



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 985]

FRIDAY, NOVEMBER 21.

[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.

### HOSPITAL PHARMACISTS BOARD.

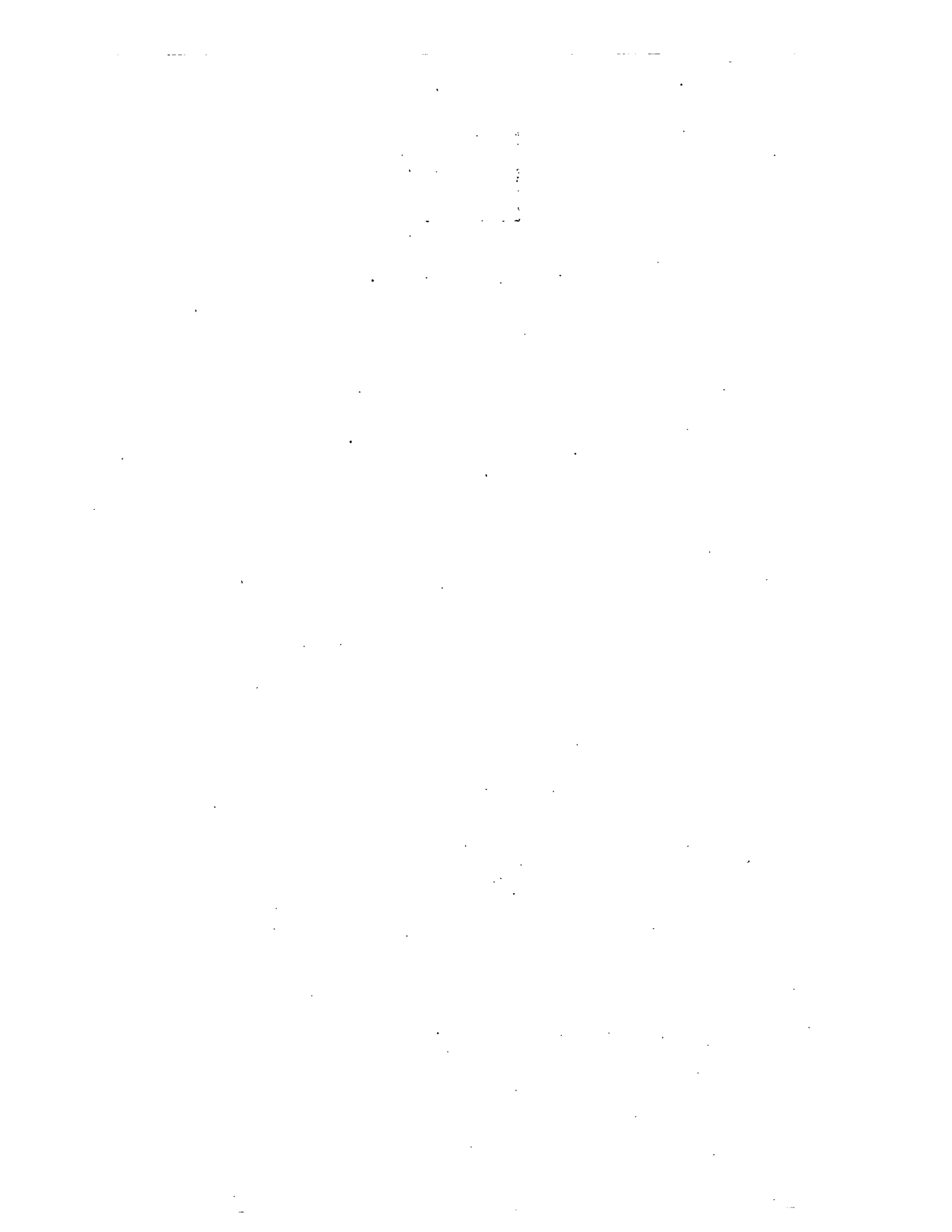
Clause 2 of the Determination published in *Government Gazette* No. 88 of the 26th January, 1951, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.			£ s. d.
1st year's experience	26	2 19 6	<i>Chief Pharmaceutical Chemist—</i>		
2nd " " "	47	5 7 0	(i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
3rd " " "	68	7 15 0	(a) Where four or more full time pharmaceutical chemists are normally employed	19 8 0	
4th " " "	88	10 0 6	(b) Where two or three full time pharmaceutical chemists are normally employed	18 8 0	
5th " " "	100 plus 15s.	12 3 0	(c) Where he is the only pharmaceutical chemist employed	17 18 0	
<p>PROPORTION.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.</p>			<p><i>Senior Pharmaceutical Chemist</i></p> <p>Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist</p>	16 13 0	
			<p><i>Other Hospital Pharmaceutical Chemist—</i></p>		
			1st year's experience as such	15 18 0	
			2nd " " " "	16 3 0	
			Thereafter	16 8 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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Dated at Melbourne, this  
12th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### ICE BOARD.

Clause 2 of the Determination published in *Government Gazette* [No. 528 of the 25th May, 1951, shall be replaced by the following clause:—

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.					Other Employees.			
Wages per Week.					Wages per Week.			
	Per-centage of Basic Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 years of age ..	63	143 6	1 6	145 0				
17 years of age ..	68	155 0	1 9	156 9				
18 years of age ..	81	184 6	2 0	186 6				
19 years of age ..	93	212 0	2 3	214 3				
					All Employees ..	295 6	4 0	299 6

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 209s. 6d. per week.

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

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

Dated at Melbourne, this  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 83 of the 26th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.			Other Employees.		
			Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.		All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.	s. d.	s. d.	s. d.
If under 16 years of age ..	47	107 0			
16 and under 18 years of age	59	134 6			
18 and under 19 years of age	73	166 6			
19 and under 20 years of age	95	216 6			
20 years of age, minimum rate for class of work done.					
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.					
PROPORTION.					
Apprentices.					
One apprentice to every three or fraction of three workers receiving not less than 246s. per week.					
Improvers.					
One improver to every three workers receiving not less than 246s. per week.					
			Winding and haulage engine-drivers—		
			(a) If they sometimes or always raise or lower human beings .. .. .	287 6	284 6
			(b) If they do not raise or lower human beings .. .. .	281 6	278 6
			Winch drivers—		
			(a) If working underground or on surface of mines, and they raise or lower human beings .. .. .	267 6	264 6
			(b) If working underground or on surface of mines, and they do not raise or lower human beings .. .. .	263 0	260 0
			(c) On dredges .. .. .	263 0	260 0
			Other drivers—		
			(a) Attending to a steam engine with condenser attached .. .. .	273 6	270 6
			Attending to a steam engine without condenser .. .. .	267 0	264 0
			(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
			(i) if 50 b.h.p. or over .. .. .	267 0	264 0
			(ii) if under 50 b.h.p. .. .. .	262 0	259 0
			Motor Drivers or Attendants—		
			On motors over 250 horse power .. .. .	267 0	264 0
			On motors 100 horse power to 250 horse power inclusive .. .. .	259 0	256 0
			On motors under 100 horse power .. .. .	253 0	250 0
			Fireman .. .. .	257 0	254 0
			Fireman—First class .. .. .	262 0	259 0
			Greasers .. .. .	253 0	250 0
			Engine cleaner .. .. .	249 0	246 0
			Boiler cleaner .. .. .	249 0	246 0
			Trimmer and/or Fuelman .. .. .	249 0	246 0

## JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

		DAY SHIFT.			
		Percentage of		s. d.	
		Basic Wage.			
17 years of age ..	..	71	162	0	per week
18 " " ..	..	85	194	0	"
19 " " ..	..	94	214	6	"

## AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus  $7\frac{1}{2}$  per cent.

## PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 24s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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



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Factories and Shops Acts.

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

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

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

RAY H. BEERS,  
Secretary for Labour.

### NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 512 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	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.
Furnaceman—caster tilting furnace .. .. .	13 14 0	14 0 6	13 11 0
Furnaceman remelt other .. .. .	13 12 0	13 18 6	13 9 0
Assistant remelt furnaceman .. .. .	13 5 0	13 11 6	13 2 0
Leading chargemaker .. .. .	13 13 0	13 19 6	13 10 0
Chargemaker .. .. .	12 14 0	13 0 6	12 11 0
Metal sorter .. .. .	12 14 0	13 0 6	12 11 0
Bundler, baler, and/or Briquetter .. .. .	12 14 0	13 0 6	12 11 0
Press operator (Automatic with dual control) .. .. .	14 0 0	14 6 6	13 17 0
Press operator .. .. .	13 14 0	14 0 6	13 11 0
Butt handler .. .. .	12 14 0	13 0 6	12 11 0
Leader out .. .. .	12 13 0	12 19 6	12 10 0
Draw bench leading hand .. .. .	13 6 0	13 12 6	13 3 0
Draw bench operator .. .. .	12 13 0	12 19 6	12 10 0
Die attendant .. .. .	13 2 0	13 8 6	12 19 0
Pointer, Hammer, and Swager .. .. .	12 16 0	13 2 6	12 13 0
Stretcher and/or straightener .. .. .	12 16 0	13 2 6	12 13 0
Copper wire drawing machine operator .. .. .	12 14 0	13 0 6	12 11 0
Butt welder .. .. .	12 12 0	12 18 6	12 9 0
Furnaceman other .. .. .	13 8 0	13 14 6	13 5 0
Furnaceman assistant .. .. .	12 10 0	12 16 6	12 7 0
Other machine operator .. .. .	12 14 0	13 0 6	12 11 0
Machine assistant .. .. .	12 10 0	12 16 6	12 7 0
Mill assistant .. .. .	12 10 0	12 16 6	12 7 0
Examiner .. .. .	12 16 0	13 2 6	12 13 0
Pickler .. .. .	12 14 0	13 0 6	12 11 0
Weighman .. .. .	12 18 0	13 4 6	12 15 0
Sawyer .. .. .	12 18 0	13 4 6	12 15 0
Saw Sharpener .. .. .	13 0 0	13 6 6	12 17 0
Crane chaser .. .. .	12 13 0	12 19 6	12 10 0
Labourer (yard) .. .. .	12 4 0	12 10 6	12 1 0
Labourer sweeper and cleaner .. .. .	11 18 0	12 4 6	11 15 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.

**JUNIOR LABOUR.**

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

**WAGES PER WEEK OF 40 HOURS.**

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.			
			Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.	
			Per Week.			
			<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
			<i>Foundries.</i>			
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	
			<i>Elsewhere.</i>			
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	

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.

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

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) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading 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
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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





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[1952

Factories and Shops Acts.

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

RAY. H. BEERS,  
Secretary for Labour.

### PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 999 of the 28th September, 1951, shall be replaced by the following clause:—

2.

#### WAGES PER WEEK OF 40 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
16 years of age and under .. .. .	45	102 6	60	102 6	Adult Males—	
17 years of age .. .. .	54	123 0	66	113 0	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room .. .. .	255 6
18 years of age .. .. .	67	153 0	72	123 0	All others .. .. .	247 6
19 years of age .. .. .	81	184 6	78	133 6	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.	
20 years of age .. .. .	96	219 0	90	154 0	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.					If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.					Adult females .. .. .	174 6
PROPORTION (in any place).					Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".	
Apprentices or Improvers.					Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".	
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.					Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".	
An indenture of apprenticeship has been prescribed by the Board.						

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

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[1952

Factories and Shops Acts.

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

Dated at Melbourne, this  
14th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### ROAD PATROLMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 483 of the 4th May, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination .. .. .	14	0	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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FRIDAY, NOVEMBER 21.

[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

14th day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### SLATERS AND TILERS BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 508 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

#### WAGES.

Apprentices.			Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Per Hour. s. d.	Per Week of 40 Hours. s. d.
1st year ..	50	114 0	1st year ..	50	114 0	Slaters or Tilers ..	7 10	313 4
2nd year ..	60	137 0	2nd year ..	60	137 0			
3rd year ..	90	205 0	3rd year ..	90	205 0			
4th year ..	100 + 32s.	260 0	4th year ..	100 + 32s.	260 0			
<p>PROPORTION (by any employer). Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 313s. 4d. per week. An amended indenture of apprenticeship has been prescribed by the Board.</p>			<p>PROPORTION (by any employer). One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 313s. 4d. per week.</p>			<p>Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above.</p>		

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

#### PIECEWORK PRICES.

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

Slating, 20" x 10", and larger .. .. .	36s. 10½d. per 100 square feet, slater's measurement. (including 1s. 4d. as payment for two weeks' annual holidays.)
Slating, under 20" x 10" .. .. .	8d. per 100 square feet, slater's measurement, more for every size smaller.
Terra Cotta or Cement Tiling .. .. .	£1 4s. 1d. per 100 square feet, tiler's measurement. (including 8d. as payment for two weeks' annual holidays.)
Sarking or Undercovering .. .. .	Ridging extra. 5s. per 100 square feet, tiler's measurement, with 1s. extra per 100 square feet where tiles are wired.
For buildings of more than one story .. .. .	8d. per 100 square feet, tiler's measurement, extra for each story after the first.
Fixing Terra Cotta Ridging .. .. .	5d. per foot.
Fixing Cement Ridging .. .. .	6d. per foot.
For buildings of more than one story .. .. .	1d. per foot extra for each story after the first.
Mitring on slate roofs .. .. .	Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.

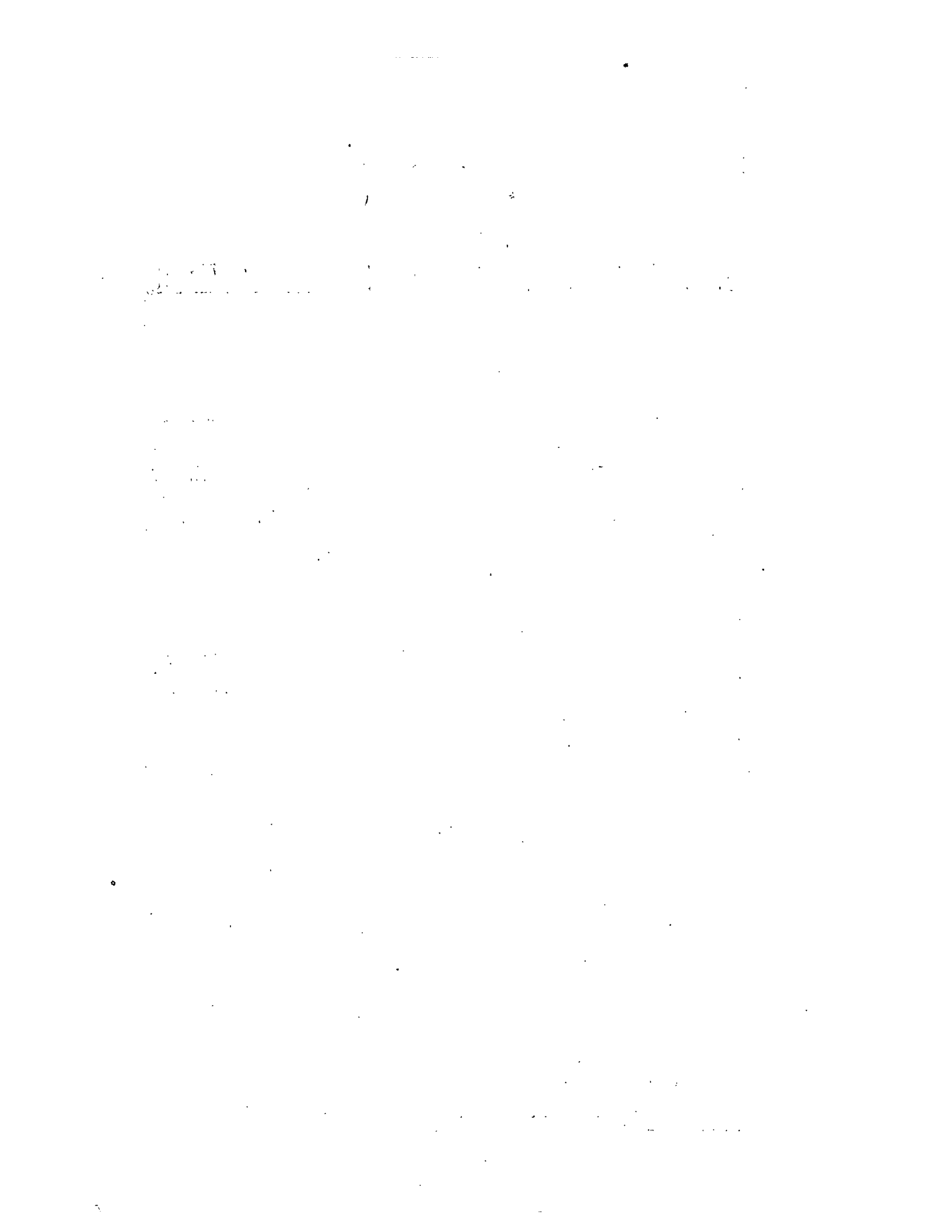
1s. per square extra shall be paid for work done on roofs where double batten is used.

The following additional amounts on all above prices shall be payable:—

For work done on roofs of a pitch over 35° and up to 40°—	10 per cent.
For work done on roofs of a pitch over 40° and up to 45°—	33½ per cent.
For work done on roofs of a pitch over 45°—	50 per cent.

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

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[1952

Factories and Shops Acts.

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

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

RAY H. BEERS,  
Secretary for Labour.

### STONECUTTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 505 of the 20th June, 1952, shall be replaced by the following clauses:—

#### WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 18 of this Determination, be as follows:—

(a) Weekly Wage.

Classification.	Total Basic Wage. Including Loadings.	Margin for Skill.	War Loading.	Loading for Five Days' Sick Leave.	Tool Allowance.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Carver, building .. .. .	228 0	67 0	6 0	5 9	1 0	307 9
Carver, monumental .. .. .	228 0	57 0	6 0	5 6	1 0	297 6
Stonemason .. .. .	228 0	46 0	6 0	5 6	1 0	286 6
Surface operator .. .. .	228 0	46 0	6 0	5 6	1 0	286 6
Letter cutter .. .. .	228 0	46 0	6 0	5 6	1 0	286 6
Lathe machinist .. .. .	228 0	39 0	6 0	5 3	Nil	278 3
Planer machinist .. .. .	228 0	39 0	6 0	5 3	Nil	278 3
Carborundum machinist on moulding work .. .. .	228 0	39 0	6 0	5 3	Nil	278 3
Carborundum machinist on other than moulding work .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Carborundum sawyer .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Polisher (hand) .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Polisher (machine) .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Frame saw machinist .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Man using hand pneumatic tool of 6 lb. or over or exceeding 1½-in. piston and which is not a drill or grinder .. .. .	228 0	173 6	6 0	7 9	1 0	416 3
Person cleaning monuments, headstones, or kerbs .. .. .	228 0	28 6	6 0	5 0	Nil	267 6
Person dismantling or re-erecting monuments, headstones, or kerbs .. .. .	228 0	46 0	6 0	5 6	1 0	286 6
Labourer or assistant .. .. .	228 0	13 0	6 0	4 9	Nil	251 9

(b) Hourly Wage.

The hourly equivalent of the weekly rates shall be calculated by dividing the said rates by 40, the result to be to the nearest 1/10th of a penny.

(c) A foreman or leading hand shall be paid in addition to their respective rates as follows:—

	Per Week.
	s. d.
In charge of not more than five men .. .. .	11 3
In charge of six to ten men .. .. .	18 9
In charge of over ten men .. .. .	22 6

## APPRENTICES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of 5 years; if over 17 years of age, for a period of 4 years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed; and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Wages Board, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) The minimum rates of wage of an apprentice shall be the following:—

(i) Where the apprentice is indentured for five years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		<i>s. d.</i>
1st year .. .. .	20	57 3
2nd " .. .. .	27½	78 9
3rd " .. .. .	37½	107 6
4th " .. .. .	50	143 3
5th " .. .. .	70	200 6

(ii) Where the apprentice is indentured for four years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		<i>s. d.</i>
1st year .. .. .	25	71 6
2nd " .. .. .	32½	93 0
3rd " .. .. .	47½	136 0
4th " .. .. .	70	200 6

## JUVENILE WORKERS AND THEIR RATES.

4. (a) The minimum rates of wage of a juvenile worker shall be the following:—

Age.	Percentage of Adult Polisher's (Hand and/or Machine) Rate of Wage.	Rate per Week.
		<i>s. d.</i>
Under 16 years .. .. .	20	53 6
Over 16 years and under 17 years .. .. .	27½	73 6
" 17 " " 18 " .. .. .	35	93 6
" 18 " " 19 " .. .. .	45	120 3
" 19 " " 20 " .. .. .	55	147 0
" 20 " " 21 " .. .. .	70	187 3

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 993]

FRIDAY, NOVEMBER 21.

[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

14th day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 726 of the 27th July, 1951, shall be replaced by the following clause:—

#### JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. ..	99 3	95 6	99 3	95 6
16 to 17 years of age .. ..	124 3	119 6	124 3	119 6
17 to 18 years of age .. ..	149 3	143 6	149 3	143 6
18 to 19 years of age .. ..	174 6	167 3	174 6	167 3
19 to 20 years of age .. ..	198 3	191 3	198 3	191 3
20 to 21 years of age .. ..	224 9	215 0	224 9	215 0

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

#### Other Employees.

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ <i>s. d.</i>	£ <i>s. d.</i>
(1) Carrier .. ..	13 19 0	13 19 0
(2) Person classing or sorting green hides or sides or skins after being unhaird .. ..	13 16 0	13 16 0
(3) Hand flesher .. ..	13 12 0	13 12 0
(4) Hand fleshing after machining .. ..	13 8 0	13 8 0
(5) Machine flesher (including checking and heading machine) .. ..	13 8 0	13 8 0
(6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines .. ..	13 3 0	13 3 0

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber .. .. .	13 1 0	13 1 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser .. .. .	13 1 0	13 1 0
(9) Bark bagger .. .. .	12 15 0	12 15 0
(10) Crop cutter after tanning .. .. .	13 3 0	13 3 0
(11) Extract worker in tannery .. .. .	12 17 0	12 17 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract .. .. .	12 12 0	12 12 0
(13) Man operating bark tan liquor plant .. .. .	13 1 0	13 1 0
(14) Splitting machinist—		
Operator of big machine		
(Wet) .. .. .	13 17 0	13 17 0
(Dry) .. .. .	13 12 0	13 12 0
Operator of other machines		
(Wet) .. .. .	13 15 0	13 15 0
(Dry) .. .. .	13 10 0	13 10 0
(15) Man behind splitting machine		
(Wet) .. .. .	13 0 0	13 0 0
(Dry) .. .. .	12 15 0	12 15 0
(16) Machine shaver —		
New machine—double width		
(Wet) .. .. .	13 9 0	13 9 0
(Dry) .. .. .	13 4 0	13 4 0
Old machine—single width		
(Wet) .. .. .	13 10 0	13 10 0
(Dry) .. .. .	13 5 0	13 5 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine .. .. .	13 2 6	13 2 6
(18) Roller of sole leather .. .. .	13 4 0	13 4 0
(19) Striker and setter out of sole leather .. .. .	13 1 6	13 1 6
(20) Shedman who applies dressing to sole leather		
(Wet) .. .. .	12 19 0	12 19 0
(Dry) .. .. .	12 14 0	12 14 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on) .. .. .	13 6 6	13 6 6
(22) Fluffing machinist .. .. .	12 19 0	12 19 0
(23) Fluffing machinist on suede wheel .. .. .	13 3 6	13 3 6
(24) Leather dresser—		
(a) Table hand on chrome leathers .. .. .	12 18 0	12 18 0
(b) Table hand on bark tanned hides or sides .. .. .	13 1 0	13 1 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand .. .. .	12 17 0	12 17 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers .. .. .	12 16 0	12 16 0
(27) Table hand setting out harness leathers .. .. .	13 4 0	13 4 0
(28) Knee staker .. .. .	13 1 0	13 1 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries .. .. .	12 13 0	12 13 0
(30) Straining or toggling (over the age of 18 years) .. .. .	12 17 0	12 17 0
(31) Stripping (over the age of 18 years) .. .. .	12 14 0	12 14 0
(32) Employee unhairing either on beam or by sweeping .. .. .	13 3 0	13 3 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning .. .. .	12 10 0	12 10 0
(34) Employee operating measuring machine .. .. .	12 14 0	12 14 0
(35) Employee operating setting out machine		
(Wet) .. .. .	13 3 0	13 3 0
(Dry) .. .. .	12 18 0	12 18 0
(36) Employee operating graining machine .. .. .	12 16 0	12 16 0
(37) Employee operating ironing machine .. .. .	12 16 0	12 16 0
(38) Employee operating embossing machine .. .. .	12 16 0	12 16 0
(39) Employee operating squeezing machine .. .. .	13 1 0	13 1 0
(40) Employee operating bark grinding machine .. .. .	12 15 0	12 15 0
(41) Assistant on any of the machines (34) to (39) .. .. .	12 14 0	12 14 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for .. .. .	12 14 0	12 14 0
(43) Glazer .. .. .	12 19 0	12 19 0
(44) Glazer on kid and/or marsupial leathers .. .. .	13 3 6	13 3 6
(45) Staker, combing machine operator .. .. .	12 19 0	12 19 0
(46) Person lime jobbing on mechanical reels .. .. .	13 1 0	13 1 0
(47) Hair washer .. .. .	12 17 0	12 17 0
(48) Men handling hair .. .. .	12 12 0	12 12 0
(49) Yardman .. .. .	12 16 0	12 16 0
(50) All others .. .. .	11 19 0	11 19 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1¼d. per hour extra for the time so employed.

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



# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 21.

[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.

### UMBRELLA BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1223 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

(a) APPRENTICES AND IMPROVERS.  
*Rates per Week of 40 Hours.*

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Ages of 18 Years and 21 Years.
		£ 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 four years.  
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

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

*Apprentices or Improvers.*

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.  
(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen.  
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employees 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 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 this Board on the 23<sup>rd</sup> 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 rate 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.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	
Cutters, namely, males employed laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols .. .. .	£ s. d. 13 15 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine .. .. .	13 7 0
Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols ..	13 0 0
Frame makers or repairers, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting slotting and springing handles or sticks and/or assembling ribs and/or drilling notches .. .. .	13 2 0
All other adult males not herein classified .. .. .	11 19 0
<i>Journeywomen.</i>	
i.e. journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.	
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 .. .. .	£ s. d. 9 16 0
Tipplers and/or finishers and/or machinists and/or tablehands namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or branding umbrellas or parasols .. .. .	9 11 0
All other adult females not herein classified .. .. .	8 19 0

NOTE.—An amount of 6s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piece-work 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.