VICTORIA.

GOVERNMENT GAZETTE.

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No. 682] THURSDAY, AUGUST 14. [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 12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1244 of the 30th November, 1951, shall be replaced by the following clauses :—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES.	£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	14 12 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	14 2 0
	(b) For a second period of six months' probation	14 5 6
	(c) Thereafter the rate for a machine compositor	

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First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
	TABLES "A"—ADULT MALES—*continued.*	
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ens per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	14 12 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	14 2 0
5	Operator of a Wells' cross-rule form machine	14 12 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	12 19 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	14 2 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	12 19 6
9	Proof reader and/or reviser	14 5 6
10	Copy holder	12 10 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	14 2 0
12	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes)	14 2 0
13	Stereotyper	14 2 0
14	Engraver on wood or metal	14 2 0
15	Letterpress machinist	14 2 0
16	Railway ticket printer—single machine	13 5 6
17	Railway ticket printer—multiple machine	13 7 6
18	Machinist working a flat-bed machine printing from a reel	14 2 0
19	Letterpress rotary machinist	14 2 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper ..	13 2 6
21	Collapsible tube printing machinist	14 2 0
22	Universal process machine operator	14 2 0
23	Lithography—	
	(*a*) Artist and/or designer	14 8 6
	(*b*) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	14 4 0
	(*c*) Lithographic pressman and/or lithographic manual transferer ..	14 2 0
	(*d*) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates	12 12 0
	(Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	
	(*e*) Lithographic machinist, including lithographic tin printer	14 2 0
24	Photogravure machinist	14 2 0
25	Bookbinder	14 2 0
26	Marbler	14 2 0
27	Hand indexer	14 2 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	14 2 0
29	Finisher	14 2 0
30	Pocket-book maker	14 2 0
31	Ticket maker, turned-in work	14 2 0
32	Blotting pad maker	14 2 0
33	Portfolio maker	14 2 0
34	Person engaged in sawing and/or rolling books	14 2 0
35	Loose sheet cover maker	14 2 0
36	Edge-gilder	14 2 0
37	Leather cutter	14 2 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work	12 15 6
	(In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	
39	Embossing machinist	14 2 0
40	Map and plan mounter and/or varnisher	14 2 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	14 2 0
42	Guillotine machine operator	14 2 0
43	Employee operating a milk bottle wad making machine	12 19 0
44	Waxer	12 17 0
45	Sheet varnishing and/or sheet gumming machinist	12 12 0
46	Rotary reel gumming machinist	12 15 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping	12 8 0
48	Printing ink mixer and/or maker	12 9 0
49	Bronzing machine operator	12 12 0
50	Roller maker	12 9 0
51	Feeder on any kind of machine	12 4 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
	TABLE "A"—ADULT MALES—*continued.*	
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	13 15 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	13 15 0
54	Storeman	12 12 0
55	Packer and/or despatcher	12 12 0
56	Any other adult male	12 0 0
57	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him. Provided that until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
	TABLE "B"—ADULT FEMALES: (*Including non-adult females of at least five years' experience.*)	
1	Operator of a writer-press, multigraph machine, roncotype machine, or a similar machine printing from movable type, stereos, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	14 2 0
2	Female head packer when employed as such	9 14 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in :— (*a*) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together	9 14 0
	(*b*) When engaged on work which does not exceed both the measurements before mentioned	9 13 0
4	Female bookbinder—that is, an employee engaged in :— (*a*) Making blotting pads without corners, paper bound around four edges, or (*b*) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (*c*) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (*d*) Affixing projecting index tabs made of paper and not reinforced, or (*e*) Making letter or other types of files, or (*f*) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (*g*) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	9 12 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	9 12 0
6	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	9 12 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	9 12 0
8	Female copy holder	9 12 0
9	Female embosser	9 13 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	9 12 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (*a*) from 3 to 8 employees (both inclusive) (*b*) from 9 to 15 employees (both inclusive) (*c*) over 15 employees	9 16 0 10 7 6 10 15 0
12	Female employees not otherwise specified	9 0 6

NOTE.—See clause 36 (*g*) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

—	Third Column Weekly Wage.
	£ s. d.
Where the work is performed by a male junior, not being an apprentice:	
Under 15 years of age	2 13 0
Between 15 and 16 years of age	3 5 0
Between 16 and 17 years of age	4 4 0
Between 17 and 18 years of age	5 13 0
Between 18 and 19 years of age	7 1 6
Between 19 and 20 years of age	8 13 0
Between 20 and 21 years of age	10 4 0
Where the work is performed by a male apprentice:	
First year	3 3 6
Second year	4 11 6
Third year	5 5 6
Fourth year	6 7 0
Fifth year	7 15 0
Sixth year	10 11 6
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience	2 17 6
Second year's experience	3 17 0
Third year's experience	4 16 0
Fourth year's experience	5 15 0
Fifth year's experience	7 4 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 77s. 6d. for each full week or a pro rata amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 105s. 9d. for the said amount of 77s. 6d.

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

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No. 683] THURSDAY, AUGUST 14. [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
14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of Part I., and clause 1 of Part II. of the Determination published in *Government Gazette* No. 487 of the 5th June, 1952, shall be replaced by the following clauses:—

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (*a*) *Wages** (see Footnote).

	£	s.	d.
First year	5	0	6
Second year	5	5	6

HOSPITAL AIDS IN TRAINING.

(*b*) *Wages** (see Footnote).

	£	s.	d.
First year of training	4	18	9
First year of service after obtaining certificate	6	10	6
Second year of service after obtaining certificate	6	19	0
And thereafter the adult female rate.			

APPRENTICES OR IMPROVERS.

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

WAGES PER WEEK (See Footnote).*

Employed at Clerical Work.

—	Males.	Females.
	s. d.	s. d.
Under 16 years of age	108 3	99 6
16 years of age	114 9	106 0
17 " "	121 9	113 0
18 " "	144 6	119 9
19 " "	162 6	129 3
20 " "	184 6	140 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 45s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver, 38s. per week less than the rate fixed.

No. 683—7684/52.—PRICE 3D.

All Other Classes of Work.

Males.	—	Females.	—
	s. d.		s. d.
Under 16 years of age	121 3	First year's experience	122 0
16 years of age	127 9	Second year's experience	130 6
17 years of age	136 3	Third year's experience	139 0
18 years of age	146 0	And thereafter the adult female rate.	
19 years of age	155 6		
20 years of age	171 0		

(ii) Apprentices.—

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

(*a*) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of an approved course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.

(*b*) During the currency of the indentures the apprentice shall attend day classes at the said school in order to complete the prescribed course of training.

(*c*) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.

(*d*) Until further order schools approved by the Wages Board for the purpose of this scheme of apprenticeship shall be :—

(i) The Emily McPherson College of Domestic Economy, Melbourne, and

(ii) The Gordon Institute of Technology, Geelong.

(*e*) The wages of apprentices shall be :—

	Per Week.* (See Footnote) £ s. d.
First year	5 12 0
Second year	6 8 3
Third year	7 11 9

(*f*) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.

(*g*) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 241s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 241s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 181s. per week.

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

WAGES.

4. (*a*) OTHER EMPLOYEES.

Males. WAGES.* (See footnote.)	Per Week s. d.	*Females.* WAGES.* (See footnote.)	Per Week s. d.
Clerks	257 6	Clerks	190 6
Cook; where there is only one employed	268 6	Cook; where there is only one employed	195 6
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	268 6	One to three kitchen employees	195 6
Four to seven kitchen employees	275 6	Four to seven kitchen employees	203 0
Eight or more kitchen employees	285 6	Eight or more kitchen employees	213 0
Cooks—Second	265 6	Second cooks	193 0
Other cooks	262 6	Other cooks	190 6
Person in charge of instrument room and/or sharpening and adjusting instruments	283 0	Housekeeper or Supervisor (however styled) ..	216 6
Assistant to person in charge of instrument room	254 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed	285 0	One to three persons	193 0
Deputy chief dresser, where five or more dressers are employed	280 6	Four or more persons	198 0
Dressers doing venereal diseases work	276 0	Second laundresses	188 0
Other dressers and/or steriliser room attendant ..	253 6	Laundresses where only one employed	188 0
Chief theatre attendant	279 0	Laundress employed on pressing machines or as iron hands	188 0
Foreman in charge of—		Other laundresses	181 0
One to nine employees	271 6	Sorters	188 0
Ten to nineteen employees	289 0	Washing machine hands	196 0
Twenty or more employees	309 0	Storekeeper in charge of one or more store hands or where there is only one employed	190 6
Assistant foreman	259 0	Storekeeper's assistants	181 0
Gardener in charge of one or more garden employees ..	259 0	Stenographers and/or typists	190 6
Gardeners	251 0	Telephonists	198 0
Gardener's Labourer	246 0	Waitresses	181 0
Incinerator attendants	251 0	Wardsmaids	181 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 45s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 38s. per week less than the rate fixed.

Males—continued.

WAGES. *(See footnote)—*continued.*	Per Week s.	d.
Kitchenmen or scullerymen	251	0
Laboratory assistants	254	6
Laundry Washing machine hands	254	0
Laundrymen other	249	0
Mortuary-men employed solely on post-mortem work	284	0
Other mortuary-men	249	0
And 10s. extra for each post-mortem.		
Motor ambulance drivers or assistants	263	6
Motor driver of vehicles 30 cwt. or more	263	6
Other motor driver	253	6
Operating theatre attendants	259	0
Casualty porters engaged on preparations and theatre work	254	0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae	254	0
Other dispensary porters	249	0
Relieving porters	248	6
X-ray porters	246	0
Night porters who in the course of their duties patrol the hospital	249	6
Other night porters	246	0
Recording attendants	257	6
Splint makers	259	0
Splint makers' assistants	249	0
Storemen in charge of one or more storemen or where there is only one employed	266	0
Other storemen	251	0
Telephone attendants	249	0
Cleaners handling sputum mugs	259	0
Other cleaners	246	0
X-ray attendants	254	0
X-ray technicians—		
1st year's experience as such	276	6
2nd year's experience as such	291	6
Thereafter	301	6
First-aid attendant employed in connexion with an industrial or commercial undertaking	249	0
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	251	0
All others	241	0

Females—continued.

WAGES. *(See footnote)—*continued*	Per Week s.	d.
X-ray technicians—		
1st year's experience as such	210	6
2nd year's experience as such	215	6
Thereafter	220	6
Laboratory assistants	196	0
Certificated hospital aids :—		
In charge of a ward	198	0
All others	193	0
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	193	0
(ii) Other than in charge of a ward	186	0
First-aid attendant employed in connexion with an industrial or commercial undertaking	186	0
Seamstresses who cut out and fit garments, in charge of—		
One to three employees	200	0
Four to seven employees	205	0
Eight or more employees	211	0
Other Seamstresses who cut out and fit garments	195	0
All other seamstresses	183	0
All others	181	0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 48s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 38s. per week less than the rate fixed.

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

Males.

During the second year's service 5s. more than the prescribed rate.
During the third year's service 7s. 6d. more than the prescribed rate
During the fourth year's service 10s. more than the prescribed rate.
During the fifth year's service 12s. 6d. more than the prescribed rate.
During the sixth year's service 15s. more than the prescribed rate.
During the seventh year's service 17s. 6d. more than the prescribed rate.
During the eighth year's service 20s. more than the prescribed rate.
During the ninth year's service 22s 6d. more than the prescribed rate.
and thereafter 25s. more than the prescribed rate.

Females.

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

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

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

PART II.

(This Part applies to all persons employed by an Ambulance Service.)

1. WAGES.

—	Per Week. £	s.	d.
Deputy Superintendent—			
1st year's experience as such	15	8	6
2nd year's experience as such	15	13	6
Thereafter	15	18	6
Station Officer—			
1st year's experience as such	14	8	6
2nd year's experience as such	14	13	6
Thereafter	14	18	6
Ambulance driver qualified in first-aid—			
1st year's experience as such	13	8	6
2nd year's experience as such	13	13	6
Thereafter	13	18	6
Ambulance driver not qualified in first-aid	13	3	6

Clauses, other than clauses 2, 3 and 4, 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.

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GOVERNMENT GAZETTE.

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No. 684] THURSDAY, AUGUST 14. [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 14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

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

2.

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
	TABLE "B"—ADULT FEMALES.	
	(*Including non-adult females of at least five years' experience.*)	
1	Female head packer when employed as such	9 12 6
2	Packer	10 7 0
3	Female feeder employed on carton-cylinder machine	9 10 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	9 10 0
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	9 16 6
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	9 12 6
	(*b*) controlling and/or setting up automatic carton-gluing machine	9 12 6
	(*c*) employed on any other machine used in cardboard box making, container making, or carton making	9 10 6
6	Female carton maker, including puller out and stripper	9 7 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	9 8 6
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	9 8 6
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 16 0
	(*b*) from nine to fifteen employees (both inclusive)	10 7 6
	(*c*) over fifteen employees	10 15 0
10	Female employee not otherwise specified	9 0 6

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 13 0
(ii) between 15 and 16 years of age	3 5 0
(iii) between 16 and 17 years of age	4 4 0
(iv) between 17 and 18 years of age	5 13 0
(v) between 18 and 19 years of age	7 1 6
(vi) between 19 and 20 years of age	8 13 0
(vii) between 20 and 21 years of age	10 4 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if the works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	2 17 6
(ii) Second year's experience	3 17 0
(iii) Third year's experience	4 16 0
(iv) Fourth year's experience	5 15 0
(v) Fifth year's experience	7 4 0

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

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

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

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £8 12s. 11d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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No. 685] THURSDAY, AUGUST 14. [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
14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2. —	Wages per Week of 40 Hours. Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	249 0	246 0
Chill fitter called on to design and model	264 0	261 0
Other chill fitter	249 0	246 0
Machinist	246 0	243 0
Plater in charge	261 0	258 0
Plater's assistant	247 0	244 0
Polisher and grinder	248 0	245 0
Chipper and caster	245 0	242 0
Bedstead fitter and mounter	249 0	246 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	248 0	245 0
Japanner and lacquerer	246 0	243 0
Other employees with not less than three months' experience in the industry	233 0	230 0
All others	227 0	224 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

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

(b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

No. 685.—7663/52.—PRICE 3D.

JUNIOR MALE AND FEMALE LABOUR.

4. *Wages Per Week of 40 Hours.*

—	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable— Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Total Wage Payable— Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	..	168 0	165 6
All others	75	16 0	..	184 0	181 6
II.—Junior Females.					
17 years of age and under	52	3 6	..	91 0	89 6
18 years of age	62	4 0	..	108 0	106 6
19 years of age	72	4 6	..	125 6	123 6
20 years of age	82	5 0	..	143 0	140 6
III.—Junior Males.					
Under 16 years of age ..	24	2 0	..	56 0	55 0
16 years of age	34	3 0	..	79 0	78 0
17 years of age	46	4 0	..	107 0	105 6
18 years of age	58	5 0	..	135 0	133 0
19 years of age	73	6 0	..	169 6	167 6
20 years of age	88	7 0	..	204 0	201 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).					
Under 16 years of age	24	2 0	1 0	57 0	56 0
16 years of age	32	2 6	1 9	76 0	75 0
17 years of age	58	5 0	3 0	138 0	136 0
18 years of age	73	6 0	4 0	173 6	171 6
19 years of age and over	88	7 0	4 6	208 6	206 0

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

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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

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

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No. 686] THURSDAY, AUGUST 14. [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
14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

PLASTIC MOULDING BOARD.

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

2. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours.		
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age ..	70 3	59 0	No female shall be employed until she attains the age of fifteen years.
16 years of age ..	92 6	70 3	
17 years of age ..	115 0	81 6	
18 years of age ..	148 6	103 9	
19 years of age ..	171 0	115 0	
20 years of age ..	193 6	126 3	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 237s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 237s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 173s. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 173s. per week of 40 hours.

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

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

No. 686.—7688/52.—PRICE 3D.

3. ADULT MALES.

	Wages per Week of 40 Hours.
	£ s. d.
Plastic Section.	
1. Operator on warming and/or masticating mill	12 3 0
2. Operator on mixing mill	12 11 0
3. Operator in charge of forcing or extruding machine	12 5 0
4. First assistant on Calender, 48 inches and over	12 7 6
5. First assistant on Calender under 48 inches	12 1 0
6. Operator in charge of Calender, 72 inches and under	12 19 0
7. Operator in charge of Calender over 72 inches	13 4 0
8. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing	13 1 0
9. Plastic press operator (other)	12 8 0
10. Process worker, i.e., a person employed— (*a*) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines; (*b*) in the powder room	12 6 0
11. Employee engaged in any operation not set out above	11 17 0
Casein Section.	
12. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	13 1 0
13. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz. :—pressure, temperature and time of curing	13 1 0
14. Plastic press operator (other)	12 8 0
15. Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines	12 6 0
16. Employee engaged in any operation not set out above	11 17 0

ADULT FEMALES.

	Wages per Week of 40 Hours
	£ s. d.
All adult females	8 13 0

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

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

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No. 687] THURSDAY, AUGUST 14. [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 14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour

PROCESS ENGRAVERS BOARD.

Clause 2, of the Determination published in *Government Gazette* No. 343 of the 22nd March, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.

Male Juniors, not being Apprentices, and Female Juniors.

Male.

—	Percentage of Rate Prescribed for "Any Other Adult Male".	Total Wage Payable.
	%	£ s. d.
Under 15 years of age	22	2 13 0
Between 15 and 16 years of age	27	3 5 0
Between 16 and 17 years of age	35	4 4 0
Between 17 and 18 years of age	47	5 13 0
Between 18 and 19 years of age	59	7 1 6
Between 19 and 20 years of age	72	8 13 0
Between 20 and 21 years of age	85	10 4 0

A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week, he shall be paid *pro rata* for the hours worked by him.

Female.

—	Percentage of an Adult Female Rate of £9 3s. 0d. (Adjustable).	Total Wage Payable.
	%	£ s. d.
First year's experience	30	2 17 6
Second year's experience	40	3 17 0
Third year's experience	50	4 16 0
Fourth year's experience	60	5 15 0
Fifth year's experience	75	7 4 0

And thereafter the minimum wage prescribed for females for the class of work which she is doing.

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

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

(b) Other Employees.

Male.	Per Week. £ s. d.
(i) Photo Engraving—	
(a) Artist and/or designer	14 8 6
(b) Camera operator	14 8 6
(c) Half-tone etcher	14 8 6
(d) Line etcher	14 4 0
(e) Photo imposer	14 4 0
(f) Engraver	14 4 0
(g) Router and/or mounter and/or proofer ..	14 2 0
(ii) Photo Lithography—	
(a) Artist and/or designer	14 8 6
(b) Camera operator	14 8 6
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	14 4 0
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	12 12 0
(iii) Photogravure—	
(a) Artist and/or designer	14 8 6
(b) Camera operator	14 8 6
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher	14 8 6
(iv) Any other adult male	12 0 0

An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Female.	Per Week. £ s. d.
A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) from 3 to 8 employees (both inclusive) ..	9 16 0
(b) from 9 to 15 employees (both inclusive) ..	10 7 6
(c) over 15 employees..	10 15 0
Female employee not otherwise specified	9 0 6

Female to be Paid Male Rate.

Where a female is employed to do any work specifically named or described or of the class mentioned in the classification for a male, she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.

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

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No. 688] THURSDAY, AUGUST 14. [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 12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

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

2. ADULT MALES

—	Wages Per Week. £	s.	d.
Persons engaged shaving on upright knife and/or rotary shaving knife—			
1st year's experience	12	18	0
2nd year's experience	13	3	0
Thereafter	13	12	6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—			
1st year's experience	12	16	0
Thereafter	13	7	6
Machine flesher	12	15	0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	12	7	0
Persons engaged as dry drum operators	12	7	0
Persons engaged in spraying stencilling or tipping by machine or by hand	12	10	0
Persons engaged as buffing machinists	12	13	6
Persons engaged as fluffing machinists	12	8	0
Persons engaged as fluffing machinists on suede wheel	12	12	0
Persons engaged as staking machine operators	12	8	0
Persons engaged as carding and/or combing machine operators (sheep skins)	12	8	0
Persons engaged as setting out and/or stretching machine operators	12	7	0
Persons engaged ripping by hand or by machine	12	6	0
Persons engaged as clipping and/or epilating machine operators	12	7	0
Table hands	12	6	0
Males not elsewhere included	11	10	0
Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work			

WET WORK.

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

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

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

No. 688.—7696/52.—PRICE 3D.

ADULT FEMALES.

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

	£ s. d.
All others	8 12 6

3.

—	Wages Per Week.
Males.	£ s. d.
Under 16 years of age	3 7 0
16 and under 17 years of age	4 9 6
17 and under 18 years of age	5 12 0
18 and under 19 years of age	6 14 6
19 and under 20 years of age	8 19 0
20 and under 21 years of age	11 4 0
Females.	
Under 16 years of age;	3 2 0
16 and under 17 years of age	3 19 0
17 and under 18 years of age	4 9 0
18 and under 19 years of age	5 1 0
19 and under 20 years of age	5 12 6
20 and under 21 years of age	6 19 6
and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2	

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

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

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

The proportion of female improvers shall be as follows :—

Female Improvers.

One female to one	Female workers receiving not less than the minimum wage.
Three female improvers to two	
and thereafter, three additional female improvers to every two additional ..	

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

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No. 689] **THURSDAY, AUGUST 14.** **[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
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 105 of the 30th January, 1951, shall be replaced by the following clause :—

2. **WAGES.**

APPRENTICES OR IMPROVERS.

—	Males.		Females.	
	Percentage of Basic Wage.	Per Week. s. d.	Percentage of Female Basic Wage.	Per Week. s. d.
14 years	23	51 6	..	..
15 years	30	67 0	42	70 6
16 years	35	78 6	47	79 0
17 years	45	101 0	56	94 0
18 years	56	125 6	67	112 6
19 years	63	141 0	74	124 6
20 years	81	181 6	85	143 0

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 248s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 179s. 6d. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 248s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 179s. 6d. per week.

ADULTS.

Males.

	Per Week. s. d.
Foreman	266 0
Headman	257 9
All other adult males	248 6

Females.

Headwoman	197 0
All other adult females	179 6

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

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

No. 689.—7697/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.
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No. 690] THURSDAY, AUGUST 14. [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 14th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 547 of the 9th July, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Juvenile Workers.			
Wages Per Week of 40 Hours.					Wages Per Week of 40 Hours.			
Age.	Males.		Females.		Males.		Females.	
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	114 0	68	114 0	51	114 0	68	114 0
17 years and under 18 years	69	154 6	80	134 6	69	154 6	80	134 6
18 years and under 19 years	87	195 0	93	156 0				
19 years and under 20 years	100 plus 5s.	229 0	100 plus 4s.	172 0				
20 years and under 21 years	100 plus 24s. 6d.	248 6	100 plus 16s. 6d.	184 6				

Proportion (in any Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 289s. 6d. per week of 40 hours.

Improvers (Males).

Four improvers to each male worker receiving not less than 289s. 6d. per week of 40 hours.

Females.

Two improvers to each female worker receiving not less than 201s. 3d. per week of 40 hours.

Definition of Juvenile Workers.

Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—

(a) picking out or selecting.
(b) making in the raw state.
(c) twisting in the dry state.

Proportion (in any Place).

Males.

Six juvenile workers to each worker receiving not less than 289s. 6d. per week of 40 hours.

Females.

Three juvenile workers to each worker receiving not less than 201s. 3d. per week of 40 hours.

Other Employees.

Wages Per Week of 40 Hours.

Males.

	s. d.
Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes	298 6
All others	289 6

Females.

All adults	201 3

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

By Authority: J. J. Gourley, Government Printer, Melbourne.
No. 690.—7698/52.—Price 3d.

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No. 691] THURSDAY, AUGUST 14. [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
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 376 of the 5th April, 1951, shall be replaced by the following clauses:—

2. WAGES.

Apprentices.

	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
1st year ..	27	60 6
2nd " ..	41	92 0
3rd " ..	56	125 6
4th " ..	76	170 0
5th " ..	95	213 0

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £15 9s. 2d. per week of 40 hours.

An indenture of apprenticeship has been prescribed by the Board.

Other Employees.

	Per Hour. s. d.	Per Week of 40 Hours. £ s. d.
Adults ..	7 8¾ ..	15 9 2

PIECEWORK PRICES.

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

Floor and Verandah Tiling.

Each area under 1 square yard	17s. 1d. per area
Under 3 square yards	22s. 9d. per square yard
3 square yards or over	19s. 10d. per square yard
Loose moravian	32s. 10d. per square yard
Steps of marble, slate, or material other than tiles with the risers	2s. 1d. per foot run respectively for each step fixed or rise tiled
Any step with noseing tread or irser tiles	8s. 8d. per foot run

All mosiac, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than 1 inch from the finished surface.

Wall Tiling.

Wall tiling	21s. 5d. per square yard
Kitchen stove recesses	28s. 6d. per square yard
Splash tiling under 1 square yard to basin and/or bath	28s. 6d. per room
Ceilings or offits	42s. 11d. per square yard
Liners, beads, coves, and capping	5d. per foot run in addition to full overall measurements
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	8s. 8d. per fitting
Soap and toilets with mitre surrounds	8s. 8d. each
Tiled recesses in walls up to 6 in. x 6 in. square	17s. 1d. each
Sills and reveilles which occur in isolated cases	1s. 8d. per lineal foot in addition to overall measurements
Architraves and skirting	1s. 8d. per lineal foot in addition to overall measurements
Cutting on the rake to staircase dados	1s. 1d. per lineal foot

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(*a*) where joints are bagged	2s. 1d. per yard	in addition to the rates fixed in this schedule for laying and fixing
(*b*) where joints are struck	7s. 6d. per yard	

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

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

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GOVERNMENT GAZETTE.

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No. 692] THURSDAY, AUGUST 14. [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
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

UNDERTAKERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 606 of the 1st June, 1951, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.*

Apprentices.

WAGES.

—	Percentage of Basic Wage.	— s. d.
1st year ..	39	87 6
2nd " ..	54	121 0
3rd " ..	68	152 6
4th " ..	90	201 6
5th " ..	100 + 17/6	241 6

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than 258s. per week.

An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.

Improvers.

WAGES.

Age.	Percentage of Basic Wage.	— s. d.
Under 18	58	130 0
18 ..	77	172 6
19 ..	99	222 0
20 ..	100 + 25/6	249 6

PROPORTION (within any factory or place).

One improver to every seven or fraction of seven employees receiving not less than 258s. per week.

Other Employees.	Within the Metropolitan District. s. d.	Outside the Metropolitan District. s. d.
WAGES.		
Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	284 6	281 6
Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	271 6	268 6
Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons	271 0	268 0
Other chauffeurs who drive and may be required to change tyres, oil and/or plugs, or grease, clean and/or polish a motor vehicle ..	261 0	258 0
All others	261 0	258 0

Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

No. 692.—7701/52.—PRICE 3D.

PIECEWORK.

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

SCHEDULE.

All Inside Measurements (Head to Heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	101 2	107 5	113 6	88 6	95 4	102 10
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	90 5	97 0	103 1	79 8	85 7	91 10
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	76 2	78 10	84 10	66 10	71 1	74 8
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long	61 0	65 6	71 0	54 2	58 6	61 2
Common coffins, over 4 ft. 9 in. long	13 8	15 4	17 0	11 10	13 5	15 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness	15 4	17 0	19 1	13 5	15 4	17 0
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	56 5 each			47 9 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	46 5 ,,			37 3 ,,		
Common coffins, up to 2 feet long	61 0 per dozen			47 1 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	82 4 ,,			65 7 ,,		
Common coffins, over 3 feet and up to 4 ft. 9 in. long	111 7 ,,			87 9 ,,		
Inside shells for lead coffins	40 7 each			27 5 each		
Cover lids, up to 2 feet wide	56 7 per dozen			38 5 per dozen		
Cover lids, over 2 feet wide	61 9 ,,			60 11 ,,		
				s. d.		
Extra for common coffins or coverlids if glued				3 3 each		
Extra for lids made with two or three decks				21 7 ,,		

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

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

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No. 693] THURSDAY, AUGUST 15. [1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 728 of the 27th July, 1951, shall be replaced by the following clauses :—

3. WAGES PER WEEK.

—	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	13 4 0	13 1 0
Journeywomen	9 4 0	9 1 6

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

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

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

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

No. 693.—7692/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	67 0	66 6
Second year's experience	78 6	77 6
Third year's experience	112 0	110 6
Fourth year's experience	179 0	177 0
Fifth year's experience	224 0	221 0
Four-year terms—		
First year's experience	67 0	66 6
Second year's experience	112 0	110 6
Third year's experience	179 0	177 0
Fourth year's experience	224 0	221 0

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

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	67 0	66 6
16 and under 17 years of age	89 6	88 6
17 and under 18 years of age	112 0	110 6
18 and under 19 years of age	134 6	132 6
19 and under 20 years of age	179 0	177 0
20 and under 21 years of age	224 0	221 0

(b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20.

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	67 0	66 0
16 and under 17 years of age	84 0	82 6
17 and under 18 years of age	96 0	94 6
18 and under 19 years of age	107 6	106 0
19 and under 20 years of age	117 6	116 0
20 and under 21 years of age	146 0	144 0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

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

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

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

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

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

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No. 694] **FRIDAY, AUGUST 15.** **[1952**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1243 of the 30th November, 1951, shall be replaced by the following clauses :—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £	s.	d.
	Table "A"—Adult Males.			
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	14	2	0
2	Edge gilder	14	2	0
3	Guillotine machine operator	14	2	0
4	Tag machinist where machine has printing attachment	13	13	0
5	Tag machinist	12	17	0
6	Cutter from reel and/or slitter	12	12	0
7	Cutter from reel and/or slitter, if cutting or slitting—			
	(*a*) printed, creped, or embossed paper, or papers coated with gum or other adhesive ..	12	15	6
	(*b*) paper into rolls for recording machines or wrapping machines, or machines similar to these machines	12	15	6
8	Envelope angle cutter	13	7	6
9	Envelope angle cutter who has to mark out	13	13	0
10	Envelope cutter and/or die cutter	12	15	6
11	Envelope cutter and/or die cutter who has to mark or lay out	12	19	6
12	Cutter of playing cards	12	15	6
13	Doyley machinist	12	19	6
14	Surface coater	12	15	6
15	Colour mixer for surface coating	12	8	0
16	Calenderer	12	12	0
17	Brusher	12	12	0
18	Water-proofer	12	12	0
19	Plate roller of paper or board	12	12	0

No. 694.—7694/52.—PRICE 3D.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	Table "A"—Adult Males—continued.	£ s. d.
20	Employee working pasteboard machine	12 17 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	14 2 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking, and/or cutting of material (except leather) solely and continuously	12 15 6
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	12 12 0
24	Toilet roll automatic core-making machines	12 15 6
25	Toilet paper crepeing machinist	12 15 6
26	Toilet roll slitting and rewinding machinist	12 15 6
27	Toilet paper oval roll slotting machinist	12 12 0
28	Any other adult male	12 0 0
29	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him. Provided that until the beginning of the pay period on or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 12s.	
	Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)	
1	Female employee of more than five years' experience employed in connexion with stationery	9 12 0
2	Female embosser	9 13 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 16 0
	(*b*) from nine to fifteen employees (both inclusive)	10 7 6
	(*c*) over fifteen employees	10 15 0
4	Female employees not otherwise specified	9 0 6

NOTE.—See clause 35 (*g*) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

—	—	Third Column. Weekly Wage.
		£ s. d.
1	Under 15 years of age	2 13 0
2	Between 15 and 16 years of age	3 5 0
3	Between 16 and 17 years of age	4 4 0
4	Between 17 and 18 years of age	5 13 0
5	Between 18 and 19 years of age	7 1 6
6	Between 19 and 20 years of age	8 13 0
7	Between 20 and 21 years of age	10 4 0

Where the work is performed by a male apprentice:—

—	—	Third Column. Weekly Wage.
		£ s. d.
8	First year	3 3 6
9	Second year	4 11 6
10	Third year	5 5 6
11	Fourth year	6 7 0
12	Fifth year	7 15 0
13	Sixth year	10 11 6
14	A junior working on a night shift shall be paid 12s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

—	—	Third Column Weekly Wage
		£ s. d.
1	First year's experience	2 17 6
2	Second year's experience	3 17 0
3	Third year's experience	4 16 0
4	Fourth year's experience	5 15 0
5	Fifth year's expreience	7 4 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 7s. 6d. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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

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

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VICTORIA
GOVERNMENT GAZETTE.

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No. 695] FRIDAY, AUGUST 15. [1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

TENTMAKERS BOARD.

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

2. WAGES PER WEEK (ADULTS).

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	12 18 0	12 15 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 4 0	13 1 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	12 18 0	12 15 0
All other Journeymen	13 4 0	13 1 0
Journeywomen engaged in machining industrial spindle polishing mops ..	9 4 0	9 1 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	8 16 6	8 14 0
All other Journeywomen	9 4 0	9 1 6

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

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

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

(*b*. Females working on large machines (7·5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 695.—7699/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Five year terms—		
First year's experience ..	67 0	66 6
Second year's experience	78 6	77 6
Third year's experience ..	112 0	110 6
Fourth year's experience	179 0	177 0
Fifth year's experience	224 0	221 0
Four year terms—		
First year's experience ..	67 0	66 6
Second year's experience	112 0	110 6
Third year's experience ..	179 0	177 0
Fourth year's experience	224 0	221 0

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

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

(1) Sail, tent and canvas goods maker :

(2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age ..	67 0	66 6
16 and under 17 years of age	89 6	88 6
17 and under 18 years of age	112 0	110 6
18 and under 19 years of age	134 6	132 6
19 and under 20 years of age	179 0	177 0
20 and under 21 years of age	224 0	221 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	67 0	66 0
16 and under 17 years of age	84 0	82 6
17 and under 18 years of age	96 0	94 6
18 and under 19 years of age	107 6	106 0
19 and under 20 years of age	117 6	116 0
20 and under 21 years of age	146 0	144 0

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

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

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

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

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

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

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No. 696] **FRIDAY, AUGUST 15.** **[1952**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.				*Females.*			
Experience.	Percentage of Basic Wage.	—		Experience.	Percentage of Female Basic Wage.	—	
		s.	*d.*			*s.*	*d.*
1st year ..	22	49	6	1st six months	23	38	6
2nd „ ..	30	67	0	2nd „ „	29	48	6
3rd „ ..	41	92	0	3rd „ „	34	57	0
4th „ ..	56	125	6	4th „ „	41	69	0
5th „ ..	71	159	0	5th „ „	45	75	6
6th „ ..	82	183	6	6th „ „	52	87	6
7th „ ..	87	195	0	7th „ „	57	96	0
				8th „ „	65	109	0

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Two improvers to each female person receiving not less than the minimum wage.

(*b*) ADULTS.

	s.	*d.*
Males	227	0
Females	168	0

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

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

No. 696.—7675/52.—PRICE 3D.

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No. 697] **FRIDAY, AUGUST 15.** **[1952**

Factories and Shops Acts.

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

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

Dated at Melbourne, this
12th day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	Percentage of Basic Wage.	s.	d.
1st year's experience ..	22	49	6
2nd " " ..	32	71	6
3rd " " ..	42	94	0
4th " " ..	57	127	6
5th " " ..	73	163	6
6th " " ..	84	188	0
7th " " ..	90	201	6

Females.

	Percentage of Female Basic Wage.	s.	d.
1st six months' experience ..	23	38	6
2nd " " " ..	30	50	6
3rd " " " ..	34	57	0
4th " " " ..	41	69	0
5th " " " ..	45	75	6
6th " " " ..	52	87	6
7th " " " ..	57	96	0
8th " " " ..	65	109	0

and thereafter the rate prescribed for adults.

PROPORTION.

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

(*b*) ADULTS.

	s.	d.
Males	227	0
Females	168	0

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

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

No. 697.—7676/52.—PRICE 3D.