



# VICTORIA GOVERNMENT GAZETTE.

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No. 90]

FRIDAY, FEBRUARY 8.

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### BOOT BOARD.

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

APPRENTICES AND IMPROVERS.

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

#### Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.	
			Per Week.	Per Week.
			s. d.	£ s. d.
First year's experience—				
1st six months .. .. .	30	0 9	0 9	3 3 6
2nd six months .. .. .	37½	0 9	0 9	3 19 6
Second year's experience—				
1st six months .. .. .	45	1 0	1 0	4 15 6
2nd six months .. .. .	52½	1 0	1 0	5 10 0
Third year's experience—				
1st six months .. .. .	60	1 6	1 6	6 7 6
2nd six months .. .. .	70	1 6	1 6	7 8 6
Fourth year's experience—				
1st six months .. .. .	77½	2 3	2 3	8 5 0
2nd six months .. .. .	85	2 3	2 3	9 0 6
Fifth year's experience—				
1st six months .. .. .	95	3 0	3 0	10 2 6
2nd six months .. .. .	100 plus 5s.	3 0	3 0	10 18 0

#### Four Years' Terms.

First year's experience—				
1st six months .. .. .	37½	0 9	0 9	3 19 6
2nd six months .. .. .	45	0 9	0 9	4 15 0
Second year's experience—				
1st six months .. .. .	60	1 6	1 6	6 7 6
2nd six months .. .. .	70	1 6	1 6	7 8 6
Third year's experience—				
1st six months .. .. .	77½	2 3	2 3	8 5 0
2nd six months .. .. .	85	2 3	2 3	9 0 6
Fourth year's experience—				
1st six months .. .. .	95	3 0	3 0	10 2 6
2nd six months .. .. .	100 plus 5s.	3 0	3 0	10 18 6

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

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

*Three Years' Terms.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months .. .. .	45	1 6	4 16 0
2nd six months .. .. .	60	1 6	6 7 6
Second year's experience—			
1st six months .. .. .	77½	2 3	8 5 0
2nd six months .. .. .	85	2 3	9 0 6
Third year's experience—			
1st six months .. .. .	95	3 0	10 2 6
2nd six months .. .. .	100 plus 5s.	3 0	10 18 0
Thereafter the adult male minimum wage			

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

*Proportion.*

(In any factory or place.)

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

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

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

*FEMALES—Improvers.*

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

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

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months .. .. .	40	0 9	3 3 6
2nd six months .. .. .	47½	1 0	3 16 0
3rd six months .. .. .	55	1 6	4 8 0
4th six months .. .. .	62½	1 9	5 0 0
5th six months .. .. .	70	2 0	5 12 0
6th six months .. .. .	77½	2 3	6 4 6
7th six months .. .. .	87½	2 6	6 19 6
8th six months .. .. .	95	2 9	7 12 6
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months .. .. .	55	1 6	4 8 0
2nd six months .. .. .	62½	1 9	5 0 0
3rd six months .. .. .	70	2 0	5 12 0
4th six months .. .. .	77½	2 3	6 4 6
5th six months .. .. .	87½	2 6	6 19 6
6th six months .. .. .	95	2 9	7 12 6
And thereafter not less than the minimum wage for adult females			

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

*Proportion.*

(In any factory or place.)

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

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

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

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

Other Employees.

4. (a)

MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers .. .. .		13 6 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits) .. .. .		12 14 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand .. .. .		12 7 0
By machine .. .. .		12 7 0
All others .. .. .		12 2 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand .. .. .		12 14 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting .. .. .		12 7 0
All others .. .. .		12 2 0
Making—		
Making right through by hand including slip lasted and prewelted .. .. .		
Pulling over hand or machine .. .. .		
Lasting hand or machine .. .. .		
Sewing or stitching .. .. .		
Sole laying .. .. .		
Operating screwer .. .. .		
Operating rounding machine .. .. .		
Pegging, hand or machine .. .. .		
Pulling up sides, seats or backs, hand or machine .. .. .		
Heeling, hand or machine .. .. .		12 14 0
Operating upper roughing machine .. .. .		
Operating cement press .. .. .		
First and second lasting of pumps .. .. .		
Pounding .. .. .		
Lizary, Monash, lacing or plaiting of basket shoes .. .. .		
Blocking, steaming and drying (slippers) .. .. .		
Ironing on last .. .. .		
Inseam trimming .. .. .		
Operating stitch separator .. .. .		
Hungarian nailing by hand or machine and Cutlan nailing .. .. .		
Slugging .. .. .		
Rivetting, hand or machine .. .. .		
Drilling for temporary screw .. .. .		
Operating loose nailer .. .. .		
Feathering including welt waists .. .. .		
Levelling, hand or machine .. .. .		
Turning (slippers) .. .. .		
Laying linings and shanking .. .. .		12 2 0
Pulling on—all classes .. .. .		
Opening and closing channels .. .. .		
Operating buzzer .. .. .		
Tingling or trimming, hand or machine .. .. .		
Putting on heel and toe plates .. .. .		
Sorting lasts .. .. .		
Putting in filling, shanks, stiffeners and toes .. .. .		
Slipping off .. .. .		11 18 0
Pulling out tacks and nails .. .. .		
Solutioning and cementing, hand or machine .. .. .		
Putting on studs or bars .. .. .		
All others .. .. .		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer .. .. .		12 14 0
Operating Naumkeag and/or sandpapering machine and heel breasting .. .. .		12 7 0
All others .. .. .		12 2 0
Slipping-off .. .. .		11 18 0
Upper Closing—		
All employees .. .. .		12 2 0
Cleaning—		
All employees .. .. .		11 18 0

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

FEMALES.

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

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

(c)

		Wages Per Week of 40 Hours.
		<i>£ s. d.</i>
Females with less than twelve months' experience	.. .. .	S 0 6
Females with twelve months' experience or more	.. .. .	S 15 6

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

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

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

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



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Factories and Shops Acts.

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

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

## BRICKLAYERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 874 of the 27th August, 1951, shall be replaced by the following clause:—

\* WAGES.

2 (a)

*Apprentices and Improvers.*

Apprentices.—PER WEEK.					Improvers.—PER WEEK.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	60 6	2 8	63 2	1st six months ..	23	48 0	1 0	49 0
2nd year ..	38	79 6	5 4	84 10	2nd six months ..	33	69 0	1 6	70 6
3rd year ..	53	111 0	8 0	119 0	2nd year ..	48	100 6	2 0	102 6
4th year ..	76	159 0	10 8	169 8	3rd year ..	77	161 0	3 0	164 0
5th year ..	98	205 0	13 4	218 4	4th year ..	98	205 0	4 0	209 0
					5th year ..	100 plus 14s.	223 0	4 6	227 6

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 29s. 4d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 29s. 4d. per week.

\* NOTE.—Section 151, Act 3877, reads as follows:—“When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages.”

(b)

Other Employees.

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	304 2	7 7½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	323 4	8 1
(b) Where the temperature exceeds 120° Fahrenheit	343 4	8 7
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	323 4	8 1
(b) Where the temperature exceeds 120° Fahrenheit	343 4	8 7
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	304 2	7 7½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	343 4	8 7
(7) Bricklayers laying glass bricks	293 4	7 4
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	300 8	7 0½
(9) All other bricklayers	293 4	7 4
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	293 4	7 4
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	297 6	7 5½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	316 10	7 11
(b) Where the temperature exceeds 120° Fahrenheit	336 10	8 5
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	316 10	7 11
(b) Where the temperature exceeds 120° Fahrenheit	336 10	8 5
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	297 6	7 5½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	336 10	8 5
(7) Bricklayers laying glass bricks	286 8	7 2
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	294 0	7 4½
(9) All other bricklayers	286 8	7 2
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	286 8	7 2
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 28 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c)

*Special Allowances.*

In addition to the rates hereinbefore prescribed in this clause the following special allowances shall be paid, provided that the provisions of paragraphs (i), (ii), and (iii) hereof shall apply only to bricklayers doing work classified under classifications (7) and (9) of Sections "A" and "B" of sub-clause (b).

(i) *Wet Places.*—An employee working in any place where his clothing or boots become saturated whether by water, concrete, or otherwise shall be paid 3d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate per hour for the whole of the day or shift if he is required to work in wet clothing or boots.

(ii) *Confined Space.*—An employee required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the bricklaying trade) shall be paid 3d. per hour whilst so employed.

(iii) *Dirty Work.*—An employee working at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of 3d. per hour extra.

(iv) *Casual Labour.*—Casual employee (i.e., an employee employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

(v) *Employee Reporting for Duty.*—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

(vi) *Waiting Time.*—An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

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







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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 1255 of the 13th December, 1951, shall be replaced by the following clauses:—

2.

#### FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		<i>s.</i> <i>d.</i>			<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1st year's experience ..	52	108 6	1st year's experience ..	48	100 6	44 5½
2nd year's experience ..	59	123 6	2nd year's experience ..	64	134 0	
3rd year's experience ..	68	142 0	3rd year's experience ..	74	154 6	
4th year's experience ..	76	159 0	4th year's experience and	86	179 6	
5th year's experience ..	82	171 6	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age ..	28	58 6	Under 15 years of age ..	34	53 0
16 years, but under 17 years of age	32	67 0	15 years, but under 16 years of age	36	56 6
17 years, but under 18 years of age	41	85 6	16 years, but under 17 years of age	47	73 6
18 years, but under 19 years of age	57	119 0	17 years, but under 18 years of age	52	81 6
19 years, but under 20 years of age	67	140 0	18 years, but under 19 years of age	56	87 6
20 years, but under 21 years of age	76	159 0	19 years, but under 20 years of age	66	103 6
			20 years, but under 21 years of age	75	117 6

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

and thereafter the minimum wage payable to adult females.

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	<i>£ s. d.</i>
<i>Males.</i>	
Furnacemen .. .. .	12 6 6
Lehr attendants .. .. .	11 7 0
Stickers-up to melter press shop (3 stickers-up)	11 15 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines .. .. .	11 7 0
Crackers-off on Dip and Blow and Y machines .. .. .	11 7 0
Melters on side Lever press glazers and battery jar press .. .. .	11 9 6
Ball blowers 1st year .. .. .	11 7 0
Ball blowers 2nd year .. .. .	11 14 6
Ball blowers 3rd year .. .. .	12 2 0
Taker-out on side lever press .. .. .	11 9 6
Assistants to journeymen .. .. .	11 2 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers .. .. .	11 14 0
Batch mixers' Assistants .. .. .	11 8 0
Handlers of raw materials (as defined) .. .. .	11 7 0
Packers performing any part of the operation of packing ware in straw and headed-up packages .. .. .	11 18 0
Packers doing other packing (as defined) .. .. .	11 6 0
Packers doing nested cartons (as defined) .. .. .	11 6 0
Packers doing partitioned cartons (as defined) .. .. .	11 11 0
Headers-up packed case .. .. .	11 6 0
Warehouse Assemblers .. .. .	11 6 0
Warehousemen .. .. .	11 7 6
Loaders in delivery section .. .. .	11 15 0
Stackers in delivery section .. .. .	11 11 0
Sorters .. .. .	11 13 0
Mould paster .. .. .	11 11 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels .. .. .	11 6 0
Cutters-off .. .. .	11 6 0
Operators on glazing machines .. .. .	11 6 0
Operators on searing-off machines .. .. .	11 8 0
Operators on sandblast booth .. .. .	11 17 0
Acid dippers .. .. .	11 10 0
Glisters colour handlers .. .. .	11 10 0
Sprayer .. .. .	11 15 0
Other adult labour except where hereafter specified .. .. .	11 2 0
<i>Females.</i>	
Adult females .. .. .	7 16 6

*Adult Glassworkers.*

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely:—

Journeymen.	Per Day.
	<i>s. d.</i>
Blowers—	
12" and under .. .. .	53 11½
Over 12" and up to 18" .. .. .	56 10½
Over 18" .. .. .	61 10½
Press workers—	
Press workers on general ware up to 2 lb. .. .. .	51 8½
Press workers on general ware 2 lb. to 5 lb. . . . .	52 8½
Press workers on general ware over 5 lb. .. .. .	53 8½
Dip mould workers—	
Blowers .. .. .	51 2½
Gatherers .. .. .	51 2½

*Allowance for Skilled Glassworkers.*

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

	Percentage of Basic Wage.	Wages per Week.
		<i>s. d.</i>
15 years of age .. .. .	35	73 0
16 years of age .. .. .	43	90 0
17 years of age .. .. .	55½	116 0
18 years of age .. .. .	70	146 6
19 years of age .. .. .	77	161 0
20 years of age .. .. .	93	194 6
and thereafter the minimum wage or piecework price.		

*Note.*—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Wages per Week.
	<i>£ s. d.</i>
Furnacemen .. .. .	9 11 0
Salt cake burners .. .. .	9 11 0
Lehrmen .. .. .	9 5 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	9 5 6
Salt cake burners' assistants .. .. .	9 5 6
Packers packing in bags or straw .. .. .	9 4 6
Sorters .. .. .	9 4 6
Lister truck hands and assistants .. .. .	9 3 6
All others .. .. .	9 2 0

NOTES.

(1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 93]

FRIDAY, FEBRUARY 8.

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

## HOSPITAL NURSES' BOARD.

Clause 1 of Part I, clause 1 of Sections I and II of Part 2, clause 1 of Part 3, and clause 1 of Sections I and II of Part 4 of the Determination published in *Government Gazette* No. 962 of the 13th September, 1951, shall be replaced by the following clauses:—

### PART 1.

NOTE.—This part applies to—

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;  
(b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

#### WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 45s. 8d. per week for male nurses and 43s. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

#### TRAINEES.

##### Females.

MIDWIFERY TRAINEES.		OTHER TRAINEES.	
Per Week.		Per Week.	
£ s. d.		£ s. d.	
1st year .. .. .	5 0 0	1st year .. .. .	5 0 0
2nd year .. .. .	5 13 6	2nd year .. .. .	5 7 6
and thereafter ..	5 13 6	and thereafter ..	6 0 6

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £9 19s. per week.

##### Males.

Per Week.	
£ s. d.	
1st year .. .. .	6 7 0
2nd year .. .. .	7 10 6
and thereafter ..	8 12 6

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £11 8s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £8 12s. 6d. per week if under the age of 21 years and £11 8s. per week if 21 years of age or over.

#### Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

**OTHER EMPLOYERS.**  
*Matrons.*

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
	£ s. d.
Under 10 beds .. .. .	13 11 6
From 10 to 19 beds .. .. .	13 16 6
" 20 " 39 " .. .. .	14 1 6
" 40 " 65 " .. .. .	14 9 0
" 66 " 100 " .. .. .	14 19 0
" 101 " 150 " .. .. .	15 9 0
" 151 " 200 " .. .. .	15 19 0
" 201 " 250 " .. .. .	16 9 0
" 251 " 300 " .. .. .	16 19 0
Over 300 beds .. .. .	17 9 0

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £14 1s. 6d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows:—

	Per Week.
	£ s. d.
100 beds or under .. .. .	13 19 0
From 101 to 200 beds .. .. .	14 9 0
" 201 " 300 " .. .. .	14 19 0
" 301 " 450 " .. .. .	15 9 0
Over 450 beds .. .. .	15 19 0

*Deputy or Assistant Matrons.*

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows:—

	Per Week.
	£ s. d.
From 101 to 150 beds .. .. .	13 9 0
" 151 " 200 " .. .. .	13 19 0
" 201 " 250 " .. .. .	14 9 0
Over 250 beds .. .. .	14 19 0

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows:—

	Per Week.
	£ s. d.
From 201 to 300 beds .. .. .	13 4 0
" 301 " 450 " .. .. .	13 9 0
Over 450 beds .. .. .	13 14 0

*Home Sisters and Certificated Midwifery Nurses.*

	Per Week.
	£ s. d.
Home Sister .. .. .	12 4 0
Certificated Midwifery Nurses .. .. .	9 16 0

*Employees not Elsewhere Provided for in Part I.*

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A.	COLUMN B.	COLUMN C.	COLUMN D.
	During the First Year.	During the Second Year.	During the Third Year.	Thereafter.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing .. .. .	12 14 0	12 19 0	13 4 0	13 9 0
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing .. .. .	11 14 0	11 19 0	12 4 0	12 9 0
Senior Tutor Sister (which includes a Tutor Sister where only one is employed) .. .. .	12 14 0	12 19 0	13 4 0	13 9 0
Tutor Sisters other than senior tutor sister .. .. .	11 9 0	11 14 0	11 19 0	12 4 0
Night Sister in charge of 20 beds or more .. .. .	11 14 0	11 19 0	12 4 0	12 9 0
Other Night Sister in charge .. .. .	11 9 0	11 14 0	11 19 0	12 4 0
X-ray Sister who is a registered technician .. .. .	11 14 0	11 19 0	12 4 0	12 9 0
Sisters .. .. .	11 9 0	11 14 0	11 19 0	12 4 0
Staff Nurses .. .. .	9 19 0	10 9 0	10 14 0	10 19 0
<i>Males.</i>				
Male Nurses .. .. .	13 1 0	13 11 0	14 2 0	14 7 0

**PART 2.**

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

- infant welfare training school,
- mothercraft training school, or
- babies' home.

**SECTION I.**

WAGES.

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 43s. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister .. .. .	13 3 6

**SECTION II.**

WAGES.

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 43s. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

	Per Week.
	£ s. d.
Matron .. .. .	14 13 6
Sister—	
During the first year's service at the Institution .. .. .	11 14 0
During the second year's service at the Institution .. .. .	11 19 0
Thereafter at such Institution .. .. .	12 4 0

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(b) *Employees in Mothercraft Training Schools only.*

	Per Week.
	£ s. d.
Matron .. . . .	14 3 6
Sister—	
During the first year's service at the Institution .. .. .	11 14 0
During the second year's service at the Institution .. .. .	11 19 0
Thereafter at such Institution .. .. .	12 4 0

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(c) *Employees in Babies' Homes.*

	Per Week.
	£ s. d.
Matron .. . . .	13 9 6
Sister .. . . .	11 14 0

**PART 3.**

**NOTE.—This part applies to—**

**Certificated nurses engaged in connexion with any industrial or commercial undertaking.**

	WAGES.	Per Week.
		£ s. d.
1. During the first year's service .. .. .		11 4 0
During the second year's service .. .. .		11 9 0
Thereafter .. .. .		11 14 0

**PART 4.**

**NOTE.—Section I. of this part applies to—**

**Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.**

**Section II. of this part applies to—**

**Certificated nurses employed by any nursing society or association.**

**SECTION I.**

WAGES.

	Per Week.
	£ s. d.
1. X-ray nurse, who is a registered technician :—	
During the first year's service .. .. .	11 14 0
During the second year's service .. .. .	11 19 0
Thereafter .. .. .	12 4 0
Other nurse :—	
During the first year's service .. .. .	11 9 0
During the second year's service .. .. .	11 14 0
Thereafter .. .. .	11 19 0

**SECTION II.**

WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 43s. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

	Per Week.
	£ s. d.
During the first year .. .. .	11 9 0
During the second year .. .. .	11 14 0
Thereafter .. .. .	11 19 0

Clauses, other than clause 1 of Part I, clause 1 of Sections I and II of Part 2, clause 1 of Part 3, and clause 1 of Sections I and II of Part 4, of the said Determination shall remain in force.

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# VICTORIA GOVERNMENT GAZETTE.

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No. 94]

FRIDAY, FEBRUARY 8.

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

### RUBBER TRADE BOARD.

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

#### 2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	65 9	55 3	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	86 6	65 9	
17 years of age ..	107 6	76 3	
18 years of age ..	138 9	97 0	
19 years of age ..	169 9	107 6	
20 years of age ..	180 9	118 0	
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 222s. 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 22s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 16s. 6d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 16s. 6d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 16s. 6d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 16s. 6d. per week of 40 hours.

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

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

3. ADULT MALES (OTHER THAN CABLE MAKING).

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

ADULT MALES (OTHER THAN CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	£ s d. 11 12 6
40. Operator on lathe engaged fashioning biased bowls .. .. .	11 12 6
41. Operator dipping balloons and/or other dipped goods .. .. .	11 8 0
42. Operator of rubber-thread cutting lathe .. .. .	11 10 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater .. .. .	11 8 0
44. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	11 2 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	11 12 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	11 10 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	11 8 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres .. .. .	11 15 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags .. .. .	11 12 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres .. .. .	11 12 6
51. Operator engaged in making and/or moulding solid motor tyres .. .. .	11 6 0
51A. Operator racking green motor tyres .. .. .	11 4 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags .. .. .	11 8 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding .. .. .	11 10 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting .. .. .	11 12 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting .. .. .	11 9 0
56. Operator engaged on belt-making machine .. .. .	11 6 0
57. Operator laying mats, tiles, or rubber flooring .. .. .	11 15 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags .. .. .	11 15 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes .. .. .	11 8 0
60. Operator re-treading new tyres .. .. .	11 6 0
61. Maker of air bags with extruded material .. .. .	11 8 0
62. Maker of air bags (not otherwise classified) .. .. .	11 15 0
62A. Operator buffing air bags .. .. .	11 5 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres .. .. .	11 4 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine) .. .. .	11 10 0
64. Operator in charge of forcing machine straining rubber .. .. .	11 6 0
65. Operator in charge of textile cutting machine .. .. .	11 8 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	11 6 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	11 17 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts .. .. .	11 8 0
69. First assistant on calender 48 inches and over .. .. .	11 12 6
70. First assistant on calender under 48 inches .. .. .	11 6 0
71. Operator in charge of calender 72 inches and under .. .. .	12 4 0
72. Operator in charge of calender over 72 inches .. .. .	12 9 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	11 13 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand .. .. .	11 8 0
75. Storeman in charge of moulds .. .. .	11 4 0
76. Operator engaged in mould burning .. .. .	11 4 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet .. .. .	11 6 0
(b) other .. .. .	11 8 0
78. Operator joining and/or repairing fabric liners .. .. .	11 4 0
79. Operator cutting raw rubber by machine or press .. .. .	11 4 0
80. Operator of trans-stacker or swifter-lifter or other similar machines .. .. .	11 8 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder .. .. .	11 2 0
82. Operator on mixing mill .. .. .	11 15 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	11 8 0
84. Heaterman in charge of curing pan and/or dry heater .. .. .	11 8 0
85. Operator in charge of forcing machine .. .. .	11 10 0
86. First assistant on calender 48 inches and over .. .. .	11 12 6
87. First assistant on calender under 48 inches .. .. .	11 6 0
88. Operator in charge of calender 72 inches and under .. .. .	12 4 0
89. Operator in charge of calender over 72 inches .. .. .	12 9 0
90. Fine wire-drawing machine operator .. .. .	11 8 0
91. Medium wire-drawing machine operator .. .. .	11 8 0
92. Wire-drawing (tandem) machine operator .. .. .	11 8 0
93. Annealing furnace operator .. .. .	11 8 0
94. Pickling plant operator .. .. .	11 6 0
95. Wire-winding machine operator .. .. .	11 6 0
96. Fine wire-tinning machine operator .. .. .	11 6 0
97. Medium wire-tinning machine operator .. .. .	11 8 0
98. Assisting tinning-machine operator .. .. .	11 6 0
99. Bunching machine operator .. .. .	11 6 0
100. Stranding and/or armouring machine operator .. .. .	11 8 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables .. .. .	11 6 0
102. Lapping machine operator .. .. .	11 8 0
103. Longitudinal machine operator .. .. .	11 8 0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant .. .. .	11	6	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator ..	11	6	0
106. Laying up machine operator .. .. .	11	8	0
107. Laying up machine assistant .. .. .	11	6	0
108. Repairer of cables .. .. .	11	8	0
109. Spark testing machine operator .. .. .	11	8	0
110. Tank test attendant .. .. .	11	6	0
111. Operator employed jointing cables .. .. .	11	8	0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	11	8	0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	11	6	0
114. Lacquering machine operator .. .. .	11	8	0
115. Lacquering machine helper .. .. .	11	6	0
116. Lead press operator for cables .. .. .	11	12	6
117. Lead press assistant for cables .. .. .	11	6	0
118. Lead stripping machine operator for cables .. .. .	11	6	0
119. Marking machine operator .. .. .	11	8	0
120. Rubber slitting machine operator .. .. .	11	8	0
121. Rubber slitting machine helper .. .. .	11	6	0
122. Taping and/or de-taping machine operator .. .. .	11	6	0
123. Inspector and/or examiner of cables .. .. .	11	8	0

## ADULT FEMALES.

	Wages per Week of 40 Hours.		
	£	s.	d.
All adult females .. .. .	8	1	6

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



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, FEBRUARY 8.

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

Dated at Melbourne, this

6th day of February, 1952.

RAY H. BEERS,

Secretary for Labour.

### CLOTHING BOARD.

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

#### APPRENTICES OR IMPROVERS.

2. (a)

#### Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 14 6	3 7 6	5 8 6
2nd six months .. .. .	3 3 0	3 15 6	5 19 6
3rd six months .. .. .	3 13 6	4 3 6	6 17 0
4th six months .. .. .	4 10 6	4 16 0	7 13 0
5th six months .. .. .	5 1 0	5 8 6	.. .. .
6th six months .. .. .	5 13 6	5 19 6	.. .. .
7th six months .. .. .	8 1 6	6 17 0	.. .. .
8th six months .. .. .	9 7 0	7 13 0	.. .. .
9th six months .. .. .	10 10 0	.. .. .	.. .. .
10th six months .. .. .	10 14 6	.. .. .	.. .. .

And thereafter the minimum wage or piece-work price.

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

(b) (i)

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

#### Male Apprentices or Improvers.

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

*Females.*

One apprentice or improver to every journeywoman employed.

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

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

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

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

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

*Persons Eligible for Apprenticeship.*

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

*Indenture Completed.*

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

*Completion of Apprenticeship.*

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

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

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

*Time Served in any Group to Count.*

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

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

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

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

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

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

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

	Wages Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments .. .. .	14 13 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	13 9 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	13 4 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. .. .	13 4 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard .. .. .	13 4 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or or part of a garment made or being made by male or female employees .. .. .	13 4 0
7. Machinists, namely, males employed machining any part of a garment .. .. .	12 17 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments .. .. .	12 17 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings .. .. .	12 17 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making .. .. .	12 17 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	11 18 0
12. All other adult males not herein classified .. .. .	10 18 0

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

*Journeywomen.*

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

	Wages Per Week.		
	£	s.	d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	10	14	6
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment .. .. .	10	9	6
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination .. .. .	9	13	6
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	10	9	6
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	9	1	0
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests .. .. .	9	1	0
19. Hand sewers of buttons .. .. .	8	6	0
20. All other adult females not herein classified .. .. .	8	3	6

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

## GROUP B.

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

	Wages Per Week.		
	£	s.	d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments .. .. .	13	8	0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	13	9	0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	13	4	0
23. (a) Machinists, namely, males employed machining any part of a garment .. .. .	12	17	0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions .. .. .	13	4	0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	13	4	0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments .. .. .	12	17	0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings .. .. .	12	17	0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making .. .. .	12	17	0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	11	18	0
30. Proofers, namely, males employed proofing garments with oil or other substances .. .. .	12	3	0
31. All other adult males not herein classified .. .. .	10	18	0

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

*Journeywomen.*

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

	Wages Per Week.		
	£	s.	d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	9	13	6
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	10	9	6
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	9	8	6
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions .. .. .	9	3	6
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear .. .. .	8	18	6
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests .. .. .	8	18	6
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	8	13	6
39. Hand sewers of buttons .. .. .	8	6	0
40. All other adult females not herein classified .. .. .	8	3	6

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

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

Males	..	..	..	..	..	..	..	..	9s. 3½d.
Tailloresses	..	..	..	..	..	..	..	..	8s. 3½d.
Female coat hands	..	..	..	..	..	..	..	..	9s. 3½d.
Female vest and trouser hands	..	..	..	..	..	..	..	..	10s. 3½d.

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





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[1952

Factories and Shops Acts.

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

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

Dated at Melbourne, this  
6th day of February, 1952.

RAY H. BEERS,  
Secretary for Labour.

**DRESS, SHIRT, AND UNDERCLOTHING BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 20th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	2 14 6	3 7 6	5 8 6	3 9 6
2nd six months .. .. .	3 3 0	3 15 6	5 19 6	3 9 6
3rd six months .. .. .	3 13 6	4 3 6	6 17 0	4 14 6
4th six months .. .. .	4 10 6	4 16 0	7 13 0	4 14 6
5th six months .. .. .	5 1 0	5 8 6	.. .. .	6 6 6
6th six months .. .. .	5 13 6	5 19 6	.. .. .	6 6 6
7th six months .. .. .	8 1 6	6 17 0	.. .. .	9 11 0
8th six months .. .. .	9 7 0	7 13 0	.. .. .	9 11 0
9th six months .. .. .	10 10 0	.. .. .	.. .. .	10 11 0
10th six months .. .. .	10 14 6	.. .. .	.. .. .	10 11 0

And thereafter the minimum weekly wage or piecework price.

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

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

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

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

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

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

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

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

*Persons Eligible for Apprenticeship.*

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

*Indenture Completed.*

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

*Completion of Apprenticeship.*

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

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

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

*Time Served in any Group to Count.*

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

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

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

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

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

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

	Wages per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments .. .. .	14	13	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	13	9	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	13	4	0
4. Machinists, namely, males employed machining any part of a garment .. .. .	12	17	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings .. .. .	12	17	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments .. .. .	12	17	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees .. .. .	13	4	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments .. .. .	11	18	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making .. .. .	12	17	0
10. All other adult males not herein classified .. .. .	10	18	0

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

*Journeywomen.*

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

	Wages per Week.		
	£	s.	d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	10	14	6
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment .. .. .	10	9	6
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination .. .. .	9	13	6
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt .. .. .	9	1	0
15. Trousers makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear .. .. .	9	1	0
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel .. .. .	9	6	0
17. Hand sewers of buttons, hooks, and eyes, press studs .. .. .	8	6	0
18. All other adult females not herein classified .. .. .	8	3	6

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

**GROUP B.**

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

	Wages per Week.		
	£	s.	d.
19. Cutters, namely, males employed marking in and/or cutting out garments .. .. .	13	18	0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	13	9	0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment .. .. .	13	4	0
22. Machinists, namely, males employed machining any part of a garment .. .. .	12	17	0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making .. .. .	12	17	0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material .. .. .	13	4	0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns .. .. .	11	18	0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	12	17	0
27. All other adult males not herein classified .. .. .	10	18	0

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

*Journeywomen.*

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

	Wages per Week.		
	£	s.	d.
28. Cutters, namely, females employed marking in and/or cutting out garments .. .. .	11	3	6
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine .. .. .	9	13	6
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments .. .. .	9	13	6
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material .. .. .	9	3	6
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine .. .. .	9	8	6
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel .. .. .	9	6	0
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less .. .. .	9	3	6
35. Hand sewers of buttons, hooks and eyes, press studs .. .. .	8	6	0
36. All other adult females not herein classified .. .. .	8	3	6

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

GROUP C.

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

	Wages per Week.
	£ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	13 8 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	13 9 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	13 4 0
40. Machinists, namely, males employed machining any part of a garment	12 17 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	12 17 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	12 17 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	12 17 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	13 8 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	12 17 0
46. Seam pressers on garments other than garments which the worker is making	11 18 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	11 18 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	12 17 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	11 18 0
50. All other adult males not herein classified	10 18 0

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

Journeywomen.

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

	Wages per Week.
	£ s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	9 13 6
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	9 13 6
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	9 8 6
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	9 3 6
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	9 3 6
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 3 6
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	8 15 6
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	9 6 0
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	8 18 6
60. Hand sewers of buttons, hooks and eyes, press studs	8 6 0
61. All other adult females not herein classified	8 3 6

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

GROUP D.

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

	Wages per Week.
	£ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	13 8 0
63. Pressers, namely, males employed pressing any part of a garment	12 17 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	12 17 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	13 2 0
66. Machinists, namely, males employed machining any part of a garment	12 17 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	12 17 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	11 18 0
69. All other adult males not herein classified	10 18 0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	9 13 6
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine ..	9 3 6
72. Machinists, namely, females employed machining any part of a garment ..	8 18 6
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight ..	8 15 6
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	8 15 6
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine ..	8 18 6
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	8 18 6
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description ..	8 15 6
78. Hand sewers of buttons, hooks and eyes, press studs ..	8 6 0
79. All other adult females not herein classified ..	8 3 6

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

GROUP E.

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

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description ..	13 8 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine ..	13 2 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	12 17 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description ..	12 14 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	11 18 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description ..	12 17 0
86. All other adult males not herein classified ..	10 18 0

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

*Journeywomen.*

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

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description ..	9 13 6
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine ..	9 3 6
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	8 18 6
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	8 15 6
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight ..	8 15 6
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	9 3 6
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description ..	8 18 6
94. Hand sewers of buttons, hooks and eyes, press studs ..	8 6 0
95. All other adult females not herein classified ..	8 3 6

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

## GROUP F.

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

	Wages per Week.		
	£	s.	d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description .. .. .	13	8	0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine .. .. .	13	2	0
98. Machinists, namely, males employed machining any article of any description .. .. .	12	17	0
99. Pressers, namely, males employed pressing any article of any description .. .. .	12	14	0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	12	14	0
101. Examiners, namely, males employed examining articles of any description .. .. .	12	17	0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description .. .. .	11	18	0
103. All other adult males not herein classified .. .. .	10	18	0

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

*Journeywomen.*

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

	Wages per Week.		
	£	s.	d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description .. .. .	9	8	6
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine .. .. .	9	0	6
106. Machinists, namely, females employed machining any article or part of an article of any description .. .. .	8	15	6
107. Dividers of raw materials used in the manufacture of small articles .. .. .	8	11	6
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight .. .. .	8	15	6
109. Examiners, namely, females employed examining articles of any description .. .. .	8	15	6
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand .. .. .	8	15	6
111. Hand sewers of buttons, hooks and eyes, press studs .. .. .	8	6	0
112. All other adult females not herein classified .. .. .	8	3	6

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

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



# VICTORIA GOVERNMENT GAZETTE.

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[1952

Factories and Shops Acts.

## DETERMINATION OF THE BULK GRAIN WORKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed in any trade, process, business, or occupation which is subject to the jurisdiction of any Board heretofore appointed) employed in the trade, process, business, or occupation of receiving, weighing, moving, and despatching grain in bulk or in any work incidental thereto at any seaboard terminal", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 15th November, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

#### (i) Junior Employees.

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

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years .. .. .	30	3 8 0
17 years .. .. .	40	4 11 0
18 years .. .. .	50	5 13 6
19 years .. .. .	70	7 19 0
20 years .. .. .	90	10 4 6

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

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

#### (ii) Other Employees.

	Weekly Employment.	Casual Employment.
	per week. £ s. d.	per hour. s. d.
<i>Group 1.</i> Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing .. .. .	11 7 0	6 2 <sup>9</sup> / <sub>10</sub>
<i>Group 2.</i> Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors .. .. .	11 12 10	6 4 <sup>33</sup> / <sub>40</sub>
<i>Group 3.</i> Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship .. .. .	11 18 8	6 6 <sup>1</sup> / <sub>2</sub>

#### (iii) Leading Hand.

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

## SEASONAL WORKER'S ALLOWANCE

3. A weekly employee whose employment is terminated by the employer within six successive months of such employment for any cause, other than for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, shall on such termination be entitled to be paid for each week of his period of weekly employment an allowance of five per cent. of the total of—

- (i) so much of his earnings as does not exceed the total basic wage on which each week's earnings were based, and
- (ii) an amount of twenty-five shillings.

## DUST ALLOWANCE.

4. In addition to the wage rate prescribed in clause 2 hereof any person employed at the work described hereunder shall be paid an allowance as follows:—

- (i) Track shed employee during wheat receiving operations, employee cleaning out track hoppers, dust-house operator, employee engaged in cleaning bins or garnera . . . . . 1s. per hour.
- (ii) Any employee, other than an employee covered by placitum (i), working in the terminal during wheat handling operations . . . . . 6d. per hour.
- (iii) Any employee working in any portion of the terminal when wheat is not being handled, but when general cleaning down is being effected at the direction of the Superintendent . . . . . 6d. per hour.

## JUNIOR LABOUR.

- 5. (a) No person under the age of 16 years shall be employed at the trade.
- (b) The proportion of junior labour shall not exceed one junior to each eight persons receiving not less than the minimum wage.

## ORDINARY HOURS (OTHER THAN FOR SHIFT WORK).

6. The ordinary hours Monday to Friday, both inclusive, shall (except for shift work) be from 8 a.m. to noon and 1 p.m. to 5 p.m., unless otherwise agreed upon between the employer or his representative and a majority of the employees concerned.

The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur. In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

## OVERTIME (OTHER THAN FOR SHIFT WORK).

7. Payment and conditions for all time worked outside ordinary hours shall be as follows:—

- (a) Between 5 p.m. on an ordinary working day and 8 a.m. on the following day time and a half for the first four hours and double time thereafter, such double time shall continue until the employee is relieved from duty for a period of at least eight consecutive hours;
- (b) Before noon on Saturday time and a half for the first four hours and double time thereafter;
- (c) After noon on Saturday double time;
- (d) Periods of work performed before 8 a.m. and after 5 p.m. on any ordinary working day shall be cumulative and paid for at the rate of time and a half for the first four hours and double time thereafter;
- (e) Employees other than shift workers shall be entitled to a meal break of one hour without pay after the expiration of four hours on duty, subject however, to the exception provided in sub-clause (g) hereof;
- (f) Where an employee is required to work outside ordinary hours he shall be paid the appropriate overtime rate as for a minimum period of one hour and where the work exceeds one hour he shall be paid as for not less than half an hour for each subsequent half hour's work entered upon;
- (g) Where an employee is called upon to work through a meal break to finish a ship he shall be paid the appropriate rate plus 4s. per hour until such time as work finishes or a meal break is allowed. Provided that the minimum rate payable shall be not less than double time.

## SHIFT WORK.

8. (a) The employer shall have the right to require any employee to work in shifts where, in the opinion of the employer, it is not reasonably practicable to carry on the operations of the employer without such shift work.

(b) The ordinary hours for a shift shall not exceed eight on any day, Monday to Friday inclusive, and any excess shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(c) Except as provided in sub-clauses (d) and (e) hereof employees engaged on shift work shall be paid the sum of 12s. 6d. per week in addition to the rates prescribed in clause 2 hereof. Provided that such additional rate shall not apply to employees engaged solely upon day work.

(d) Employees engaged on afternoon and night shifts only, that is when they are not changed to day shifts, afternoon shifts, and night shifts in regular rotation shall be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(e) Employees engaged on day and night shift only shall, for the week in which they are employed on the night shift, be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(f) Provided that any employee instructed by his employer to change shifts during any week shall be paid an additional 2s. 6d. for each change but not for the change back again.

(g) Employees working on shifts shall be allowed crib time not exceeding thirty minutes in each shift at such times as may be fixed by the employer and such crib time shall be counted as time worked.

## SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

9. (a) Double time shall be the rate for all work done on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day, and all other gazetted or statutory holidays which are observed by the Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

(b) Two and a half times the ordinary rate shall be payable for all work done on Sunday, Christmas Day, Good Friday and the days observed at Geelong as Labour Day and Union Picnic Day, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

## MIXED FUNCTIONS.

10. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked with a minimum of one hour.

## TIMES AND PLACES OF ENGAGEMENT.

11. Employees may be engaged at a point adjacent to the track shed. The times for engaging labour at such place shall be between the hours of 7.45 a.m. and 8 a.m., Monday to Saturday inclusive. This clause shall not preclude the right of the employer from engaging employees at another place subsequent to 8 a.m. provided there is insufficient suitable labour available at the pick-up point at that hour.



## TERMS OF ENGAGEMENT.

12. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week and whose engagement shall be terminable by one week's notice on either side, such notice may be given at any time (but not continued from week to week) or one week's wages paid or forfeited as the case may be in lieu thereof.

(b) Except for overtime work as provided for in clauses 7 and 9 hereof, a casual employee shall be guaranteed not less than four hours' engagement on any day provided that should his time of commencement be earlier than 12 noon, he shall, if required to work after the midday meal break, be guaranteed at least four hours' work after such break unless he leaves of his own accord before the completion of such period.

(c) Where a weekly employee is engaged to begin work on any day other than the commencing day of a weekly pay period he shall be entitled to be paid at casual rates for the broken portion of the week worked by him.

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

Where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment but may leave the employment instantly.

(e) Subject to the provisions of clause 13 hereof any weekly employee not attending for duty shall lose his pay for the actual time lost.

## SICK LEAVE.

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

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

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence; and provided further that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

For the purpose of administering this sub-clause "year" means a period of twelve calendar months, commencing from the first day of weekly employment of an employee, and commencing from the anniversary of such date in subsequent years.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) hereof.

(c) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be re-imbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(d) Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed herein.

(e) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year. For the purposes of this sub-clause service prior to the 28th April, 1950, shall be disregarded.

(f) The employer shall not terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this clause.

## CASUAL EMPLOYMENT.

14. Subject to the provisions of clause 12 sub-clause (b) hereof, the engagement of any casual employee may be terminated at any moment without notice.

## MEAL ALLOWANCE.

15. (a) An employee called upon to work overtime except as provided in clause 7 sub-clause (g) hereof, shall be paid a meal allowance of four shillings for each meal occurring in the overtime period or provided with a meal not to exceed a cost of four shillings for each such meal.

(b) Provided that when it is necessary to work overtime to clear the line, and the work by mutual consent is carried on through the meal hour and does not exceed one hour's duration, the meal allowance is not to be paid.

## TRANSPORT.

16. (a) Transport if required at the Geelong Grain Terminal will be provided without charge from the terminal to the corner of Moorabool and Ryrie-streets, Geelong for all employees who are required to work overtime at the terminal and who cease work at or after 8 p.m. Provided that where the men concerned cannot be transported from the terminal to the abovementioned point in Geelong in sufficient time to enable them to catch their last trams home from Geelong the men shall be provided with transport, if required, to their homes.

(b) Where work is performed on a Sunday at the Geelong Grain Terminal the employer shall provide transport from and to the Belmont Bridge at Geelong.

## HOLIDAYS.

17. Weekly employees shall be granted the following holidays without deduction of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Union Picnic Day, and all other gazetted or statutory holidays which are observed by the Victorian Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists. Union Picnic Day shall be observed on a day to be mutually agreed upon between the Federated Storemen and Packers' Union and the employer concerned.

Provided that an employee who fails to attend for work on the working day immediately preceding, and the working day immediately following a prescribed holiday or holidays without reasonable excuse, or without the consent of the employer, shall not be entitled to payment for such holiday or holidays.

## PAYMENT OF WAGES.

18. Wages of employees shall be paid not later than Friday in each week and shall include payment for all time worked up to and including midnight on the preceding Wednesday. Upon termination of his employment all monies due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day provided that, in the case of a casual employee leaving the job before the completion of his engagement, he shall not be entitled to payment until the next succeeding pay day.

## ANNUAL HOLIDAY.

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

**HOT WATER.**

20. The employer shall provide free of charge hot water for the use of employees at the midday meal hour.

**SMOKE-OHS.**

21. Employees shall be entitled to a smoke-oh of 10 minutes in the morning and afternoon and at intervals of two hours during shift or overtime work.

**RIGHT OF ENTRY OF UNION OFFICIAL.**

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

- (i) That he produces his authority to the employer or his representative;
- (ii) That he interviews employees only at the place where they are taking their meal;
- (iii) That not more than one representative in all be in any establishment at any one time;
- (iv) That no one representative visit an establishment more than once a fortnight;
- (v) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

**EMPLOYER TO PROVIDE TOOLS.**

23. All tools which employees are required to use in the course of their work shall be provided by the employer.

**ORDINARY PAY.**

24. For the purposes of this Determination "ordinary pay" shall not include any dust allowance, premium for shift work, overtime pay, or seasonal worker's allowance.

**OVERALLS.**

25. After three months' continuous service with an employer, an employee shall be supplied with a pair of overalls, and at the conclusion of each subsequent period of six months' continuous service shall be supplied with a further pair. Such clothing shall remain the property of the employer.

**CONSTITUENTS OF WAGES RATES.**

26. The wages rates prescribed in clause 2 consist of the following:—

	Group 1.	Group 2.	Group 3.
	£ s. d.	£ s. d.	£ s. d.
Basic wage .. .. .	9 19 0	9 19 0	9 19 0
Margin .. .. .	0 17 0	1 2 10	1 8 8
Special loading .. .. .	0 3 0	0 3 0	0 3 0
Industry loading .. .. .	0 8 0	0 8 0	0 8 0
<b>Total weekly wage .. .. .</b>	<b>11 7 0</b>	<b>11 12 10</b>	<b>11 18 8</b>
Addition for casual work (10 per cent.) .. .. .	1 2 8	1 3 3	1 3 10
<b>Wage for casual work } Weekly .. .. .</b>	<b>12 9 8</b>	<b>12 16 1</b>	<b>13 2 6</b>
<b>                              } Hourly .. .. .</b>	<b>6 2<sup>7</sup>/<sub>10</sub></b>	<b>6 4<sup>33</sup>/<sub>40</sub></b>	<b>6 6<sup>1</sup>/<sub>2</sub></b>
(i.e. 1/40th of weekly wage.)			

**PERIODICAL ADJUSTMENT OF WAGES.**

27. The weekly wages rates in clause 2 (ii), "Other Employees", are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 28. The hourly rates and rates for junior employees shall be adjusted at the same time as the rates for the said "Other Employees" by adopting the following methods:—

- (i) **Hourly rates.**  
The amount of the Basic Wage shown in the table in clause 26 is amended to conform with the variations from time to time. Consequential amendments are made to the total wages for weekly and casual employees, and the adjusted hourly rates ascertained as set out therein.
- (ii) **Junior employees.**  
The wages of junior employees shall, in accordance with the table set out in clause 2, conform with the percentages of the minimum wage, prescribed for "Other Employees" as adjusted from time to time. Such wages shall be calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

*Basic Wage.*

Place.	Basic Wage (Adjustable.)	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Within the area to which this Determination applies .. .. .	9 19 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in February, 1952, the amount of the Basic Wage shall be as prescribed in clause 27.

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

A. W. BARNES, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 12th November, 1951.

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



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**GOVERNMENT GAZETTE**  
 EXTRAORDINARY.

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FRIDAY, FEBRUARY 8.

[1952

Premier's Department.

Following a meeting of the Executive Council to-day, His Excellency the Governor approved the issue of the under-mentioned Proclamation:

PROCLAMATION.

WHEREAS it has pleased Almighty God to call to His Mercy our late Sovereign Lord King George the Sixth of blessed and glorious memory, by whose decease the Crown is solely and rightfully come to the High and Mighty Princess Elizabeth Alexandra Mary: We, therefore, General Sir Reginald Alexander Dallas Brooks, Knight Commander of the Most Honorable Order of the Bath, Companion of the Most Distinguished Order of St. Michael and St. George, Companion of the Distinguished Service Order, Governor in and over the State of Victoria and its Dependencies in the Commonwealth of Australia; The Honorable John Gladstone Black McDonald, M.L.A., Premier of the State of Victoria; Lieutenant-General the Honorable Sir Edmund Francis Herring, Knight Commander of the Most Distinguished Order of St. Michael and St. George, Knight Commander of the Most Excellent Order of the British Empire, Companion of the Most Distinguished Service Order, upon whom has been conferred the decoration of the Military Cross and the Australian Efficiency Decoration, Chief Justice of the Supreme Court of the State of Victoria; The Honorable Sir Clifden Eager, Queen's Counsel, President of the Legislative Council of Victoria; The Honorable Sir Archie Michaelis, Speaker of the Legislative Assembly of Victoria; Councillor Oliver John Nilsen, the Right Honorable the Lord Mayor of the City of Melbourne, in the State of Victoria, do now hereby with one voice and consent of tongue and heart, publish and proclaim that the High and Mighty Princess Elizabeth Alexandra Mary is now, by the death of our late Sovereign of happy memory, become Queen Elizabeth the Second, by the Grace of God Queen of this Realm and of all Her other Realms and Territories, Head of the Commonwealth, Defender of the Faith, Supreme Liege Lady in and over the Commonwealth of Australia, to whom Her lieges do acknowledge all faith and constant obedience, with hearty and humble affection; beseeching God, by whom Kings and Queens do reign, to bless the Royal Princess Elizabeth the Second with long and happy years to reign over us.

Given at Melbourne this eighth day of February in the Year of Our Lord One thousand nine hundred and fifty-two, and in the first year of the reign of Her Majesty Queen Elizabeth II.

GOD SAVE THE QUEEN!

DALLAS BROOKS, Governor.  
 JOHN G. B. McDONALD, Premier.  
 E. F. HERRING, Chief Justice.  
 CLIFDEN EAGER, President of the Legislative Council.  
 ARCHIE MICHAELIS, Speaker of the Legislative Assembly.  
 O. J. NILSEN, Lord Mayor of Melbourne.

