VICTORIA

GOVERNMENT GAZETTE.

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No. 923] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 513. of the 20th June, 1952, shall be replaced by the following clauses :—

2. WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker	265	0
Nail or tack machinist	256	0
Assistant to nail or tack machinist	251	0
Roofing nail heading machinist	256	0
Barbed wire tool maker or machinist	256	0
Assistant to barbed wire machinist	251	0
Clipper or tier-up on concertina barbed wire	250	0
Rumbler	250	0
Galvanizer	261	0
Pickler—Head, or where only one pickler is employed	255	0
Assistant pickler	249	0
Assistant working over metal pot	255	0
Swinger	247	0
Wire-drawing plate setter	254	0
Wire-drawing block operator	250	0
Tack Inspector	250	0
Storeman, packer, or sorter	255	6
Other employees with not less than three months' experience in the metal trades industry	237	0
All others	231	0

Leading Hands.

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

APPRENTICESHIP.

Work to be Taught.

3. (*a*) An apprentice shall be taught the work of each of the following occupations :—

(1) Tool making;
(2) Setting-up; and
(3) Machining.

No. 923.—10415/52.—PRICE 3D.

Contract of Apprenticeship.

(*b*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

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

Proportion.

(*d*) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(*f*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(*g*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
Four and Five-year Terms.		
	Per Week.	Per Week. £ s. d.
1st year	32	3 13 0
2nd year	43	4 18 0
3rd year	54	6 3 0
4th year	83	9 9 0
5th year	100 + 6s.	11 14 0
Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.		
1st year	34	3 17 6
2nd year	54	6 3 0
3rd year	83	9 9 0
4th year	100 + 6s.	11 14 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(*h*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(*i*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(*j*) An apprentice shall not work under any system of payment by results.

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

(*m*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
I.—Adult Females.			
		s. d.	£ *s. d.*
Under one month's experience	75	..	8 11 0
All others	75	16 0	9 7 0
II.—Junior Females.		Additional Amount.	
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 0
19 years of age	72	4 6	6 7 6
20 years of age	82	5 0	7 5 0
III.—Improvers and Junior Males.			
Under 16 years of age	24	2 0	2 16 6
16 years of age	34	3 0	4 0 6
17 years of age	46	4 0	5 9 0
18 years of age	58	5 0	6 17 0
19 years of age	73	6 0	8 12 6
20 years of age	88	7 0	10 7 6

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

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 924] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this 10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 522 of the 25th June, 1952, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Stamper who puts in die and makes force	275	6
Repairer	275	6
Maker-up	275	6
Spinner, 1st class	269	0
Spinner (other)	254	0
Die setter	254	0
Drop hammer stamper (other than one who puts in die and makes force)	252	0
Press operator (heavy)	252	0
Press operator (light)	250	0
Pickler	251	0
Hand blanker	250	0
Other employees with not less than three months' experience in the metal trades industry	237	0
All others	231	0

Leading Hands.

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

No. 924.—10416/52.—PRICE 3D.

APPRENTICESHIP.

3. (*a*) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indentures.

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

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

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(*e*) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

(i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
(ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for "all others".

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(*f*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*g*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*h*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(*a*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 13 0
2nd year	43	4 18 0
3rd year	54	6 3 0
4th year	83	9 9 0
5th year	100 + 6s.	11 14 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 17 6
2nd year	54	6 3 0
3rd year	83	9 9 0
4th year	100 + 6s.	11 14 0

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

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

Hours.

(*i*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

(*l*) An apprentice shall not work under any system of payment by results.

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

(*o*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
I.—Adult Females.			
Under one month's experience	75	..	8 11 0
All others	75	16 0	9 7 0

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

		Additional Amount.	
II.—Junior Females.			
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 0
19 years of age	72	4 6	6 7 6
20 years of age	82	5 0	7 5 0
III.—Junior Males.			
Under 16 years of age	24	2 0	2 16 6
16 years of age	34	3 0	4 0 6
17 years of age	46	4 6	5 9 0
18 years of age	58	5 0	6 17 0
19 years of age	73	6 0	8 12 6
20 years of age	88	7 0	10 7 6

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

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

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

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles ; or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses.

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

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

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VICTORIA

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No. 925] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

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

3. WAGES PER WEEK.

—	Within 20 miles of G.P.O. Melbourne : 10 miles of G.P.O. Geelong : at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	13 8 0	13 5 0
Journeywomen	9 7 0	9 4 6

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

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

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

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

No. 925.—10422/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	68 6	67 6
Second year's experience	80 0	78 6
Third year's experience	114 0	112 6
Fourth year's experience	182 6	180 0
Fifth year's experience	228 0	225 0
Four-year terms—		
First year's experience	68 6	67 6
Second year's experience	114 0	112 6
Third year's experience	182 6	180 0
Fourth year's experience	228 0	225 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	68 6	67 6
16 and under 17 years of age	91 0	90 0
17 and under 18 years of age	114 0	112 6
18 and under 19 years of age	137 0	135 0
19 and under 20 years of age	182 6	180 0
20 and under 21 years of age	228 0	225 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	68 6	67 6
16 and under 17 years of age	85 6	84 0
17 and under 18 years of age	97 6	96 0
18 and under 19 years of age	109 6	108 0
19 and under 20 years of age	119 6	118 0
20 and under 21 years of age	149 0	146 6

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

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

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

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

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

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

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No. 926] FRIDAY, NOVEMBER 14. [1952.

Factories and Shops Acts.

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

I, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

PAINTERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 4. of the 30th May, 1952, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair 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 ancillary to the chief and principal purpose and business of such industry; or

(ii) to employment in workshops or joinery mills.

2. (i) WAGES.

(a) Apprentices and Improvers.

—	Apprentices Per Week of 40 hours. Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year	29	66 0	2 8	68 8
2nd year	38	86 6	5 4	91 10
3rd year	53	121 0	8 0	129 0
4th year	76	173 6	10 8	184 2
5th year	98	223 6	13 4	236 10

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	82 5
2nd year's experience	110 2
3rd year's experience	154 10
4th year's experience	221 0
5th year's experience	284 2

(b) Other Employees.

—	Per hour.	Per Week of 40 hours
	s. d.	s. d.
All classes of work	7 10	313 4

WAGES—*continued*.

(a) Apprentices and Improvers.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three employed.

In cases where not more than three journeymen are employed the trades, a second apprentice may be employed on the by the first apprentice, of the second year of his course.

* *Improvers.*

One improver to three .. .. ..
Two improvers to six .. .. ..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. ..
} workers receiving not less than 313s 4d. per week of 40 hours.

(b) Other Employees.

*** Note.—The employment, within the Metropolitan District, of any improver is illegal.**

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances follows :—

(*a*) If in charge of five tradesmen as aforesaid—1s. per day ;

(*b*) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.

Apprentices Per Week of 40 hours.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
year	29	66 0	2 8	68 8
year	38	86 6	5 4	91 10
year	53	121 0	8 0	129 0
year	76	173 6	10 8	184 2
year	98	223 6	13 4	236 10

Improvers	Per Week of 40 hours.
	s. d.
year's experience	82 5
year's experience	110 2
year's experience	154 10
year's experience	221 0
year's experience	284 2

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three employed.

In cases where not more than three journeymen are employed the trades, a second apprentice may be employed on the by the first apprentice, of the second year of his course.

* *Improvers.*

One improver to three .. .. ..
Two improvers to six .. .. ..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. ..
} workers receiving not less than 308s. 6d. per week of 40 hours.

(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.

—	Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.
1st year's experience	29	66 0
2nd year's experience	38	86 6
3rd year's experience	53	121 0
4th year's experience	76	173 6
5th year's experience	98	223 6

PROPORTION.

(i) Where one screen table is in operation—
Two juvenile workers to each person receiving not less than 228s. per week of 40 hours.

(ii) Where two or more screen tables are in operation—
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 228s. per week of 40 hours.

*** Note—The employment, within the Metropolitan District, of any improver is illegal.**

(c) Other Employees.

—	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne; (ii) Within 5 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 9½	311 6	7 11½	318 0	7 8½	308 6
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at—						
(i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils	7 9½	311 6	7 11½	318 0	7 8½	308 6
(ii) Any other work specified in (B)	5 9¼	231 0	5 11¼	237 6	5 8½	228 0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clauses, other than clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the said Determination shall remain in force.

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

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No. 927] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 571 of the 24th July, 1952, shall be replaced by the following clauses:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 40 Hours					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	187 0	61 6	72 0	70 0	61 6	**APPRENTICES.** One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.
16 to 17 years of age		82 0	82 0	94 0	82 0	
17 to 18 years of age		109 6	94 0	106 0	94 0	**MALE IMPROVERS.** *Egg Packing Establishments.* One male improver to every two or fraction of two male workers receiving not less than 276s. per week of 40 hours. *Any Other Place.* One male improver to every four or fraction of four male workers receiving not less than 258s. per week of 40 hours.
18 to 19 years of age		155 0	104 6	125 0	104 6	
19 to 20 years of age	233 0	194 0	126 6	137 0	121 6	**FEMALE IMPROVERS.** *Laundries.* One female improver to every three or fraction of three female workers receiving not less than 179s. 6d. per week of 40 hours. *Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.* Two female improvers to every three or fraction of three female workers receiving not less than 180s. per week of 40 hours. *Egg Packing Establishments.* One female improver to every three or fraction of three female workers receiving not less than 197s. 6d. per week of 40 hours. *Any Other Place.* One female improver to every four or fraction of four female workers receiving not less than 173s. 6d. per week of 40 hours.
20 to 21 years of age	254 0	231 0	143 6	160 6	138 6	
					Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.	

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

	s. d.
Under 16 years of age	91 0
16 to 17 years of age	114 0
17 to 18 years of age	131 6
18 to 19 years of age	158 0
19 to 20 years of age	205 0
20 to 21 years of age	233 0

(*a*) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(*b*) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (*a*) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 40 Hours. s. d.
(i) Storemen or Packers	254 0
Leading hands—as defined in clause 22 hereof—	
(I.)	259 0
(II.)	264 0
(III.)	264 0
(IV.)	274 0

(ii) Casual hands shall be paid at the rate per hour of 7s. 11½d. adjustable under clause 65 hereof.

4. (*b*) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i) —	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10
	WAGES PER WEEK OF—									
	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(*a*) Works singly or is assisted by a person under 18 years of age	274 0	265 8	269 0	261 0	260 6	271 0	260 6	262 6	270 0	262 6
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—										
(i) 1, 2, 3, 4, 5, or 6 such persons	274 0	265 8	269 0	263 6	262 9	277 3	262 9	269 9	272 3	264 9
(ii) 7 or more such persons	274 0	265 8	269 0	277 6	277 6	291 9	277 6	278 9	286 3	278 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	266 0	266 0	266 0	266 0	266 0	266 0	266 0	266 0	266 0	266 0
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	260 6	..	260 6	262 6	270 0	262 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	263 0
Packers of metal window frames	..	..	..	..	..	..	..	..	..	258 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	258 0
All male adults not otherwise provided for	274 0	265 8	269 0	258 0	256 0	271 0	256 0	258 0	266 9	258 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. $0^{8}/_{20}$d. per hour whilst so employed. This rate includes $1^{1}/_{11}$d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (*b*) (i) hereof apply to males employed—

(*a*) As storemen in Figured, Roll, and Sheet Glass Stores.

(*b*) In (or on) or in connexion with—

(i) Bulk paper stores or rubber goods manufacturers' stores.

(ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.

(iii) Hardware stores.

(iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.

(v) Match factory stores.

(vi) Wholesale confectionery stores.

(vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.

(viii) Stove or oven manufacturers' stores.

(ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and

(x) Wholesale softgoods warehouses.

(xi) Wholesale chemists, or manufacturing chemists' establishments.

(xii) Tobacco stores.

(xiii) Paint, painters' oils, colour and varnish stores.

(xiv) Any place not elsewhere included in clause 4 (*b*) or 4 (*c*).

4. (*c*) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

—	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store)	253 0	259 6	250 0
Storeman and/or Packer	255 6	262 0	252 6

4. (*d*) EGG PACKING ESTABLISHMENTS.

Males. —	40 Hours. s. d.	*Females.* —	40 Hours. s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(*a*) Works singly	280 6	(*a*) Works singly	208 0
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons ..	282 9	(i) 1, 2, 3, 4, 5 or 6 such persons ..	210 6
(ii) 7 to 12 such persons ..	289 6	(ii) 7 to 12 such persons ..	216 6
(iii) 13 or more such persons ..	296 9	(iii) 13 or more such persons ..	222 6
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	266 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	276 0	With less than eight weeks' experience ..	197 6
		With eight weeks' or more experience ..	207 6

4. (e) OTHER FEMALES.

	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours.	40 Hours.
	s. d.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly	190 0	176 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—		
(i) 1, 2, 3, 4, 5, or 6 such persons	197 0	179 6
(ii) 7 or more such persons	209 0	196 6
Females employed packing or sorting laundry work	..	179 6
Packers of crockery, china, or glass ware	..	193 0
All female adults not otherwise provided for	180 0	173 6

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 4½d. per hour.

Clauses, other than clauses 2, 3, and 4, of Part I., and clause 24 of Part III., of the said Determination shall remain in force.

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

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No. 928] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

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

2. WAGES PER WEEK (ADULTS).

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	13 2 0	12 19 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 8 0	13 5 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	13 2 0	12 19 0
All other Journeymen	13 8 0	13 5 0
Journeywomen engaged in machining industrial spindle polishing mops ..	9 7 0	9 4 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	8 19 6	8 17 0
All other Journeywomen	9 7 0	9 4 6

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

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

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

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

No. 928.—10425/52.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience ..	68 6	67 6
Second year's experience	80 0	78 6
Third year's experience ..	114 0	112 6
Fourth year's experience	182 6	180 0
Fifth year's experience	228 0	225 0
Four year terms—		
First year's experience ..	68 6	67 6
Second year's experience	114 0	112 6
Third year's experience ..	182 6	180 0
Fourth year's experience	228 0	225 0

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

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

(1) Sail, tent and canvas goods maker :

(2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria
	s. d.	s. d.
Under 16 years of age ..	68 6	67 6
16 and under 17 years of age	91 0	90 0
17 and under 18 years of age	114 0	112 6
18 and under 19 years of age	137 0	135 0
19 and under 20 years of age	182 6	180 0
20 and under 21 years of age	228 0	225 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	68 6	67 6
16 and under 17 years of age	85 6	84 0
17 and under 18 years of age	97 6	96 0
18 and under 19 years of age	109 6	108 0
19 and under 20 years of age	119 6	118 0
20 and under 21 years of age	149 0	146 6

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

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

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

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 929] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 724 of the 27th July, 1951, shall be replaced by the following clause:—

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

2. (*a*)

Woollen and Worsted Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	4 6 0	Under 16 years of age	49	4 5 6
16 years of age	43	5 0 0	At 16 years of age	54	4 14 0
16½ years of age	47	5 9 0	At 16½ years of age	61	5 6 0
17 years of age	51	5 18 6	At 17 years of age	66	5 15 0
17½ years of age	56	6 10 0	At 17½ years of age	72	6 5 6
18 years of age	67	7 15 6	At 18 years of age	77	6 14 0
18½ years of age	74	8 11 6	At 18½ years of age	83	7 4 6
19 years of age	80	9 5 6	At 19 years of age	89	7 15 0
19½ years of age	90	10 9 0	At 19½ years of age	95	8 5 6
20 years of age	95	11 0 6	At 20 years of age	100	8 14 0
20½ years of age	100 plus 1s.	11 13 0	At 20½ years of age	100 plus 7s.	9 1 0

No. 929.—10428/52.—PRICE 3D.

JUNIORS—*continued.*

WAGES PER WEEK OF 40 HOURS—*continued.*

Other Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	4 6 0	Under 16 years of age	49	4 5 6
16 years of age	43	5 0 0	At 16 years of age	54	4 14 0
16½ years of age	47	5 9 0	At 16½ years of age	60	5 4 6
17 years of age	51	5 18 6	At 17 years of age	66	5 15 0
17½ years of age	56	6 10 0	At 17½ years of age	73	6 7 0
18 years of age	67	7 15 6	At 18 years of age	78	6 15 6
18½ years of age	74	8 11 6	At 18½ years of age	84	7 6 0
19 years of age	80	9 5 6	At 19 years of age	89	7 15 0
19½ years of age	90	10 9 0	At 19½ years of age	96	8 7 0
20 years of age	95	11 0 6	At 20 years of age	100	8 14 0
20½ years of age	100	11 12 0			

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(*b*) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(*c*) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.

ADULT MALES.

Woollen and Worsted Section.

(*d*)

—	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker	14 7 0
Wool sorter	14 2 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker	13 17 0
Neutraliser attendant overlooking bowls in carbonising plant	13 6 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls	13 6 6
Neutraliser attendant	13 1 0
Acid bowl attendant	13 1 0
Burr crushing machine attendant	12 19 0
Dryer attendant	12 19 0
Trucker, presser and storeman and/or packer substantially employed as such	12 19 0
Dock hand	12 19 0
All other machine operators and/or attendants (including breaker and feeder)	12 19 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Blender, bedder and blend oiler	13 0 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant	12 19 0
Waste-sorter, baler and presser, including presser of noils	12 19 0
Collector, conveyor and other attendant	12 19 0
Carding Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand, head fettler, and/or man responsible for grinding cards	13 6 0
Fettler and/or card grinder's assistant	13 1 0
Attendant employed on condensors or cans	12 19 0
Man employed on feeds	12 19 0
Combing Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Comb mechanic	13 3 0
Comb minder	13 1 0
Backwash machine operator	13 1 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant	12 19 0
Pin Setting Department—	
Assistant foreman and/or overlooker	14 7 0
Pin setter—	
1st year's experience	12 14 0
2nd year's experience	13 0 0
Thereafter—	
Comb circle and/or French comb cylinder setter	14 2 0
Faller pin setter and/or porcupine setter	13 13 0
Roller Covering Department—	
Roller coverer—	
1st year's experience	12 12 0
2nd year's experience	12 18 0
Thereafter	13 10 0
Roller coverer's assistant	12 12 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Jobber	13 3 0
Winder (fully automatic)	13 1 0
Winder	12 19 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	12 19 0
Tape hand	13 19 0
Taker-off examiner	12 19 0
Doffer	12 8 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker	13 17 0
Man in charge of one pair of mules	13 9 0
Roller coverer (covering rollers for mule and French spinning department)	12 19 0
Piecer	12 19 0
Woollen :—	
Assistant foreman and/or overlooker	13 17 0
Man in charge of one pair of mules	13 6 0
Piecer	12 19 0
Warping Department—	
Assistant foreman and/or overlooker	13 17 0
Combined warping and sizing machine operator	13 7 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	13 7 0
Plain warper and/or beamer	13 1 0
Size machine hand	12 19 0
Creeler	12 11 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker	13 17 0
Warp typing machine operator	12 19 0
Drawer and/or twister-in—	
1st year's experience	12 11 0
2nd year's experience	12 18 0
Thereafter—	
Drawer-in	13 13 0
Twister-in	13 7 0
Warp tier	12 15 0
Weaving Department—	
Assistant foreman and/or overlooker	14 7 0
Loom tuner—	
Jacquard looms—	
1st year's experience	12 15 0
2nd year's experience	13 2 0
Thereafter	14 2 0
Box looms—	
1st year's experience	12 15 0
2nd year's experience	13 2 0
Thereafter	14 2 0
Automatic looms—	
1st year's experience	12 14 0
2nd year's experience	13 1 0
Thereafter	13 19 0
Plain looms—	
1st year's experience	12 12 0
2nd year's experience	13 0 0
Thereafter	13 16 0
Pattern weaver	13 10 0
Weaver—	
First six months' experience	12 15 0
Thereafter	13 2 0
Card and/or chain maker	12 19 0
Beam lifter and loom gaiter	12 19 0
Grey percher	12 19 0
Grey percher's assistant	12 14 0
Piece taker-in	12 14 0
Battery filler	12 8 0
Piece Scouring Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	13 1 0
Wet crabber operator	13 1 0
Hydro extractor operator	12 19 0
Piece scutching machine attendant	12 19 0
Mangle and/or wringer operator	12 19 0
Grey room attendant	12 19 0
Bagging machine attendant	12 19 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Man responsible for weighing dye-stuffs	13 2 0
Man employed on non-shrink process	13 1 0
Wet crabber operator	13 1 0
Hydro extractor operator	12 19 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	12 19 0
Conditioning house employee (wherever employed)	12 15 0
Conveyor	12 15 0
Hank stripper	12 8 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Finishing Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Sulphur house hand (for time engaged on sulphur house work)	13 4 0
Examiner of finished cloth	13 4 0
Examiner of finished cloth assistant	12 18 0
Percher during finishing process	13 2 0
Piece carboniser	13 1 0
Man engaged on unshrinkable finishing process	13 1 0
Cloth cutting or cropping machine attendant	13 1 0
Wet crabber operator	13 1 0
Dry milling machine attendant	12 19 0
Tenter and/or stenter attendant	12 19 0
Raising machine attendant	12 19 0
Brushing and/or steaming machine attendant	12 19 0
Dry blowing machine attendant	12 19 0
Dewing machine attendant	12 19 0
Napping machine attendant	12 19 0
Cloth facing machine attendant	12 19 0
Selvedge stamping machine attendant	12 19 0
Pile beating machine attendant	12 19 0
Electric press operator	12 19 0
Rotary press operator	12 19 0
Press setter or other press attendant	12 19 0
Rigging, folding and/or cuttling machine attendant	12 19 0
Tiger machine attendant	12 19 0
Mechanical cloth shrinking machine attendant	12 16 0
Passer of domestic flannel and/or blankets	12 19 0
Other operators and/or attendants	12 19 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Sulphur house employee (for time on sulphur house work)	13 4 0
Scouring machine attendant	12 19 0
Liquor tank, dye and/or bleach machine attendant	12 19 0
Drying machine attendant	12 19 0
Conditioning house employee (wherever employed)	12 15 0
Conveyor	12 15 0
Hank stripper and/or puller	12 8 0
Warehouse (Yarn and/or Cloth)—	
Assistant foreman and/or overlooker	13 17 0
Leading hand	13 6 0
Rolling and/or blocking machine attendant	12 19 0
Employee responsible for cutting measured lengths from finished cloth	12 19 0
Storeman, packer, baler and/or despatcher	12 19 0
General—	
Man in charge water softening plant	13 1 0
Wool-top packer	13 0 0
Yarn storeman	12 19 0
Recorder	12 19 0
Storeman and/or packer (not elsewhere included)	12 19 0
Oiler and/or cleaner	12 15 0
Other adult males in any section not elsewhere included	11 15 0
Cotton Section.	
Leading hands—	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
Spinning.	
Bale store—	
Man in charge of receipt of bales, storage and putting mixings down	12 16 0
All other adult males	12 8 0
Blow room—	
Blow room major	13 10 0
Leading hand where no blow-room major employed	13 5 0
Scutcher tenter	13 0 0
Feeder	12 14 0
Carding—	
Card room jobber	13 10 0
Stripper and grinder	13 5 0
Stripper	12 19 0
Derby doubler	12 19 0
Condenser tenter	12 19 0
Can tenter	12 15 0
Lap carrier	12 8 0
Combing—	
Needler—	
1st year's experience	12 14 0
2nd year's experience	13 0 0
Thereafter	13 12 0
Jobber	13 10 0
Comber tenter	12 19 0
Sliver and/or ribbon lap tenter	12 15 0
Draw frames—	
Draw-frame tenter	12 15 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours.
Spinning—continued.	£ s. d.
Slubbers—	
Slubber tenter	12 19 0
Backer tenter	12 8 0
Intermediate—	
Intermediate tenter	12 19 0
Back tenter	12 8 0
Rovers—	
Rover tenter	12 19 0
Back tenter	12 8 0
Ring spinning—	
Ring jobber	13 10 0
Ring spinner	12 19 0
Head doffer	12 14 0
Doffer and/or gaiter	12 8 0
Mule spinning—	
Man in charge of one pair of mules	13 10 0
Piecer	12 15 0
Winding and reeling—	
Winding jobber	13 10 0
Automatic Winding machine attendant	12 15 0
Winder and/or Reeler	12 17 0
Packer	12 11 0
Doubling and cabling—	
Doubling jobber	13 10 0
Doubler, twister and/or cabler	12 19 0
Doffer	12 8 0
General—	
Roller—coverer	13 10 0
Roller—coverer's assistant	12 12 0
Yarn warehouseman (in charge of more than three operatives)	13 10 0
Yarn warehouseman (in charge of three or less than three operatives)	13 0 0
Yarn warehouse operator and/or attendant	12 15 0
Hard-waste-breaking machine feeder	12 14 0
Linker of hanks for dyeing and bleaching	12 8 0
Tapeman and/or bandman	12 8 0
Recorder	12 17 0
Layer-on, set weigher and/or bobbin carrier	12 8 0
Storeman and/or packer	12 11 0
Laborer (trucker, conditioner, wheeler and/or carrier)	12 8 0
Waste man	12 12 0
Sweeper	12 8 0
Oiler and/or cleaner	12 15 0
All adult males in any section not elsewhere specified	11 15 0
Weaving.	
Winding—	
Winding jobber	13 10 0
Automatic winding machine attendant	12 15 0
Winder	12 17 0
Warping and Beaming—	
Warper and/or beamer	13 1 0
Creeler	12 11 0
Sizing—	
Slasher-sizer—Leading hand if no foreman employed	14 2 0
Assitant slasher-sizer	12 19 0
Slasher's laborer	12 11 0
Dry taping machine operator	12 19 0
Dry taping machine operator's assistant	12 11 0
Warp Drawing-in and twisting-in—	
Drawer-in	13 3 0
Twister-in	13 3 0
Warp tier-in (hand)	12 19 0
Warp tying-in machine attendant	12 14 0
Reacher-in	12 11 0
Loom tuning—	
Automatic and jacquard loom tuner—	
1st year's experience	13 5 0
2nd year's experience	13 10 0
Thereafter	14 2 0
Box loom tuner—	
1st year's experience	13 5 0
2nd year's experience	13 10 0
Thereafter	13 16 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours.
Weaving—continued.	£ s. d.
Plain loom tuner—	
1st year's experience	12 19 0
2nd year's experience	13 5 0
Thereafter	13 10 0
Weaving—	
Weavers—	
1st six months' experience	12 15 0
Thereafter	13 2 0
Beam lifter and loom gaiter	12 19 0
Battery-filler and/or weft carrier	12 8 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—	
Dye house storeman	12 16 0
Grey-room warehouseman	12 19 0
Dye house machine operator and/or attendant	12 19 0
Sanforising machine attendant	12 19 0
Plaiter	12 19 0
All other bleach house and/or finishing machine operators and/or attendants	12 19 0
General—	
Cloth warehouseman (in charge of finished cloth)	13 10 0
Cloth warehouseman	12 15 0
Card and/or chain maker	12 19 0
Cloth picker	12 15 0
Recorder	12 17 0
Yarn warehouseman	12 15 0
Cloth examiner—finished cloth	13 3 0
Splicer and creeler	12 11 0
Oiler and/or cleaner	12 15 0
Machine operator and/or attendant not elsewhere specified	12 19 0
Adult males in any section not elsewhere specified	12 15 0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience	12 5 0
2nd year's experience	13 10 0
Thereafter	13 16 0
Jacquard card cutter—	
1st year's experience	13 5 0
2nd year's experience	13 10 0
Thereafter	13 16 0
Card handler and/or changer	12 19 0
Weaver—	
1st six months' experience	12 15 0
Thereafter	13 2 0
Warper	13 1 0
Twister-in	13 1 0
Braiding machine operator	12 19 0
All other machine operators and/or attendants	12 19 0
Oiler and/or cleaner	12 15 0
Winder	12 19 0
Recorder	12 15 0
Storeman and/or packer	12 11 0
Cord twister	12 19 0
Cord spinner	12 19 0
Other adult males not elsewhere specified	11 15 0

Carpets.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s per week extra.	
Yarn Production Department—	
Man in charge of one pair of spinning mules	13 6 0
Card fettler	13 1 0
Teasing machine attendant	12 19 0
Garnet machine attendant	12 19 0
Attendant employed on condensors and/or feeds	12 19 0
Piecer	12 19 0
Dye house—	
Leading hand	13 4 0
Machine operator and/or attendant	12 19 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—continued.

—	Wages per Week of 40 Hours.
Carpets—continued.	£ s. d.
Winding department—	
Leading hand in winding	13 6 0
Slasher size hand	13 4 0
Beamer	12 16 0
Bobbin winder	12 16 0
Cheese winder	12 16 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience	12 15 0
2nd year's experience	13 4 0
Thereafter	14 2 0
Wilton plain loom—	
1st year's experience	12 12 0
2nd year's experience	13 1 0
Thereafter	13 16 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience	12 18 0
2nd six months' experience	13 4 0
Thereafter	13 10 0
Wilton, jacquard loom—	
1st six months' experience	12 18 0
2nd six months' experience	13 4 0
Thereafter	13 8 0
Wilton plain loom	13 2 0
Loom creeler	12 12 0
Finishing department—	
Shearing machine	13 0 0
Brushing	12 16 0
Steaming machine	12 16 0
Roll and measuring machine	12 16 0
Back starching	12 16 0
Other machine operator and/or attendant	12 16 0
Warehouse—	
Leading hand in warehouse	13 6 0
Other warehousemen	12 15 0
General—	
Solderer	12 19 0
Card stamper	12 19 0
Oiler and cleaner	12 15 0
Other male labour not elsewhere specified	11 15 0

Elastic Webbing.

Leading hand in charge of more than seven employees—10s. per week extra.
Leading hand in charge of not more than seven employees—5s. per week extra.

Loom tuner—	
1st year's experience	13 5 0
2nd year's experience	13 10 0
Thereafter	13 16 0
Textile mechanic—	
1st year's experience	12 15 0
2nd year's experience	13 0 0
Thereafter	13 6 0
Weaver—	
1st six months' experience	12 16 0
2nd six months' experience	13 2 0
Thereafter	13 5 0
Braider—	
1st year's experience	12 16 0
2nd year's experience	13 2 0
Thereafter	13 5 0
Rubber—coverer—	
1st year's experience	12 16 0
2nd year's experience	13 0 0
Thereafter	13 2 0
Warper	13 1 0
Rubber warper	13 2 0
Dye house employees	12 19 0
Winder	12 17 0
Finishing machine operator	12 19 0
Yarn storeman	12 15 0
Storeman, packer and/or despatcher	12 11 0
Oiler and/or cleaner	12 15 0
Other adult male not elsewhere specified	11 15 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—continued.

—	Wages per Week of 40 Hours.
Mercerising.	£ s. d.
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Warp mercerising—	
Man in charge	13 7 0
Machine operator and/or attendant	12 19 0
Quiller operator and/or attendant	12 17 0
Twister	12 19 0
Reller	12 17 0
Winder	12 17 0
Yarn storeman	12 15 0
Packer and/or despatcher	12 19 0
Oiler and/or cleaner	12 15 0
Other adult males not elsewhere specified	11 15 0
Printing.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer	13 10 0
Man engraving designs on copper rollers	13 10 0
All other employees engaged on roller machine printing process	12 19 0
Textile and Fabric printer (hand painting)	13 5 0
Textile and fabric printer (screen printing)—	
1st six months' experience	12 12 0
Thereafter	13 2 0
Printing room and/or screen room assistant	12 11 0
Measuring blocking machine operator and/or attendant	12 19 0
Calendar operator and/or attendant	12 19 0
Dye-house—machine operator and/or attendant	12 19 0
Stenter operator and/or attendant	12 19 0
Festoon dryer attendant	12 19 0
Leading hand employed on steaming	13 5 0
Leading hand employed on colour mixing	13 5 0
Colour mixing assistants	12 15 0
Warehouse—operator and/or attendant	12 15 0
Roller grinder	12 19 0
Examiner of finished fabrics	12 19 0
Recorder	12 15 0
Storeman and/or packer	12 11 0
Percher	12 19 0
Oiler and/or cleaner	12 15 0
Other adult males not elsewhere specified	11 15 0

ADULT FEMALES.

(*e*)

Woollen and Worsted Section.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder	8 16 6	9 3 0	9 9 6
Back-wash machine attendant	8 16 6	9 3 0	9 9 6
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant	8 16 6	9 2 6	9 8 6
Drawing, spinning, twisting and winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant	8 16 6	9 2 6	9 8 6
Winder (fully automatic)	8 16 6	9 3 0	9 9 6
Winder	8 16 6	9 2 6	9 8 6
Roller-coverer (covering rollers for mules and french spinning department)	8 16 6	9 2 6	9 8 6
Taker-off and examiner	8 16 6	9 2 6	9 8 6
Doffer	8 16 6	8 19 6	9 2 6
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment	8 16 6	9 5 6	9 14 6
Plain warper	8 16 6	9 4 0	9 11 6
Creeler	8 16 6	9 2 6	9 8 6
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in	8 16 6	9 2 6	9 8 6
Weaving department—			
Pattern weaver	10 1 6	10 1 6	10 1 6
Weaver	8 16 6	9 5 6	9 14 6
Battery filler	8 16 6	8 19 6	9 2 6
Mending department—			
Assistant forewoman	10 11 6	10 11 6	10 11 6

OTHER EMPLOYEES—*continued.*

ADULT FEMALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Mending department—*continued.*			
Examiner and passer of pieces after mending	9 8 6	9 9 6	10 1 6
Worsted mender and/or darner	9 5 6	9 5 6	9 14 6
Other menders and/or darners	8 16 6	9 3 6	9 11 6
Other examiners and/or passers of pieces	8 16 6	9 2 6	9 8 6
Knotter and burler	8 16 6	9 2 6	9 8 6
Picker	8 16 6	9 2 6	9 8 6
Whipping machinist	8 16 6	9 2 6	9 8 6
Rug fringer	8 16 6	9 2 6	9 8 6
Numbering machine operator	8 16 6	9 2 6	9 8 6
Fingering yarn department (including warehouse)—			
Hank reeler	8 16 6	9 2 6	9 8 6
Examiner of hanks	8 16 6	9 2 6	9 8 6
Balling machine attendant	8 16 6	9 2 6	9 8 6
Maker-up of shade-cards and/or tassels	8 16 6	9 2 6	9 8 6
Buncher, bundler and/or tier	8 16 6	9 1 0	9 5 6
Parceller and/or boxer	8 16 6	9 2 6	9 8 6
Ticketer and/or tabber	8 16 6	9 1 0	9 5 6
Warehouse (Yarn and/or cloth)—			
Machine operator and/or attendant	8 16 6	9 2 6	9 8 6
Other warehouse employees, including packer	8 16 6	8 19 6	9 2 6
General—			
Recorder	8 16 6	9 2 6	9 8 6
Sorter of noils and/or waste	8 16 6	9 2 6	9 8 6
All other females in any section not elsewhere specified	8 16 6	8 16 6	8 16 6
Cotton Section.			
Carding—			
Can tenter	8 16 6	9 3 0	9 8 6
Combing—			
Comber tenter	8 16 6	9 3 0	9 8 6
Sliver and/or ribbon lap tenter	8 16 6	9 1 6	9 6 6
Drawing—			
Draw frame tenter	8 16 6	9 2 6	9 8 6
Slubbers—			
Slubber tenter	8 16 6	9 2 6	9 8 6
Back tenter	8 16 6	8 19 6	9 2 6
Intermediate —			
Intermediate tenter	8 16 6	9 2 6	9 8 6
Back tenter	8 16 6	8 19 6	9 2 6
Rovers—			
Rover tenter	8 16 6	9 2 6	9 8 6
Back tenter	8 16 6	8 19 6	9 2 6
Ring spinning—			
Head doffer	9 8 6	9 8 6	9 8 6
Ring spinner	8 16 6	9 2 6	9 8 6
Doffer and/or gainer	8 16 6	8 19 6	9 2 6
Winding and/or reeling—			
Winder and/or reeler	8 16 6	9 2 6	9 8 6
Automatic winding machine attendant	8 16 6	9 2 0	9 7 6
Doubling and cabling—			
Doubler, twister and/or cabler	8 16 6	9 2 6	9 8 6
Doffer	8 16 6	8 19 6	9 2 6
General—			
Roller-coverer	8 16 6	9 2 6	9 8 6
Roller-coverer's assistant	8 16 6	8 19 6	9 2 6
Recorder	8 16 6	9 2 6	9 8 6
Yarn tester and/or wraper	8 16 6	9 1 0	9 5 6
Packer	8 16 6	8 19 6	9 2 6
Adult females in any section not elsewhere specified	8 16 6	8 16 6	8 16 6
Weaving.			
Winding—			
Winder	8 16 6	9 2 6	9 8 6
Automatic winding machine attendant	8 16 6	9 2 0	9 7 6
Warping and beaming—			
Warper and/or beamer	8 16 6	9 2 6	9 11 6
Creeler	8 16 6	8 19 6	9 2 6
Warp drawing-in—			
Drawer-in	9 2 6	9 8 6	9 14 6
Twister-in	9 2 6	9 8 6	9 14 6
Reacher-in	8 16 6	9 2 6	9 8 6
Weaving—			
Weaver	8 16 6	9 5 6	9 14 6
Battery-filler and/or weft carrier	8 16 6	8 19 6	9 2 6
Grey room—			
Cloth examiner and picker	8 16 6	9 2 6	9 8 6
Machine operators	8 16 6	9 2 6	9 8 6
Assistant machine operators	8 16 6	9 1 0	9 5 6

OTHER EMPLOYEES—*continued.*

ADULT FEMALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Weaving—continued.			
Warehouse—			
Warehouse employee	8 16 6	8 19 6	9 2 6
Packer, Parceller and/or despatcher	8 16 6	9 2 6	9 8 6
Cloth examiner—finished cloth	9 4 6	9 9 6	10 1 6
Folding, rolling or block machine attendant	8 16 6	9 2 6	9 8 6
Automatic guillotine attendant	8 16 6	9 2 6	9 8 6
Folders and feeders	8 16 6	8 19 6	9 2 6
Warehouse machinists	8 16 6	9 2 6	9 8 6
Warehouse finishers	8 16 6	9 2 6	9 8 6
Decoudon attendants	8 16 6	9 2 6	9 8 6
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller)	8 16 6	9 2 6	9 8 6
General—			
Recorder	8 16 6	9 2 6	9 8 6
Splicer and creeler	8 16 6	8 19 6	9 2 6
Hand wash women	8 16 6	9 2 6	9 8 6
Adult females in any section not elsewhere specified	8 16 6	8 16 6	8 16 6
Miscellaneous Section.			
Braids, tassels, labels and ribbons—			
Weaver	8 16 6	9 3 6	9 14 6
Warper	8 16 6	9 3 6	9 11 6
Other machine operators and/or attendants	8 16 6	9 2 6	9 8 6
Recorder	8 16 6	9 2 6	9 8 6
Warehouse employees, including packers	8 16 6	8 19 6	9 2 6
Winder	8 16 6	9 2 6	9 8 6
Finisher	8 16 6	9 2 6	9 8 6
Cord spinner	8 16 6	9 2 6	9 8 6
Tassel hands (cordage)	8 16 6	9 2 6	9 8 6
Other adult females not elsewhere specified	8 16 6	8 16 6	8 16 6
Carpets—			
Assistant forewomen and/or overlooker	10 3 6	10 3 6	10 3 6
Weaver	8 16 6	9 5 6	9 14 6
Setter and spool setter	8 16 6	9 4 0	9 11 6
Creeler	8 16 6	9 2 6	9 8 6
Threader	8 16 6	9 2 6	9 8 6
Examiner and mender	8 16 6	9 2 6	9 8 6
Card stamper and lacer	8 16 6	9 2 6	9 8 6
Winder	8 16 6	9 2 6	9 8 6
Whipper, fringer, trimmer and picker	8 16 6	9 2 6	9 8 6
Other machine operators and/or attendants	8 16 6	9 2 6	9 8 6
Other females not elsewhere specified	8 16 6	8 16 6	8 16 6
Elastic webbing—			
Warper	8 16 6	9 2 6	9 8 6
Winder	8 16 6	9 2 6	9 8 6
Examiner and carder	8 16 6	9 2 6	9 8 6
Tagging machine operator	8 16 6	9 2 6	9 8 6
Packer and/or despatcher	8 16 6	8 19 6	9 2 6
Other adult females not elsewhere specified	8 16 6	8 16 6	8 16 6
Mercerising—			
Quiller operator and/or attendant	8 16 6	9 2 6	9 8 6
Reeler	8 16 6	9 2 6	9 8 6
Winder	8 16 6	9 2 6	9 8 6
Packer	8 16 6	8 19 6	9 2 6
Recorder	8 16 6	9 2 6	9 8 6
Other adult females not elsewhere specified	8 16 6	8 16 6	8 16 6
Printing—			
Technical drawer and/or designer	8 16 6	9 2 6	9 8 6
Textile fabric printer (hand painting)	8 16 6	9 2 6	9 8 6
Textile fabric printer (screen printing)	8 16 6	8 19 6	9 2 6
Printing room and/or screen room assistant	8 16 6	9 2 6	9 8 6
Examiner of finished fabrics	8 16 6	9 2 6	9 8 6
Percher	8 16 6	9 2 6	9 8 6
Percher's assistant	8 16 6	8 19 6	9 2 6
Storewomen	8 16 6	8 19 6	9 2 6
Recorder	8 16 6	8 19 6	9 2 6
Packer and/or warehouse-woman	8 16 6	8 19 6	9 2 6
Measuring and blocking machine operator and or attendant	8 16 6	9 2 6	9 8 6
Other adult female employees not elsewhere specified	8 16 6	8 16 6	8 16 6

The wages of adult females include a loading of 2s. 6d.

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

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

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No. 930] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this 10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

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

2.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
(a) Assembly, Fitting, and Process Working.		
Assembler	12 12 0	12 9 0
Assembler after two years' experience	12 16 0	12 13 0
Carpenter on agricultural implement making (including tool allowance)	13 8 0	13 5 0
Dismantler	12 11 0	12 8 0
Implement and/or comb fitter	13 0 0	12 17 0
Implement and/or comb fitter after two years' experience	13 5 0	13 2 0
Pattern fitter and finisher	13 5 0	13 2 0
Pattern fitter and finisher required to do machining	14 0 0	13 17 0
Plough fitter	12 18 0	12 15 0
Process worker	12 10 0	12 7 0
Wheel rimmer	13 0 0	12 17 0
Windmill erector	13 0 0	12 17 0
Windmill maker other than fitter	12 19 0	12 16 0
(b) Blacksmithing, &c.		
Blacksmith's striker	12 11 0	12 8 0
Blacksmith's striker on double fires	12 13 0	12 10 0
Bulldozer operator	12 17 0	12 14 0
Hammer driver	12 13 0	12 10 0
Heater	12 11 0	12 8 0
Implement smith of five years' experience able to do all classes of implement work	13 8 0	13 5 0
Other smith (including iron bender)	13 5 0	13 2 0
(c) Dressing, Grinding, and Pickling.		
Chipper	12 11 0	12 8 0
Dresser and fettler	12 13 0	12 10 0
Emery-wheel attendant	12 13 0	12 10 0
Grinder	12 13 0	12 10 0
Grinder using portable machine	12 15 0	12 12 0
Pickler	12 8 0	12 5 0
Shot and sand blast dresser	12 15 0	12 12 0
(d) Furnacemen.		
Cupola	13 0 0	12 17 0
Electric	12 19 0	12 16 0
All other furnaces (not including small rivet or bolt heating)	12 17 0	12 14 0
Small rivet or bolt heating	12 13 0	12 10 0
Assistant	12 11 0	12 8 0

No. 930.—10491/52.—PRICE 3D.

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

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION V.—WOOD MILL—*continued.*		
Crosscut sawyer	12 10 0	12 7 0
Morticing machinist	12 10 0	12 7 0
Moulding machinist (where the machinists set up their machines only)	12 18 0	12 15 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 7 0	13 4 0
Pulling out machinist	12 9 0	12 6 0
Sanding machinist	12 14 0	12 11 0
Saw doctor	14 6 0	14 3 0
Shaper machinist	13 12 6	13 9 6
Stacker	12 9 0	12 6 0
Tenoning machinist (only operating or feeding machines)	12 8 0	12 5 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 4 0	13 1 0
Thicknesser machinist	12 13 0	12 10 0
Turner	13 12 6	13 9 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	12 19 0	12 16 0
Carpenter (other than agricultural implement making)	14 0 0	13 17 0
Currier	13 9 0	13 6 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	11 17 0	11 14 0
Employee not elsewhere classified	11 11 0	11 8 0

APPRENTICESHIP.

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

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

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

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(*c*) For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

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

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

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

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

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision :—

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

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

Wages per Week of 40 Hours.

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

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Four and five-year terms—		
1st year	3 4 6	3 3 6
2nd year	4 10 0	4 8 6
3rd year	6 0 0	5 18 6
4th year	9 9 0	9 6 6
5th year	11 14 0	11 11 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 13 6	3 12 6
2nd year	6 0 0	5 18 6
3rd year	9 9 0	9 6 6
4th year	11 14 0	11 11 0

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

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

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

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

(viii) No apprentice shall work under any system of payment by results.

(ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

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

(xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

Unapprenticed Male Juniors and Females.

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

Wages per Week of 40 Hours.

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
I.—Adult Females.		
Under one month's experience	8 11 0	8 8 6
All others	9 7 0	9 4 6
II.—Junior Females.		
17 years of age and under	4 12 6	4 11 0
18 years of age	5 10 0	5 8 6
19 years of age	6 7 6	6 6 0
20 years of age	7 5 0	7 3 0
III.—Male Juniors.		
Under 16 years of age	2 16 6	2 16 0
16 years of age	4 0 6	3 19 6
17 years of age	5 9 0	5 7 6
18 years of age	6 17 0	6 15 6
19 years of age	8 12 6	8 10 0
20 years of age	10 7 6	10 5 0
IV.—Junior Males (Foundries).		
Under 16 years of age	2 17 6	2 17 0
16 years of age	3 17 0	3 16 0
17 years of age	7 0 0	6 18 6
18 years of age	8 16 6	8 14 0
19 years of age and over	10 12 0	10 9 6

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

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

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (*d*).

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

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

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GOVERNMENT GAZETTE.

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No. 931] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

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

RAY. H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 543 of the 9th July, 1952, shall be replaced by the following clauses :—

2. WAGES.

Adults	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	13 0 0	13 6 6	12 17 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	12 13 0	12 19 6	12 10 0
Blacksmith's striker	12 11 0	12 17 6	12 8 0
Blacksmith's striker on double fires and other assistant	12 13 0	12 19 6	12 10 0
Boiler (inside) chipper and cleaner	12 17 0	13 3 6	12 14 0
Boilermaker and/or structural steel tradesman	14 0 0	14 6 6	13 17 0
Boilersmith and/or angle iron smith	14 4 6	14 11 0	14 1 6
Cold saw operator	12 13 0	12 19 6	12 10 0
Dogman	12 13 0	12 19 6	12 10 0
Driller using portable machines	13 15 6	14 2 0	13 12 6
Driller using stationary machines	12 12 0	12 18 6	12 9 0
Employee assisting a ship plate bender or plate setter	12 13 0	12 19 6	12 10 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 11 0	12 17 6	12 8 0
Friction saw operator	12 11 0	12 17 6	12 8 0
Furnaceman on heavy angle iron or heavy plate	12 19 0	13 5 6	12 16 0
Furnaceman's assistant	12 11 0	12 17 6	12 8 0
Holder-up	12 13 0	12 19 6	12 10 0
Machinist—			
1st class	14 0 0	14 6 6	13 17 0
2nd class	13 5 0	13 11 6	13 2 0
3rd class	12 16 0	13 2 6	12 13 0

WAGES—*continued.*

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	12 18 0	13 4 6	12 15 0
2nd class	12 12 0	12 18 6	12 9 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making)	14 6 0	14 12 6	14 3 0
Painter of ironwork using spray	12 12 0	12 18 6	12 9 0
Painter, brush hand	12 11 0	12 17 6	12 8 0
Plate setter and frame bender	14 3 0	14 9 6	14 0 0
Press and block hand assisting a boiler or angle ironsmith	12 13 0	12 19 6	12 10 0
Process worker	12 10 0	12 16 6	12 7 0
Rigger and/or splicer	12 17 0	13 3 6	12 14 0
Rivet heater	12 13 0	12 19 6	12 10 0
Welder—			
Special class (as defined)	14 4 6	14 11 0	14 1 6
1st class (as defined)	14 0 0	14 6 6	13 17 0
2nd class	12 16 0	13 2 6	12 13 0
3rd class	12 12 0	12 18 6	12 9 0
Welder-tack	12 14 0	13 0 6	12 11 0
Other employees with not less than three months' experience in the metal trades industry	11 17 0	12 3 6	11 14 0
Employee not elsewhere classified	11 11 0	11 17 6	11 8 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	12 13 0	12 19 6	12 10 0
Cement mixer	12 14 0	13 0 6	12 11 0
Cement liner	12 17 0	13 3 6	12 14 0
Cement liner operator	13 5 0	13 11 6	13 2 0
Employee in charge of ring making machines	12 17 0	13 3 6	12 14 0
Employee rounding and straightening steel pipes	12 16 0	13 2 6	12 13 0
Employee on tar dip and sand rolling	12 13 0	12 19 6	12 10 0
Faucet maker in charge of furnace	13 0 0	13 6 6	12 17 0
Faucet maker's assistant	12 13 0	12 19 6	12 10 0
Machine operator (in charge of machines)	12 17 0	13 3 6	12 14 0
Pipe builder	12 17 0	13 3 6	12 14 0

Leading Hands.

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

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.	
Tradesmen	4 6	per week.
All other labour	3 0	" "

3. APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trade or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Boilermaker and/or structural steel tradesman and/or welder special class.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indentures.

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

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(*e*) The training of apprentices to boilermaking or structural steel work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(*f*) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*h*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*i*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Four and Five-year Terms.				
		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 13 0	3 15 0	3 12 0
2nd year	43	4 18 0	5 1 0	4 16 6
3rd year	54	6 3 0	6 6 6	6 1 6
4th year	83	9 9 0	9 14 6	9 6 6
5th year	100 plus 6s.	11 14 0	12 0 6	11 11 0
Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
1st year	34	3 17 6	3 19 6	3 16 6
2nd year	54	6 3 0	6 6 6	6 1 6
3rd year	83	9 9 0	9 14 6	9 6 6
4th year	100 plus 6s.	11 14 0	12 0 6	11 11 0

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

Hours.

(*j*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

(*l*) An apprentice shall not work under any system of payment by results.

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

(*o*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Junior Males.			
		s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age	24	2 0	2 16 6	2 18 6	2 16 0
16 years of age	34	3 0	4 0 6	4 2 6	3 19 6
17 years of age	46	4 0	5 9 0	5 12 0	5 7 6
18 years of age	58	5 0	6 17 0	7 1 0	6 15 6
19 years of age	73	6 0	8 12 6	8 17 0	8 10 0
20 years of age	88	7 0	10 7 6	10 13 6	10 5 0

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

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

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

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

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) Cutting plates by means of hammer and cold set.
(viii) Holding up rivets over ¼ in. diameter.
(ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(x) Punching machines handling plates weighing more than 84 lb.
(xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(*d*) Junior employee shall not be employed—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles : or
using electric arc or oxy-acetylene blow-pipe, or

(ii) if under 18 years of age—
die setting on power presses ;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

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

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

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No. 932] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this
12th day of November, 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.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.
		s. d.	s. d.	s. d.
1st year ..	29	66 0	2 8	68 8
2nd year ..	38	86 6	5 4	91 10
3rd year ..	53	121 0	8 0	129 0
4th year ..	76	173 6	10 8	184 2
5th year ..	98	223 6	13 4	236 10

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 313s. 4d. per week.

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

Improvers.—PER WEEK.

—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.
1st six months ..	23	52 6	1 0	53 6
2nd six months ..	33	75 0	1 6	76 6
2nd year ..	48	109 6	2 0	111 6
3rd year ..	77	175 6	3 0	178 6
4th year ..	98	223 6	4 0	227 6
5th year ..	100 plus 14s.	242 0	4 6	246 6

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 313s. 4d. per week.

* NOTE.—Section 151, Act 3677, 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."

No. 932.—10493/52.—PRICE 3D.

(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	324 2	8 1¼
(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	343 4	8 7
(b) Where the temperature exceeds 120° Fahrenheit	363 4	9 1
(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	343 4	8 7
(b) Where the temperature exceeds 120° Fahrenheit	363 4	9 1
(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	324 2	8 1¼
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	363 4	9 1
(7) Bricklayers laying glass bricks	313 4	7 10
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	320 8	8 0¼
(9) All other bricklayers	313 4	7 10
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	313 4	7 10
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	318 4	7 11½
(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	337 8	8 5¼
(b) Where the temperature exceeds 120° Fahrenheit	357 8	8 11¼
(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	337 8	8 5¼
(b) Where the temperature exceeds 120° Fahrenheit	357 8	8 11¼
(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	318 4	7 11½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	357 8	8 11¼
(7) Bricklayers laying glass bricks	307 6	7 8¼
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	314 10	7 10½
(9) All other bricklayers	307 6	7 8¼
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	307 6	7 8¼
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 26 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c) *Special Allowances.*

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

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

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

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

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

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

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

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

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No. 933] FRIDAY, NOVEMBER 14. [1952

Factories and Shops Acts.

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

I, 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 November, 1952.

Dated at Melbourne, this
10th day of November, 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.	Females. First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 0 0	3 14 6	5 19 6
2nd six months	3 9 6	4 3 0	6 11 6
3rd six months	4 1 0	4 11 6	7 10 6
4th six months	4 19 6	5 5 6	8 8 0
5th six months	5 11 0	5 19 6	..
6th six months	6 4 6	6 11 6	..
7th six months	8 18 0	7 10 6	..
8th six months	10 5 6	8 8 0	..
9th six months	11 11 0	..	..
10th six months	11 15 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

No. 933.—10496/52.—PRICE 3D.

Females.

One apprentice or improver to every journeywoman employed.

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

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

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

Female Improvers over Eighteen Years of Age may be Employed.

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

Persons Eligible for Apprenticeship.

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

Indenture Completed.

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

Completion of Apprenticeship.

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

Apprentices in any Group of the Industry already Bound.

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

Time Served in any Group to Count.

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

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

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

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

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

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

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

—	Wages Per Week. £	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	15	14	0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	10	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	5	0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14	5	0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14	5	0
6. Examiners, namely, males employed examining for faults in the construction of any garment or or part of a garment made or being made by male or female employees	14	5	0
7. Machinists, namely, males employed machining any part of a garment	13	18	0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	13	18	0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	13	18	0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	13	18	0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12	19	0
12. All other adult males not herein classified	11	19	0

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

Journeywomen.

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

—	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 10 0
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 5 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10 9 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 5 0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	9 16 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	9 16 6
19. Hand sewers of buttons	9 1 6
20. All other adult females not herein classified	8 19 0

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

GROUP B.

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

—	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 9 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 10 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 5 0
23. (*a*) Machinists, namely, males employed machining any part of a garment	13 18 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 5 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 5 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	13 18 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	13 18 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	13 18 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12 19 0
30. Proofers, namely, males employed proofing garments with oil or other substances	13 4 0
31. All other adult males not herein classified	11 19 0

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

Journeywomen.

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

—	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 9 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 5 0
34. Head of a table or bench of machines, namley, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 4 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	9 19 0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	9 14 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	9 14 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9 9 0
39. Hand sewers of buttons	9 1 6
40. All other adult females not herein classified	8 19 0

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

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

Males	11s. 7¾d.
Tailoresses	10s. 4¾d.
Female coat hands	12s. 7½d.
Female vest and trouser hands	12s. 10¾d.

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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VICTORIA

GOVERNMENT GAZETTE.

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No. 934] **MONDAY, NOVEMBER 17.** **[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 November, 1952.

Dated at Melbourne, this
12th day of November, 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 29th November, 1951, shall be replaced by the following clauses:—

2. (*a*) WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 0 0	3 14 6	5 19 6	3 16 0
2nd six months	3 9 6	4 3 0	6 11 6	3 16 0
3rd six months	4 1 0	4 11 6	7 10 6	5 4 0
4th six months	4 19 6	5 5 6	8 8 0	5 4 0
5th six months	5 11 0	5 19 6	..	6 18 6
6th six months	6 4 6	6 11 6	..	6 18 6
7th six months	8 18 0	7 10 6	..	10 10 0
8th six months	10 5 6	8 8 0	..	10 10 0
9th six months	11 11 0	..	..	11 12 0
10th six months	11 15 6	..	..	11 12 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.

No. 934.—10500/52.—PRICE 3D.

(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	15	14	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	10	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	5	0
4. Machinists, namely, males employed machining any part of a garment	13	18	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	13	18	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	13	18	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	5	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12	19	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	13	18	0
10. All other adult males not herein classified	11	19	0

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

Journeywomen.

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

—	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 10 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 5 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 9 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	9 16 6
15. Trouser makers, namely, females employed making and/or repairing a d/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	9 16 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 1 6
17. Hand sewers of buttons, hooks, and eyes, press studs	9 1 6
18. All other adult females not herein classified	8 19 0

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

GROUP B.

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

—	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	14 19 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 10 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 5 0
22. Machinists, namely, males employed machining any part of a garment	13 18 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	13 18 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 5 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	12 19 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	13 18 0
27. All other adult males not herein classified	11 19 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 19 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 9 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 9 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	9 19 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 4 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 1 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	9 19 0
35. Hand sewers of buttons, hooks and eyes, press studs	9 1 6
36. All other adult females not herein classified	8 19 0

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

GROUP C.

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

—	Wages per Week. £ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 9 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 10 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 5 0
40. Machinists, namely, males employed machining any part of a garment	13 18 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	13 18 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	13 18 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	13 18 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	14 9 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	13 18 0
46. Seam pressers on garments other than garments which the worker is making	12 19 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	12 19 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	13 18 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	12 19 0
50. All other adult males not herein classified	11 19 0

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

Journeywomen.

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

—	Wages per Week. £ s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10 9 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 9 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 4 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	9 19 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	9 19 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 19 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 11 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10 1 6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 14 0
60. Hand sewers of buttons, hooks and eyes, press studs	9 1 6
61. All other adult females not herein classified	8 19 0

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

GROUP D.

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

—	Wages per Week. £ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	14 9 0
63. Pressers, namely, males employed pressing any part of a garment	13 18 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	13 18 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	14 3 0
66. Machinists, namely, males employed machining any part of a garment	13 18 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	13 18 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	12 19 0
69. All other adult males not herein classified	11 19 0

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

Journeywomen.

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

—	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments	10 9 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	9 19 0
72. Machinists, namely, females employed machining any part of a garment	9 14 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	9 11 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand	9 11 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	9 14 0
76. Examiners, namely, females employed examining garments or parts of garments of any description	9 14 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 11 0
78. Hand sewers of buttons, hooks and eyes, press studs	9 1 6
79. All other adult females not herein classified	8 19 0

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

GROUP E.

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

—	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	14 9 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	14 3 0
82. Machinists, namely, males employed machining any part of a garment or article of any description	13 18 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	13 15 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description	12 19 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	13 18 0
86. All other adult males not herein classified	11 19 0

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

Journeywomen.

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

—	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	10 9 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	9 19 0
89. Machinists, namely, females employed machining any part of a garment or article of any description	9 14 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work	9 11 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	9 11 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description	9 19 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	9 14 0
94. Hand sewers of buttons, hooks and eyes, press studs	9 1 6
95. All other adult females not herein classified	8 19 0

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

GROUP F.

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

—	Wages per Week. £ s. d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	14 9 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	14 3 0
98. Machinists, namely, males employed machining any article of any description	13 18 0
99. Pressers, namely, males employed pressing any article of any description	13 15 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	13 15 0
101. Examiners, namely, males employed examining articles of any description	13 18 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	12 19 0
103. All other adult males not herein classified	11 19 0

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

Journeywomen.

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

—	Wages per Week. £ s. d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10 4 0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	9 16 0
106. Machinists, namely, females employed machining any article or part of an article of any description	9 11 0
107. Dividers of raw materials used in the manufacture of small articles	9 7 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9 11 0
109. Examiners, namely, females employed examining articles of any description	9 11 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9 11 0
111. Hand sewers of buttons, hooks and eyes, press studs	9 1 6
112. All other adult females not herein classified	8 19 0

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

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

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GOVERNMENT GAZETT

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No. 935] MONDAY, NOVEMBER 17.

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 531 of the 26th June, 1952 be replaced by the following clauses:—

2. *Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Engineering and Brassworking Section.			
Angle-iron smith	14 4 6	14 11 0	14 1 6
Annealer and/or case hardener	13 10 6	13 17 0	13 7 6
Brassfinisher (tradesman)	14 0 0	14 6 6	13 17 0
Brassfinisher (2nd class)	13 5 0	13 11 6	13 2 0
Brass polisher	12 18 0	13 4 6	12 15 0
Blacksmith's machinist	12 16 0	13 2 6	12 13 0
Brass-smith, coppersmith, or other smith	14 1 6	14 8 0	13 18 6
Fitter and/or turner	14 0 0	14 6 6	13 17 0
Fitter, turbine blade	14 4 6	14 11 0	14 1 6
Forger and/or faggoter	14 18 6	15 5 0	14 15 6
Heat treater	14 4 6	14 11 0	14 1 6
Heat treater not subject to plant metallurgical supervision	14 13 0	14 19 6	14 10 0
Heat treater operative (as defined)	12 17 0	13 3 6	12 14 0
Inspector	14 15 6	15 2 0	14 12 6
Key-seating machinist	13 5 0	13 11 6	13 2 0
Locksmith	14 0 0	14 6 6	13 17 0
Machine setter	14 0 0	14 6 6	13 17 0
Machinist—1st class	14 0 0	14 6 6	13 17 0
Machinist—2nd class	13 5 0	13 11 6	13 2 0
Machinist—3rd class	12 16 0	13 2 6	12 13 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 4 6	14 11 0	14 1 6
Motor cycle mechanic	13 15 6	14 2 0	13 12 6
Motor mechanic	14 0 0	14 6 6	13 17 0
Mould polisher	12 14 0	13 0 6	12 11 0
Patternmaker	14 13 0	14 19 6	14 10 0
Pipe fitter on low pressure work	13 5 0	13 11 6	13 2 0
Process worker	12 10 0	12 16 6	12 7 0
Refrigeration mechanic or serviceman	14 0 0	14 6 6	13 17 0
Safe maker and/or repairer (security work)	14 0 0	14 6 6	13 17 0
Scalemaker and/or adjuster	14 0 0	14 6 6	13 17 0
Scientific instrument maker	14 13 0	14 19 6	14 10 0
Toolmaker	14 13 0	14 19 6	14 10 0
Toolsmith	14 4 6	14 11 0	14 1 6
Wet stone grinder and glazier (tradesman)	14 0 0	14 6 6	13 17 0
Welder—Special class (as defined)	14 4 6	14 11 0	14 1 6
Welder—1st class (as defined)	14 0 0	14 6 6	13 17 0
Welder—2nd class	12 16 0	13 2 6	12 13 0
Welder—3rd class	12 12 0	12 18 6	12 9 0

Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., *Melbourne; 10 Miles of* G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
tack	12 14 0	13 0 6	12 11 0
moulder and/or coremaker	14 0 0	14 6 6	13 17 0
machine moulder and/or coremaker—			
six months' experience	12 16 0	13 2 6	12 13 0
six months' experience	12 19 0	13 5 6	12 16 0
six months' experience	13 2 0	13 8 6	12 19 0
.. ..	13 7 0	13 13 6	13 4 0
for the purpose of calculating the to plate and machine moulders and/or all experience as a moulder or jobbing or machine, as the case may be, as a junior or an adult.			
employees with not less than three months' in the metal trades industry ..	11 17 0	12 3 6	11 14 0
not elsewhere classified	11 11 0	11 17 6	11 8 0
or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
calculating and book-keeping machine	14 1 6	14 8 0	13 18 6
mechanic	14 1 6	14 8 0	13 18 6
.. ..	14 0 0	14 6 6	13 17 0
mechanic	13 10 6	13 17 0	13 7 6
class mechanic	13 7 0	13 13 6	13 4 0
worker	12 10 0	12 16 6	12 7 0
employees with not less than three months' in the metal trades industry ..	11 17 0	12 3 6	11 14 0
not elsewhere classified	11 11 0	11 17 6	11 8 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	4 6 per week.
All other labour	3 0 "

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

An employer shall not employ minors in the following trades or occupations otherwise than under a contract of as hereinafter provided:—

(i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
(ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
(iii) Electrical mechanic.
(iv) Fitter and/or turner.
(v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
(vi) Machinist—1st and 2nd class.
(vii) Motor mechanic.
(viii) Moulder and/or coremaker—jobbing.
(ix) Patternmaker.
(x) Refrigeration mechanic or serviceman.
(xi) Safe and strong-room maker.
(xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
(xiii) Scientific instrument maker.
(xiv) Smithing—Blacksmith, copper and/or brass smith.
(xv) Welder—Special class.
(xvi) Window frame fitter.
(xvii) Brass polishing.
(xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged

(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(*d*) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(*e*) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

Welder—Special class;
Motor mechanic; and
Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Fitter and/or turner,
Machinist—1st and 2nd class,
Motor mechanic, and
Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(*f*) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*h*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*i*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made, the employer shall covenant to pay wages of not less than such rates.

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

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 13 0	3 15 0	3 12 0
2nd year	43	4 18 0	5 1 0	4 16 6
3rd year	54	6 3 0	6 6 6	6 1 6
4th year	83	9 9 0	9 14 6	9 6 6
5th year	100 plus 6s.	11 14 0	12 0 6	11 11 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	3 17 6	3 19 6	3 16 6
2nd year	54	6 3 0	6 6 6	6 1 6
3rd year	83	9 9 0	9 14 6	9 6 6
4th year	100 plus 6s.	11 14 0	12 0 6	11 11 0

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

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

Hours.

(*k*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*l*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(*m*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*n*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself

without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

(*p*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 13 0	3 15 0	3 12 0
2nd year	43	4 18 0	5 1 0	4 16 6
3rd year	54	6 3 0	6 6 6	6 1 6
4th year	83	9 9 0	9 14 6	9 6 6
5th year	100 plus 6s.	11 14 0	12 0 6	11 11 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (*a*) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(*b*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience	75	..	8 11 0	8 16 0	8 8 6
All others	75	16 0	9 7 0	9 12 0	9 4 6

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

		Additional Amount.			
II.—Junior Females.					
17 years of age and under	52	3 6	4 12 6	4 15 0	4 11 0
18 years of age	62	4 0	5 10 0	5 13 0	5 8 6
19 years of age	72	4 6	6 7 6	6 11 0	6 6 0
20 years of age	82	5 0	7 5 0	7 9 6	7 3 0
III.—Junior Males.					
Under 16 years of age	24	2 0	2 16 6	2 18 6	2 16 6
16 years of age	34	3 0	4 0 6	4 2 6	3 19 6
17 years of age	46	4 0	5 9 0	5 12 0	5 7 6
18 years of age	58	5 0	6 17 0	7 1 0	6 15 6
19 years of age	73	6 0	8 12 6	8 17 0	8 10 0
20 years of age	88	7 0	10 7 6	10 13 6	10 5 0

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

IV.—Junior Males (Foundries).					
Under 16 years of age	24	3 0	2 17 6	2 19 6	2 17 0
16 years of age	32	4 3	3 17 0	3 19 6	3 16 0
17 years of age	58	8 0	7 0 0	7 4 0	6 18 6
18 years of age	73	10 0	8 16 6	9 1 0	8 14 0
19 years of age and over	88	11 6	10 12 0	10 18 0	10 9 6

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

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

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

Prohibited Occupations.

(d) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses ; or
as furnacemen or assistants to furnacemen.

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

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No. 936] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD,

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 755 of the 9th August, 1951, shall be replaced by the following clauses :—

2. *Wages.*

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Steam Engines.				
First-class	13 5 0	13 11 0	13 11 6	13 2 0
First-class, with condenser	13 11 6	13 17 6	13 18 0	13 8 0
Second-class	13 0 0	13 6 0	12 6 6	12 17 0
Second-class, with condenser	13 5 0	13 11 0	13 11 6	13 2 0
Suction Gas or Other Internal Combustion Engine.				
Fifty brake horse-power or over	13 5 0	13 11 0	13 11 6	13 2 0
Under fifty brake horse-power	13 0 0	13 6 0	13 6 6	12 17 0
Electric Motor Attendants.				
On motors over 250-horse power ..	13 5 0	13 11 0	13 11 6	13 2 0
On motors 100-horse power to 250-horse power inclusive	12 17 0	13 3 0	13 3 6	12 14 0
On motors under 100-horse power ..	12 11 0	12 17 0	12 17 6	12 8 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors. *Note.*—Horse power shall be that shown on the maker's name plate.				

No. 936.—10504/52.—PRICE 3D.

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria, not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—Locomotive Engine Drivers.				
If human beings other than train crew are sometimes or always carried ..	14 4 0	14 10 0	14 10 6	14 1 0
Others	13 14 6	14 0 6	14 1 0	13 11 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—Navvies and Drag Line or Dredge Type Excavators.				
Driver	14 10 6	14 16 6	14 17 0	14 7 6
Second driver	13 10 6	13 16 6	13 17 0	13 7 6
D.—Winch Drivers.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	13 5 0	13 11 0	13 11 6	13 2 0
Others	13 1 0	13 7 0	13 7 6	12 18 0
E.—Crane Drivers.				
Lofty cranes—first-class	14 0 0	14 6 0	14 6 6	13 17 0
Lofty cranes—second-class	13 16 6	14 2 6	14 3 0	13 13 6
Lofty cranes—third-class	13 10 6	13 16 6	13 17 0	13 7 6
Cantilever cranes	13 16 6	14 2 6	14 3 0	13 13 6
Cranes transporting molten metal in foundries	13 9 0	13 15 0	13 15 6	13 6 0
Open hearth furnace crane	13 9 0	13 15 0	13 15 6	13 6 0
Steam travelling cranes	13 9 0	13 15 0	13 15 6	13 6 0
Other steam cranes	13 4 6	13 10 6	13 11 0	13 1 6
Grab cranes	13 9 0	13 15 0	13 15 6	13 6 0
Electric cranes not elsewhere included— Four motions and over .. Overhead traverser with auxiliary hoist Traverser with jib hoist .. Two or three motions .. Overhead traverser .. .. Stationary jib; stationary jib hoist Traverser jib	13 0 6	13 6 6	13 7 0	12 17 6
Hydraulic stationary jib cranes	12 17 0	13 3 0	13 3 6	12 14 0
Mobile cranes lifting capacity up to and including 5 tons	13 11 0	13 17 0	13 17 6	13 8 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	13 16 0	14 2 0	14 2 6	13 13 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	14 3 6	14 9 6	14 10 0	14 0 6
Over 20 tons	14 10 6	14 16 6	14 17 0	14 7 6
Fork lift driver	13 1 0	13 7 0	13 7 6	12 18 0
Cranes and hoists not elsewhere included ..	12 13 0	12 19 0	12 19 6	12 10 0
String cranes—five tons or less	12 5 0	12 11 0	12 11 6	12 2 0
F.—Traction Engine Drivers.				
Road.				
Traction engine or road roller (steam) ..	13 8 0	13 14 0	13 14 6	13 5 0
Road roller (oil)	13 6 0	13 12 0	13 12 6	13 3 0
Traction engine (oil—50-brake h.p. or over)	13 8 0	13 14 0	13 14 6	13 5 0
Traction engine (oil—under 50-brake h.p.)	13 3 0	13 9 0	13 9 6	13 0 0
When used as stationary engines, Division A of this clause shall apply.				
Rail.				
Electric traction motor	12 18 0	13 4 0	13 4 6	12 15 0
Internal combustion traction motor ..	12 18 0	13 4 0	13 4 6	12 15 0
Tow Motors.				
Tow motor	12 12 0	12 18 0	12 18 6	12 9 0
G.—Tractor Unit Plant.				
The provisions of this Division shall not apply to logging operations.				
Tournapull	14 10 6	14 16 6	14 17 0	14 7 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	13 3 0	13 9 0	13 9 6	13 0 0
(b) over 50-brake horse power ..	13 8 0	13 14 0	13 14 6	13 5 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	13 8 0	13 14 0	13 14 6	13 5 0
(b) over 35-brake horse power to 70-brake horse power	13 18 0	14 4 0	14 4 6	13 15 0
(c) over 70-brake horse power ..	14 4 0	14 10 0	14 10 6	14 1 0

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
Special Work—A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 8 0	13 14 0	13 14 6	13 5 0
Grader, single unit over 40-brake horse power	14 4 0	14 10 0	14 10 6	14 1 0
Grader, single unit 40-brake horse power and under	13 14 0	14 0 0	14 0 6	13 11 0
Concrete paver, single drum	13 3 0	13 9 0	13 9 6	13 0 0
H.—Firemen.				
Fireman	12 15 0	13 1 0	13 1 6	12 12 0
Fireman—first-class	13 0 0	13 6 0	13 6 6	12 17 0
Leading fireman—first class	13 7 0	13 13 0	13 13 6	13 4 0
Leading fireman—second-class	13 4 0	13 10 0	13 10 6	13 1 0
Locomotive fireman	12 18 0	13 4 0	13 4 6	12 15 0
I.—Greasers.				
Greaser or oiler	12 11 0	12 17 0	12 17 6	12 8 0
Greaser or oiler—first-class	13 0 0	13 6 0	13 6 6	12 17 0
Trimmer	12 7 0	12 13 0	12 13 6	12 4 0
Fuelman	12 7 0	12 13 0	12 13 6	12 4 0
Engine cleaner	12 7 0	12 13 0	12 13 6	12 4 0
Boiler cleaner	12 7 0	12 13 0	12 13 6	12 4 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—Others.				
Pile-driving machine	13 7 0	13 13 0	13 13 6	13 4 0
All others	11 8 0	11 14 0	11 14 6	11 5 0

3. *Additional Rates.*

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	Per Week. s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

	s. d.
(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz.:—	15 0
(c) Attending to switchboard where the generating capacity is 350 kilowatt or over	6 0

Junior Labour.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the undermentioned percentages of the basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age	24	0 6	2 14 0	2 14 0	2 15 6	2 13 0
16 years of age ..	32	0 9	3 12 0	3 12 0	3 14 0	3 11 0
17 years of age ..	58	1 0	6 10 0	6 10 0	6 13 6	6 8 0
18 years of age ..	73	2 0	8 4 0	8 4 0	8 9 0	8 2 0
19, but under 20 years of age ..	88	2 6	9 18 0	9 18 0	10 3 6	9 15 0

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 937] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this 13th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

FURNITURE BOARD.

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

2. WAGES.

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

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

No. 937.—10508/52.—PRICE 3D.

2. WAGES—*continued.*

Adults, Journeymen and Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP "C"—GENERAL FURNITURE.		
Males.		
1. Cabinet maker	13 15 6	13 12 6
2. Wood carver	13 15 6	13 12 6
3. Chair frame maker	13 15 6	13 12 6
4. Gramophone case maker or fitter	13 15 6	13 12 6
5. Upholsterer	13 15 6	13 12 6
6. Assembler i.e., an adult worker employed in fitting together by nailing, screwing, glueing or fixing in any manner machine jointed, moulded or finished parts or wooden furniture and who in so doing trims edges and makes minor adjustments	13 10 6	13 7 6
7. Veneer cutter or matcher	13 8 0	13 5 0
8. Stuff over chair or couch frame maker i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines	12 18 0	12 15 0
9. Employee cramping furniture and/or mantelpieces	12 18 0	12 15 0
10. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size	12 18 0	12 15 0
11. Employee packing mantelpieces	12 15 0	12 12 0
Females.		
1. Upholstress	9 11 0	9 8 6
2. Veneer matcher	9 11 0	9 8 6
3. Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	9 11 0	9 8 6
(b) domestic woodware	9 11 0	9 8 6
(c) walking sticks	9 11 0	9 8 6
*** GROUP "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.**		
Males.		
(a) Bedding—		
1. Employee engaged on making box spring mattresses and upholstered base supports	13 15 6	13 12 6
2. Reversible inner spring mattress and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	13 8 0	13 5 0
3. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border	13 8 0	13 5 0
4. Employee who does not set up or adjust, but only operates any of the following bedding machines: Power tufting; roll edge; tape edge; buttoning; or pre-built border	12 18 0	12 15 0
Females.		
1. Females sewing mattresses, pillows, quilts, cushions, &c.	9 11 0	9 8 6
(b) Bedsteads and Wire Mattresses—		
1. Wire weaver who sets up, adjusts and operates automatic machine	13 15 6	13 12 6
2. Other wire weavers	13 8 0	13 5 0
3. Stretcher up	12 18 0	12 15 0
4. Tacker up	12 18 0	12 15 0
5. Splitter up	12 18 0	12 15 0
6. Mattress spring and/or spring unit maker	13 14 6	13 11 6
(c) Bedstead Assembly—		
1. Employee framing and/or cramping combination bedsteads and/or settees and/or cots.	12 18 0	12 15 0
2. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	12 6 0	12 3 0
*** GROUP "E"—CARPET PLANNING AND SOFT FURNISHINGS.**		
Males.		
1. Carpet planner	13 15 6	13 12 6
2. Sewer or layer of carpets, linos, masonite or any other floor covering	13 10 6	13 7 6
3. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	13 8 0	13 5 0
4. Employees mounting, making or hanging blinds	13 8 0	13 5 0
5. Carpet room assistant	12 6 0	12 3 0
Females.		
1. Carpet sewer	9 12 3	9 9 9
2. Table hand	9 11 0	9 8 6
3. Draping hand or repairer of new goods	9 11 0	9 8 6
4. Shade roller blind maker	9 11 0	9 8 6
5. Cutter of loose covers	9 11 0	9 8 6
6. Cutter of curtains, draperies, or blinds	9 11 0	9 8 6
7. Fancy roller blind maker	9 11 0	9 8 6

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

WAGES—*Continued.*

Adults, Journeymen and Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
***GROUP "F"—PICTURE FRAMES.**		
Males.		
1. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo	13 8 0	13 5 0
2. Mount cutter	12 18 0	12 15 0
3. Mounter	12 18 0	12 15 0
4. Joiner	12 18 0	12 15 0
5. Gilder or bronzer	12 18 0	12 15 0
Females.		
1. Mounting and/or fitting	8 18 6	8 16 0
***GROUP "G"—REFRIGERATORS (OTHER THAN ICE)**		
1. Cabinet maker	13 15 6	13 12 6
2. Painter and/or enameller, spray or brush on coats other than priming	13 15 6	13 12 6
3. Painter and/or enameller, spray or brush on prime coats	12 18 0	12 15 0
4. Wet rubbing on prime coats	12 18 0	12 15 0

GROUP "H"—LEADING HANDS.

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

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

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.	s. d.	s. d.
5-year Term—		
1st year's experience	64 6	63 6
2nd year's experience	90 0	88 6
3rd year's experience	120 0	118 6
4th year's experience	189 0	186 6
5th year's experience	234 0	231 0
4-year Term—		
1st year's experience	73 6	72 6
2nd year's experience	120 0	118 6
3rd year's experience	189 0	186 6
4th year's experience	234 0	231 0
Male Improvers.		
Under 16 years of age	54 6	54 0
16 and under 17	67 0	66 0
17 and under 18	90 0	88 6
18 and under 19	120 0	118 6
19 and under 20	189 0	186 6
20 and under 21	233 0	230 0
Female Apprentices.		
1st year's experience	78 6	77 6
2nd year's experience	112 6	111 0
3rd year's experience	151 0	148 6
4th year's experience	172 6	170 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	55 6
17 years	78 6	77 6
18 years	112 6	111 0
19 years	151 0	148 6
20 years	172 6	170 0

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

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

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VICTORIA

GOVERNMENT GAZETTE.

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No. 938] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses :—

2. (*a*). **Within the Localities Set Out in Note (*a*).**

Improvers.	Wages per Week of 40 Hours. £ s. d.
Under 15 years of age	0 15 6
15 years and under 16 years of age	0 19 0
16 " " " 17 " "	1 3 0
17 " " " 18 " "	1 11 0
18 " " " 19 " "	2 2 6
19 " " " 20 " "	2 13 6
20 " " " 21 " "	3 9 6

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(*b*).

Adults.	Wages per Week of 40 Hours. Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool. £ s. d.	Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine. £ s. d.
Patching and scurfing retorts and cleaning flues—man continuously employed as such	12 17 0	12 14 0
Stoker in charge of gas or steam engine, or other works plant	12 17 0	12 14 0
Stoker, vertical retort	12 14 0	12 11 0
Stoking machine driver	12 14 0	12 11 0
Stoker, horizontal retort (machine)	12 11 0	12 8 0
Stoker, hand charging	12 9 0	12 6 0
Retort (vertical) operator	12 14 0	12 11 0
Operator vertical retort	12 14 0	12 11 0
Fireman retort house	12 14 0	12 11 0
Hydraulic and tar main attendant	12 13 0	12 10 0
Augerer and pipe jumper	12 8 0	12 5 0
Coke and coal conveyor attendant (day worker)	12 3 0	12 0 0
Greaser and oiler (in retort house)	12 11 0	12 8 0
Elevator and coal crusher attendant (day worker)	12 2 0	11 19 0
Elevator and coal crusher attendant (shift worker)	12 0 0	11 17 0
Coke and coal conveyor attendant (shift worker)	12 0 0	11 17 0
Oxide breaker—man attending and operating	12 3 0	12 0 0
Purifier—man opening up, or emptying	12 16 0	12 13 0
Purifier—man filling	11 17 0	11 14 0
All others	11 11 0	11 8 0

No. 938.—10400/52.—Price 3d.

36. **Within the Localities Set Out in Note (*b*).**

Improvers.

(*a*) (i) Improvers may be employed as yard boys, or on such other work that is suitable.

(ii) WAGES PER WEEK.

Age.	Percentage of Basic Wage.	Loading.	Total Wage.
	%	*s. d.*	*s. d.*
Under 16 years of age	33⅓	1 3	77 3
16 years of age	40	1 3	92 6
17 years of age	50	2 0	116 0
18 years of age	62½	2 0	144 6
19 years of age	78	2 9	180 6
20 years of age	95	2 9	219 3

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

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

(*b*) Adults.	Wages Per Week
	£ *s.* *d.*
Foreman, or working ganger	13 14 0
Labourer, general or yardman	12 0 0
Operator and/or stoker, retort house	12 18 0
Oxide, new in bags, man handling	12 6 0
Oxide, man shovelling and breaking	12 6 0
Purifier, man filling	12 3 0
Purifier, man emptying	13 0 0
Retort house maintenance man (where constantly employed as such)	13 8 0
Scurfer and patcher of retorts and flue cleaning	13 3 0
Skilled labourer	12 8 0
Man handling coal	12 3 0

Clauses, other than clauses 2 and 36, of the said Determination shall remain in force.

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No. 939] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

HAM AND BACON CURERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 328 of the 22nd March, 1951, shall be replaced by the following clauses:—

IMPROVERS.

2. *Wages.*

—	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
		s. d.	s. d.
First year	43	1 0	99 0
Second year	53	1 0	122 0
Third year	67	2 0	155 0
Fourth year	91	2 3	209 9
Fifth year and until reaching the age of 21 years	100 plus 9s.	3 0	240 0

Proportion (in any place)—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

No. 939.—10403/52.—PRICE 3D.

OTHER EMPLOYEES.

3. *Wages.*

—	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
(*a*) *Other than Small Goods Section*—			
Leading hands in the slaughtering and curing departments ..	13 18 0	3 0	14 1 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	13 5 6	3 0	13 8 6
First assistant in the curing department	13 5 6	3 0	13 8 6
Other assistants in the curing department	13 0 6	3 0	13 3 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	12 16 0	3 0	12 19 0
Yardmen { For 48 hours per week	12 19 6	3 0	13 2 6
Yardmen { For 40 hours per week	12 13 6	3 0	12 16 6
All others	12 10 6	3 0	12 13 6
(*b*) *Small Goods Section*—			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods)	13 11 0	3 0	13 14 0
Filler-man	13 1 6	3 0	13 4 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers	13 5 6	3 0	13 8 6
Packing room hands	12 15 6	3 0	12 18 6
Linkers and table hands	12 14 6	3 0	12 17 6
All others	12 8 0	3 0	12 11 0

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

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

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No. 940] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

HORSEHAIR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1012 of the 12th October, 1951, shall be replaced the following clause:—

2.

Apprentices.

WAGES.

	Percentage of Basic Wage	Per Week. s.	d.
1st year ..	35	80	0
2nd year ..	44	100	6
3rd year ..	53	121	0
4th year ..	64	146	0
5th year ..	88	200	6

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 252s. per week.

Improvers and Juvenile Workers.

WAGES.

	Percentage of Basic Wage	Per Week. s.	d.
1st year ..	35	80	0
2nd year ..	53	121	0
3rd year ..	88	200	6
4th year ..	100 + 6d.	228	6

PROPORTION (by any employer).

One improver to every five workers receiving not less than 252s. per week.

Juvenile Workers.

One juvenile worker to every Hand Spinner.

Other Employees.

Preparing Body Hair.

WAGES.

	Per Week s.	d.
Person in charge of hair-washing machine	263	0
Persons engaged on hair-washing machines	256	0
Persons engaged on hair-drying machines	256	0
Persons who press washed and dried hair into bales ...	256	0
All others	252	0

Preparing any other kind of Hair.

WAGES.

	Per Week s.	d.
Hand Spinners	269	0
Machine Spinners—		
1st year	259	0
2nd year	265	0
And thereafter	269	0
Drafters	269	0
Wet or dry hacklers ..	269	0
Operators of teasing machine ..	256	0
Tail pullers	256	0
Dyers or Scalders	253	0
All others	252	0

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of one hundred and fifteen shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and fifteen shillings shall be added in lieu thereof.

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

No. 940.—10404/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 941] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 45 of the 23rd January, 1951, shall be replaced by the following clause:—

2. ORDINARY WORKERS.

*APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

Males.

—	Improvers.			
	Percentage of Basic Wage.	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age ..	50	114 0	1 6	115 6
16–17 years of age ..	58	132 0	2 0	134 0
17–18 years of age ..	63	143 6	2 6	146 0
18–19 years of age ..	77	175 6	3 0	178 6
19–20 years of age ..	99	225 6	3 6	229 0
20–21 years of age ..	100 + 19s.	247 0	4 6	251 6

PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 267s. per week of 40 hours.

JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.

	Percentage of Basic Wage.	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	50	114 0	1 6	115 6
16–17 years of age ..	58	132 0	2 0	134 0
17–18 years of age ..	63	143 6	2 6	146 0

Females.

	Percentage of Female Basic Wage.			
Under 16 years of age ..	64	109 6	1 6	111 0
16–17 years of age ..	74	126 6	1 6	128 0
17–18 years of age ..	78	133 6	2 0	135 6
18–19 years of age ..	88	150 6	2 0	152 6
19–20 years of age ..	93	159 0	2 0	161 0
20–21 years of age ..	100 + 5s 6d.	176 6	2 6	179 0

PROPORTION.

Three female juvenile workers to every two female workers receiving 199s. 6d. per week of 40 hours.

* NOTE.—The Board has determined that as from the 1st November, 1949, no apprentice shall be taken to the trade.

No. 941.—10405/52.—PRICE 3D.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

	Ordinary Wage.		War Loading. (Not Adjustable.)		Total Wage.	
	s.	d.	s.	d.	s.	d.
Males.						
Pasteurizer, Mixer, Cooling, or Freezer — Machine operator	272	0	5	0	277	0
Assistant to any of the above-mentioned operators	265	0	5	0	270	0
Dixie, Cup, or Chocolate bar — Machine operator	266	6	5	0	271	6
Persons cutting and wrapping dry ice	272	0	5	0	277	0
Mould cutter, by machine	266	6	5	0	271	6
Mould cutter, by hand	270	0	5	0	275	0
Can washer, floor hand, or person handling crushed ice	265	0	5	0	270	0
All others	262	0	5	0	267	0
Females.						
All adults	196	6	3	0	199	6

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

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

[6511]

VICTORIA

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No. 942] **MONDAY, NOVEMBER 17.** **[1952**

Factories and Shops Acts.

TERMINATION 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 November, 1952.

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

RAY. H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 476 of the 30th May, 1952, shall be replaced by the following clause :—

2. WAGES PER WEEK.

(*a*) Juniors.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 16 6
16 years of age ..	34	3 0	4 0 6
17 years of age ..	46	4 0	5 9 0
18 years of age ..	58	5 0	6 17 0
19 years of age ..	73	6 0	8 12 6
20 years of age ..	88	7 0	10 7 6

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

(*b*) Other Employees.

Oxygen, Acetylene, Air, Nitrogen, CO_2, and Hydrogen.	£ s. d.
Acetylene plant attendant	13 15 6
Acetylene generator attendant	13 10 6
Operator of dry-ice machine	12 12 0
Cylinder tester and/or valve hand	13 7 0
Cylinder filler	13 5 0
Other employees with not less than three months' experience in the industry..	12 12 0
All others	11 11 0

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

Leading Hands.

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

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 942.—10406/52.—PRICE 3D.

VICTORIA
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No. 943] **MONDAY, NOVEMBER 17.** **[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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 486 of the 5th June, 1952, shall be replaced by the following clause:—

2. WAGES.

(*a*) *Apprentices or Improvers* (*Day Shift.*).

Wages Per Week of 40 Hours.	Percentage of Basic Wage.	—
		s. d.
16 years of age or under	49	111 6
17 years of age	57	130 0
18 years of age	70	159 6
19 years of age	86	196 0
20 years of age	100 plus 20s. 6d.	248 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 252s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

(*b*) *Other Employees* (*Day Shift*).

Wages Per Week of 40 Hours.	—
	s. d.
Group 1.	
Hydrator Attendant	278 0
Group 2.	
Operator of a mechanical bagging machine	273 6
Group 3.	
Lime burner or feeder, Drawer, or Attendant	266 0
Group 4.	
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment)	259 0
Group 5.	
All others	256 0

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

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

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No. 944] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

MEAT PRESERVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 546 of the 9th July, 1952, shall be replaced by the following clause :—

2. WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		s. d.		s. d.
Under 16 years	72	164 0	72	123 0
16 years and under 17 years	80	182 6	80	137 0
17 years and under 18 years	90	205 0	90	154 0
18 years and under 19 years	100+2/-	230 0	100+1/6	172 6
19 years and under 20 years	100+17/6	245 6	100+13/-	184 0
20 years and under 21 years	100+40/6	268 6	100+32/6	203 6

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 292s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 219s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 292s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 219s. 3d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 292s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 219s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 292s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 219s. 3d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 293s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 219s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 293s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 219s. 3d. per week of 40 hours.

No. 944.—10410/52.—PRICE 3D.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	294 0	4 0	298 0
Assistant preserver	294 0	4 0	298 0
Leading hand extract maker ..	298 0	4 0	302 0
Smoke kiln attendant whilst employed solely as such ..	298 0	4 0	302 0
Sausage smoke room attendant	293 0	4 0	297 0
Retort Hand, i.e., a person who loads and unloads retorts ..	294 0	4 0	298 0
Scalder or braiser	292 0	4 0	296 0
Doughmaker	292 0	4 0	296 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such ..	292 0	4 0	296 0
Lacquer hands (i.e., employees feeding into and/or taking off machine)	292 0	4 0	296 0
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	292 0	4 0	296 0
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers	292 0	4 0	296 0
Operator engaged for more than half a day in any one day operating a labelling machine	292 0	4 0	296 0
Females engaged—			
Taking away from automatic stuffing machine ..	246 9	2 0	248 9
Running sausage skins for canning purposes ..	233 0	2 0	235 0
Stamping, or branding ..	..	..	219 3
Labelling, keying, wiping tins, and carrying off from filling table			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..			
Preparing for, placing in, taking away from machines and placing in trays ..			
Cutting Sausages			
All others	288 0	4 0	292 0

(b) EGG PULPING OR DRYING SECTION.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Spray operator	292 0	4 0	296 0
Filter (Chalaza)	291 0	4 0	295 0
Pump operator	289 0	4 0	293 0
Furnaceman	289 0	4 0	293 0
Solderer and/or sealer .. .. (For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	288 0	4 0	292 0
Storeman packer	288 0	4 0	292 0
All others	288 0	4 0	292 0

No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.

	s. d.	s. d.	s. d.
Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	..	..	219 3

No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.

(c) ALL OTHER SECTIONS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Leading Hand, i.e., a person in charge of a Department or shift	295 0	4 0	299 0
Mixer	296 0	4 0	300 0
Potman	296 0	4 0	300 0
Females engaged—			
Patting, wrapping, stamping, or branding	..	..	219 3
Labelling, wiping tins, and carrying off from filling tables			
Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds			
Taking away from automatic machines			
Wrapping premier jus for oleo presses			
All others	289 0	4 0	293 0

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

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No. 945] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1083 of the 8th November, 1951, shall be replaced by the following clause :—

2.

(a) Apprentices or Improvers.

Broom Section.

	Percentage of Basic Wage.	Wages per Week of 40 Hours. s. d.
1st Year	28	64 0
2nd Year	37	84 6
3rd Year	42	96 0
4th Year	59	134 6
5th Year	71	162 0
6th Year	90	205 0
And thereafter the minimum wage		

Feather Duster or Mop Sections.

Males.			Females.		
	Percentage of Basic Wage.	Wages per Week of 40 Hours. s. d.		Percentage of Female Basic Wage.	Wages per Week of 40 Hours. s. d.
1st Year	28	64 0	1st Year	38	65 0
2nd Year	37	84 6	2nd Year	50	85 6
3rd Year	42	96 0	3rd Year	55	94 0
4th Year	59	134 6	4th Year	65	111 0
5th Year	71	162 0	5th Year	76	130 0
6th Year	90	205 0	6th Year	90	154 0
And thereafter the minimum wage.			And thereafter the minimum wage.		

(b) Other Employees.

Broom Making.

	Wages per Week of 40 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	268 0
Second sorter	263 0
Maker or sewer	268 0
Cutter off	258 6
All others	244 6

Feather Duster Making.

	Wages per Week of 40 Hours. s. d.
Males	244 6
Females	178 6

Mop Making.

	Wages per Week of 40 Hours. s. d.
Males	244 6
Females	178 6

Proportion in any Factory or Place.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 244s. 6d. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 244s. 6d. per week of 40 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 244s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 178s. 6d. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 244s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 178s. 6d. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 244s. 6d. per week of 40 hours, or the prescribed piece-work prices.

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d. wherever appearing shall be increased to 146s. 6d.

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

No. 945.—10411/52.—Price 3d.

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No. 946] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

MINERAL EARTHS BOARD.

Clause 2 of Part 1, and clause 20 of Part 2 of the Determination published in *Government Gazette* No. 20 of the 18th January, 1952, shall be replaced by the following clauses:—

PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

	Percentage of Basic Wage.	s.	d.
Under 17 years of age	36	82	0
17 to 18 years of age	62	141	6
18 to 19 years of age	81	184	6
19 to 21 years of age	96	219	0

Proportions (*in any place*).
One improver to every six adult employees.

(*b*) OTHER EMPLOYEES.

	s.	d.
Ball mill attendant and/or employee milling silica ..	280	0
Other Mill attendants	268	0
Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	261	0

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

Note:—The above rates include an amount of 3s. as a clothing allowance.

PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

20. * WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s.	d.
Under 17 years of age	36	82	0
17 to 18 years of age	62	141	6
18 to 19 years of age	81	184	6
19 to 21 years of age	96	219	0

Females.	Percentage of Female Basic Wage.	s.	d.
Under 16 years of age	38	65	0
16 to 17 years of age	51	87	0
17 to 18 years of age	54	92	6
18 to 19 years of age	64	109	6
19 to 20 years of age	73	125	0
20 to 21 years of age	83	142	0

PROPORTION (IN ANY PLACE).

Males.

One male improver to every six adult employees.

Females.

One female improver to every four or fraction of four female workers receiving not less than the adult female rate.

(b) Other Employees.

Males.	s.	d.
Leading charging hand	273	0
Assistant charging hand	257	0
Notcher	273	0
Oven hands	265	0
Process worker (including taker off conveyor or granulator attendant)	253	0

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.

Females.	s.	d.
Adult females	180	6

* These wages are loaded to compensate for industry disabilities.

Clauses, other than clause 2 of Part 1, and clause 20 of Part 2, of the said Determination shall remain in force.

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

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No. 947] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this 10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2 to 4 of the Determination published in *Government Gazette* No. 691 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP A.	£ s. d.	£ s. d.
Action regulator	13 15 6	13 12 6
Tuner and/or action repairer	13 15 6	13 12 6
Player mechanic	13 15 6	13 12 6
Part maker	13 15 6	13 12 6
Side gluer	13 15 6	13 12 6
Sound board maker	13 15 6	13 12 6
Fly finisher	13 15 6	13 12 6
Maker and/or repairer of musical instruments	13 15 6	13 12 6
Player action assembler	13 10 6	13 7 6
Piano action assembler	13 10 6	13 7 6
Iron frame driller	12 18 0	12 15 0
Iron frame finisher by hand or spray	12 18 0	12 15 0
Spring and brass wire spinner	12 18 0	12 15 0
Veneer presser	12 18 0	12 15 0
Veneer scraper	12 18 0	12 15 0
Gluer up	12 18 0	12 15 0
Polisher	13 15 6	13 12 6
Spray hand	12 18 0	12 15 0
Employee rubbing down and/or filling and/or varnishing and/or staining	12 18 0	12 15 0
Gramophone case maker or fitter	13 15 6	13 12 6
Boult's carver machinist	13 15 6	13 12 6
Shaping machinist	13 15 6	13 12 6
Moulding machinist who grinds his own cutters	13 15 6	13 12 6
Wood turner	13 15 6	13 12 6
Router machinist	13 15 6	13 12 6
Linderman or similar jointer machinist who sets up and is in charge of his machine	13 15 6	13 12 6
Band and jig sawyer	13 8 0	13 5 0
Circular sawyer	13 8 0	13 5 0
Dovetailer machinist	13 8 0	13 5 0
Buzzer machinist	13 8 0	13 5 0
Planer machinist	13 8 0	13 5 0

No. 947.—10414/52.—PRICE 3D.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A—*continued.*		
Thicknesser machinist	13 8 0	13 5 0
Glue jointer machinist	13 8 0	13 5 0
Tenoner machinist	13 8 0	13 5 0
Copying or automatic lathe—employee setting up or operating	13 8 0	13 5 0
Morticer machinist	13 8 0	13 5 0
Triple drum sander	13 8 0	13 5 0
Multiple borer machinist (three or more bits) who sets up and operates	13 8 0	13 5 0
Moulding machinist who does not grind his own cutters	13 8 0	13 5 0
Sander machinist	12 18 0	12 15 0
Boring machinist (less than three bits)	12 18 0	12 15 0
All other machinists	12 18 0	12 15 0
Timber bender	12 18 0	12 15 0
Timber stacker	12 3 0	12 0 0
Yardman	12 3 0	12 0 0
Tailer-out	12 3 0	12 0 0
Employees not otherwise classified	11 11 0	11 8 0
Females.		
Veneer matcher	9 11 0	9 8 6
Upholstress	9 11 0	9 8 6
All others	8 15 0	8 12 6
GROUP B.		
Leading Hands.		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees 27s. per week extra		

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	s. d.	s. d.
Male Apprentices.		
5-year Term—		
1st year's experience	64 6	63 6
2nd year's experience	90 0	88 6
3rd year's experience	120 0	118 6
4th year's experience	189 0	186 6
5th year's experience	234 0	231 0
4-year Term—		
1st year's experience	73 6	72 6
2nd year's experience	120 0	118 6
3rd year's experience	189 0	186 6
4th year's experience	234 0	231 0
Male Improvers.		
Under 16 years of age	54 6	54 0
16 and under 17	67 0	66 0
17 and under 18	90 0	88 6
18 and under 19	120 0	118 6
19 and under 20	189 0	186 6
20 and under 21	233 0	230 0
Female Apprentices.		
1st year's experience	78 6	77 6
2nd year's experience	112 6	111 0
3rd year's experience	151 0	148 6
4th year's experience	172 6	170 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	55 6
17 years	78 6	77 6
18 years	112 6	111 0
19 years	151 0	148 6
20 years	172 6	170 0

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 948] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

ORGAN BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 305 of the 15th March, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Group A.		
Organ builder	13 15 6	13 12 6
Employee erecting, dismantling or repairing organs	13 15 6	13 12 6
Wood worker	13 15 6	13 12 6
Voicer	13 15 6	13 12 6
Tuner	13 15 6	13 12 6
Metal pipe maker	13 15 6	13 12 6
Polisher	13 15 6	13 12 6
Spray hand	12 18 0	12 15 0
Employee rubbing down and/or filling and/or varnishing and/or staining	12 18 0	12 15 0
Employees not otherwise classified	11 11 0	11 8 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

No. 948.—10417/52.—PRICE 3D.

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O.; Geelong, at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Apprentices.	*s. d.*	*s. d.*
Five-year Term—		
1st year's experience	64 6	63 6
2nd year's experience	90 0	88 6
3rd year's experience	120 0	118 6
4th year's experience	189 0	186 6
5th year's experience	234 0	231 0
Four-year Term—		
1st year's experience	73 6	72 6
2nd year's experience	120 0	118 6
3rd year's experience	189 0	186 6
4th year's experience	234 0	231 0
Improvers.		
Under 16 years of age	54 6	54 0
16 and under 17	67 0	66 0
17 and under 18	90 0	88 6
18 and under 19	120 0	118 6
19 and under 20	189 0	186 6
20 and under 21	233 0	230 0

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

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

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No. 949] **MONDAY, NOVEMBER 17.** **[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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

PLASTERERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 542 of the 9th July, 1952, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair 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.

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	66 0	2 8	68 8	15 years of age	29	66 0	2 8	68 8
2nd year ..	38	86 6	5 4	91 10	16 years of age	38	86 6	5 4	91 10
3rd year ..	53	121 0	8 0	129 0	17 years of age	53	121 0	8 0	129 0
4th year ..	76	173 6	10 8	184 2	18 years of age	76	173 6	10 8	184 2
5th year ..	98	223 6	13 4	236 10	19 years of age	98	223 6	13 4	236 10
6th year ..	100 plus 27s.	255 0	16 0	271 0	20 years of age	100 plus 27s.	255 0	16 0	271 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 313s. 4d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 313s. 4d. per week of 40 hours

No. 949.—10419/52.—PRICE 3D.

Other Employees.

—	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	8 1½	325 0
All other plasterers	7 10	313 4

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2. WAGES.

Apprentices.

Per Week.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	66 0	2 8	68 8
2nd year ..	38	86 6	5 4	91 10
3rd year ..	53	121 0	8 0	129 0
4th year ..	76	173 6	10 8	184 2
5th year ..	98	223 6	13 4	236 10
6th year ..	100 plus 27s.	255 0	16 0	271 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 307s. 6d. per week.

Improvers.

Per Week.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
15 years of age	29	66 0	2 8	68 8
16 years of age	38	86 6	5 4	91 10
17 years of age	53	121 0	8 0	129 0
18 years of age	76	173 6	10 8	184 2
19 years of age	98	223 6	13 4	236 10
20 years of age	100 plus 27s.	255 0	16 0	271 0

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 307s. 6d. per week.

OTHER EMPLOYEES.

—	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on under-ground sewer or tunnel plastering	7 9½	311 4*
All other plasterers	7 8¼	307 6*

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

* Rates include 6s. war loading.

Clauses, other than clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the said Determination shall main in force.

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

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No. 950] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 693 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippaland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A. SAFETY GLASS SECTION.		
Males.		
Cutter	13 15 6	13 12 6
Beveller	13 15 6	13 12 6
Employee in charge of laminating room	13 15 6	13 12 6
Autoclave attendant	13 8 0	13 5 0
Furnace operator	13 8 0	13 5 0
Edge workers excluding those employed on automatic or semi-automatic machines	13 8 0	13 5 0
Edge workers employed on automatic or semi-automatic machines	12 18 0	12 15 0
Edge sealer	12 18 0	12 15 0
Employee packing, unpacking or issuing glass	12 18 0	12 15 0
Females.		
Females engaged on scratch polishing machines	9 3 0	9 0 6
Females engaged in inspecting and testing	8 19 0	8 16 6
All other work	8 15 0	8 12 6
GROUP B. OTHER GLASS SECTION.		
Painter or Designer on glass	14 2 6	13 19 6
Pencil hand embosser	13 15 6	13 12 6
Tradesman, i.e., an employee who has completed Indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster	13 15 6	13 12 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass	12 18 0	12 15 0
Rubber out embosser	12 18 0	12 15 0
Cementer	12 18 0	12 15 0
Employee turning one lead from mill for leaded light glazier	12 18 0	12 15 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass	12 6 0	12 3 0
GROUP C. *Leading Hands.*		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Five-year Term.	s. d.	s. d.
1st year's experience	64 6	63 6
2nd year's experience	90 0	88 6
3rd year's experience	120 0	118 6
4th year's experience	189 0	186 6
5th year's experience	234 0	231 0
Four-year Term.		
1st year's experience	73 6	72 6
2nd year's experience	120 0	118 6
3rd year's experience	189 0	186 6
4th year's experience	234 0	231 0
Improvers (Males).		
Under 16 years of age	54 6	54 0
16 and under 17	67 0	66 0
17 and under 18	90 0	88 6
18 and under 19	120 0	118 6
19 and under 20	189 0	186 6
20 and under 21	233 0	230 0
Female Apprentices.		
1st year's experience	78 6	77 6
2nd year's experience	112 6	111 0
3rd year's experience	151 0	148 6
4th year's experience	172 6	170 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	55 6
17 years	78 6	77 6
18 years	112 6	111 0
19 years	151 0	148 6
20 years	172 6	170 0

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

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No. 951] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this 10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

PROCESS ENGRAVERS BOARD.

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

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

Male Juniors, not being Apprentices, and Female Juniors.

Male.

—	Percentage of Rate Prescribed for "Any Other Adult Male".	Total Wage Payable.
	%	£ s. d.
Under 15 years of age	22	2 13 6
Between 15 and 16 years of age	27	3 6 0
Between 16 and 17 years of age	35	4 5 6
Between 17 and 18 years of age	47	5 14 6
Between 18 and 19 years of age	59	7 4 0
Between 19 and 20 years of age	72	8 15 6
Between 20 and 21 years of age	85	10 7 6

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

Female.

—	Percentage of an Adult Female Rate of £9 15s. 0d. (Adjustable).	Total Wage Payable.
	%	£ s. d.
First year's experience	30	2 18 6
Second year's experience	40	3 18 0
Third year's experience	50	4 17 6
Fourth year's experience	60	5 17 0
Fifth year's experience	75	7 6 0

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

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

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

(b) Other Employees.

Male.	Per Week. £ s. d.
(i) Photo Engraving—	
(a) Artist and/or designer	14 12 6
(b) Camera operator	14 12 6
(c) Half-tone etcher	14 12 6
(d) Line etcher	14 8 0
(e) Photo imposer	14 8 0
(f) Engraver	14 8 0
(g) Router and/or mounter and/or proofer ..	14 6 0
(ii) Photo Lithography—	
(a) Artist and/or designer	14 12 6
(b) Camera operator	14 12 6
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	14 8 0
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	12 16 0
(iii) Photogravure—	
(a) Artist and/or designer	14 12 6
(b) Camera operator	14 12 6
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher	14 12 6
(iv) Any other adult male	12 4 0

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

Female.	Per Week. £ s. d.
A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) from 3 to 8 employees (both inclusive) ..	9 19 0
(b) from 9 to 15 employees (both inclusive) ..	10 10 6
(c) over 15 employees..	10 18 0
Female employee not otherwise specified	9 3 6

Female to be Paid Male Rate.

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

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

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

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No. 952] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

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

2. ADULT MALES

—	Wages Per Week. £	s.	d.
Persons engaged shaving on upright knife and/or rotary shaving knife—			
1st year's experience	13	2	0
2nd year's experience	13	7	0
Thereafter	13	16	6
Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—			
1st year's experience	13	0	0
Thereafter	13	11	6
Machine flesher	12	19	0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators	12	11	0
Persons engaged as dry drum operators	12	11	0
Persons engaged in spraying stencilling or tipping by machine or by hand	12	14	0
Persons engaged as buffing machinists	12	17	6
Persons engaged as fluffing machinists	12	12	0
Persons engaged as fluffing machinists on suede wheel	12	16	0
Persons engaged as staking machine operators	12	12	0
Persons engaged as carding and/or combing machine operators (sheep skins)	12	12	0
Persons engaged as setting out and/or stretching machine operators	12	11	0
Persons engaged ripping by hand or by machine	12	10	0
Persons engaged as clipping and/or epilating machine operators	12	11	0
Table hands	12	10	0
Males not elsewhere included	11	14	0
Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work			

WET WORK.

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

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

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

No. 952.—10424/52.—PRICE 3D.

ADULT FEMALES.

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

	£ s. d.
All others	8 15 6

3.

	Wages Per Week.
Males.	£ s. d.
Under 16 years of age	3 8 6
16 and under 17 years of age	4 11 0
17 and under 18 years of age	5 14 0
18 and under 19 years of age	6 17 0
19 and under 20 years of age	9 2 6
20 and under 21 years of age	11 8 0
Females.	
Under 16 years of age;	3 3 6
16 and under 17 years of age	4 0 6
17 and under 18 years of age	4 10 6
18 and under 19 years of age	5 2 6
19 and under 20 years of age	5 14 6
20 and under 21 years of age	7 2 0
and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2	

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

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

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

The proportion of female improvers shall be as follows :—

Female Improvers.

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

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

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No. 953] MONDAY, NOVEMBER 17. [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 November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

TILE LAYERS BOARD.

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

2. WAGES.

Apprentices.			Other Employees.		
	Percentage of Basic Wage.	Per Week of 40 Hours.		Per Hour.	Per Week of 40 Hours.
		s. d.		s. d.	£ s. d.
1st year ..	27	61 6	Adults ..	7 10	15 13 4
2nd „ ..	41	93 6			
3rd „ ..	56	127 6			
4th „ ..	76	173 6			
5th „ ..	95	216 6			

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £15 13s. 4d. per week of 40 hours.

An indenture of apprenticeship has been prescribed by the Board.

PIECEWORK PRICES.

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

Floor and Verandah Tiling.

Each area under 1 square yard	17s. 4d. per area
Under 3 square yards	23s. 1d. per square yard
3 square yards or over	20s. 1d. per square yard
Loose moravian	33s. 3d. per square yard
Steps of marble, slate, or material other than tiles with the risers	2s. 1d. per foot run respectively for each step fixed or rise tiled
Any step with noseing tread or irser tiles	8s. 9d. per foot run

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

Wall Tiling.

Wall tiling	21s. 8d. per square yard
Kitchen stove recesses	28s. 11d. per square yard
Splash tiling under 1 square yard to basin and/or bath	28s. 11d. per room
Ceilings or offits	43s. 6d. per square yard
Liners, beads, coves, and capping	5d. per foot run in addition to full overall measurements
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	8s. 9d. per fitting
Soap and toilets with mitre surrounds	8s. 9d. each
Tiled recesses in walls up to 6 in. x 6 in. square	17s. 4d. each
Sills and reveilles which occur in isolated cases	1s. 8d. per lineal foot in addition to overall measurements
Architraves and skirting	1s. 8d. per lineal foot in addition to overall measurements
Cutting on the rake to staircase dados	1s. 1d. per lineal foot

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

Open Joint Tiling.

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

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

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

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

VICTORIA

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No. 954] **MONDAY, NOVEMBER 17.** [19

Factories and Shops Acts.

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

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

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

RAY H. BEERS,
Secretary for Labour.

WICKER AND BABY CARRIAGE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 689 of the 19th July, 1951, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP "A"—WICKER AND BASKET WORK.	£ s. d.	£ s. d.
Basket maker or repairer	13 15 6	13 12 6
Employee fitting lining or lettering baskets	13 15 6	13 12 6
Wicker frame maker	13 15 6	13 12 6
Wicker furniture maker	13 8 0	13 5 0
Employee making reed tex, hy-tex, or similar materials	13 8 0	13 5 0

WAGES—*continued.*

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.	£ s. d.	£ s. d.
Males.		
Upholsterers	13 8 0	13 5 0
Body-makers	13 8 0	13 5 0
Hood makers	13 8 0	13 5 0
Assembler of baby carriages, dolls' carriages and mobile chairs	13 8 0	13 5 0
Painters	13 8 0	13 5 0
Sprayers	13 8 0	13 5 0
Ironworkers	13 8 0	13 5 0
Wicker workers	13 8 0	13 5 0
Employee making reed tex, hy-tex, or similar materials	13 8 0	13 5 0
Wheel maker	13 8 0	13 5 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs	11 14 0	11 11 0
Females.		
Machinists, sewers, or cutters	9 11 0	9 8 6
Folding hood makers	9 11 0	9 8 6
GROUP "C"—LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.	s. d.	s. d.
5-year Term—		
1st year's experience	64 6	63 6
2nd year's experience	90 0	88 6
3rd year's experience	120 0	118 6
4th year's experience	189 0	186 6
5th year's experience	234 0	231 0
4-year Term—		
1st year's experience	73 6	72 6
2nd year's experience	120 0	118 6
3rd year's experience	189 0	186 6
4th year's experience	234 0	231 0
Male Improvers.		
Under 16 years of age	54 6	54 0
16 and under 17	67 0	66 0
17 and under 18	90 0	88 6
18 and under 19	120 0	118 6
19 and under 20	189 0	186 6
20 and under 21	233 0	230 0
Female Apprentices.		
1st year's experience	78 6	77 6
2nd year's experience	112 6	111 0
3rd year's experience	151 0	148 6
4th year's experience	172 6	170 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	55 6
17 years	78 6	77 6
18 years	112 6	111 0
19 years	151 0	148 6
20 years	172 6	170 0

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 144s.

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No. 955] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY. H. BEERS,
Secretary for Labour.

CHAFF-CUTTERS BOARD.

Clauses 2, 3, and 19 of the Determination published in *Government Gazette* No. 21 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

Apprentices or Improvers.

Wages per week of 40 hours.

Apprentices.	Percentage of Basic Wage.	s.	d.
1st year	59	134	6
2nd "	64	146	0
3rd "	76	173	6
4th "	84	191	6
5th "	96	219	0
Improvers.			
Under 17 years of age	59	134	6
17 years of age	64	146	0
18 " "	76	173	6
19 " "	84	191	6

and thereafter the rate for "Other Employees".

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 243s. per week of 40 hours.

An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.

Improvers.

One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 250s. per week of 40 hours.

Other Employees.

Wages per week of 40 hours.

CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.	s.	d.
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	255	0
Drivers of Motor trucks—		
(*a*) having a carrying capacity of 25 cwt. or less	250	6
(*b*) having a carrying capacity over 25 cwt. but not over 3 tons	256	6
(*c*) over 3 tons but under 6 tons	259	0
Further tonnage—for each complete ton over 5, an extra 1/- per week.		
Carter driving one horse	247	0
" " two horses	253	0
" " three horses	255	6
And 2s. 6d. extra per week for every additional horse.		
Chaff-cutter feeders—		
(*a*) in stationary mills	252	6
(*b*) on travelling plants	258	6
Stablemen	243	0
All others—		
(*a*) in stationary mills	250	0
(*b*) on travelling plants	256	0
CORN-CLEANING OR CORN-GRADING.		
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	255	0
All others	250	0

No. 955.—10495/52.—PRICE 3D.

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

(a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. 1s. per day

(b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit .. .. An extra 1s.

(c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. 1s. per day

(d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (Pediculoides ventricosus).

Piece-work.

19. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a) —	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	Per Ton.	Per Ton.	Per Ton.	Per Ton.	Per Ton.
	s. d.	s. d.	s. d.	s. d.	s. d.
chaff-cutting, on machines with mouthpieces over 11 inches ..	5 11¾	5 4¼	4 9½	4 7¼	..
chaff-cutting, on machines with mouthpieces over 11 inches ..	7 1	6 2	5 8½	5 2	..
chaff-cutting, on machines with mouthpieces 11 inches or under ..	6 4¼	5 8½	..	..	5 8½
chaff-cutting, on machines with mouthpieces 11 inches or under ..	7 1	6 2	..	..	5 8½

		s. d.
(b)	Baling sheaf hay, meadow hay and lucerne hay by any power-driven press	4 10¾ per ton.
	Baling straw by any power-driven press (i) Where up to and including four persons are employed ..	5 4¼ per ton.
	Baling straw by any power-driven press (ii) Where more than four persons are employed	4 10¾ per ton.

Clauses, other than clauses 2, 3, and 19, of the said Determination shall remain in force.

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

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No. 956] MONDAY, NOVEMBER 17. [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 November, 1952.

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

RAY H. BEERS,
Secretary for Labour.

CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 14 of the 10th January, 1952, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages.

Males.

	s.	d.
(Assisting the Storeman and Packer.)		
18 years of age and under 19 years	155	0
19 years of age and under 20 years	194	0
20 years of age and under 21 years	231	0
All Other Males.		
16 years of age and under	100	6
17 years of age	123	0
18 years of age	166	6
19 years of age	191	6
20 years of age	212	0

PROPORTION.

(Assisting the Storeman and Packer.)

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

One male improver to every four or fraction of four male workers receiving not less than 258s. per week.

Other Males.

Two male juniors to every three male adult workers receiving not less than the adult minimum rate.

Females.

	s.	d.
16 years of age and under	75	0
17 years of age	98	0
18 years of age	118	6
19 years of age	141	6
20 years of age	164	0

PROPORTION.

Three female juniors to every two female adults receiving not less than the adult minimum rate.

3. OTHER EMPLOYEES.

Wages per Week.

	s.	d.
Males.		
Confectioners, Group 1	270	0
Confectioners, Group 2	264	0
Confectioners, Group 3	258	0
Confectioners, Group 4	252	0
Confectioners, Group 5	246	0
Storeman or packer—		
(a) Who works singly	262	6
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—		
(i) 1, 2, 3, 4, 5, or 6 such persons	264	9
(ii) 7 or more such persons	278	9
Other storeman or packer engaged in the despatch or bulk receiving stores	258	0
Females.		
All adult females	184	6

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

By Authority: J. J. GOURLEY, Government Printer, Melbourne.
No. 956.—10497/52.—PRICE 3D.

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No. 957] MONDAY, NOVEMBER 17. [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 he beginning of the first pay period to commence in November, 1952.

Dated at Melbourne, this
10th day of November, 1952.

RAY H. BEERS,
Secretary for Labour.

CORK TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 377 of the 16th May, 1952, shall be replaced by the following clause:—

2. (*a*) WAGES.

—	Per Week.
Adult Males.	£ s. d.
Cork Cutting:—	
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months	12 7 6
Thereafter	12 17 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing	12 5 6
All others	12 2 6
Cork Board:—	
Oven hand in charge (curing)	12 17 6
All others	12 2 6
Compressed Cork:—	
Oven hand in charge (curing)	12 17 6
Splitting with band knife and/or mixing granules with adhesive by machinery	12 10 6
All others	12 5 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months	12 7 6
Thereafter	12 17 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks	12 5 6
All others	12 2 6
Adult Females.	
Under three months' experience	8 11 0
All others	8 14 0

No. 957.—10498/52.—PRICE 3D.

(b) APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age	25	2 17 0	17 years of age and under ..	54	4 12 6
16 years of age	35	4 0 0	18 years of age	64	5 9 6
17 years of age	48	5 9 6	19 years of age	74	6 6 6
18 years of age	60	6 17 0	20 years of age	85	7 5 6
19 years of age	76	8 13 6			
20 years of age	91	10 7 6			

PROPORTION (in any place).

APPRENTICES.

Males.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

Females.

One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

IMPROVERS.

Males.

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

Females.

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

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

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