-3446-3447-3448-3449-3450-3451-3452-3453-3454-3455-3456-3457-3458-3459-3460-3461-3462-3463-3464-3465-3466-3467-3468-3469-3470-3471-3472-3473-3474-3475-3476-3477-3478-3479-3480-3481-3482-3483-3484-3485-3486-3487-3488-3489-3490-3491-3492-3493-3494-3495-3496-3497-3498-3499-3500-3501-3502-3503-3504-3505-3506-3507-3508-3509-3510-3511-3512-3513-3514-3515-3516-3517-3518-3519-3520-3521-3522-3523-3524-3525-3526-3527-3528-3529-3530-3531-3532-3533-3534-3535-3536-3537-3538-3539-3540-3541-3542-3543-3544-3545-3546-3547-3548-3549-3550-3551-3552-3553-3554-3555-3556-3557-3558-3559-3560-3561-3562-3563-3564-3565-3566-3567-3568-3569-3570-3571-3572-3573-3574-3575-3576-3577-3578-3579-3580-3581-3582-3583-3584-3585-3586-3587-3588-3589-3590-3591-3592-3593-3594-3595-3596-3597-3598-3599-3600-3601-3602-3603-3604-3605-3606-3607-3608-3609-3610-3611-3612-3613-3614-3615-3616-3617-3618-3619-3620-3621-3622-3623-3624-3625-3626-3627-3628-3629-3630-3631-3632-3633-3634-3635-3636-3637-3638-3639-3640-3641-3642-3643-3644-3645-3646-3647-3648-3649-3650-3651-3652-3653-3654-3655-3656-3657-3658-3659-3660-3661-3662-3663-3664-3665-3666-3667-3668-3669-3670-3671-3672-3673-3674-3675-3676-3677-3678-3679-3680-3681-3682-3683-3684-3685-3686-3687-3688-3689-3690-3691-3692-3693-3694-3695-3696-3697-3698-3699-3700-3701-3702-3703-3704-3705-3706-3707-3708-3709-3710-3711-3712-3713-3714-3715-3716-3717-3718-3719-3720-3721-3722-3723-3724-3725-3726-3727-3728-3729-3730-3731-3732-3733-3734-3735-3736-3737-3738-3739-3740-3741-3742-3743-3744-3745-3746-3747-3748-3749-3750-3751-3752-3753-3754-3755-3756-3757-3758-3759-3760-3761-3762-3763-3764-3765-3766-3767-3768-3769-3770-3771-3772-3773-3774-3775-3776-3777-3778-3779-3780-3781-3782-3783-3784-3785-3786-3787-3788-3789-3790-3791-3792-3793-3794-3795-3796-3797-3798-3799-3800-3801-3802-3803-3804-3805-3806-3807-3808-3809-3810-3811-3812-3813-3814-3815-3816-3817-3818-3819-3820-3821-3822-3823-3824-3825-3826-3827-3828-3829-3830-3831-3832-3833-3834-3835-3836-3837-3838-3839-3840-3841-3842-3843-3844-3845-3846-3847-3848-3849-3850-3851-3852-3853-3854-3855-3856-3857-3858-3859-3860-3861-3862-3863-3864-3865-3866-3867-3868-3869-3870-3871-3872-3873-3874-3875-3876-3877-3878-3879-3880-3881-3882-3883-3884-3885-3886-3887-3888-3889-3890-3891-3892-3893-3894-3895-3896-3897-3898-3899-3900-3901-3902-3903-3904-3905-3906-3907-3908-3909-3910-3911-3912-3913-3914-3915-3916-3917-3918-3919-3920-3921-3922-3923-3924-3925-3926-3927-3928-3929-3930-3931-3932-3933-3934-3935-3936-3937-3938-3939-3940-3941-3942-3943-3944-3945-3946-3947-3948-3949-3950-3951-3952-3953-3954-3955-3956-3957-3958-3959-3960-3961-3962-3963-3964-3965-3966-3967-3968-3969-3970-3971-3972-3973-3974-3975-3976-3977-3978-3979-3980-3981-3982-3983-3984-3985-3986-3987-3988-3989-3990-3991-3992-3993-3994-3995-3996-3997-3998-3999-4000-4001-4002-4003-4004-4005-4006-4007-4008-4009-4010-4011-4012-4013-4014-4015-4016-4017-4018-4019-4020-4021-4022-4023-4024-4025-4026-4027-4028-4029-4030-4031-4032-4033-4034-4035-4036-4037-4038-4039-4040-4041-4042-4043-4044-4045-4046-4047-4048-4049-4050-4051-4052-4053-4054-4055-4056-4057-4058-4059-4060-4061-4062-4063-4064-4065-4066-4067-4068-4069-4070-4071-4072-4073-4074-4075-4076-4077-4078-4079-4080-4081-4082-4083-4084-4085-4086-4087-4088-4089-4090-4091-4092-4093-4094-4095-4096-4097-4098-4099-4100-4101-4102-4103-4104-4105-4106-4107-4108-4109-4110-4111-4112-4113-4114-4115-4116-4117-4118-4119-4120-4121-4122-4123-4124-4125-4126-4127-4128-4129-4130-4131-4132-4133-4134-4135-4136-4137-4138-4139-4140-4141-4142-4143-4144-4145-4146-4147-4148-4149-4150-4151-4152-4153-4154-4155-4156-4157-4158-4159-4160-4161-4162-4163-4164-4165-4166-4167-4168-4169-4170-4171-4172-4173-4174-4175-4176-4177-4178-4179-4180-4181-4182-4183-4184-4185-4186-4187-4188-4189-4190-4191-4192-4193-4194-4195-4196-4197-4198-4199-4200-4201-4202-4203-4204-4205-4206-4207-4208-4209-4210-4211-4212-4213-4214-4215-4216-4217-4218-4219-4220-4221-4222-4223-4224-4225-4226-4227-4228-4229-4230-4231-4232-4233-4234-4235-4236-4237-4238-4239-4240-4241-4242-4243-4244-4245-4246-4247-4248-4249-4250-4251-4252-4253-4254-4255-4256-4257-4258-4259-4260-4261-4262-4263-4264-4265-4266-4267-4268-4269-4270-4271-4272-4273-4274-4275-4276-4277-4278-4279-4280-4281-4282-4283-4284-4285-4286-4287-4288-4289-4290-4291-4292-4293-4294-4295-4296-4297-4298-4299-4300-4301-4302-4303-4304-4305-4306-4307-4308-4309-4310-4311-4312-4313-4314-4315-4316-4317-4318-4319-4320-4321-4322-4323-4324-4325-4326-4327-4328-4329-4330-4331-4332-4333-4334-4335-4336-4337-4338-4339-4340-4341-4342-4343-4344-4345-4346-4347-4348-4349-4350-4351-4352-4353-4354-4355-4356-4357-4358-4359-4360-4361-4362-4363-4364-4365-4366-4367-4368-4369-4370-4371-4372-4373-4374-4375-4376-4377-4378-4379-4380-4381-4382-4383-4384-4385-4386-4387-4388-4389-4390-4391-4392-4393-4394-4395-4396-4397-4398-4399-4400-4401-4402-4403-4404-4405-4406-4407-4408-4409-4410-4411-4412-4413-4414-4415-4416-4417-4418-4419-4420-4421-4422-4423-4424-4425-4426-4427-4428-4429-4430-4431-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VICTORIA GOVERNMENT GAZETTE.

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No. 396]

FRIDAY, MAY 16.

[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.

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination published in *Government Gazette* No. 978 of the 21st September, 1951, shall be replaced by the following clause:—

2.

Apprentices and Improvers.						Other Employees.	
Males.			Females.			Wages per Week of 40 Hours.	
—	Per-centage of Basic Wage.	Weekly Wage.	—	Per-centage of Female Basic Wage.	Weekly Wage.		
		s. d.			s. d.		
15 years of age or under ..	30	63 6	15 years of age or under ..	37	59 0	(a) Manager or Departmental Manager ..	250 6
16 years of age ..	39	82 6	16 years of age ..	43	68 6	(b) Manageress or Departmental Manageress ..	183 9
17 years of age ..	48	102 0	17 years of age ..	53	84 6	(c) Shop Assistants—	
18 years of age ..	60	127 0	18 years of age ..	63	100 0	(i) Male ..	240 3
19 years of age ..	73	155 0	19 years of age ..	74	117 6	(ii) Females ..	170 6
20 years of age ..	87	184 6	20 years of age ..	85	135 0		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

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

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

No. 396.—4439/52.—PRICE 3d.

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• *Staphylococcus aureus* (100%)



VICTORIA GOVERNMENT GAZETTE.

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

No. 397]

FRIDAY, MAY 16.

[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

16th day of May, 1952.

H. N. JONES,

Acting Secretary for Labour.

QUARRY BOARD.

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

2. (a)

Apprentices.*					Improvers.*				
Wages Per Week.					Wages Per Week.				
	Percentage of Basic Wage	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.		Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.		%	s. d.	s. d.	s. d.
1st year ..	48	102 0	2 3	104 3	Carting and Driving—				
2nd year ..	58	123 0	2 6	125 6	Under 18 years ..	90	191 0	4 0	195 0
3rd year ..	66	140 0	3 0	143 0	18 and under 19				
And thereafter the minimum wage.					years ..	100 + 5/6	217 6	4 6	222 0
					19 and under 20				
					years ..	100 + 17/6	229 6	5 0	234 6
					20 and under 21				
					years ..	100 + 26/-	238 0	5 6	243 6
					All other improvers—				
					1st year ..	72	152 6	3 3	155 9
					2nd year ..	76	161 0	3 3	164 3
					3rd year ..	87	184 6	3 9	188 3
					4th year ..	100 + 5/6	217 6	4 6	222 0
					And thereafter the minimum wage.				
					PROPORTION (within any place).				
					(a) Where a working crane is in operation for the production of				
					pitchers or building stone :—				
					One improver to every three or fraction of three				
					workers receiving not less than 249s. per week.				
					(b) Where spall quarrying is carried on :—				
					One improver to every twenty or fraction of twenty				
					workers receiving not less than 249s. per week.				

(b)



		Adjustable Rate.	Plus War Loading (Non- adjustable).	Total Wage.	Wages Per Hour.
		s. d.	s. d.	s. d.	s. d.
Powder monkey †		275 6	6 0	281 6	7 0 ⁹ / ₁₀
Assistant powder monkey †		274 9	6 0	280 9	6 6 ⁹ / ₁₀
Hammerman		266 6	6 0	272 6	6 9 ¹ / ₂
Dresser of pitchers or cubes, or scabblers		261 6	6 0	267 6	6 8 ¹ / ₂
Spaller		256 0	6 0	262 0	6 6 ¹ / ₂
Fachman		255 6	6 0	261 6	6 6 ¹ / ₂
Factor of a stone crushing machine		258 0	6 0	264 0	6 7 ¹ / ₂
Dust hole man		253 0	6 0	259 0	6 5 ⁷ / ₁₀
Persons boring holes by hand or machine		251 0	6 0	257 0	6 5 ¹ / ₁₀
Borer's assistant		251 0	6 0	257 0	6 5 ¹ / ₁₀
Blacksmith		270 6	6 0	276 6	6 10 ¹ / ₁₀
Tool sharpener		254 0	6 0	260 0	6 6
Loader		246 0	6 0	252 0	6 3 ¹ / ₂
Carters or drivers driving—					
One horse		243 6	6 0	249 6	6 2 ¹ / ₂
Two horses		251 0	6 0	257 0	6 5 ¹ / ₁₀
Three horses		257 0	6 0	263 0	6 6 ¹ / ₁₀
Four or five horses		260 0	6 0	266 0	6 7 ¹ / ₂

And 6d. extra per day for each additional horse	200 0	0 0	200 0	6 7 1/2
Drivers of motor vehicles of the following carrying capacity:—				
Not exceeding 25 cwt.	218 0	6 0	254 0	6 4 1/2
Exceeding 25 cwt., but not exceeding 3 tons	249 3	6 0	255 3	6 4 3/4
Exceeding 3 tons	256 6	6 0	262 0	6 6 3/4
Dumper driver	261 0	6 0	267 0	6 8 1/4
All others	263 0	6 0	249 0	6 2 7/10

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

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

of the following cases: -

Σ (a)

Apprentices.		Apprentices.	
Wages for Week.		Wages for Week.	
Percentage of Basic Wage.	Apprentice Rate.	Percentage of Basic Wage.	Apprentice Rate.
%	a. d.	%	a. d.
1st Year	48	102 0	2 3
2nd Year	58	123 0	2 8
3rd Year	66	144 0	3 0
Total		143 0	

Apprentices.		Apprentices.	
Wages for Week.		Wages for Week.	
Percentage of Basic Wage.	Apprentice Rate.	Percentage of Basic Wage.	Apprentice Rate.
%	a. d.	%	a. d.
1st Year	48	102 0	2 3
2nd Year	58	123 0	2 8
3rd Year	66	144 0	3 0
Total		143 0	

And therefore the minimum wage.

Proportion (within any place).

(The apprentice to every three or fraction of three workers receiving not less than 25% per week.

An indenture of apprenticeship prescribed was approved on 28th August, 1923.

And therefore the minimum wage.

Proportion (within any place).

(a) Where a working crane is in operation for the production of pickers or building stone: —

One improver to every three or fraction of three workers receiving not less than 25% per week.

(b) Where a wall quarry is carried on: —

One improver to every twenty or fraction of twenty workers receiving not less than 25% per week.