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[1952

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in 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 Warrambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
<i>(a) Assembly, Fitting, and Process Working.</i>		
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
<i>(b) Blacksmithing, &c.</i>		
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
<i>(c) Dressing, Grinding, and Pickling.</i>		
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
<i>(d) Furnacemen.</i>		
Capola	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

	Wages per Week of 40 Hours.	
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	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION— <i>continued.</i>		
(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 Warrambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION V.—WOOD MILL—continued.		
Crosscut sawyer	£ s. d. 12 10 0	£ s. d. 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
Thickneser 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 articulated 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 Warrambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
Four and five-year terms—		
1st year	£ s. d. 3 4 6	£ s. d. 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.
<i>I.—Adult Females.</i>		
Under one month's experience	£ s. d.	£ s. d.
All others	8 11 0	8 8 6
	9 7 0	9 4 6
<i>II.—Junior Females.</i>		
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
<i>III.—Male Juniors.</i>		
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
<i>IV.—Junior Males (Foundries).</i>		
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.