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Factories and Shops Acts.

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

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

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

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1005 of the 4th October, 1951, shall be replaced by the following clauses:—

2. (a)		TRAINEES IN OR ABOUT A BABIES' HOME. Wages* (see Footnote).		£ s. d.	
First year	4 13 0
Second year	4 18 0
2. (b)		HOSPITAL AIDS IN TRAINING. Wages* (see Footnote).		£ s. d.	
First year of training	4 11 3
First year of service after obtaining certificate	6 3 0
Second year of service after obtaining certificate	6 11 6
And thereafter the adult female rate.					

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).*

Employed at Clerical Work.

	Males.		Females.	
	s.	d.	s.	d.
Under 16 years of age	100	9	92	0
16 years of age	107	3	98	6
17 " "	114	3	105	6
18 " "	137	0	112	3
19 " "	155	0	121	9
20 " "	177	0	132	9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 40s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver, 34s. 3d. per week less than the rate fixed.

All Other Classes of Work.

Males.	s. d.	Females.	
		Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong, Mildura or Warrnambool; the Towns of Hamilton, Horsham, Sale or Warragul; the Borough of Wangaratta, or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
Under 16 years of age	113 9	†First year's experience ..	114 6
16 years of age	120 3	Second year's experience ..	123 0
17 " "	128 9	Third year's experience ..	131 6
18 " "	138 6		
19 " "	148 0		
20 " "	163 6		

And thereafter the adult female rate.

† Provided that no person who was engaged in the trade prior to the 29th March, 1943, shall have her legal rate of payment prescribed immediately prior to such date reduced in consequence of the operation of this clause.

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder :—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at the said school in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be :—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be :—

	Per Week.* (See Footnote)
	£ s. d.
First year	5 4 6
Second year	6 0 9
Third year	7 4 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii)

PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 226s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 226s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 169s. 9d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

OTHER EMPLOYEES.

4. (a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Mildura, or Warrnambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; the Mooropna Riding of Shire of Rodney; or the Shire of Bairnsdale.

Males.	Per Week	Females.	Per Week
WAGES.* (See footnote.)	s. d.	WAGES.* (See footnote.)	s. d.
Clerks	242 6	Clerks	179 3
Cook; where there is only one employed ..	253 6	Cook; where there is only one employed ..	184 3
Cook in charge of—		Cook in charge of—	
One to three kitchen employees	253 6	One to three kitchen employees	184 3
Four to seven kitchen employees	260 6	Four to seven kitchen employees	191 9
Eight or more kitchen employees	270 6	Eight or more kitchen employees	201 9
Cooks—Second	250 6	Second cooks	181 9
Other cooks	247 6	Other cooks	179 3
Person in charge of instrument room and/or sharpening and adjusting instruments ..	268 0	Housekeeper or Supervisor (however styled)	205 3
Assistant to person in charge of instrument room	230 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed	270 9	One to three persons	181 9
		Four or more persons	186 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 40s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 34s. 3d. per week less than the rate fixed.

Males—continued.

WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Deputy chief dresser, where five or more dressers are employed ..	265 6
Dressers doing venereal diseases work ..	261 0
Other dressers and/or steriliser room attendant ..	238 6
Chief theatre attendant ..	264 0
Foreman in charge of—	
One to nine employees ..	256 6
Ten to nineteen employees ..	274 0
Twenty or more employees ..	294 0
Assistant foreman ..	244 0
Gardener in charge of one or more garden employees ..	244 0
Gardeners ..	236 0
Gardener's Labourer ..	231 0
Incinerator attendants ..	236 0
Kitchenmen or scullerymen ..	236 0
Laboratory assistants ..	239 6
Laundry Washing machine hands ..	239 0
Laundrymen other ..	234 0
Mortuary-men employed solely on post-mortem work ..	269 0
Other mortuary-men ..	234 0
And 10s. extra for each post-mortem.	
Motor ambulance drivers or assistants ..	248 6
Motor driver of vehicles 30 cwt. or more ..	248 6
Other motor driver ..	238 6
Operating theatre attendants ..	244 0
Casualty porters engaged on preparatory and theatre work ..	239 0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	239 0
Other dispensary porters ..	234 0
Relieving porters ..	233 6
X-ray porters ..	231 0
Night porters who in the course of their duties patrol the hospital ..	234 6
Other night porters ..	231 0
Recording attendants ..	242 6
Splint makers ..	244 0
Splint makers' assistants ..	234 0
Storemen in charge of one or more storemen or where there is only one employed ..	251 0
Other storemen ..	236 0
Telephone attendants ..	234 0
Ward cleaners handling sputum mugs ..	244 0
Other ward cleaners ..	231 0
X-ray attendants ..	239 0
X-ray technicians—	
1st year's experience as such ..	261 6
2nd year's experience as such ..	276 6
Thereafter ..	286 6
First-aid attendant employed in connexion with an industrial or commercial undertaking ..	234 0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	236 0
All others ..	226 0

Females—continued.

WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Second laundresses ..	176 9
Laundresses where only one employed ..	176 9
Laundress employed on pressing machines or as iron hands ..	176 9
Other laundresses ..	169 9
Sorters ..	176 9
Washing machine hands ..	184 9
Storekeeper in charge of one or more store hands or where there is only one employed ..	179 3
Storekeeper's assistants ..	169 9
Stenographers and/or typistes ..	179 3
Telephonists ..	186 9
Waitresses ..	169 9
Wardmaids ..	169 9
X-ray technicians—	
1st year's experience as such ..	199 3
2nd year's experience as such ..	204 3
Thereafter ..	209 3
Laboratory assistants ..	184 9
Certificated hospital aids:—	
In charge of a ward ..	186 9
All others ..	181 9
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
(i) In charge of a ward ..	181 9
(ii) Other than in charge of a ward ..	174 9
Seamstresses who cut out and fit garments, in charge of—	
One to three employees ..	188 9
Four to seven employees ..	193 9
Eight or more employees ..	199 9
Other Seamstresses who cut out and fit garments ..	183 9
All other seamstresses ..	171 9
All others ..	169 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 40s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 34s. 3d. per week less than the rate fixed.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Cook; where there is only one employed ..	253 6	Clerks ..	174 9
Cooks in charge of—		Cooks—	
One to three kitchen employees ..	253 6	First—where there is only one employed ..	184 3
Four to seven kitchen employees ..	260 6	Second ..	179 3
Eight or more kitchen employees ..	270 6	Head laundress; or where there is only one employed ..	176 9
Cooks—Second ..	250 6	Laundress employed on pressing machines or as iron hands ..	176 9
Other Cooks ..	247 6	Other laundresses ..	171 9
Motor ambulance drivers or assistants ..	248 6	Stenographers and/or typistes ..	179 9
Motor driver of vehicles 30 cwt. or more ..	248 6	Telephonists ..	174 9
Other motor driver ..	238 6	Certificated hospital aids:—	
Laundry Washing machine hands ..	239 0	In charge of a ward ..	186 9
Laundrymen other ..	234 0	All others ..	181 9
Gardener in charge of one or more garden employees ..	244 0	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Gardeners ..	236 0	(i) In charge of a ward ..	181 9
Gardener's Labourer ..	231 0	(ii) Other than in charge of a ward ..	174 9
First-aid attendant employed in connexion with an industrial or commercial undertaking ..	234 0	All others ..	169 9
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	236 0		
All others ..	226 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 40s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 34s. 3d. per week less than the rate fixed.

(c) Additional payments for all employees in clause 4 (a) and (b) (except x-ray technicians):—

Males.

- During the second year's service 5s. more than the prescribed rate.
- During the third year's service 7s. 6d. more than the prescribed rate.
- During the fourth year's service 10s. more than the prescribed rate.
- During the fifth year's service 12s. 6d. more than the prescribed rate.
- During the sixth year's service 15s. more than the prescribed rate.

During the seventh year's service 17s. 6d. more than the prescribed rate.
During the eighth year's service 20s. more than the prescribed rate.
During the ninth year's service 22s. 6d. more than the prescribed rate.
and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
During the third year's service 5s. more than the prescribed rate.
During the fourth year's service 7s. 6d. more than the prescribed rate.
During the fifth year's service 10s. more than the prescribed rate.
During the sixth year's service 12s. 6d. more than the prescribed rate.
and thereafter 15s. more than the prescribed rate.

(d) Females in charge of other employees in any section or department (other than those classified as such in clause 4 (a) and (b) hereof shall be paid as follows:—

In charge of 1 to 3 employees—7s. per week above the "All others".
In charge of 4 to 7 employees—12s. per week above the "All others".
In charge of 8 or more employees—18s. per week above the "All others".

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