



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.

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APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	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 trained 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.
	<i>s. d.</i>	<i>s. d.</i>
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.
Under 16 years of age	<i>s. d.</i> 67 0	<i>s. d.</i> 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.





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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.						(b) ADULTS.				
Males.			Females.							
Experience.	Percentage of Basic Wage.	—		Experience.	Percentage of Female Basic Wage.	—				
		s.	d.			s.	d.	Males	s.	d.
1st year ..	22	49	6	1st six months	23	38	6	Males	227	0
2nd	30	67	0	2nd	29	48	6	Females	168	0
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.

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

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Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in 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.						(b) ADULTS.	
Males.			Females.				
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
1st year's experience ..	22	49 6	1st six months' experience ..	23	38 6		
2nd " " " ..	32	71 6	2nd " " " ..	30	50 6		
3rd " " " ..	42	94 0	3rd " " " ..	34	57 0		
4th " " " ..	57	127 6	4th " " " ..	41	69 0		
5th " " " ..	73	163 6	5th " " " ..	45	75 6		
6th " " " ..	84	188 0	6th " " " ..	52	87 6		
7th " " " ..	90	201 6	7th " " " ..	57	96 0	Males	227 0
			8th " " " ..	65	109 0	Females	168 0

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

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No. 698]

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.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette*, No 141 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 16 years of age	24	54 0	Foreman in charge	253 0
16 years of age and under 17 years	34	76 0	(i) All others of three months' or more experience	238 0
17 years of age and under 18 years	61	136 6	(ii) All others of less than three months' experience	227 0
18 years of age and under 19 years	77	172 6		
19 years of age and under 21 years	92	206 0		
PROPORTION (in any place.)				
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.				

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

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FRIDAY, AUGUST 15.

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Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

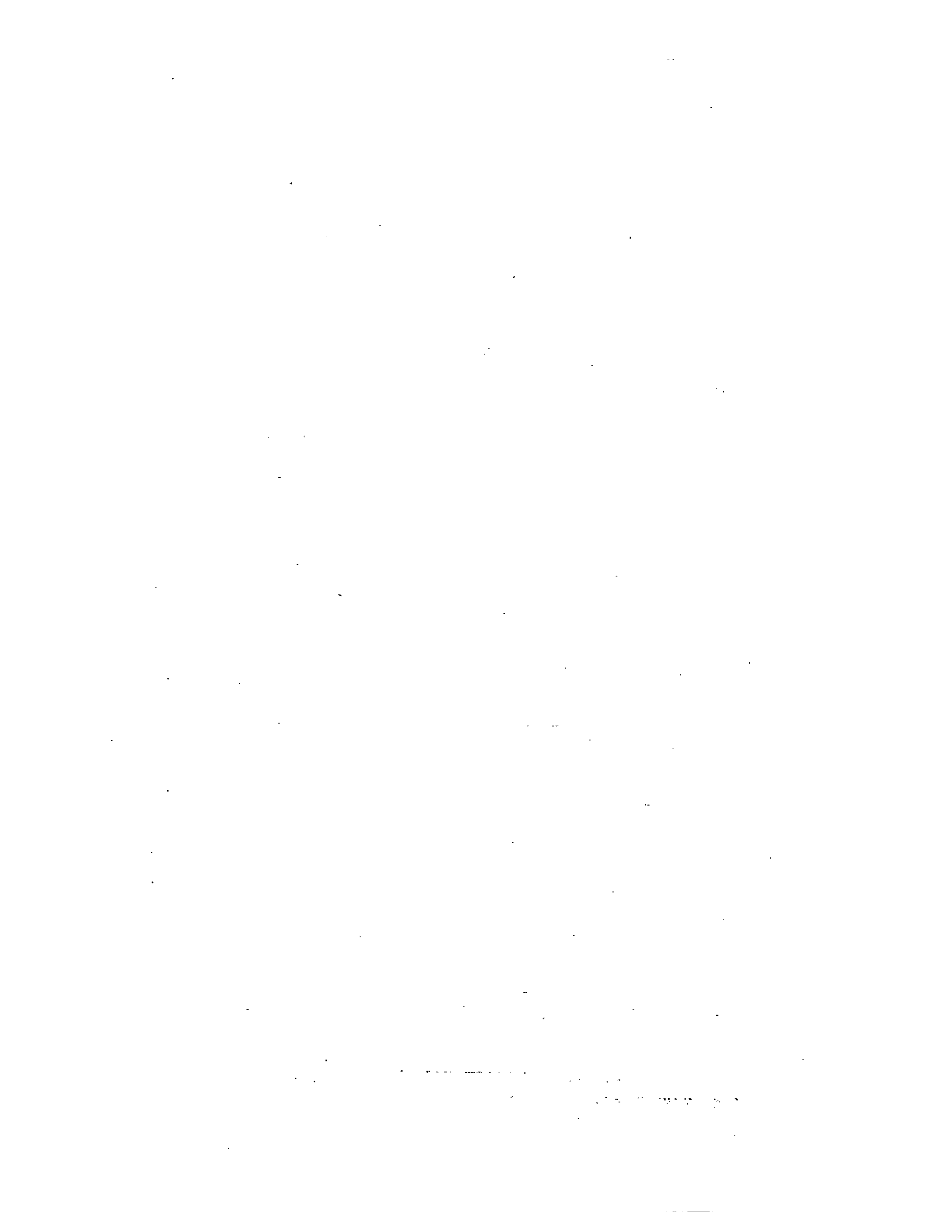
Clause 2 of the Determination for this Section published in *Government Gazette* No. 140 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.	s. d.	
1st year's experience	22	49 6	1st six months' experience	23	38 6	Grinding mill attendant	231 0
2nd "	31	69 6	2nd "	30	50 6	Person engaged in testing and/or checking formulae	237 0
3rd "	42	94 0	3rd "	34	57 0	Person in charge of mixing ingredients and making chalks from given formulae	232 0
4th "	57	127 6	4th "	41	69 0	Persons not provided for—	
5th "	73	163 6	5th "	45	75 6	Males	227 0
6th "	84	188 0	6th "	52	87 6	Females	168 0
7th "	90	201 6	7th "	57	96 0		
			8th "	65	109 0		
and thereafter the minimum wage.							
<i>Proportion.</i>							
One male improver to each male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

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

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FRIDAY, AUGUST 15.

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Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section, published in *Government Gazette* No. 139 of the 9th February, 1951, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age	23	51 6	All adults		227 0
17 years of age	35	78 6			
18 years of age	47	105 6			
19 years of age	63	141 0			
20 years of age	77	172 6			

Proportion (in any place).

One improver to each adult employee.

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14. WAGES PER WEEK OF 40 HOURS.					
(a) IMPROVERS.					
Males.			Females.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience	22	49 6	1st six months' experience	23	38 6
2nd year's experience	31	69 6	2nd six months' experience	29	48 6
3rd year's experience	42	94 0	3rd six months' experience	34	57 0
4th year's experience	57	127 6	4th six months' experience	41	69 0
5th year's experience	73	163 6	5th six months' experience	45	75 6
6th year's experience	84	188 0	6th six months' experience	52	87 6
7th year's experience	90	201 6	7th six months' experience	57	96 0
			8th six months' experience	65	109 0
			9th six months' experience	70	117 6
			10th six months' experience	76	127 6

and thereafter the rate prescribed for adults.

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

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.
Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.						s. d.
Males:—(i) of 3 months' or more experience .. ..	..	..	..	..	..	228 0
(ii) of less than 3 months' experience .. ..	..	..	..	..	..	227 0
Females .. ..	..	..	..	..	..	168 0

Clauses, other than clauses 2 and 14, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.