



# VICTORIA GOVERNMENT GAZETTE.

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No. 590]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 1231 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<b>DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.</b>		
<i>(a) Assembly, Fitting, and Process Working.</i>		
Assembler .. .. .	£ s. d. 12 8 0	£ s. d. 12 5 0
Assembler after two years' experience .. .. .	12 12 0	12 9 0
Carpenter on agricultural implement making (including tool allowance) .. .. .	13 4 0	13 1 0
Dismantler .. .. .	12 7 0	12 4 0
Implement and/or comb fitter .. .. .	12 16 0	12 13 0
Implement and/or comb fitter after two years' experience .. .. .	13 1 0	12 18 0
Pattern fitter and finisher .. .. .	13 1 0	12 18 0
Pattern fitter and finisher required to do machining .. .. .	12 16 0	12 13 0
Plough fitter .. .. .	12 14 0	12 11 0
Process worker .. .. .	12 6 0	12 3 0
Wheel rimmer .. .. .	12 16 0	12 13 0
Windmill erector .. .. .	12 16 0	12 13 0
Windmill maker other than fitter .. .. .	12 15 0	12 12 0
<i>(b) Blacksmithing, &amp;c.</i>		
Blacksmith's striker .. .. .	12 7 0	12 4 0
Blacksmith's striker on double fires .. .. .	12 9 0	12 6 0
Bulldozer operator .. .. .	12 13 0	12 10 0
Hammer driver .. .. .	12 9 0	12 6 0
Heater .. .. .	12 7 0	12 4 0
Implement smith of five years' experience able to do all classes of implement work .. .. .	13 4 0	13 1 0
Other smith (including iron bender) .. .. .	13 1 0	12 18 0
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chipper .. .. .	12 7 0	12 4 0
Dresser and fettler .. .. .	12 9 0	12 6 0
Emery-wheel attendant .. .. .	12 9 0	12 6 0
Grinder .. .. .	12 9 0	12 6 0
Grinder using portable machine .. .. .	12 11 0	12 8 0
Pickler .. .. .	12 4 0	12 1 0
Shot and sand blast dresser .. .. .	12 11 0	12 8 0
<i>(d) Furnacemen.</i>		
Cupola .. .. .	12 16 0	12 13 0
Electric .. .. .	12 15 0	12 12 0
All other furnaces (not including small rivet or bolt heating) .. .. .	12 13 0	12 10 0
Small rivet or bolt heating .. .. .	12 9 0	12 6 0
Assistant .. .. .	12 7 0	12 4 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
	£ s. d.	£ s. d.
(e) Foundry.		
Jobbing moulder and/or coremaker .. .. .	13 16 0	13 13 0
Loose pattern moulder .. .. .	13 6 0	13 3 0
Plate and machine moulder and/or coremaker .. .. .	12 18 0	12 15 0
Cupola furnaceman .. .. .	13 1 0	12 18 0
Electric furnaceman .. .. .	13 0 0	12 17 0
All other furnacemen .. .. .	12 18 0	12 15 0
Assistant furnacemen .. .. .	12 12 0	12 9 0
Dressers and fettlers .. .. .	12 14 0	12 11 0
Grinders .. .. .	12 14 0	12 11 0
Grinders using portable machine .. .. .	12 16 0	12 13 0
Shot and sand blast dressers .. .. .	12 16 0	12 13 0
(f) Inspection, &c.		
Checker .. .. .	12 9 0	12 6 0
Inspector .. .. .	12 9 0	12 6 0
(g) Machinists.		
1st class .. .. .	13 16 0	13 13 0
2nd class .. .. .	13 1 0	12 18 0
3rd class .. .. .	12 12 0	12 9 0
Driller .. .. .	12 9 0	12 6 0
Process worker .. .. .	12 6 0	12 3 0
(h) Painting, &c.		
Dipper .. .. .	12 4 0	12 1 0
Painter (brush hand) .. .. .	12 7 0	12 4 0
Paint mixer .. .. .	12 4 0	12 1 0
Spray painter .. .. .	12 8 0	12 5 0
Writer and liner .. .. .	12 16 0	12 13 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class .. .. .	13 16 0	13 13 0
Sheet Metal Workers—2nd class .. .. .	13 1 0	12 18 0
(j) Stores.		
Attendant at casting stores .. .. .	12 4 0	12 1 0
Storeman and/or packer .. .. .	12 7 0	12 4 0
(k) Welders.		
1st class .. .. .	14 0 6	13 17 6
2nd class .. .. .	12 12 0	12 9 0
3rd class .. .. .	12 8 0	12 5 0
Tack welder .. .. .	12 10 0	12 7 0
(l) Wire Workers.		
Wire drawer .. .. .	12 7 0	12 4 0
Wire weaver .. .. .	12 7 0	12 4 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic .. .. .	13 16 0	13 12 0
Shift electrician .. .. .	13 16 0	13 13 0
Tradesman, electrical fitter .. .. .	13 16 0	13 13 0
Tradesman's and electrical mechanic's assistant .. .. .	12 7 0	12 4 0
DIVISION III.—ENGINEERING.		
Electrical fitter .. .. .	13 16 0	13 13 0
Machinist—1st class .. .. .	13 16 0	13 13 0
Machinist—2nd class .. .. .	13 1 0	12 18 0
Machinist—3rd class .. .. .	12 12 0	12 9 0
Motor mechanic .. .. .	13 16 0	13 13 0
Patternmaker .. .. .	14 9 0	14 6 0
Toolmaker .. .. .	14 9 0	14 6 0
Tradesman .. .. .	13 16 0	13 13 0
Tradesman, the greater part of whose time is occupied in marking off .. .. .	14 0 6	13 17 6
Tradesman, wet stone grinder and glazier .. .. .	13 16 0	13 13 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith .. .. .	13 17 6	13 14 6
Forger and/or faggoter .. .. .	14 14 6	14 11 6
Forgeman's assistant .. .. .	12 9 0	12 6 0
Other smith .. .. .	13 17 6	13 14 6
Toolsmith .. .. .	14 0 6	13 17 6
DIVISION V.—WOOD MILL.		
Band sawyer .. .. .	12 13 0	12 10 0
Bending machinist .. .. .	12 10 0	12 7 0
Boring and drilling machinist .. .. .	12 6 0	12 3 0
Buzzer machinist (only operating or feeding machines) .. .. .	12 2 0	11 19 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	12 16 0	12 13 0
Casemaker .. .. .	12 12 0	12 9 0
Casemaking sawyer .. .. .	12 3 0	12 0 0
Circular sawyer .. .. .	12 13 0	12 10 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<b>DIVISION V.—WOOD MILL.—continued.</b>	<b>£ s. d.</b>	<b>£ s. d.</b>
Crosscut sawyer .. .. .	12 6 0	12 3 0
Morticing machinist .. .. .	12 6 0	12 3 0
Moulding machinist (where the machinists set up their machines only) ..	12 14 0	12 11 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters) .. .. .	13 3 0	13 0 0
Pulling out machinist .. .. .	12 5 0	12 2 0
Sanding machinist .. .. .	12 10 0	12 7 0
Saw doctor .. .. .	14 2 0	13 19 0
Shaper machinist .. .. .	13 8 6	13 5 6
Stacker .. .. .	12 5 0	12 2 0
Tenoning machinist (only operating or feeding machines) .. .. .	12 4 0	12 1 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	13 0 0	12 17 0
Thickener machinist .. .. .	12 9 0	12 6 0
Turner .. .. .	13 8 6	13 5 6
<b>DIVISION VI.—MISCELLANEOUS.</b>		
Belt maker and cutter .. .. .	12 15 0	12 12 0
Carpenter (other than agricultural implement making) .. .. .	13 16 0	13 13 0
Currier .. .. .	13 5 0	13 2 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry .. .. .	11 13 0	11 10 0
Employee not elsewhere classified .. .. .	11 7 0	11 4 0

## APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows:—

If the apprentice when article is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) Until further order, any contract of apprenticeship hereafter made 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.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

## Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	<b>£ s. d.</b>	<b>£ s. d.</b>
<b>Four and five-year terms—</b>		
1st year .. .. .	3 3 6	3 2 6
2nd year .. .. .	4 8 6	4 7 0
3rd year .. .. .	5 18 0	5 16 6
4th year .. .. .	9 6 0	9 3 6
5th year .. .. .	11 10 0	11 7 0
<b>Four-year terms—Apprenticeship commencing after the age of 17 years—</b>		
1st year .. .. .	3 12 6	3 11 6
2nd year .. .. .	5 18 0	5 16 6
3rd year .. .. .	9 6 0	9 3 6
4th year .. .. .	11 10 0	11 7 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

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

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

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) 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.
- (x) 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 the Determination for the trade, 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.
- (xi) No employer shall, 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.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

#### UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

#### WAGES PER WEEK OF 40 HOURS.

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warraambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>	£ s. d.	£ s. d.
Under one month's experience .. .. .	8 8 0	8 5 6
All others .. .. .	9 4 0	9 1 6
<i>II.—Junior Females.</i>		
17 years of age and under .. .. .	4 11 0	4 9 6
18 years of age .. .. .	5 8 0	5 6 6
19 years of age .. .. .	6 5 6	6 3 6
20 years of age .. .. .	7 3 0	7 0 6
<i>III.—Male Juniors.</i>		
Under 16 years of age .. .. .	2 16 0	2 15 0
16 years of age .. .. .	3 19 0	3 18 0
17 years of age .. .. .	5 7 0	5 5 6
18 years of age .. .. .	6 15 0	6 13 0
19 years of age .. .. .	8 9 6	8 7 6
20 years of age .. .. .	10 4 0	10 1 6
<i>IV.—Junior Males (Foundries).</i>		
Under 16 years of age .. .. .	2 17 0	2 16 0
16 years of age .. .. .	3 16 0	3 15 0
17 years of age .. .. .	6 18 0	6 16 0
18 years of age .. .. .	8 13 6	8 11 6
19 years of age and over .. .. .	10 8 6	10 6 0

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (d).

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



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No. 591]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 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	65 0	2 8	67 8	1st six months ..	23	51 6	1 0	52 6
2nd year ..	38	85 0	5 4	90 4	2nd six months ..	33	74 0	1 6	75 6
3rd year ..	53	118 6	8 0	126 6	2nd year ..	48	107 6	2 0	109 6
4th year ..	76	170 0	10 8	180 8	3rd year ..	77	172 6	3 0	175 6
5th year ..	98	219 6	13 4	232 10	4th year ..	98	219 6	4 0	223 6
					5th year ..	100 plus 14s.	238 0	4 6	242 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 309s. 2d. per week.					One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 309s. 2d. per week.				
An amended indenture of apprenticeship was approved on 7th September, 1940									

\* NOTE.—Section 151, Act 3877, 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—

- (1) 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	320 0	8 0
(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	339 2	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	359 2	8 11½
(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	339 2	8 5½
(b) Where the temperature exceeds 120° Fahrenheit	359 2	8 11½
(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	320 0	8 0
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	359 2	8 11½
(7) Bricklayers laying glass bricks	309 2	7 8½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	316 6	7 11
(9) All other bricklayers	309 2	7 8½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	309 2	7 8½
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	314 2	7 10½
(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	333 6	8 4
(b) Where the temperature exceeds 120° Fahrenheit	353 6	8 10
(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	333 6	8 4
(b) Where the temperature exceeds 120° Fahrenheit	353 6	8 10
(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	314 2	7 10½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	353 6	8 10
(7) Bricklayers laying glass bricks	303 4	7 7
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	310 8	7 9½
(9) All other bricklayers	303 4	7 7
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	303 4	7 7
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 40 lb., 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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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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### AERATED WATER TRADE BOARD.

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

2.

#### JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age .. .. .	2 16 0	17 years of age and under .. .. .	4 11 0
16 years of age .. .. .	3 19 0	18 years of age .. .. .	5 8 0
17 years of age .. .. .	5 7 0	19 years of age .. .. .	6 5 6
18 years of age .. .. .	6 15 0	20 years of age .. .. .	7 3 0
19 years of age .. .. .	8 9 6		
20 years of age .. .. .	10 4 0		

PROPORTION (within any factory or place).

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

#### OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe .. .. .	13 4 0	13 1 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant .. .. .	12 14 0	12 11 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine .. .. .	12 9 0	12 6 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters .. .. .	12 4 0	12 1 0
Employee engaged in handling Glauber Salts .. .. .	12 4 0	12 1 0
Box repairer and wood worker .. .. .	12 9 0	12 6 0
All others .. .. .	12 1 0	11 18 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables .. .. .	8 15 0	8 12 6

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 593]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### ANIMAL MANURE BOARD.

Clause 2 of the Determination published in Government Gazette No. 551 of the 9th July, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.			
	Percentage of Basic Wage.	Weekly Rate.	*War Loading (Non- adjustable).	Total Weekly Wage.		Weekly Rate.	*War Loading (Non- adjustable).	Total Weekly Wage.
WAGES PER WEEK.		s. d.	s. d.	s. d.	WAGES PER WEEK.	s. d.	s. d.	s. d.
Under 16 years of age	66	148 0	1 6	149 6	Carcass skimmers ..	297 6	4 0	301 6
16 years of age and under 17 years of age	72	161 6	1 9	163 3	All others ..	291 6	4 0	295 6
17 years of age and under 19 years of age	93	208 6	2 0	210 6				
19 years of age and under 20 years of age	100 plus 8s.	232 0	2 6	234 6	Afternoon shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age	100 plus 23s. 6d.	247 6	2 9	250 3	Night shift employees shall receive an additional 10 per cent. per week.			
PROPORTION (by any Employer).					Leading hands on afternoon or night shift shall receive an additional 3s. per shift.			
<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 295s. 6d. per week.</p> <p>An indenture of apprenticeship has been prescribed by the Board</p>								
<p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every four workers receiving not less than 295s. 6d. per week.</p>								

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

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 594]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this

5th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### ASBESTOS-CEMENT WORKERS BOARD.

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

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.				
Wages.					Wages.				
Per Week of 40 Hours.					Per Week of 40 Hours.				
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 and under 17 years of age	50	112 0	1 0	113 0	Wet sheet machine leading hand ..	247 0	5 0	252 0	
17 and under 18 years of age	58	130 0	1 2	131 2	Wet sheet machine operator ..	243 0	5 0	248 0	
18 and under 19 years of age	69	154 6	1 4	155 10	Mixer operator—in sole charge of Tide mill ..	243 0	5 0	248 0	
19 and under 20 years of age	85	190 6	1 7	192 1	Mixer operator—other ..	240 0	5 0	245 0	
20 and under 21 years of age	100+2s.	226 0	2 1	228 1	Asbestos treatment operator ..	242 0	5 0	247 0	
No apprentices or improvers under the age of sixteen years to be engaged.					Cutter-off in charge ..	247 0	5 0	252 0	
					Cutter-off ..	239 6	5 0	244 6	
PROPORTION (IN ANY PLACE).					Plateman or stacker ..	240 0	5 0	245 0	
					Corrugating machine operator ..	240 0	5 0	245 0	
Apprentices and Improvers.					Hand corrugator ..	238 6	5 0	243 6	
					Wet trimmer (Power guillotine only)	240 0	5 0	245 0	
Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".					Leading hand in charge of dry trimming ..	247 0	5 0	252 0	
					Dry trimmer—operating power cutting machine ..	240 0	5 0	245 0	
					Accessories hand moulder—welded or grafted mouldings ..	242 0	5 0	247 0	
					Accessories hand moulder—plain mouldings ..	240 0	5 0	245 0	
					Operator cement bulk handling ..	242 0	5 0	247 0	
					Pipe machine leading hand ..	251 0	5 0	256 0	
					Mazza machine control operator ..	242 0	5 0	247 0	
					Pressure pipe curing tank hand ..	239 6	5 0	244 6	
					Operator pressure pipe turning and socket boring machine ..	239 6	5 0	244 6	
					Operator pressure pipe turning and socket boring machine (who sets up machine) ..	244 6	5 0	249 6	
					Pressure pipe socket fitter ..	239 6	5 0	244 6	
					All others ..	237 0	5 0	242 0	

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

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

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No. 595]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### BISCUIT BOARD.

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

2.

Apprentices or Improvers.					Other Employees.	
WAGES PER WEEK OF 40 HOURS.					WAGES.	
	Per-centage of Basic Wage.	Male Apprentices or Improvers.	Per-centage of Female Basic Wage.	Female Apprentices or Improvers.		Per week of 40 hours. s. d.
		s. d.		s. d.		
Under 16 years of age	38	85 0	63	106 0	Bakers (including Wafer Bakers and Branette Bakers)	263 0
16 years of age ..	40	89 6	63	106 0	Brakesman .. .. .	259 0
17 years of age ..	56	125 6	70	117 6	Machine Attendant .. .. .	256 0
18 years of age ..	64	143 6	81	136 0	Men carrying and stacking flour .. .. .	258 0
19 years of age ..	75	168 0	88	148 0	Mixers (including Wafer Mixers and Sugar Cream Mixers) .. .. .	262 0
20 years of age ..	85	190 6	96	161 0	Oven firemen .. .. .	257 0
					Adult males operating "Enroba" chocolate dipping machine .. .. .	249 0
					Despatch hands .. .. .	249 0
					All other males .. .. .	241 0
					All other females .. .. .	187 9

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

#### PROPORTION (IN ANY PLACE).

##### Apprentices.

##### MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 24s. per week of 40 hours.

##### FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 187s. 9d. per week of 40 hours.

##### Improvers.

##### MALES.

Two male improvers to every male worker receiving not less than 24s. per week of 40 hours.

##### FEMALES.

Four female improvers to every female worker receiving not less than 187s. 9d. per week of 40 hours.

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

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[1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
1st day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 712 of the 27th July, 1951, shall be replaced by the following clause:—

### WAGES.

2.(a)

### Apprentices or Improvers.

Maies.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 17 years of age .. .. .	57	127 6	Under 16 years of age .. .. .	46	77 6
17 years of age and under 18 .. .. .	68	152 6	16 years of age and under 17 .. .. .	56	94 0
18 years of age and under 19 .. .. .	79	177 0	17 years of age and under 17½ .. .. .	65	109 0
19 years of age and under 20 .. .. .	90	201 6	17½ years of age and under 18 .. .. .	74	124 6
20 years of age and under 21 .. .. .	100 + 3/6	227 6	18 years of age and under 19 .. .. .	84	141 0
			and thereafter the minimum wage.		

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

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

(b)

## Other Employees.

Males.	Per Week.	Females.	Per Week.
	£ s. d.		£ s. d.
First Cook, where the number of persons employed in the kitchen is		First Cook, where the number of persons employed in the kitchen is	
Eight or more .. .. .	13 17 6	Eight or more .. .. .	10 17 6
Five, six, or seven .. .. .	13 12 6	Five, six, or seven .. .. .	10 13 0
Four or less .. .. .	13 7 6	Four or less .. .. .	10 7 3
Cook employed alone .. .. .	12 12 6	Cook employed alone .. .. .	9 15 3
Second Cook, where the number of persons employed in the kitchen is		Second Cook, where the number of persons employed in the kitchen is	
Eight or more .. .. .	13 2 6	Eight or more .. .. .	10 2 6
Five, six, or seven .. .. .	12 17 6	Five, six, or seven .. .. .	9 17 0
Four or less .. .. .	12 12 6	Four or less .. .. .	9 11 3
Vegetable Cook .. .. .	12 2 6	Vegetable Cook .. .. .	9 2 0
Other Cooks .. .. .	12 7 6	Other Cooks .. .. .	9 8 0
Kitchenman, pantryman, houseman, or waiter .. .. .	11 18 6	Head waitress .. .. .	9 4 0
All others .. .. .	11 18 6	Needlewoman or seamstress .. .. .	9 4 0
		Kitchenmaid, pantrymaid, housemaid, or waitress .. .. .	8 17 0
		All others .. .. .	8 17 0

## DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

	Board Only.		Board and Lodging.	
	Percentage of Basic Wage.	Per Week.	Percentage of Basic Wage.	Per Week.
(i) Apprentices or Improvers.				
Males.				
		s. d.		s. d.
Under 17 years of age .. .. .	6	13 6	8	18 0
17 years of age and under 18 .. .. .	7.5	16 9	10	22 6
18 years of age and under 19 .. .. .	8.25	18 6	11	24 9
19 years of age and under 20 .. .. .	9.75	21 9	13	29 0
20 years of age and under 21 .. .. .	10.5	23 6	14	31 3
Females.				
Under 16 years of age .. .. .	6	13 6	8	18 0
16 years of age and under 17 .. .. .	7.5	16 9	10	22 6
17 years of age and under 17½ .. .. .	8.25	18 6	11	24 9
17½ years of age and under 18 .. .. .	9.75	21 9	13	29 0
18 years of age and under 19 .. .. .	10.5	23 6	14	31 3
(ii) Other Employees.				
Other employees .. .. .	12	27 0	16	35 9

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



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THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### BREAD CARTERS BOARD.

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

#### PART 1.

1.

Improvers.*			Other Employees.		
	Mildura District.	Elsewhere.		Mildura District.	Elsewhere.
	Wages per Week of 42 Hours.	Wages per Week of 42 Hours.		Wages per Week of 42 Hours.	Wages per Week of 42 Hours.
	s. d.	s. d.		s. d.	s. d.
14 and under 21 years of age ..	222 0	230 0	Stable Workers .. ..	246 0	254 0
			All Others .. ..	266 0	266 0

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

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

## PART 2.

1.

Improvers.*		Other Employees.			
WAGES.		WEEKLY HOURS.			
		WAGES.	During a Week in which Carters' Holiday is Observed.		During any Other Week.
Per week. s. d.		s. d.			
14 and under 21 years of age	230 0	Stable Workers	254 0	42	46
		All Others	266 0	42	46

PROPORTION—Wherever this Section applies.

(In any place.)

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

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

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

## PART 3.

1.		Other Employees.		
* Improvers.		Wages.	Weekly Hours.	
	Wages. s. d.		During a Week in which Carters' Holiday is Observed.	During any Other Week.
Under 16 years of age .. ..	110 6	Stable workers .. ..	42	46
16 years and under 17 years of age ..	135 3			
17 years and under 18 years of age ..	166 6			
18 years and under 19 years of age ..	192 3			
19 years and under 20 years of age ..	219 9			
20 years and under 21 years of age ..	235 9			
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage. Improvers shall be subject to the hours per week as provided for other employees.		Stable workers .. ..	42	46
		All others .. ..	42	46

\* The Board has determined that no apprentice shall be taken to this Section

## PART 4.

1.		Other Employees.	
* Improvers.		Wages.	Wages per Week of 44 Hours.
	Wages. s. d.		
Under 16 years of age .. ..	110 6	Stable workers .. ..	238 6
16 years and under 17 years of age ..	135 3		
17 years and under 18 years of age ..	166 6		
18 years and under 19 years of age ..	192 3		
19 years and under 20 years of age ..	219 9		
20 years and under 21 years of age ..	235 9		
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage. Improvers shall be subject to the hours per week as provided for other employees.		Stable workers .. ..	238 6
		All others .. ..	248 6

\* The Board has determined that no apprentice shall be taken to this Section.

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



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[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### BULK GRAIN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 97. of the 8th February, 1952, shall be replaced by the following clause:—

2.

#### WAGES.

##### (i) Junior Employees.

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£. s. d.
16 years .. .. .	30	3 15 6
17 years .. .. .	40	5 1 0
18 years .. .. .	50	6 6 0
19 years .. .. .	70	8 16 6
20 years .. .. .	90	11 7 0

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment
	per week.	per hour.
	£ s. d.	s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing .. .. .	12 12 0	6 11 <sup>3</sup> / <sub>20</sub>
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors .. .. .	12 17 10	7 1 <sup>3</sup> / <sub>10</sub>
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship .. .. .	13 3 8	7 3

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

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



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**THURSDAY, AUGUST 7.**

**[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 August, 1952.

Dated at Melbourne, this

1st day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### CEMENT ARTICLES BOARD.

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

2.								
(a) APPRENTICES AND IMPROVERS.					(b) OTHER EMPLOYEES.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
	Per-centage of Basic Wage.	Ad-justable Rate.	Plus War Loading (Non-ad-justable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	31	69 6	0 9	70 3	Group No. 1.			
16 years of age	42	94 0	1 0	95 0	Moulder on centrifugal or vibrator pipe machines	248 0	3 0	251 0
17 " "	53	118 6	1 6	120 0	Group No. 2.			
18 " "	66	148 0	1 9	149 9	Man operating a machine mixing cement or concrete	244 0	3 0	247 0
19 " "	76	170 0	2 0	172 0	Other moulder of cement or concrete articles, including operator of any machines not elsewhere included	244 0	3 0	247 0
20 " "	88	197 0	2 3	199 3	Repairer or renderer of cement or concrete articles	244 0	3 0	247 0
					Operator of machine making concrete or cinder-concrete blocks or bricks	244 0	3 0	247 0
					Crusher feeder or attendant where bricks are crushed	244 0	3 0	247 0
					Hand Vibrator Attendant	244 0	3 0	247 0
					Group No. 3.			
					Tile or ridge maker and the taker off of same	241 0	3 0	244 0
					Other mixer of cement or concrete	241 0	3 0	244 0
					Mould assembler	241 0	3 0	244 0
					Operator of cement sprayer	241 0	3 0	244 0
					Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls	241 0	3 0	244 0
					Stripper	241 0	3 0	244 0
					Pipe tester (i.e., person operating a pump or pressure apparatus)	241 0	3 0	244 0
					Employee carrying away from any concrete or cinder-concrete block or brick-making machine	241 0	3 0	244 0
					Where the load carried per man is of a greater average weight than 70 lb.:—			
					(a) Lumper of cement or concrete articles (in and out of tanks)	241 0	3 0	244 0
					(b) Loader, unloader, or stacker (by hand) of cement or concrete articles	241 0	3 0	244 0
					Trucker or stacker of concrete or cinder-concrete blocks or bricks	241 0	3 0	244 0
					Person fabricating or preparing reinforcements for portable concrete products	241 0	3 0	244 0
					Group No. 4.			
					All others	236 0	3 0	239 0

PROPORTION (in any Factory or Place).

#### Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 239s. per week of 40 hours.

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

#### Improvers.

##### Cement Tilemakers' Section.

Three improvers to four workers	Receiving not less than 239s. per week of 40 hours.
Four improvers to five or six workers	
Five improvers to seven workers	
Six improvers to eight workers, and thereafter one improver to every two workers	

##### All Other Sections.

One improver to every three or fraction of three workers receiving not less than 239s. per week of 40 hours.

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

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 600]

THURSDAY, AUGUST 7.

[1952

Factories and Shops Acts.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACORIES 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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 690 of the 19th July, 1951, shall be replaced by the following clauses:—

#### APPRENTICES AND IMPROVERS.

2. MALES\*—*Apprentices* (Other than those covered by the Apprenticeship Commission).  
*Wages per Week of 40 Hours.*

#### Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months .. .. .	30	0 9	3 9 0
2nd six months .. .. .	37½	0 9	4 6 0
Second year's experience—			
1st six months .. .. .	45	1 0	5 3 0
2nd six months .. .. .	52½	1 0	6 0 0
Third year's experience—			
1st six months .. .. .	60	1 6	6 17 6
2nd six months .. .. .	70	1 6	8 0 6
Fourth year's experience—			
1st six months .. .. .	77½	2 3	8 18 0
2nd six months .. .. .	85	2 3	9 15 0
Fifth year's experience—			
1st six months .. .. .	95	3 0	10 18 6
2nd six months .. .. .	100 plus 5s.	3 0	11 15 0
Thereafter the adult male minimum wage.			

#### Four Years' Terms.

First year's experience—			
1st six months .. .. .	37½	0 9	4 6 0
2nd six months .. .. .	45	0 9	5 3 0
Second year's experience—			
1st six months .. .. .	60	1 6	6 17 6
2nd six months .. .. .	70	1 6	8 0 6
Third year's experience—			
1st six months .. .. .	77½	2 3	8 18 0
2nd six months .. .. .	85	2 3	9 15 0
Fourth year's experience—			
1st six months .. .. .	95	3 0	10 18 6
2nd six months .. .. .	100 plus 5s.	3 0	11 15 0
Thereafter the adult male minimum wage			

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES\*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued.**Three Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months .. .. .	45	1 6	5 3 6
2nd six months .. .. .	60	1 6	6 17 6
Second year's experience—			
1st six months .. .. .	77½	2 3	8 18 0
2nd six months .. .. .	85	2 3	9 15 0
Third year's experience—			
1st six months .. .. .	95	3 0	10 18 6
2nd six months .. .. .	100 plus 5s.	3 0	11 15 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

*Proportion.*

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

**FEMALES—Improvers.**

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months .. .. .	40	0 9	3 8 6
2nd six months .. .. .	47½	1 0	4 1 6
3rd six months .. .. .	55	1 6	4 15 0
4th six months .. .. .	62½	1 9	5 8 0
5th six months .. .. .	70	2 0	6 1 0
6th six months .. .. .	77½	2 3	6 14 0
7th six months .. .. .	87½	2 6	7 11 0
8th six months .. .. .	95	2 9	8 4 0
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months .. .. .	55	1 6	4 15 0
2nd six months .. .. .	62½	1 9	5 8 0
3rd six months .. .. .	70	2 0	6 1 0
4th six months .. .. .	77½	2 3	6 14 0
5th six months .. .. .	87½	2 6	7 11 0
6th six months .. .. .	95	2 9	8 4 0
And thereafter not less than the minimum wage for adult females			

“Experience” for the purposes of this clause means actual experience, whether as an improver or junior worker.

*Proportion.*

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.  
† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

## Other Employees.

4. (a)

## MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers .. .. .		14 3 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits) .. .. .		13 11 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand .. .. .		13 4 0
By machine .. .. .		13 4 0
All others .. .. .		12 19 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand .. .. .		13 11 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting .. .. .		13 4 0
All others .. .. .		12 19 0
Making—		
Making right through by hand including slip lasted and prewelted .. .. .		
Pulling over hand or machine .. .. .		
Lasting hand or machine .. .. .		
Sewing or stitching .. .. .		
Sole laying .. .. .		
Operating screwer .. .. .		
Operating rounding machine .. .. .		
Pegging, hand or machine .. .. .		
Pulling up sides, seats or backs, hand or machine .. .. .		
Heeling, hand or machine .. .. .		
Operating upper roughing machine .. .. .		13 11 0
Operating cement press .. .. .		
First and second lasting of pumps .. .. .		
Pounding .. .. .		
Lizary, Monash, lacing or plaiting of basket shoes .. .. .		
Blocking, steaming and drying (slippers) .. .. .		
Ironing on last .. .. .		
Inseam trimming .. .. .		
Operating stitch separator .. .. .		
Hungarian nailing by hand or machine and Cutlan nailing .. .. .		
Slugging .. .. .		
Rivetting, hand or machine .. .. .		
Drilling for temporary screw .. .. .		
Operating loose nailer .. .. .		
Feathering including welt waists .. .. .		
Levelling, hand or machine .. .. .		
Turning (slippers) .. .. .		
Laying linings and shanking .. .. .		12 19 0
Pulling on—all classes .. .. .		
Opening and closing channels .. .. .		
Operating buzzer .. .. .		
Tingling or trimming, hand or machine .. .. .		
Putting on heel and toe plates .. .. .		
Sorting lasts .. .. .		
Putting in filling, shanks, stiffeners and toes .. .. .		
Slipping off .. .. .		12 15 0
Pulling out tacks and nails .. .. .		
Solutioning and cementing, hand or machine .. .. .		
Putting on studs or bars .. .. .		
All others .. .. .		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer .. .. .		13 11 0
Operating Naumkeag and/or sandpapering machine and heel breasting .. .. .		13 4 0
All others .. .. .		12 19 0
Slipping-off .. .. .		12 15 0
Upper Closing—		
All employees .. .. .		12 19 0
Cleaning—		
All employees .. .. .		12 15 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

## FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

						Wages Per Week of 40 Hours.		
						£	s.	d.
Females with less than twelve months' experience	..	..	..	..	..	8	13	0
Females with twelve months' experience or more	..	..	..	..	..	9	8	0

(d) In addition to the rates prescribed herein any female employee :—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

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. 601]****THURSDAY, AUGUST 7.****[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1236 of the 30th November, 1951, shall be replaced by the following clauses:—

#### APPRENTICES OR IMPROVERS.

2. (a)

#### Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Ages of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 19 0	3 13 0	5 17 6
2nd six months .. .. .	3 8 0	4 1 6	6 9 0
3rd six months .. .. .	3 19 6	4 10 0	7 8 0
4th six months .. .. .	4 17 6	5 3 6	8 5 0
5th six months .. .. .	5 9 0	5 17 6	..
6th six months .. .. .	6 2 6	6 9 0	..
7th six months .. .. .	8 15 0	7 8 0	..
8th six months .. .. .	10 2 0	8 5 0	..
9th six months .. .. .	11 7 0	..	..
10th six months .. .. .	11 11 6	..	..

And thereafter the minimum wage or piece-work price.

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

(b) (i)

#### PROPORTION (IN ANY FACTORY OR PLACE).

#### Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

*Females.*

One apprentice or improver to every journeywoman employed.

(ii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

*Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.*

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

*Female Improvers over Eighteen Years of Age may be Employed.*

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

*Persons Eligible for Apprenticeship.*

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

*Indenture Completed.*

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

*Completion of Apprenticeship.*

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

*Apprentices in any Group of the Industry already Bound.*

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

*Time Served in any Group to Count.*

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

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

*Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.*

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

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

## 3.

## OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

## GROUP A.

*Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein :—*

	Wages Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments .. ..	15 10 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. ..	14 6 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. ..	14 1 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. ..	14 1 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard .. ..	14 1 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or or part of a garment made or being made by male or female employees .. ..	14 1 0
7. Machinists, namely, males employed machining any part of a garment .. ..	13 14 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments ..	13 14 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings ..	13 14 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making .. ..	13 14 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. ..	12 15 0
12. All other adult males not herein classified .. ..	11 15 0

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

*Journeywomen.*

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	11 7 0
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment .. .. .	11 2 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination. .. .. .	10 6 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees. .. .. .	11 2 0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	9 13 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests .. .. .	9 13 6
19. Hand sewers of buttons .. .. .	8 18 6
20. All other adult females not herein classified .. .. .	8 16 0

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

## GROUP B.

*Ready Made Clothing For Males*—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments .. .. .	14 5 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	14 6 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14 1 0
23. (a) Machinists, namely, males employed machining any part of a garment .. .. .	13 14 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. .. .	14 1 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	14 1 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments .. .. .	13 14 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings .. .. .	13 14 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making .. .. .	13 14 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	12 15 0
30. Proofer, namely, males employed proofing garments with oil or other substances .. .. .	13 0 0
31. All other adult males not herein classified .. .. .	11 15 0

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

*Journeywomen.*

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	10 6 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	11 2 0
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	10 1 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions .. .. .	9 16 0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	9 11 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests .. .. .	9 11 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	9 6 0
39. Hand sewers of buttons .. .. .	8 18 6
40. All other adult females not herein classified .. .. .	8 16 0

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

Clauses, other than clauses 2 and 3 of the said Determination shall remain in force. Provided that the weekly earnings of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	..	..	..	..	..	..	..	..	..	11s. 2½d.
Tailoresses	..	..	..	..	..	..	..	..	..	10s. 0d.
Female coat hands	..	..	..	..	..	..	..	..	..	11s. 2½d.
Female vest and trouser hands	..	..	..	..	..	..	..	..	..	12s. 4½d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.



# VICTORIA GOVERNMENT GAZETTE.

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**No. 602]****THURSDAY, AUGUST 7.****[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

#### WAGES.

#### *Apprentices or Improvers.*

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 19 0	3 13 0	3 17 6	3 15 0
2nd six months .. .. .	3 8 0	4 1 6	6 9 0	3 15 0
3rd six months .. .. .	3 19 6	4 10 0	7 8 0	5 2 0
4th six months .. .. .	4 17 6	5 3 6	8 5 0	5 2 0
5th six months .. .. .	5 9 0	5 17 6	..	6 16 0
6th six months .. .. .	6 2 6	6 9 0	..	6 16 0
7th six months .. .. .	8 15 0	7 8 0	..	10 6 6
8th six months .. .. .	10 2 0	8 5 0	..	10 6 6
9th six months .. .. .	11 7 0	..	..	11 8 0
10th six months .. .. .	11 11 6	..	..	11 8 0

And thereafter the minimum weekly wage or piecework price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.

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

(b) PROPORTION (IN ANY FACTORY OR PLACE).  
*Apprentices or Improvers.*

- (i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

*Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.*

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

*Female Improvers over Eighteen Years of Age may be Employed.*

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

*Persons Eligible for Apprenticeship.*

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

*Indenture Completed.*

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

*Completion of Apprenticeship.*

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

*Apprentices in any Group of the Industry already Bound.*

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

*Time Served in any Group to Count.*

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

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

*Prohibition of Employment of New Male and Female Improvers in Group A.*

- (j) After the commencement of this Determination no male or female in Group A shall—
- (i) be engaged to work as an improver in any such section of the industry; or
  - (ii) be transferred from one section to another such section to work there as an improver; or
  - (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).  
GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

	Wages per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments .. .. .	15	10	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	14	6	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14	1	0
4. Machinists, namely, males employed machining any part of a garment .. .. .	13	14	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings .. .. .	13	14	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments .. .. .	13	14	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	14	1	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	12	15	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making .. .. .	13	14	0
10. All other adult males not herein classified .. .. .	11	15	0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	11 7 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment .. .. .	11 2 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination .. .. .	10 6 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt .. .. .	9 13 6
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear .. .. .	9 13 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel .. .. .	9 18 6
17. Hand sewers of buttons, hooks, and eyes, press studs .. .. .	8 18 6
18. All other adult females not herein classified .. .. .	8 16 0

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

## GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments .. .. .	14 15 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	14 6 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14 1 0
22. Machinists, namely, males employed machining any part of a garment .. .. .	13 14 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making .. .. .	13 14 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material .. .. .	14 1 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns .. .. .	12 15 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	13 14 0
27. All other adult males not herein classified .. .. .	11 15 0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments .. .. .	11 16 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	10 6 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments .. .. .	10 6 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material .. .. .	9 16 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine .. .. .	10 1 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel .. .. .	9 18 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less .. .. .	9 16 0
35. Hand sewers of buttons, hooks and eyes, press studs .. .. .	8 18 6
36. All other adult females not herein classified .. .. .	8 16 0

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

## GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

	Wages per Week.
	£ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments .. .. .	14 5 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	14 6 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	14 1 0
40. Machinists, namely, males employed machining any part of a garment .. .. .	13 14 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	13 14 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments .. .. .	13 14 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings .. .. .	13 14 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials .. .. .	14 5 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making .. .. .	13 14 0
46. Seam pressers on garments other than garments which the worker is making .. .. .	12 15 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment .. .. .	12 15 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	13 14 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	12 15 0
50. All other adult males not herein classified .. .. .	11 15 0

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

## Journeywomen.

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

	Wages per Week.
	£ s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44 .. .. .	10 6 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	10 6 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	10 1 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment .. .. .	9 16 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less .. .. .	9 16 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads .. .. .	9 16 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads .. .. .	9 8 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel .. .. .	9 18 6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description .. .. .	9 11 0
60. Hand sewers of buttons, hooks and eyes, press studs .. .. .	8 18 6
61. All other adult females not herein classified .. .. .	8 16 0

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

## GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

	Wages per Week.
	£ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments .. .. .	14 5 0
63. Pressers, namely, males employed pressing any part of a garment .. .. .	13 14 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	13 14 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine .. .. .	13 19 0
66. Machinists, namely, males employed machining any part of a garment .. .. .	13 14 0
67. Examiners, namely, males employed examining garments or parts of garments of any description .. .. .	13 14 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description .. .. .	12 15 0
69. All other adult males not herein classified .. .. .	11 15 0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 6 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine ..	9 16 0
72. Machinists, namely, females employed machining any part of a garment ..	9 11 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight ..	9 8 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 8 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine ..	9 11 0
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	9 11 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description ..	9 8 0
78. Hand sewers of buttons, hooks and eyes, press studs ..	8 18 6
79. All other adult females not herein classified ..	8 16 0

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

**GROUP E.**

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods) :—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description ..	14 5 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine ..	13 19 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	13 14 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description ..	13 11 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	12 15 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description ..	13 14 0
86. All other adult males not herein classified ..	11 15 0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description ..	10 6 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine ..	9 16 0
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	9 11 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	9 8 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight ..	9 8 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	9 16 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description ..	9 11 0
94. Hand sewers of buttons, hooks and eyes, press studs ..	8 18 6
95. All other adult females not herein classified ..	8 16 0

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

## GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week.
	£ s. d.
96. Cutters; namely, males employed laying up and/or marking in and/or cutting out material of any description .. .. .	14 5 0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine .. .. .	13 19 0
98. Machinists, namely, males employed machining any article of any description .. .. .	13 14 0
99. Pressers, namely, males employed pressing any article of any description .. .. .	13 11 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	13 11 0
101. Examiners, namely, males employed examining articles of any description .. .. .	13 14 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description .. .. .	12 15 0
103. All other adult males not herein classified .. .. .	11 15 0

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

## Journeywomen.

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

	Wages per Week.
	£ s. d.
104. Cutters; namely, females employed laying up and/or marking in and/or cutting out material of any description .. .. .	10 1 0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine .. .. .	9 13 0
106. Machinists; namely, females employed machining any article or part of an article of any description .. .. .	9 8 0
107. Dividers of raw materials used in the manufacture of small articles .. .. .	9 4 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight .. .. .	9 8 0
109. Examiners, namely, females employed examining articles of any description .. .. .	9 8 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand .. .. .	9 8 0
111. Hand-sewers of buttons, hooks and eyes, press studs .. .. .	8 18 6
112. All other adult females not herein classified .. .. .	8 16 0

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

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



# VICTORIA GOVERNMENT GAZETTE.

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**No. 603]**

**THURSDAY, AUGUST 7.**

**[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 530 of the 26th June, 1952, shall be replaced by the following clauses:—

### 2. WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand) .. .. .	12 9 0	12 15 6	12 6 0
Assembler (assistant) .. .. .	12 4 0	12 10 6	12 1 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	12 9 0	12 15 6	12 6 0
Bolt repairer .. .. .	12 7 0	12 13 6	12 4 0
Blacksmith's striker .. .. .	12 7 0	12 13 6	12 4 0
Blacksmith's striker on double fires and other assistant .. .. .	12 9 0	12 15 6	12 6 0
Block and tackle hand .. .. .	12 9 0	12 15 6	12 6 0
Boiler (inside) chipper and cleaner .. .. .	12 13 0	12 19 6	12 10 0
Cold saw operator .. .. .	12 9 0	12 15 6	12 6 0
Die caster .. .. .	12 12 0	12 18 6	12 9 0
Dogman .. .. .	12 9 0	12 15 6	12 6 0

## WAGES PER WEEK OF 40 HOURS—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—continued.			
*Dresser and grinder using portable machine .. .. .	12 11 0	12 17 6	12 8 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	12 7 0	12 13 6	12 4 0
(b) other .. .. .	12 17 0	13 3 6	12 14 0
*Dresser and grinder (other) .. .. .	12 9 0	12 15 6	12 6 0
*Emery wheel attendant .. .. .	12 9 0	12 15 6	12 6 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	12 7 0	12 13 6	12 4 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over .. .. .	12 11 0	12 17 6	12 8 0
Forger's assistant .. .. .	12 9 0	12 15 6	12 6 0
Friction saw operator .. .. .	12 7 0	12 13 6	12 4 0
Furnaceman—forge .. .. .	13 11 6	13 18 0	13 8 6
Furnaceman's assistant—forge .. .. .	12 9 0	12 15 6	12 6 0
*Furnaceman—electrical .. .. .	12 17 0	13 3 6	12 14 0
*Furnaceman—other (excepting cupola furnaceman) .. .. .	12 13 0	12 19 6	12 10 0
*Furnaceman's assistant .. .. .	12 7 0	12 13 6	12 4 0
*Grinding machine or emery wheel operator .. .. .	12 9 0	12 15 6	12 6 0
*Ladleman .. .. .	12 9 0	12 15 6	12 6 0
Hammer driver .. .. .	12 9 0	12 15 6	12 6 0
Lagger .. .. .	12 7 0	12 13 6	12 4 0
Machinist—3rd class (as defined) .. .. .	12 12 0	12 18 6	12 9 0
Overhead oiler .. .. .	12 7 0	12 13 6	12 4 0
Painter of ironwork, using spray .. .. .	12 8 0	12 14 6	12 5 0
Painter, brush hand .. .. .	12 7 0	12 13 6	12 4 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines .. .. .	12 9 0	12 15 6	12 6 0
On bending and cutting machines (assistant) .. .. .	12 6 0	12 12 6	12 3 0
On steel fabric machines .. .. .	12 9 0	12 15 6	12 6 0
On steel fabric machines (assistant) .. .. .	12 4 0	12 10 6	12 1 0
Person working with hammer 14 lb. weight or over—			
On repair work .. .. .	12 17 3	13 3 9	12 14 3
On other work .. .. .	12 9 3	12 15 9	12 6 3
Pickler .. .. .	12 7 0	12 13 6	12 4 0
Piler .. .. .	12 9 0	12 15 6	12 6 0
Process worker .. .. .	12 6 0	12 12 6	12 3 0
Rigger and/or splicer .. .. .	12 18 0	13 4 6	12 15 0
Tar dipper .. .. .	12 7 0	12 13 6	12 4 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	11 13 0	11 19 6	11 10 0
Employee not elsewhere classified .. .. .	11 7 0	11 13 6	11 4 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator .. .. .	13 2 0	13 8 6	12 19 0
Roller .. .. .	12 15 0	13 1 6	12 12 0
Extrusion press operator .. .. .	12 14 0	13 0 6	12 11 0
Melter of lead alloys .. .. .	12 7 0	12 13 6	12 4 0
Lead wool machinist .. .. .	12 6 0	12 12 6	12 3 0
Molten metal feeder and/or mixer for shot .. .. .	12 6 0	12 12 6	12 3 0
Roller's assistant .. .. .	12 7 0	12 13 6	12 4 0
Pipe trap machine operator's assistant .. .. .	12 7 0	12 13 6	12 4 0
Extrusion press operator's assistant .. .. .	12 6 0	12 12 6	12 3 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	11 13 0	11 19 6	11 10 0
All others .. .. .	11 7 0	11 13 6	11 4 0

\* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week.

*Leading Hands.*

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

*Ship Repairing.*

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

*TRADESMEN IN LARGE POWER HOUSES.*

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

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

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

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

## WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.		s. d.	£ s. d.	£ s. d.	£ s. d.

## I.—Adult Females.

Under one month's experience ..	75	..	..	8 8 0	8 13 0	8 5 6
All others ..	75	16 0	..	9 4 0	9 9 0	9 1 6

When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

## II.—Junior Females.

17 years of age and under ..	52	..	3 6	4 11 0	4 13 6	4 9 6
18 years of age ..	62	..	4 0	5 8 0	5 11 6	5 6 6
19 years of age ..	72	..	4 6	6 5 6	6 9 0	6 3 6
20 years of age ..	82	..	5 0	7 3 0	7 7 0	7 0 6

## III.—Junior Males.

Under 16 years of age ..	24	..	2 0	2 16 0	2 17 6	2 15 0
16 years of age ..	34	..	3 0	3 19 0	4 1 6	3 18 0
17 years of age ..	46	..	4 0	5 7 6	5 10 0	5 5 6
18 years of age ..	58	..	5 0	6 15 0	6 18 6	6 13 0
19 years of age ..	73	..	6 0	8 9 6	8 14 6	8 7 6
20 years of age ..	88	..	7 0	10 4 0	10 10 0	10 1 6

A junior employer of eighteen years or more shall be paid 3s per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

## IV.—Junior Males (Foundries).

Under 16 years of age ..	24	..	3 0	2 17 0	2 18 6	2 16 0
16 years of age ..	32	..	4 3	3 16 0	3 18 0	3 15 0
17 years of age ..	58	..	8 0	6 18 0	7 1 6	6 16 0
18 years of age ..	73	..	10 0	8 13 6	8 18 6	8 11 6
19 years of age and over ..	88	..	11 6	10 8 6	10 14 6	10 6 0

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

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

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

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

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

(d) Junior employees shall not be employed:—

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 604]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### FURNITURE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 692 of the 19th July, 1951, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults, Journeymen and Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP "A"—WOOD MACHINIST, &c.	£ s. d.	£ s. d.
1. Boul's carver machinist .. .. .	13 11 6	13 8 6
2. Shaping machinist .. .. .	13 11 6	13 8 6
3. Moulding machinist who grinds his own cutters .. .. .	13 11 6	13 8 6
4. Wood turner .. .. .	13 11 6	13 8 6
5. Router machinist .. .. .	13 11 6	13 8 6
6. Linderman or similar jointer machinist who sets up and is in charge of his machine .. .. .	13 11 6	13 8 6
7. Band and jig sawyer .. .. .	13 4 0	13 1 0
8. Circular sawyer .. .. .	13 4 0	13 1 0
9. Dovetailer machinist .. .. .	13 4 0	13 1 0
10. Buzzer machinist .. .. .	13 4 0	13 1 0
11. Planer machinist .. .. .	13 4 0	13 1 0
12. Thicknesser machinist .. .. .	13 4 0	13 1 0
13. Glue jointer machinist .. .. .	13 4 0	13 1 0
14. Tenoner machinist .. .. .	13 4 0	13 1 0
15. Copying or automatic lathe—employee setting up or operating .. .. .	13 4 0	13 1 0
16. Morticer machinist .. .. .	13 4 0	13 1 0
17. Triple drum sander .. .. .	13 4 0	13 1 0
18. Multiple borer machinist (3 or more bits) who set up and operates .. .. .	13 4 0	13 1 0
19. Moulding machinist who does not grind his own cutters .. .. .	13 4 0	13 1 0
20. Sander machinist .. .. .	12 14 0	12 11 0
21. Boring machinist (less than 3 bits) .. .. .	12 14 0	12 11 0
22. All other machinists .. .. .	12 14 0	12 11 0
23. Timber bender .. .. .	12 14 0	12 11 0
24. Timber stacker .. .. .	11 19 0	11 16 0
25. Yardman .. .. .	11 19 0	11 16 0
26. Tailor-out .. .. .	11 19 0	11 16 0
27. Employees not otherwise classified .. .. .	11 7 0	11 4 0
GROUP "B"—POLISHING, &c.		
1. Polisher .. .. .	13 11 6	13 8 6
2. Spray hand .. .. .	12 14 0	12 11 0
3. Employee rubbing down and/or filling and/or varnishing and/or staining .. .. .	12 14 0	12 11 0

\* Where an employee subject to Group "D", "E", "F", or "G", performs work for which a classification and wage rate is not prescribed in such Group, such employee shall be paid at the rate provided for such work in Group "A", "B" or "C".  
No. 604.—7416/52.—PRICE 3d.

2.

## WAGES—continued.

Adults, Journeymen and Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>GROUP "C"—GENERAL FURNITURE.</b>	<b>£ s. d.</b>	<b>£ s. d.</b>
<i>Males.</i>		
1. Cabinet maker .. .. .	13 11 6	13 8 6
2. Wood carver .. .. .	13 11 6	13 8 6
3. Chair frame maker .. .. .	13 11 6	13 8 6
4. Gramophone case maker or fitter .. .. .	13 11 6	13 8 6
5. Upholsterer .. .. .	13 11 6	13 8 6
6. Assembler i.e., an adult worker employed in fitting together by nailing, screwing, glueing or fixing in any manner machine jointed, moulded or finished parts or wooden furniture and who in so doing trims edges and makes minor adjustments .. .. .	13 6 6	13 3 6
7. Veneer cutter or matcher .. .. .	13 4 0	13 1 0
8. Stuff over chair or couch frame maker i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines .. .. .	12 14 0	12 11 0
9. Employee cramping furniture and/or mantelpieces .. .. .	12 14 0	12 11 0
10. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size .. .. .	12 14 0	12 11 0
11. Employee packing mantelpieces .. .. .	12 11 0	12 8 0
<i>Females.</i>		
1. Upholstress .. .. .	9 8 0	9 5 6
2. Veneer matcher .. .. .	9 8 0	9 5 6
3. Female employed in designing, making, painting or decorating— (a) furnishing accessories or novelties .. .. .	9 8 0	9 5 6
(b) domestic woodware .. .. .	9 8 0	9 5 6
(c) walking sticks .. .. .	9 8 0	9 5 6
<b>* GROUP "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.</b>		
<i>(a) Bedding—Males.</i>		
1. Employee engaged on making box spring mattresses and upholstered base supports .. .. .	13 11 6	13 8 6
2. Reversible inner spring mattress and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting .. .. .	13 4 0	13 1 0
3. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	13 4 0	13 1 0
4. Employee who does not set up or adjust, but only operates any of the following bedding machines: Power tufting; roll edge; tape edge; buttoning; or pre-built border .. .. .	12 14 0	12 11 0
<i>Females.</i>		
1. Females sewing mattresses, pillows, quilts, cushions, &c. .. .. .	9 8 0	9 5 6
<i>(b) Bedsteads and Wire Mattresses—</i>		
1. Wire weaver who sets up, adjusts and operates automatic machine .. .. .	13 11 6	13 8 6
2. Other wire weavers .. .. .	13 4 0	13 1 0
3. Stretcher up .. .. .	12 14 0	12 11 0
4. Tacker up .. .. .	12 14 0	12 11 0
5. Splitter up .. .. .	12 14 0	12 11 0
6. Mattress spring and/or spring unit maker .. .. .	13 10 6	13 7 6
<i>(c) Bedstead Assembly—</i>		
1. Employee framing and/or cramping combination bedsteads and/or settees and/or cots .. .. .	12 14 0	12 11 0
2. Employee setting up to check and packing combination bedsteads and/or settees and/or cots .. .. .	12 2 0	11 19 0
<b>* GROUP "E"—CARPET PLANNING AND SOFT FURNISHINGS.</b>		
<i>Males.</i>		
1. Carpet planner .. .. .	13 11 6	13 8 6
2. Sewer or layer of carpets, linos, masonite or any other floor covering .. .. .	13 6 6	13 3 6
3. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds .. .. .	13 4 0	13 1 0
4. Employees mounting, making or hanging blinds .. .. .	13 4 0	13 1 0
5. Carpet room assistant .. .. .	12 2 0	11 19 0
<i>Females.</i>		
1. Carpet sewer .. .. .	9 9 3	9 6 9
2. Table hand .. .. .	9 8 0	9 5 6
3. Draping hand or repairer of new goods .. .. .	9 8 0	9 5 6
4. Shade roller blind maker .. .. .	9 8 0	9 5 6
5. Cutter of loose covers .. .. .	9 8 0	9 5 6
6. Cutter of curtains, draperies, or blinds .. .. .	9 8 0	9 5 6
7. Fancy roller blind maker .. .. .	9 8 0	9 5 6
<b>* GROUP "F"—PICTURE FRAMES.</b>		
<i>Males.</i>		
1. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo .. .. .	13 4 0	13 1 0
2. Mount cutter .. .. .	12 14 0	12 11 0
3. Mounter .. .. .	12 14 0	12 11 0
4. Joiner .. .. .	12 14 0	12 11 0
5. Gilder or bronzer .. .. .	12 14 0	12 11 0
<i>Females.</i>		
1. Mounting and/or fitting .. .. .	8 15 6	8 13 0
<b>* GROUP "G"—REFRIGERATORS (OTHER THAN ICE)</b>		
1. Cabinet maker .. .. .	13 11 6	13 8 6
2. Painter and/or enameller, spray or brush on coats other than priming .. .. .	13 11 6	13 8 6
3. Painter and/or enameller, spray or brush on prime coats .. .. .	12 14 0	12 11 0
4. Wet rubbing on prime coats .. .. .	12 14 0	12 11 0
<b>GROUP "H"—LEADING HANDS.</b>		

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.

\* Where an employee subject to Group "D", "E", "F", or "G", performs work for which a classification and wage-rate is not prescribed in such Group, such employee shall be paid at the rate provided for such work in Group "A", "B", or "C".

## EXTRA RATES.

3. (a) Employees engaged as cabinet makers, chairmakers, and carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. a week as a tool allowance.

Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

(b) The extra rates prescribed herein shall not be subject to any premium or penalty additions.

## APPRENTICES AND IMPROVERS—RATES OF PAY.

4. The following shall be the rates of pay for apprentices and improvers :—

								Within 20 Miles of G.P.O., Melbourne : 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Oppoeland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>								<i>s. d.</i>	<i>s. d.</i>
5-year Term—									
1st year's experience	..	..	..	..	..	..	..	63 6	62 6
2nd year's experience	..	..	..	..	..	..	..	88 6	87 0
3rd year's experience	..	..	..	..	..	..	..	118 0	116 6
4th year's experience	..	..	..	..	..	..	..	186 0	183 6
5th year's experience	..	..	..	..	..	..	..	230 0	227 0
4-year Term—									
1st year's experience	..	..	..	..	..	..	..	72 6	71 6
2nd year's experience	..	..	..	..	..	..	..	118 0	116 6
3rd year's experience	..	..	..	..	..	..	..	186 0	183 6
4th year's experience	..	..	..	..	..	..	..	230 0	227 0
<i>Male Improvers.</i>									
Under 16 years of age	..	..	..	..	..	..	..	54 0	53 0
16 and under 17	..	..	..	..	..	..	..	65 6	65 0
17 and under 18	..	..	..	..	..	..	..	88 6	87 0
18 and under 19	..	..	..	..	..	..	..	118 0	116 6
19 and under 20	..	..	..	..	..	..	..	186 0	183 6
20 and under 21	..	..	..	..	..	..	..	229 0	226 0
<i>Female Apprentices.</i>									
1st year's experience	..	..	..	..	..	..	..	77 6	76 0
2nd year's experience	..	..	..	..	..	..	..	110 6	109 0
3rd year's experience	..	..	..	..	..	..	..	148 0	146 0
4th year's experience	..	..	..	..	..	..	..	169 6	167 0
(A female shall not be apprenticed until she is 16 years of age)									
<i>Female Improvers.</i>									
16 years and under	..	..	..	..	..	..	..	55 6	54 6
17 years	..	..	..	..	..	..	..	77 6	76 0
18 years	..	..	..	..	..	..	..	110 6	109 0
19 years	..	..	..	..	..	..	..	148 0	146 0
20 years	..	..	..	..	..	..	..	169 6	167 0

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 605]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 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.
		s. d.		s. d.
16 years of age and under .. .. .	45	101 0	51	85 6
17 years of age .. .. .	52	118 6	60	101 0
18 years of age .. .. .	59	132 0	63	106 0
19 years of age .. .. .	70	157 0	67	112 6
20 years of age .. .. .	91	204 0	75	126 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.
	<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>		
Porter .. .. .	241 0	238 0
Head Waiter .. .. .	251 0	248 0
Other Waiters .. .. .	241 0	238 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	291 0	288 0
Five, six, or seven .. .. .	281 0	278 0
Three or four .. .. .	263 0	260 0
Two or less .. .. .	257 0	254 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	273 6	270 6
Five, six, or seven .. .. .	263 6	260 6
Other Second Cooks .. .. .	251 0	248 0
Sweets Cook .. .. .	253 0	250 0
Grill, Relieving, or Assistant Cook .. .. .	251 0	248 0
Pantryman or Kitchenman .. .. .	241 0	238 0
Persons not otherwise provided for .. .. .	241 0	238 0
<i>Females.</i>		
Housekeeper .. .. .	191 0	188 0
Laundress .. .. .	181 0	178 0
Housemaid, Parlourmaid, or General .. .. .	177 0	174 0
Head Waitress .. .. .	181 0	178 0
Other Waitresses .. .. .	177 0	174 0
First Cook .. .. .	202 0	199 0
Second Cooks .. .. .	196 0	193 0
Sweets Cook .. .. .	197 0	194 0
Grills, Relieving, or Assistant Cook .. .. .	196 0	193 0
Pantrymaid or Kitchenmaid .. .. .	177 0	174 0
Persons not otherwise provided for .. .. .	177 0	174 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, 45s. 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 1938 (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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THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this

1st day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

### BUILDERS' LABOURERS BOARD.

Clause 1 of Part I., and Clause 1 of Part II. of the Determination published in *Government Gazette* No. 504 of the 20th June, 1952, shall be replaced by the following Clauses :—

#### PART I.

This part 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 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.

#### WAGES.

1. (a) For skilled builders' labourers—7s. per hour.

For ordinary builders' labourers—6s. 9d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Part.)

(b) "Builders' labourer—skilled" means an employee engaged upon the work of steel and/or aluminium alloy structural erector (on steel and/or aluminium alloy frame buildings) or engaged in the erection of prefabricated aluminium alloy buildings, gear hand, rigger, pile driver, tackle hand, gantry hand, or crane hand, dogman, scaffolder, powder monkey, drainer, demolisher, jack hammerman, winch or hoist driver or mixer driver, steel and/or bar bender bending to plan or pattern.

(c) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (b) of this clause.

#### Definition.

(d) "Federation" means the Australian Builders' Labourers' Federation.

#### PART II.

This Part applies to the employment of persons employed as builders' labourers in mixed industry as defined in clause 12 of this Part.

#### WAGES PER WEEK.

1. (a)

	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Builders' labourer.. .. .	12 16 0	12 7 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated wage rates shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed. Such is the additional amount referred to in the proviso to clause 13 of this Part.

(b) An employee whose employment is terminated by the employer within six months of his employment for any cause other than for malingering, inefficiency, neglect of duty or misconduct, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

Clauses, other than Clause 1 of Part I., and Clause 1 of Part II., of the said Determination shall remain in force.

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

No. 606.—7300/52.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 607]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

### CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 765 of the 9th August, 1951, shall be replaced by the following clause:—

#### WAGES. Improvers.\*

Male.				Female.			
	Percentage of Basic Wage	£	s. d.		Percentage of Female Basic Wage.	£	s. d.
Under 17 years .. ..	41	4	12 0	Under 17 years .. ..	63	5	6 0
17 and under 18 years .. ..	56	6	5 6	17 and under 18 years .. ..	74	6	4 6
18 and under 19 years .. ..	71	7	19 0	18 and under 19 years .. ..	79	6	12 6
19 and under 20 years .. ..	88	9	17 0	19 and under 20 years .. ..	95	7	19 6
20 and under 21 years .. ..	100 + 6/6	11	10 6	20 and under 21 years .. ..	100 + 6d.	8	8 6

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

\* The Board has determined that no apprentice shall be taken to the trade.

#### (b) Adults.

	Male.	Female.
	£ s. d.	£ s. d.
Cook (Grade 1) .. ..	13 11 0	10 17 9
Cook (Grade 2) .. ..	12 11 0	9 7 3
Cook working alone .. ..	12 16 0	9 18 0
Supervisor .. ..	.. ..	9 7 3
Attendant .. ..	12 2 6	8 17 0

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

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

No. 607.—7302/52.—PRICE 3d.

1. The first part of the document  
describes the general situation  
of the country and the  
state of the economy.  
2. The second part of the document  
describes the state of the  
economy and the state of the  
economy.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 608]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 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	116 6	
18 to 19 years of age	65	145 6	
19 to 20 years of age	81	181 6	
20 to 21 years of age	96	215 0	

PROPORTION (in any place).  
One improver to every worker receiving not less than 248s. 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 Geelong 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 .. .. .	240 0	237 0
21 to 40 flats .. .. .	236 0	233 0
20 or less flats .. .. .	234 6	231 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes .. .. .	231 0	228 0
Other caretakers of buildings in charge of—		
11 or more cleaners .. .. .	270 6	267 6
4 to 10 cleaners .. .. .	260 6	257 6
1 to 3 cleaners .. .. .	248 6	245 6
All others .. .. .	239 6	236 6

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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# VICTORIA GOVERNMENT GAZETTE.

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No. 609]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 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 Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria.
MALES.	Percentage of Basic Wage.	Per week of 40 hours. s. d.	WAGES.*	Per week of 40 hours. s. d.	Per week of 40 hours. s. d.	Per week of 40 hours. s. d.
Under 19 years of age ..	64	143 6	<i>Males.</i>			
19 and under 20 years of age ..	75	168 0	Office cleaners or general cleaners in charge of—			
20 years of age ..	87	195 0	11 or more office cleaners or general cleaners ..	268 6	265 6	
			4 to 10 office cleaners or general cleaners ..	261 6	258 6	
			1, 2, or 3 office cleaners or general cleaners ..	250 0	247 0	
			Other office cleaners or general cleaners ..	241 0	238 0	
			<i>Females.</i>			
			Office cleaners or general cleaners in charge of—			
			11 or more office cleaners or general cleaners ..	243 0	240 0	
			4 to 10 office cleaners or general cleaners ..	238 0	235 0	
			1, 2, or 3 office cleaners or general cleaners ..	227 0	224 0	
			Other office cleaners or general cleaners ..	223 0	220 0	
			* 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. GOUBLEY, Government Printer, Melbourne.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 610]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
1st day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour

## DAIRY FARM WORKERS BOARD.

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

### WAGES PER WEEK.

Age.	Percentage of Basic Wage.	Wages.		Other Employees.	
		Male.	Female.	Males.	Wages.
		£ s. d.	£ s. d.		£ s. d.
Under 16 years ..	52	5 16 6	4 7 6	Lending Hand (i.e. an employee who is in charge and directs the work of three or more employees)	13 3 0
16-17 years ..	60	6 14 6	5 1 0	General Hand ..	12 14 0
17-18 years ..	70	7 17 0	5 17 6		
18-19 years ..	80	8 19 0	6 14 6		
19-20 years ..	90	10 1 6	7 11 0		
20-21 years ..	100	11 4 0	8 8 0	Females.	

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

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

### PROVISION OF AND DEDUCTION FOR KEEP.

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

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

	£ s. d.
Adult males at the rate of .. .. .	2 11 8 per week
Adult females and junior males at the rate of .. .. .	2 1 3 per week
Junior females at the rate of .. .. .	1 16 3 per week

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

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

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





# VICTORIA GOVERNMENT GAZETTE.

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**No. 611]**

**THURSDAY, AUGUST 7.**

**[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 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.				Percentage of Basic Wage.	Ordinary Workers.		Males.		Females.	
	Percentage of Basic Wage.	Where a Seven-day Week is Worked.	Percentage of Basic Wage.	Where a Six-day Week is Worked.				Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—
		s. d.		s. d.		s. d.			s. d.		s. d.
Under 16 years	..	..	..	..	59	132 0	Under 16 years	50	112 0	62	104 0
16-17 years	..	..	..	..	69	154 6	16-17 years	56	125 6	70	117 6
17-18	..	..	..	..	78	174 6	17-18	69	154 6	78	131 0
18-19	100 +	226 0	98	219 6	88	197 0	18-19	76	170 0	91	153 0
	2s.						19-20	89	199 6	89	166 6
19-20	100 +	238 6	100 +	234 6	99	222 0	20-21	100 +	226 0	100 +	178 6
	14s. 6d.		10s. 6d.				2s.		10s. 6d.		
20-21	100 +	246 0	100 +	242 6	100 +	232 0					
	22s.		18s. 6d.		8s.						

#### PROPORTION (IN ANY PLACE).

##### Males.

One apprentice to every three or fraction of three workers receiving not less than 257s. per week.

One improver to every eight or fraction of eight workers receiving not less than 257s. per week.

##### Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 198s. 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 .. .. .	287 0	284 0	276 0
Milk grader .. .. .	286 0	283 0	275 0
Milk or cream tester .. .. .	286 0	283 0	275 0
Creamery manager .. .. .	281 0	278 0	270 0
Milk or cream neutralizer .. .. .	279 6	276 6	268 6
Foreman of shift or department or casein plant .. .. .	281 0	278 0	270 0
Butter-maker .. .. .	286 0	283 0	275 0
Re-worker and/or processor (not requiring a buttermaker's certificate) .. .. .	271 0	268 0	260 0
Operators of any of the following machines, viz :—			
Separator .. .. .	272 0	269 0	261 0
Pasteurizer vacreator, or deodorizer .. .. .	272 0	269 0	261 0
Weighing machine .. .. .	269 0	266 0	258 0
Filling machine for tinning of butter when butter has not been milled .. .. .	271 0	268 0	260 0
Filling machine for tinning of butter when butter has been milled .. .. .	270 0	267 0	259 0
Storeman or packer in butter canning establishments .. .. .	270 0	267 0	259 0
Other storeman or packers .. .. .	269 0	266 0	258 0
Casein-maker .. .. .	282 0	279 0	271 0
Assistant to casein-maker, casein dryers, and millers .. .. .	270 6	267 6	259 6
Cheese-maker .. .. .	286 0	283 0	275 0
Assistant to cheese-maker .. .. .	270 6	267 6	259 6
Cheese storehand .. .. .	272 0	269 0	261 0
Male adult washing or sterilizing cans or bottles .. .. .	269 0	266 0	258 0
Operator of a fork lift truck .. .. .	271 0	268 0	260 0
All other adult males .. .. .	268 0	265 0	257 0
All other adult females .. .. .	..	..	198 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.



# VICTORIA GOVERNMENT GAZETTE.

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No. 612]

THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## COMMERCIAL ARTISTS BOARD.

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

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

2. All employees .. .. . £14 11 0 per week of 40 hours.

### JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—  
(i) under a contract of apprenticeship as hereinafter provided;  
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or  
(iii) as a female improver.

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

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

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

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

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

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

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

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

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

		Percentage of Basic Wage.	£ s. d.
(i) Five-year term—		35	3 18 6
First year	.. .. .	47	5 5 6
Second year	.. .. .	64	7 3 6
Third year	.. .. .	85	9 10 6
Fourth year	.. .. .	100 + 16s.	12 0 0
Fifth year	.. .. .		
(ii) Four-year term—		42	4 14 0
First year	.. .. .	64	7 3 6
Second year	.. .. .	85	9 10 6
Third year	.. .. .	100 + 16s.	12 0 0
Fourth year	.. .. .		

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

First year	.. .. .	35	3 18 6
Second year	.. .. .	47	5 5 6
Third year	.. .. .	64	7 3 6
Fourth year	.. .. .	85	9 10 6
Fifth year	.. .. .	100 + 16s.	12 0 0

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

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

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

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

Melbourne Technical College;  
Swinburne Technical College, Glenferrie;  
Gordon Institute of Technology, Geelong;  
Prahran Technical School;  
Technical Art School, Ballarat;  
Caulfield Technical School.

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

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

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

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

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

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

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

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

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



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THURSDAY, AUGUST 7.

[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 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. 531 of the 26th June, 1952, shall be replaced by the following clauses:—

2.

*Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith .. .. .	14 0 6	14 7 0	13 17 6
Annealer and/or case hardener .. .. .	13 6 6	13 13 0	13 3 6
Brassfinisher (tradesman) .. .. .	13 16 0	14 2 6	13 13 0
Brassfinisher (2nd class) .. .. .	13 1 0	13 7 6	12 18 0
Brass polisher .. .. .	12 14 0	13 0 6	12 11 0
Blacksmith's machinist .. .. .	12 12 0	12 18 6	12 9 0
Brass-smith, coppersmith, or other smith .. .. .	13 17 6	14 4 0	13 14 6
Fitter and/or turner .. .. .	13 16 0	14 2 6	13 13 0
Fitter, turbine blade .. .. .	14 0 6	14 7 0	13 17 6
Forger and/or faggoter .. .. .	14 14 6	15 1 0	14 11 6
Heat treater .. .. .	14 0 6	14 7 0	13 17 6
Heat treater not subject to plant metallurgical supervision .. .. .	14 9 0	14 15 6	14 6 0
Heat treater operative (as defined) .. .. .	12 13 0	12 19 6	12 10 0
Inspector .. .. .	14 11 6	14 18 0	14 8 6
Key-seating machinist .. .. .	13 1 0	13 7 6	12 18 0
Locksmith .. .. .	13 16 0	14 2 6	13 13 0
Machine setter .. .. .	13 16 0	14 2 6	13 13 0
Machinist—1st class .. .. .	13 16 0	14 2 6	13 13 0
Machinist—2nd class .. .. .	13 1 0	13 7 6	12 18 0
Machinist—3rd class .. .. .	12 12 0	12 18 6	12 9 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off) .. .. .	14 0 6	14 7 0	13 17 6
Motor cycle mechanic .. .. .	13 11 6	13 13 0	13 8 6
Motor mechanic .. .. .	13 16 0	14 2 6	13 13 0
Mould polisher .. .. .	12 10 0	12 16 6	12 7 0
Patternmaker .. .. .	14 9 0	14 15 6	14 6 0
Pipe fitter on low pressure work .. .. .	13 1 0	13 7 6	12 18 0
Process worker .. .. .	12 6 0	12 12 6	12 3 0
Refrigeration mechanic or serviceman .. .. .	13 16 0	14 2 6	13 13 0
Safe maker and/or repairer (security work) .. .. .	13 16 0	14 2 6	13 13 0
Scalemaker and/or adjuster .. .. .	13 16 0	14 2 6	13 13 0
Scientific instrument maker .. .. .	14 9 0	14 15 6	14 6 0
Toolmaker .. .. .	14 9 0	14 15 6	14 6 0
Toolsmith .. .. .	14 0 6	14 7 0	13 17 6
Wet stone grinder and glazier (tradesman) .. .. .	13 16 0	14 2 6	13 13 0
Welder—Special class (as defined) .. .. .	14 0 6	14 7 0	13 17 6
Welder—1st class (as defined) .. .. .	13 16 0	14 2 6	13 13 0
Welder—2nd class .. .. .	12 12 0	12 18 6	12 9 0
Welder—3rd class .. .. .	12 8 0	12 14 6	12 5 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 .. .. .	12 10 0	12 16 6	12 7 0
Jobbing moulder and/or coremaker .. .. .	13 16 0	14 2 6	13 13 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	12 12 0	12 18 6	12 9 0
2nd six months' experience .. .. .	12 15 0	13 1 6	12 12 0
3rd six months' experience .. .. .	12 18 0	13 4 6	12 15 0
Thereafter .. .. .	13 3 0	13 9 6	13 0 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 13 0	11 19 6	11 10 0
Employee not elsewhere classified .. .. .	11 7 0	11 13 6	11 4 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic .. .. .	13 17 6	14 4 0	13 14 6
Cash register mechanic .. .. .	13 17 6	14 4 0	13 14 6
Tradesman .. .. .	13 16 0	14 2 6	13 13 0
First-class mechanic .. .. .	13 6 6	13 13 0	13 3 6
Second-class mechanic .. .. .	13 3 0	13 9 6	13 0 0
Process worker .. .. .	12 6 0	12 12 6	12 3 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	11 13 0	11 19 6	11 10 0
Employee not elsewhere classified .. .. .	11 7 0	11 13 6	11 4 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—Special 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—Special 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 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.	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.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year .. .. .	32	3 11 6	3 14 0	3 10 6
2nd year .. .. .	43	4 16 6	4 19 0	4 15 0
3rd year .. .. .	54	6 1 0	6 4 6	5 19 6
4th year .. .. .	83	9 6 0	9 11 6	9 3 6
5th year .. .. .	100 plus 6s.	11 10 0	11 16 6	11 7 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year .. .. .	34	3 16 0	3 18 6	3 15 0
2nd year .. .. .	54	6 1 0	6 4 6	5 19 6
3rd year .. .. .	83	9 6 0	9 11 6	9 3 6
4th year .. .. .	100 plus 6s.	11 10 0	11 16 6	11 7 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.*

(e) 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.*

(g) 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.	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.	£ s. d.	£ s. d.	£ s. d.
1st year .. .. .	32	3 11 6	3 14 0	3 10 6
2nd year .. .. .	43	4 16 6	4 19 0	4 15 0
3rd year .. .. .	54	6 1 0	6 4 6	5 19 6
4th year .. .. .	83	9 6 0	9 11 6	9 3 6
5th year .. .. .	100 plus 6s.	11 10 0	11 16 6	11 7 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.	Margin.	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.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75		8 8 0	8 13 0	8 5 6
All others .. .. .	75	16 0	9 4 0	9 9 0	9 1 6

When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

*II.—Junior Females.*

		Additional Amount.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 11 0	4 13 6	4 9 6
18 years of age .. .. .	62	4 0	5 8 0	5 11 6	5 6 6
19 years of age .. .. .	72	4 6	6 5 6	6 9 0	6 3 6
20 years of age .. .. .	82	5 0	7 3 0	7 7 0	7 0 6

*III.—Junior Males.*

			£ s. d.	£ s. d.	£ s. d.
Under 16 years of age .. .. .	24	2 0	2 16 0	2 17 6	2 15 0
16 years of age .. .. .	34	3 0	3 19 0	4 1 6	3 18 0
17 years of age .. .. .	46	4 0	5 7 0	5 10 0	5 5 6
18 years of age .. .. .	58	5 0	6 15 0	6 18 6	6 13 0
19 years of age .. .. .	73	6 0	8 9 6	8 14 6	8 7 6
20 years of age .. .. .	88	7 0	10 4 0	10 10 0	10 1 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

*IV.—Junior Males (Foundries).*

			£ s. d.	£ s. d.	£ s. d.
Under 16 years of age .. .. .	24	3 0	2 17 0	2 18 6	2 16 0
16 years of age .. .. .	32	4 3	3 16 0	3 18 0	3 15 0
17 years of age .. .. .	58	8 0	6 18 0	7 1 6	6 16 0
18 years of age .. .. .	73	10 0	8 13 6	8 18 6	8 11 6
19 years of age and over .. ..	88	11 6	10 8 6	10 14 6	10 6 0

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

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.

*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.

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

2. The second part of the document addresses the challenges of data management in a rapidly changing environment. It highlights the need for flexible and scalable solutions that can adapt to new technologies and evolving business requirements. The author argues that organizations must invest in training and development to ensure their workforce is equipped with the skills necessary to manage complex data sets effectively.

3. The third part of the document focuses on the role of technology in enhancing operational efficiency. It explores various digital tools and platforms that can streamline processes, reduce errors, and improve overall productivity. The text suggests that organizations should regularly evaluate their current technology stack to identify areas for improvement and invest in cutting-edge solutions that offer significant value.

4. The fourth part of the document discusses the importance of collaboration and communication in achieving organizational goals. It stresses that effective teamwork and clear communication channels are crucial for ensuring that all team members are aligned and working towards the same objectives. The author recommends implementing regular meetings and open lines of communication to foster a collaborative culture.

5. The fifth part of the document concludes by summarizing the key points discussed and providing a call to action. It encourages organizations to embrace change, invest in their people and technology, and maintain a commitment to excellence in all their endeavors. The text ends with a statement of confidence that these strategies will lead to long-term success and growth.



# VICTORIA GOVERNMENT GAZETTE.

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**THURSDAY, AUGUST 7.**

**[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 August, 1952.

Dated at Melbourne, this  
5th day of August, 1952.

H. N. JONES,  
Acting Secretary for Labour.

## CARTERS AND DRIVERS BOARD.

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

### PART I.

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

#### ADULT EMPLOYEES.

1.

	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving jinker, boiler truck, or float—			
One horse .. .. .	12 17 0	13 3 6	12 14 0
Two or three horses .. .. .	13 4 6	13 11 0	13 1 6
Additional horses—2s. extra per day for each extra horse			
(2) Employee driving—			
One horse .. .. .	12 7 6	12 14 0	12 4 6
Two horses .. .. .	12 15 6	13 2 0	12 12 6
Three horses .. .. .	13 0 0	13 6 6	12 17 0
Four horses .. .. .	13 3 0	13 9 6	13 0 0
Five horses .. .. .	13 4 6	13 11 0	13 1 6
Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line			
Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(3) Employee driving motor cycle with side car ..	12 8 6	12 15 0	12 5 6

## PART I.—(continued).

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

## ADULT EMPLOYEES.—continued.

	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less .. .. .	12 15 6	13 2 0	12 12 6
Over 25 cwt. but not over 3 tons .. .. .	13 1 6	13 8 0	12 18 6
Over 3 tons but under 6 tons .. .. .	13 6 0	13 12 6	13 3 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor (not being a tractor) drawing trailer—			
2s. 6d. extra per day for each loaded trailer or			
1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(5) Employee driving mechanical horse with or without one trailer .. .. .	13 15 6	14 2 0	13 12 6
For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer.			
The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber			
(6) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. .. .	13 15 6	14 2 0	13 12 6
For each complete ton over 8—an extra 1s.			
(7) Employee driving machinery float having maker's capacity of 8 tons or less .. .. .	14 0 6	14 7 0	13 17 6
For each complete ton over 8—an extra 1s.			
(8) Employee driving a straddle truck .. .. .	13 15 6	14 2 0	13 12 6
(9) Loader .. .. .	12 11 0	12 17 6	12 8 0
(10) Leading Loader .. .. .	13 0 6	13 7 0	12 17 6
(11) Stableman .. .. .	12 2 0	12 8 6	11 19 0
(12) Head stableman .. .. .	12 10 0	12 16 6	12 7 0
(13) Horse driver's assistant .. .. .	11 18 0	12 4 6	11 15 0
(14) Motor driver's assistant .. .. .	11 18 0	12 4 6	11 15 0
(15) Yardman .. .. .	11 18 0	12 4 6	11 15 0
(16) Sanitary carter's mate .. .. .	13 7 6	13 14 0	13 4 6
(17) Garbage carter's mate .. .. .	12 14 0	13 0 6	12 11 0

	Per Week. s. d.
Further additional amounts for	
(18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.	
(19) Employee carting, loading and/or unloading offensive material .. .. .	6 0
(20) Employee carting, loading and/or unloading dirty material—1s. per day	
(21) Employee who is required to cart—	
Tar (other than in sealed containers) for immediate spreading upon streets,	
Tar in unsealed containers,	
Tarred material for spreading upon streets and/or spread either of them upon streets .. .. .	6 0
(22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined .. .. .	5 0
(23) Employee who is a recognized live stock carter, carting live stock as defined .. .. .	5 0
(24) Employee driving sanitary vehicle .. .. .	20 0
(25) Employee driving vehicle collecting garbage .. .. .	16 0
(26) Driver required to act as salesman of goods in his vehicle .. .. .	2 0
(27) Driver-salesman as defined in clause 28 (e) of this Determination .. .. .	10 0
Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).	
(28) Employee handling money as defined—	
For any amount handled up to £10 .. .. .	2 0
For any amount handled over £10 but not exceeding £100 .. .. .	6 0
For any amount handled over £100 but not exceeding £300 .. .. .	10 0
For any amount handled over £300 but not exceeding £500 .. .. .	15 0
For any amount handled over £500 .. .. .	20 0
(29) Leading hands in charge of not less than three and not more than ten employees .. .. .	9 0
More than ten and not more than twenty employees .. .. .	18 0
More than twenty employees .. .. .	27 0
Provided that this item shall not apply to a leading loader.	
Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) its shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.	

## PART II.

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

## 1. Wage Per Week, 20 Years of Age and Over.

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

  

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

## PART III.

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

## RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 5½d., with a minimum payment as for four hours.

## PART IV.

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

## 1. (a) ADULT EMPLOYEES.

	Weekly Wage. (Including a Loading of 3s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving—			
One horse .. ..	12 7 6	12 14 0	12 4 6
Two horses .. ..	12 15 6	13 2 0	12 12 6
(2) Employee driving—			
Motor bicycle with side car .. ..	12 8 6	12 15 0	12 5 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less .. ..	12 15 6	13 2 0	12 12 6
Over 25 cwt. but not over 3 tons .. ..	13 1 6	13 8 0	12 18 6
Over 3 tons but under 6 tons .. ..	13 6 0	13 12 6	13 3 0
Further tonnage—for each complete ton over 5 an extra 1s. per week. Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. ..	13 15 6	14 2 0	13 12 6
For each complete ton over 8—an extra 1s. ..			
(5) Stableman .. ..	12 2 0	12 8 6	11 19 0
(6) Head stableman .. ..	12 10 0	12 16 6	12 7 0
(7) Horse driver's assistant, motor driver's assistant, yardman. .. ..	11 18 0	12 4 6	11 15 0

PART IV.—*continued.*

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

ADULT EMPLOYEES.—*continued.*

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

## PART V.

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

## 1. WAGES PER WEEK.

No.	Classification.	Basic Wage (Adjustable).	Margin.	Loading.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
1	Aerodrome attendants .. .. .	11 8 0	47 0	3 0	13 18 0
2	Assistant aerodrome attendants .. .. .	11 8 0	37 0	3 0	13 8 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift— 2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street) .. .. .	11 8 0	46 0	3 0	13 17 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street) .. .. .	11 8 0	49 0	3 0	14 0 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons— 1s. per week				
7	Motor (not being a tractor) drawing a trailer— 2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle .. .. .	11 8 0	35 0	3 0	13 6 0
10	Washers and greasers .. .. .	11 8 0	25 0	3 0	12 16 0
11	Assistant drivers .. .. .	11 8 0	26 0	3 0	12 17 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

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