



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 997]

TUESDAY, NOVEMBER 25.

[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2.	Wages per Week of 40 Hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith .. .. .	253 0	250 0
Chill fitter called on to design and model .. .. .	268 0	265 0
Other chill fitter .. .. .	253 0	250 0
Machinist .. .. .	250 0	247 0
Plater in charge .. .. .	265 0	262 0
Plater's assistant .. .. .	251 0	248 0
Polisher and grinder .. .. .	252 0	249 0
Chipper and caster .. .. .	249 0	246 0
Bedstead fitter and mounter .. .. .	253 0	250 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter .. .. .	252 0	249 0
Japanner and lacquerer .. .. .	250 0	247 0
Other employees with not less than three months' experience in the industry .. .. .	237 0	234 0
All others .. .. .	231 0	228 0

#### SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—
- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
  - (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
  - (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
  - (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
  - (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
  - (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

## JUNIOR MALE AND FEMALE LABOUR.

4.

Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75	..	..	171 0	168 6
All others .. ..	75	16 0	..	187 0	184 6
<i>II.—Junior Females.</i>					
17 years of age and under ..	52	3 6	..	92 6	91 0
18 years of age .. ..	62	4 0	..	110 0	108 6
19 years of age .. ..	72	4 6	..	127 6	126 0
20 years of age .. ..	82	5 0	..	145 0	143 0
<i>III.—Junior Males.</i>					
Under 16 years of age ..	24	2 0	..	56 6	56 0
16 years of age .. ..	34	3 0	..	80 6	79 6
17 years of age .. ..	46	4 0	..	109 0	107 6
18 years of age .. ..	58	5 0	..	137 0	135 6
19 years of age .. ..	73	6 0	..	172 6	170 0
20 years of age .. ..	88	7 0	..	207 6	205 0
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age ..	24	2 0	1 0	57 6	57 0
16 years of age .. ..	32	2 6	1 9	77 0	76 0
17 years of age .. ..	58	5 0	3 0	140 0	138 6
18 years of age .. ..	73	6 0	4 0	176 6	174 0
19 years of age and over ..	88	7 0	4 6	212 0	209 6

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

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 998]

TUESDAY, NOVEMBER 25.

[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

#### (Abrasives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 147 of the 9th February, 1951, shall be replaced by the following clause:—

2.

#### WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Amount.	(b) Other Employees.
<i>Males.</i>			<i>Abrasive Paper or Cloth.</i>
1st years' experience .. .. .	22	s. d. 30 0	
2nd years' experience .. .. .	31	70 6	
3rd years' experience .. .. .	42	96 0	
4th years' experience .. .. .	57	130 0	
5th years' experience .. .. .	73	166 6	
6th years' experience .. .. .	84	191 6	
7th years' experience .. .. .	90	205 0	
and thereafter the minimum wage.			
<i>Females.</i>			<i>Females.</i>
1st six months' experience .. .. .	23	s. d. 39 6	All adults .. .. . 171 0
2nd six months' experience .. .. .	30	51 6	<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>
3rd six months' experience .. .. .	34	58 0	Head burners .. .. . 241 0
4th six months' experience .. .. .	41	70 0	Other burners .. .. . 237 0
5th six months' experience .. .. .	45	77 0	Surfacers of abrasive articles .. .. . 234 0
6th six months' experience .. .. .	52	89 0	All others .. .. . 231 0
7th six months' experience .. .. .	57	97 6	
8th six months' experience .. .. .	65	111 0	
and thereafter the minimum wage.			

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

#### PROPORTION.

##### (a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

##### (b) Abrasive Articles (other than Abrasive Paper or Cloth).

Two improvers to the first adult employed, and thereafter one improver to each adult.

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

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 999]

TUESDAY, NOVEMBER 25.

[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

21st day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 145 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.	<i>Males.</i>		
Under 17 years of age	23	52 6	Oven hands	235	0
17 years of age	35	80 0	Machine attendants	235	0
18 years of age	47	107 0	All others of 3 months' or more experience	231	0
19 years of age	63	143 6	All others of less than 3 months' experience	229	0
20 years of age	77	175 6			
<i>Proportion (in any place).</i>			<i>Females.</i>		
One improver to every three adult employees.			All adults	171	0

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

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

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

No. 999.—10553/52.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1000]

TUESDAY, NOVEMBER 25.

[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.

### GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 146 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.										(b) ADULTS.	
<i>Males.</i>			<i>Females.</i>								
<i>s. d.</i>			<i>Experience.</i>	<i>Commencing Age.</i>						<i>s. d.</i>	
				<i>15 years or under.</i>	<i>16 years.</i>	<i>17 years.</i>	<i>18 years.</i>	<i>19 years.</i>	<i>20 years.</i>		
1st year's experience..	50	0									
2nd "	"	70	6								
3rd "	"	96	0								
4th "	"	130	0								
5th "	"	166	6								
6th "	"	191	6								
7th "	"	205	0								
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year ..			42 6	51 6	54 6	66 6	82 0	96 0			
2nd " ..			63 6	70 0	77 0	96 0	106 0	..			
3rd " ..			82 0	90 6	97 6	125 0	..	..			
4th " ..			104 6	113 0	125 0	..	..	..			
5th " ..			125 0	125 0	..	..	..	..			
and thereafter the rate prescribed for adults.											
PROPORTION.											
Two male improvers to each male person receiving not less than the rate prescribed for adults.											
Three female improvers to each female person receiving not less than the rate prescribed for adults.											
										Females ..	171 0
										Males—	
										Cutters ..	234 0
										All others..	231 0

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 1001]

TUESDAY, NOVEMBER 25.

[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.

### GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 144 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
—		Percentage of Basic Wage.	Amount.	—		Within a Radius of 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 where this Determination Applies.
<i>Males.</i>							
			<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience	..	22	50 0	Operators of blue-printing machines— Males— (i) with 3 months' or more experience .. (ii) with less than 3 months' experience .. Females .. .. All other persons— Males .. .. Females .. ..	234 0 231 0 171 0 231 0 171 0		231 0 228 0 171 0 228 0 171 0
2nd year's experience	..	31	70 6				
3rd year's experience	..	42	96 0				
4th year's experience	..	57	130 0				
5th years' experience	..	73	166 6				
6th years' experience	..	84	191 6				
7th years' experience	..	90	205 0				
and thereafter the minimum wage							
—		Percentage of Female Basic Wage.	Amount.				
<i>Females.</i>							
			<i>s. d.</i>				
1st six months' experience	..	23	39 6				
2nd six months' experience	..	30	51 6				
3rd six months' experience	..	34	58 0				
4th six months' experience	..	41	70 0				
5th six months' experience	..	45	77 0				
6th six months' experience	..	52	89 0				
7th six months' experience	..	57	97 6				
8th six months' experience	..	65	111 0				
and thereafter the minimum wage.							

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

PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

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

#### PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

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

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

No. 1001.—10555/52.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1002]

TUESDAY, NOVEMBER 25.

[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  
24th day of November, 1952.

RAY. H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.					
Males.			Females.								
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—						
		s. d.			s. d.	Males ..	..	..	..	231	0
1st year ..	22	50 0	1st six months	23	39 6	Females ..	..	..	..	171	0
2nd „ ..	30	68 6	2nd „ „	29	49 6						
3rd „ ..	41	93 6	3rd „ „	34	58 0						
4th „ ..	56	127 6	4th „ „	41	70 0						
5th „ ..	71	162 0	5th „ „	45	77 0						
6th „ ..	82	187 0	6th „ „	52	89 0						
7th „ ..	87	198 6	7th „ „	57	97 6						
			8th „ „	65	111 0						

And thereafter the minimum wage prescribed for adults.

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

#### PROPORTION (IN ANY PLACE).

##### Males.

One improver to each male worker receiving not less than the minimum wage.

##### Females.

Two improvers to each female person receiving not less than the minimum wage.

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

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

No. 1002.—10556/52.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1003]

TUESDAY, NOVEMBER 25.

[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  
24th day of November, 1952.

RAY. H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.	
Males.			Females.				
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		
1st year's experience ..	22	50 0	1st six months' experience ..	23	39 6		
2nd " " ..	32	73 0	2nd " " " ..	30	51 6		
3rd " " " ..	42	96 0	3rd " " " ..	34	58 0		
4th " " " ..	57	130 0	4th " " " ..	41	70 0		
5th " " " ..	73	166 6	5th " " " ..	45	77 0		
6th " " " ..	84	191 6	6th " " " ..	52	89 0	Males	231 0
7th " " " ..	90	205 0	7th " " " ..	57	97 6	Females	171 0
			8th " " " ..	65	111 0		

and thereafter the rate prescribed for adults.

#### PROPORTION.

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

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

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

No. 1003.—10557/52.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, NOVEMBER 25.

[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

24th day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### GENERAL BOARD.

(Chalk and Crayon Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Other Employees.					
Males.			Females.								
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.					s. d.	
1st year's experience	22	50 0	1st six months' experience	23	39 6	Grinding mill attendant .. ..	235	0			
2nd "	31	70 6	2nd "	30	51 6	Person engaged in testing and/or checking formulae .. ..	241	0			
3rd "	42	96 0	3rd "	34	58 0	Person in charge of mixing ingredients and making chalks from given formulae ..	236	0			
4th "	57	130 0	4th "	41	70 0	Persons not provided for—					
5th "	73	166 6	5th "	45	77 0	Males .. ..	231	0			
6th "	84	191 6	6th "	52	89 0	Females .. ..	171	0			
7th "	90	205 0	7th "	57	97 6						
8th "			8th "	65	111 0						
and thereafter the minimum wage.											
Proportion.											
One male improver to each male person receiving not less than the minimum wage.											
Three female improvers to each female person receiving not less than the minimum wage.											

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

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

No. 1004.—10559/52.—PRICE 3d.







# VICTORIA GOVERNMENT GAZETTE.

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No. 1005]

TUESDAY, NOVEMBER 25.

[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 523 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

Aduits.	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.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman .. .. .	13 16 6	14 3 0	13 13 6
5 and 6 inch, footman .. .. .	13 8 0	13 14 6	13 5 0
4 inch and under, headman .. .. .	13 11 0	13 17 6	13 8 0
4 inch and under, footman .. .. .	13 1 0	13 7 6	12 18 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster .. .. .	12 18 6	13 5 0	12 15 6
Dresser of pipes, including dresser on emery wheels .. .. .	12 18 0	13 4 6	12 15 0

Adults.	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.
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet .. .. .	13 12 0	13 18 6	13 9 0
5 and 6 inch, spigot .. .. .	13 1 0	13 7 6	12 18 0
4 inch and under, faucet .. .. .	13 5 0	13 11 6	13 2 0
4 inch and under, spigot .. .. .	12 17 0	13 3 6	12 14 0
Finishers and casters—			
5 and 6 inch .. .. .	13 12 0	13 18 6	13 9 0
4 inch and under .. .. .	13 5 0	13 11 6	13 2 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker .. .. .	14 0 0	14 6 6	13 17 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	12 16 0	13 2 6	12 13 0
2nd six months' experience .. .. .	12 19 0	13 5 6	12 16 0
3rd six months' experience .. .. .	13 2 0	13 8 6	12 19 0
Thereafter .. .. .	13 7 0	13 13 6	13 4 0
Dresser and grinder (when using portable machine) .. .. .	13 0 0	13 6 6	12 17 0
Dresser and grinder (other) .. .. .	12 18 0	13 4 6	12 15 0
Furnaceman—cupola .. .. .	13 5 0	13 11 6	13 2 0
Furnaceman—electric .. .. .	13 4 0	13 10 6	13 1 0
Furnaceman—other .. .. .	13 2 0	13 8 6	12 19 0
Assistant furnaceman .. .. .	12 16 0	13 2 6	12 13 0
Loader and unloader of annealing furnace .. .. .	12 16 0	13 2 6	12 13 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	12 16 0	13 2 6	12 13 0
(b) other .. .. .	13 6 0	13 12 6	13 3 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more .. .. .	12 16 0	13 2 6	12 13 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

\*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

#### 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.

### 3.

#### APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

#### Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

#### 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) 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.

(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) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.

*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 appropriate 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 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.

						Total Wage Payable—		
						Percentage of Basic Wage.	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.
<i>Four and Five-year Terms.</i>						£ 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
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>								
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.*

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

### *Overtime and Shift Work.*

(1) 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.

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

*Lost Time.*

(1) 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.

(m) 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.

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

*Annual and Sick Leave.*

(o) 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 exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the under-mentioned :—

## WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	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.	All Other Parts of Victoria.

## I.—Adult Females.

		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
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 25 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.

## 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	..	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.

Provided that the rate payable to any employee shall not 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.

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) 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 :

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

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

(d) Junior employees shall not be employed—

if under 18 years as furnacemen or assistants to furnacemen.

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



# VICTORIA GOVERNMENT GAZETTE.

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**No. 1006]**

**TUESDAY, NOVEMBER 25.**

**[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  
24th day of November, 1952.

RAY H. BEERS;  
Secretary for Labour.

### JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination published in *Government Gazette* No. 22 of the 18th January, 1952, shall be replaced by the following clauses:—

2.

ADULT EMPLOYEES.  
(a) *Males—Weekly Hands.*

	Wages Per Week.
GENERAL PRODUCTION SECTION.	£ s. d.
Foreman (first jam maker) .. .. .	14 4 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	13 12 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	13 14 0
Fruit preserver (as defined) .. .. .	13 14 0
Assistant fruit preserver .. .. .	13 4 0
Fruit crystalizer .. .. .	13 9 0
Candy peel-maker in charge .. .. .	13 9 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine .. .. .	13 1 0
Leading hand, bottle department .. .. .	13 4 0
Leading hand, pulp department .. .. .	13 4 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	13 4 0
Operator of apple-peeling machine .. .. .	13 1 0
Operator of labelling machine labelling canned goods .. .. .	13 1 0
Operator of fruit or vegetable lye machine .. .. .	13 1 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	13 1 0
Operator of sauce-labelling machine .. .. .	13 0 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	13 0 0
Employee in fruit crystallizing department, (other than fruit crystallizer) .. .. .	12 19 0
Employee engaged peeling melons .. .. .	13 1 0
Employees operating can-closing machine .. .. .	12 17 0
Employee engaged feeding into and/or taking from laquer machine .. .. .	13 1 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	12 17 0
Employee engaged in bottle-washing department .. .. .	12 17 0
Retort hand .. .. .	12 17 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	13 4 0
Man in charge of and operating retorts .. .. .	13 1 0
Employee operating jam-filling machine .. .. .	13 1 0
Employee operating sauce-filling machine .. .. .	13 1 0
Employee operating bottle-capping or bottle-closing machine .. .. .	12 17 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	12 14 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	12 17 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	12 17 0

## ADULT EMPLOYEES.

## (a) Males—Weekly Hands—continued.

	Wages Per Week.
	£ s. d.
<b>DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION</b>	
Leading hand .. .. .	13 12 0
Man in charge of prunes or tree fruits .. .. .	13 7 0
Man in charge of dehydrator .. .. .	13 5 0
Man in charge of steam retorts on drying ovens .. .. .	13 4 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .	13 1 0
All others working in dehydration tunnel .. .. .	13 1 0
Operator of blancher which included spray washing .. .. .	12 19 0
Unloader of trays from blancher .. .. .	12 14 0
General hands .. .. .	12 12 0
<b>STORING SECTION.</b>	
Foreman packer in charge of despatch and packing department .. .. .	13 19 0
Foreman packer's assistant .. .. .	13 7 0
Storeman and packer (as defined) .. .. .	13 1 0
<b>MISCELLANEOUS SECTION.</b>	
Man working in connexion with freezing chambers .. .. .	13 11 0
Man working in connexion with cooling chambers .. .. .	13 1 0
Tapper .. .. .	13 1 0
Driver of power-driven factory truck .. .. .	13 0 0
General hands, i.e., persons not otherwise classified .. .. .	12 12 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

## Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

## (c) Females—Weekly Hands.

	Wages Per Week.
	£ s. d.
Head forewoman .. .. .	10 16 3
Forewoman's assistant .. .. .	10 6 3
Head woman supervisor .. .. .	10 3 3
Supervisor (as defined) .. .. .	10 1 3
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine .. .. .	10 1 3
Employees engaged in—	
(i) clipping piecework tickets .. .. .	9 18 3
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .	
(iv) operating can-closing machine .. .. .	
(v) packing clear mixed pickles into glass containers .. .. .	
(vi) pouring out or filling jam by hand .. .. .	
(vii) pouring out pulp by hand .. .. .	
(viii) stirring jam, sauce, or pulp .. .. .	
(ix) washing bags .. .. .	
(x) working at a fruit press .. .. .	
(xi) feeding into and/or taking from lacquer machine .. .. .	
(xii) feeding into and/or taking from bottle-washing machine .. .. .	
(xiii) bottle-washing department .. .. .	
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .	
(xv) operator jam filling machine .. .. .	
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .	
(xvii) operator bottle-capping or bottle-closing machine .. .. .	9 9 3
(xviii) operator sauce-labelling machine .. .. .	
(xix) feeding peach-slicing machine .. .. .	
(xx) operator of apple-peeling machine .. .. .	9 9 3
All other adult females, i.e., females 18 years of age or over .. .. .	

## Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3.

## JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age .. .. .	45	5 4 6
17 years of age and under 18 years of age .. .. .	56	6 10 0
18 years of age and under 19 years of age .. .. .	67	7 15 6
19 years of age and under 20 years of age .. .. .	79	9 3 6
20 years of age and under 21 years of age .. .. .	95	11 0 8
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age .. .. .	83	7 4 6
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

## PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots .. .. .	Cutting and stoning by hand .. .. .	1 11 807	2 7 742
Peaches .. .. .	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	..	1 3 871
Peaches .. .. .	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	..	1 6 705
Peaches .. .. .	Cutting and stoning peaches under 2½" in diameter .. .. .	..	1 9 114
Peaches .. .. .	Trimming or specking per bucket .. .. .	..	0 3 968
Peaches .. .. .	Feeding into peach pitting machine—per thousand .. .. .	..	2 9 018
Pears (large and medium) .. .. .	Peeling, cutting and coring (not into water) .. .. .	..	3 3 637
Pears (small) .. .. .	Peeling, cutting and coring (not into water) .. .. .	..	3 7 646
Pears .. .. .	Feeding into pear preparation machine—per thousand .. .. .	..	2 10 577
Pears .. .. .	Trimming or specking—per bucket .. .. .	..	0 3 968
Quinces .. .. .	Peeling, cutting and coring by machines .. .. .	1 5 146	1 5 146
Quinces .. .. .	Peeling by hand (not topping or tailing) .. .. .	1 8 172	1 8 172
Quinces .. .. .	Peeling by hand and topping and tailing .. .. .	2 1 79	2 1 79
Quinces .. .. .	Cutting by hand .. .. .	1 5 146	1 5 146
Quinces .. .. .	Coring by hand (quarters) .. .. .	1 5 146	1 5 146
Quinces .. .. .	Coring by hand (halves) .. .. .	1 0 894	1 0 894
Quinces .. .. .	Sorting and picking over machine-cored slices (per bucket, .. .. .	0 5 951	0 5 951
Tomatoes .. .. .	Peeling (per bucket) by hand .. .. .	0 8 644	0 8 644

  

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves .. .. .	0 4 251
Whole .. .. .	0 2 693
Peaches—grading and placing in No. 2½ cans .. .. .	0 2 268
Pears—grading and placing in No. 2½ cans .. .. .	0 2 834
Any other fruits or tomatoes—grading and placing in No. 2½ cans .. .. .	0 2 268
Asparagus grading and placing in 10–11 oz. cans, 24 tins per tray .. .. .	0 10 911
14–16 oz. cans, 24 tins per tray .. .. .	0 7 935
23–30 oz. cans, 15 tins per tray .. .. .	0 7 935
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles .. .. .	1 6 563
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles .. .. .	1 10 794
Pickles—Cutting up vegetables for mustard pickles by knife per cwt .. .. .	7 1 165
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt. .. .. .	5 8 114
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation .. .. .	21 3 356
Onions—when weighed after the operation .. .. .	28 4 38
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation .. .. .	17 0 2
Onions—per cwt. when weighed after the operation .. .. .	22 8 5

Tomato Sauce or Chutney—Preparation for Sale.										Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—										s. d.	s. d.
Labelling with one label	..	..	..	..	..	..	..	..	..	1 5·140	1 7·13
Wrapping	..	..	..	..	..	..	..	..	..	0 7·086	0 7·086

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2, 3 and 28, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1007]

TUESDAY, NOVEMBER 25.

[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 727 of the 27th July, 1951, shall be replaced by the following clauses:—

#### JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hour
		£ 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			

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

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

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

*Proportion of Juniors.*

(e) In any factory the proportion of juniors 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. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a)

ADULT MALES.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Full-fashioned Hosiery.</i>	
Assistant foreman .. .. .	14 7 0
Mechanic on full-fashioned machines .. .. .	14 2 0
Plierer .. .. .	13 13 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—	
1st year's experience .. .. .	13 13 0
Thereafter .. .. .	14 2 0
Welt turner and/or assistant operator on full-fashioned machines .. .. .	13 2 0
Topper .. .. .	12 15 0
<i>Circular Hosiery and Half-hose.</i>	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Mechanic .. .. .	13 13 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter) .. .. .	13 1 0
<i>Underwear and Outerwear.</i>	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines) .. .. .	13 13 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines) .. .. .	13 1 0
Electric machine cutter .. .. .	13 7 0
Hand cutter .. .. .	13 3 0
Laver-up .. .. .	12 15 0
Hand knitter on flat machines .. .. .	13 2 0
Warper and/or creeler .. .. .	13 1 0
<i>All Sections.</i>	
Throwing and Winding—	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Mechanic .. .. .	13 13 0
Yarn conditioning and/or yarn testing .. .. .	12 15 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler .. .. .	12 19 0
Dye-house Bleach House and Scouring—	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Man responsible for weighing dye-stuffs .. .. .	13 2 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant .. .. .	12 19 0
Man employed on unshrinkable process .. .. .	12 19 0
Press Room—	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Board and/or press hands (including pre-boarding) .. .. .	13 1 0
Finishing—	
Assistant foreman .. .. .	13 17 0
Leading hand .. .. .	13 5 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine) .. .. .	12 19 0
General—	
Sulphur house hand (for time engaged on sulphur house work) .. .. .	13 4 0
Recorder .. .. .	12 15 0
Yarn supplier and/or storeman .. .. .	12 15 0
Storeman and/or packer .. .. .	12 15 0
Trucker and/or wheeler .. .. .	12 15 0
Warehouseman .. .. .	12 15 0
Oiler and/or cleaner .. .. .	12 15 0
All other adult males in any section not elsewhere specified .. .. .	11 15 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

## 3. (b)

## ADULT FEMALES.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Linker .. .. .	8 16 6	9 2 6	9 11 6
Seamer .. .. .	8 16 6	9 2 6	9 11 6
Clocker .. .. .	8 16 6	9 2 6	9 11 6
Mender .. .. .	8 16 6	9 2 6	9 11 6
Invisible mender .. .. .	8 16 6	9 2 6	9 11 6
Topper .. .. .	8 16 6	9 2 6	9 11 6
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Linker .. .. .	8 16 6	9 2 6	9 11 6
Seamer .. .. .	8 16 6	9 2 6	9 11 6
Welter and/or overlocker .. .. .	8 16 6	9 2 6	9 11 6
Mender .. .. .	8 16 6	9 2 6	9 8 6
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter)) .. .. .	8 16 6	9 2 6	9 8 6
Clocker .. .. .	8 16 6	9 2 6	9 11 6
Trimmer .. .. .	8 16 6	9 2 6	9 8 6
<i>Underwear and Outerwear.</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Electric machine cutter .. .. .	8 16 6	9 14 6	10 9 6
Hand cutter .. .. .	8 16 6	9 11 6	10 6 6
Layer-up .. .. .	8 16 6	9 2 6	9 8 6
Trimmer .. .. .	8 16 6	9 2 6	9 8 6
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines) .. .. .	8 16 6	9 2 6	9 8 6
Hand knitter on flat machines .. .. .	8 16 6	9 2 6	9 11 6
Warper and/or creeler .. .. .	8 16 6	9 2 6	9 11 6
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell) .. .. .	8 16 6	9 2 6	9 11 6
Mender .. .. .	8 16 6	9 2 6	9 8 6
Hand embroiderer .. .. .	8 16 6	9 2 6	9 11 6
<i>All Sections.</i>			
<i>Throwing and Winding—</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Yarn conditioning and/or yarn testing .. .. .	8 16 6	9 2 6	9 8 6
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler .. .. .	8 16 6	9 2 6	9 8 6
<i>Press Room—</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Board and/or press hand (including pre-boarding) .. .. .	8 16 6	9 2 6	9 11 6
Presser and/or ironer .. .. .	9 2 6	9 8 6	9 11 6
Operator of steam press (namely, female employed on a steam-pressing machine) .. .. .	9 4 6	9 14 6	10 4 6
<i>Finishing—</i>			
Assistant forewoman .. .. .	10 11 6	10 11 6	10 11 6
Examiner .. .. .	8 16 6	9 2 6	9 8 6
Folder .. .. .	8 16 6	9 2 6	9 8 6
Grader .. .. .	8 16 6	9 2 6	9 8 6
Pairer .. .. .	8 16 6	9 2 6	9 8 6
Sorter .. .. .	8 16 6	9 2 6	9 8 6
Parceller .. .. .	8 16 6	9 2 6	9 8 6
Boxer .. .. .	8 16 6	9 2 6	9 8 6
Finisher .. .. .	8 16 6	9 2 6	9 8 6
<i>General—</i>			
Recorder .. .. .	8 16 6	9 2 6	9 8 6
Warehousewoman .. .. .	8 16 6	9 2 6	9 8 6
All other adult females in any section 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 clauses 2 and 3, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1008]

TUESDAY, NOVEMBER 25.

[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

21st day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1244 of the 30th November, 1951, shall be replaced by the following clauses:—

#### 2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) .. ..	14 16 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation .. ..	14 6 0
	(b) For a second period of six months' probation .. ..	14 9 6
	(c) Thereafter the rate for a machine compositor	

No. Order Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLES "A"—ADULT MALES—continued.	£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid .. .. .	14 16 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .	14 6 0
5	Operator of a Wells' cross-rule form machine .. .. .	14 16 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	13 3 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine .. .. .	14 6 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	13 3 6
9	Proof reader and/or reviser .. .. .	14 9 6
10	Copy holder .. .. .	12 14 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor) .. .. .	14 6 0
12	Electrotypist (which shall include an employee preparing lead for matrix moulding purposes) .. .. .	14 6 0
13	Stereotyper .. .. .	14 6 0
14	Engraver on wood or metal .. .. .	14 6 0
15	Letterpress machinist .. .. .	14 6 0
16	Railway ticket printer—single machine .. .. .	13 9 6
17	Railway ticket printer—multiple machine .. .. .	13 11 6
18	Machinist working a flat-bed machine printing from a reel .. .. .	14 6 0
19	Letterpress rotary machinist .. .. .	14 6 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper .. .. .	13 6 6
21	Collapsible tube printing machinist .. .. .	14 6 0
22	Universal process machine operator .. .. .	14 6 0
23	Lithography— (a) Artist and/or designer .. .. . (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate .. .. . (c) Lithographic pressman and/or lithographic manual transferer .. .. . (d) Lithographic stone polisher and/or 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.) (e) Lithographic machinist, including lithographic tin printer .. .. .	14 12 6 14 8 0 14 6 0 12 16 0
24	Photogravure machinist .. .. .	14 6 0
25	Bookbinder .. .. .	14 6 0
26	Marbler .. .. .	14 6 0
27	Hand indexer .. .. .	14 6 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	14 6 0
29	Finisher .. .. .	14 6 0
30	Pocket-book maker .. .. .	14 6 0
31	Ticket maker, turned-in work .. .. .	14 6 0
32	Blotting pad maker .. .. .	14 6 0
33	Portfolio maker .. .. .	14 6 0
34	Person engaged in sawing and/or rolling books .. .. .	14 6 0
35	Loose sheet cover maker .. .. .	14 6 0
36	Edge-gilder .. .. .	14 6 0
37	Leather cutter .. .. .	14 6 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37) .. .. .	12 19 6
39	Embossing machinist .. .. .	14 6 0
40	Map and plan mounter and/or varnisher .. .. .	14 6 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine .. .. .	14 6 0
42	Guillotine machine operator .. .. .	14 6 0
43	Employee operating a milk bottle wad making machine .. .. .	13 3 0
44	Waxer .. .. .	13 1 0
45	Sheet varnishing and/or sheet gumming machinist .. .. .	12 16 0
46	Rotary reel gumming machinist .. .. .	12 19 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping .. .. .	12 12 0
48	Printing ink mixer and/or maker .. .. .	12 13 0
49	Bronzing machine operator .. .. .	12 16 0
50	Roller maker .. .. .	12 13 0
51	Feeder on any kind of machine .. .. .	12 8 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		
		£ s. d.
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	13 19 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	13 19 0
54	Storeman	12 16 0
55	Packer and/or despatcher	12 16 0
56	Any other adult male	12 4 0
57	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 <i>pro rata</i> for the hours worked by him. Provided that until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
TABLE "B"—ADULT FEMALES :		
(Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	14 6 0
2	Female head packer when employed as such	9 17 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	9 17 0 9 16 0
4	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	9 15 0 9 15 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	9 15 0
6	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	9 15 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	9 15 0
8	Female copy holder	9 15 0
9	Female embosser	9 16 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	9 15 0
11	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) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	9 19 0 10 10 6 10 18 0
12	Female employees not otherwise specified	9 3 6

NOTE.—See clause 36 (g) re-additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

#### FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

## RATES FOR JUNIORS AND APPRENTICES.

## 4. Where the work is performed by a male junior, not being an apprentice—

	Third Column Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	£ s. d.
Under 15 years of age .. .. .	2 13 6
Between 15 and 16 years of age .. .. .	3 6 0
Between 16 and 17 years of age .. .. .	4 5 6
Between 17 and 18 years of age .. .. .	5 14 6
Between 18 and 19 years of age .. .. .	7 4 0
Between 19 and 20 years of age .. .. .	8 15 6
Between 20 and 21 years of age .. .. .	10 7 6
Where the work is performed by a male apprentice :	
First year .. .. .	3 4 6
Second year .. .. .	4 13 0
Third year .. .. .	5 7 0
Fourth year .. .. .	6 8 6
Fifth year .. .. .	7 17 6
Sixth year .. .. .	10 14 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 <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience .. .. .	2 18 6
Second year's experience .. .. .	3 18 0
Third year's experience .. .. .	4 17 6
Fourth year's experience .. .. .	5 17 0
Fifth year's experience .. .. .	7 6 0
And thereafter the minimum wage prescribed for females for the class of work 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.	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 77s. 6d. for each full week or a *pro rata* amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 110s. 3d. for the said amount of 77s. 6d.





# VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, NOVEMBER 25.

[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

21st day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### COUNTRY PRINTERS BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 1252 of the 7th December, 1951, shall be replaced by the following clause:—

2.

#### WAGES.

*Table A.—Adult Males.*

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine) .. .. .	14 18 6	14 16 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation .. .. .	14 8 0	14 6 0
	(b) For a second period of six months' probation .. .. .	14 11 6	14 9 6
	(c) Thereafter the rate for a machine compositor .. .. .	14 18 6	14 16 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid .. .. .	14 18 6	14 16 6
4	Proof reader and/or reviser		
	(a) In newspaper and commercial printing offices .. .. .	14 11 6	14 9 6
	(b) Commercial printing only .. .. .	14 11 6	14 9 6

\* See clause 3 for definition of grades.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..		
6	Hand compositor .. .. .		
7	Sluggar .. .. .		
8	Bulk hand .. .. .		
9	Stonehand .. .. .	14 8 0	14 6 0
10	Electrotypist .. .. .		
11	Stereotypist .. .. .		
12	Letterpress Machinist .. .. .		
13	Machinist working a flat-bed machine printing from a reel .. .. .		
14	Lithographic machinist, including lithographic tin printer, lithographic transferor and/or pressman .. .. .	14 8 0	14 6 0
15	Stone and/or plate preparer .. .. .	12 18 0	12 16 0
16	Ink grinder and/or varnisher .. .. .	12 13 0	12 11 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate) .. .. .	14 8 0	14 6 0
18	Marbler .. .. .	14 8 0	14 6 0
19	Hand Indexer .. .. .	14 8 0	
20	Finisher .. .. .	14 8 0	
21	Pocket-book maker .. .. .	14 8 0	
22	Loose-sheet cover maker .. .. .	14 8 0	
23	Ticket maker, turned in work .. .. .	14 8 0	
24	Blotting-pad maker .. .. .	14 8 0	
25	Portfolio maker .. .. .	14 8 0	
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage		
27	Map and plan mounter and/or varnisher .. .. .	14 8 0	
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine .. .. .	14 8 0	14 6 0
29	Guillotine machine operator .. .. .	12 12 0	
30	Feeder of any kind of machine .. .. .	12 18 0	
31	Storeman, packer and/or despatcher .. .. .	12 6 0	12 4 0
32	Male employee not otherwise specified .. .. .		

\* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine .. .. .	10 0 0
2	Female employee not otherwise specified .. .. .	9 4 0
	Female Supervisors.	
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees .. .. .	10 2 0
	(b) From 9 to 15 employees (both inclusive) .. .. .	10 11 0
	(c) Over 15 employees .. .. .	10 17 0

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age .. .. .	22	2 14 6
2	Between 15 and 16 years of age .. .. .	27	3 7 0
3	Between 16 and 17 years of age .. .. .	35	4 7 0
4	Between 17 and 18 years of age .. .. .	47	5 16 6
5	Between 18 and 19 years of age .. .. .	59	7 6 6
6	Between 19 and 20 years of age .. .. .	72	8 18 6
7	Between 20 and 21 years of age .. .. .	85	10 11 0

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year .. .. .	22½	3 5 0
2	Second year .. .. .	32½	4 14 0
3	Third year .. .. .	37½	5 8 6
4	Fourth year .. .. .	45	6 10 6
5	Fifth year .. .. .	55	7 19 6
6	Sixth year .. .. .	75	10 17 6
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the undermentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age .. .. .	30	2 19 6
2	Between 17 and 18 years of age .. .. .	40	3 19 0
3	Between 18 and 19 years of age .. .. .	50	4 19 0
4	Between 19 and 20 years of age .. .. .	60	5 19 0
5	Between 20 and 21 years of age .. .. .	75	7 8 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

Clauses, other than clause 2, of the said Determination shall remain in force except that in clause 1 (c) of Schedule "A" the words "an amount of £4 2s. 1d. per week shall be added to the earnings of a pieceworker" shall be altered to read "an amount of £5 15s. 10d. per week shall be added to the earnings of a pieceworker."





# VICTORIA GOVERNMENT GAZETTE.

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No. 1010]

TUESDAY, NOVEMBER 25.

[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

## GENERAL BOARD.

(Feathers and Feather Articles Section.)

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

### PERSONS ENGAGED IN PREPARING FEATHERS.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.				s. d.
Under 17 years of age .. ..	..	23	52 6	All adults .. .. .	..	..	231 0
17 years of age .. .. .	..	35	80 0				
18 years of age .. .. .	..	47	107 0				
19 years of age .. .. .	..	63	143 6				
20 years of age .. .. .	..	77	175 6				
<i>Proportion (in any place).</i>							
One improver to each adult employee.							

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

14.

WAGES PER WEEK OF 40 HOURS.

## (a) IMPROVERS.

<i>Males.</i>			<i>Females.</i>		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience .. ..	22	50 0	1st six months' experience .. ..	23	39 6
2nd year's experience .. ..	31	70 6	2nd six months' experience .. ..	29	49 6
3rd year's experience .. ..	42	96 0	3rd six months' experience .. ..	34	58 0
4th year's experience .. ..	57	130 0	4th six months' experience .. ..	41	70 0
5th year's experience .. ..	73	166 6	5th six months' experience .. ..	45	77 0
6th year's experience .. ..	84	191 6	6th six months' experience .. ..	52	89 0
7th year's experience .. ..	90	205 0	7th six months' experience .. ..	57	97 6
			8th six months' experience .. ..	65	111 0
			9th six months' experience .. ..	70	119 6
			10th six months' experience .. ..	76	130 0

and thereafter the rate prescribed for adults.

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

## PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

## (b) ADULTS.

	s. d.
Males :— (i) of 3 months' or more experience .. ..	232 0
(ii) of less than 3 months' experience .. ..	231 0
Females .. ..	171 0

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 1011]

TUESDAY, NOVEMBER 25.

[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  
24th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 138 of the 9th February, 1951, shall be replaced by the following clause:—

2.

Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
	Percentage of Basic Wage.	s. d.		Within a Radius of 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 where this Determination Applies.
Under 17 years of age ..	27	61 6	—		
17 years of age ..	35	80 0			
18 years of age ..	47	107 0			
19 years of age ..	63	143 6			
20 years of age ..	77	175 6			
PROPORTION (in any place).				£ s. d.	£ s. d.
One improver to each adult employee.			Foreman in charge .. ..	12 3 0	12 0 0
			Scutcher (hand) .. ..	11 17 0	11 14 0
			Scutcher (machine) .. ..	11 14 0	11 11 0
			All others .. ..	11 11 0	11 8 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

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

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

No. 1011.—10561/52.—PRICE 3d.







# VICTORIA GOVERNMENT GAZETTE.

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No. 1012]

TUESDAY, NOVEMBER 25.

[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### IRON AND STEEL ROLLING BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 511 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

#### WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.
		£ s. d.		£ s. d.
17 to 19 years of age ..	85	9 14 0	Roller .. .. .	16 9 3
19 to 21 years of age ..	100 plus 1s. 6d.	11 9 6	Furnaceman .. .. .	15 17 6
			Rougher .. .. .	15 10 0
			Catcher (three high roughing Rolls) ..	15 10 0
			Catcher who is responsible for adjusting guards .. .. .	13 6 0
			Other catchers .. .. .	13 5 0
			Annealer or heat treatment hand ..	13 12 6
			Roller's assistant .. .. .	13 11 0
			Charger .. .. .	13 4 0
			Shearsman of scrap Crocodile Shears ..	13 4 0
			Yard shearsman .. .. .	13 4 0
			Billet shearsman .. .. .	13 4 0
			Scrap bar and/or scrap shearsman ..	13 1 0
			Shearsman (small mill Brooklyn) ..	13 1 0
			Other shearsmen .. .. .	12 17 6
			Setter up .. .. .	13 1 6
			Carrier up (large mill) .. .. .	12 14 0
			Carrier up (small mill) .. .. .	12 14 0
			Underhand, second, handling up to 300-lb. blooms .. .. .	13 0 10
			Underhand who also assists to feed furnace .. .. .	13 0 0
			Underhand .. .. .	12 17 6
			Hookman .. .. .	13 0 0
			Middleman .. .. .	13 3 0
			Straightener .. .. .	13 0 0
			Straightener's assistant .. .. .	12 17 6
			Chipper .. .. .	13 0 0
			Heater .. .. .	13 3 6
			Assistant furnaceman .. .. .	12 14 0
			Plate hand .. .. .	12 17 6
			Furnaceman at electric furnace ..	13 15 6
			Pitman at electric furnace .. .. .	13 6 0
			Ladleman at electric furnace .. .. .	13 6 0
			Assistant at electric furnace .. .. .	12 18 0
			Assistant to shearsman .. .. .	12 17 6
			Other employees with not less than three months' experience in this industry	12 0 0
			All others .. .. .	11 14 0

NOTE.—The Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

No. 1012.—10573/52.—PRICE 3d.

## PIECEWORK.

18.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in May, 1952.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	s. d.	
		<i>* Four Roll—18-in. Mill.</i>
Roller ..	7 10½	Per ton of finished bars of iron and steel
	7 5½	Per ton of scrap iron bars
Rougher ..	5 11	Per ton of finished bars of iron and steel
	10 8	Per ton of scrap iron bars
Catcher ..	4 5½	Per ton of finished bars of iron and steel
	6 8	Per ton of scrap iron bars
Middleman ..	4 4	Per ton of finished bars of iron and steel
Large Hook	4 2½	Per ton of finished bars of iron and steel
	6 0½	Per ton of scrap iron bars
Small Hook	4 2½	Per ton of finished bars of iron and steel
Platchand ..	4 3½	Per ton of finished bars of iron and steel
Leading Platchand	4 4½	Per ton of finished bars of iron and steel
	6 4½	Per ton of scrap iron bars
Furnaceman	12 8½	Per ton of finished bars of iron and steel
	18 4½	Per ton of scrap iron bars
Underhand	8 8½	Per ton of finished bars of iron and steel
	12 6½	Per ton of scrap iron bars
Carrier Up ..	4 5	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 3½	Per ton of finished bars of iron and steel
		<i>* Ten Roll—10-in. Mill.</i>
Roller ..	12 6½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	9 11	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 4	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11 0½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8 6½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 6½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 4	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7 4½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 10	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 5½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 1½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 10½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Furnaceman	20 2½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	17 7½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	15 10	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12 8½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	13 4½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Underhand	11 5	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	9 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
	7 7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
Plateman	5 8	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 11	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 1013]

TUESDAY, NOVEMBER 25.

[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1238 of the 30th November, 1951, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
<b>STOVEMAKING SECTION.</b>		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width .. .. .	256 0	253 0
Between 3 ft. 6 in. and 5 feet in width .. .. .	259 0	256 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods .. .. .	273 6	270 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling .. .. .	259 0	256 0
Tester not engaged as fitter .. .. .	248 0	245 0
Pattern and moulding box fitter and filer .. .. .	259 0	256 0
Painter, brush .. .. .	249 0	246 0
Painter, spray .. .. .	252 0	249 0
Press operator .. .. .	250 0	247 0
Other power machinist .. .. .	247 0	244 0
Polisher and grinder .. .. .	256 0	253 0
Stove blacksmith .. .. .	253 0	250 0
Electroplater in charge .. .. .	265 0	262 0
Electroplater's assistant .. .. .	251 0	248 0
Labourer delivering material to and taking finished articles from fitters .. .. .	245 0	242 0
Stove blacksmith's striker .. .. .	248 0	245 0
Labourer directly assisting workmen whose margins exceed 26s. per week .. .. .	251 0	248 0
Other employees with not less than three month's experience in the industry .. .. .	237 0	234 0
All others .. .. .	231 0	228 0

## WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
PORCELAIN ENAMELLING SECTION.	s. d.	s. d.
Fuser .. .. .	260 0	257 0
Fuser's assistant .. .. .	251 0	248 0
Mill hand and mixer .. .. .	251 0	248 0
Sprayer .. .. .	252 0	249 0
Shot and sand-blast dresser .. .. .	257 0	254 0
Other dresser .. .. .	252 0	249 0
Swiller, gripper, and brusher .. .. .	248 0	245 0
Pickler .. .. .	248 0	245 0
Rackman .. .. .	246 0	243 0
Other employees with not less than three months' experience in the industry .. .. .	237 0	234 0
All others .. .. .	231 0	228 0

## JUNIOR MALE AND FEMALE LABOUR.

## 3. Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
				s. d.	s. d.
	Per Week.	Per Week.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	..	171 0	168 6
All others .. .. .	75	..	16 0	187 0	184 6
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	52	..	3 6	92 6	91 0
18 years of age .. .. .	62	..	4 0	110 0	108 6
19 years of age .. .. .	72	..	4 6	127 6	126 0
20 years of age .. .. .	82	..	5 0	145 0	143 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. .. .	24	..	2 0	56 6	56 0
16 years of age .. .. .	34	..	3 0	80 6	79 6
17 years of age .. .. .	46	..	4 0	109 0	107 6
18 years of age .. .. .	58	..	5 0	137 0	135 6
19 years of age .. .. .	73	..	6 0	172 6	170 0
20 years of age .. .. .	88	..	7 0	207 6	205 0
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age .. .. .	24	1 0	2 6	57 6	57 0
16 years of age .. .. .	32	1 9	2 6	77 0	76 0
17 years of age .. .. .	58	3 0	5 0	140 0	138 6
18 years of age .. .. .	73	4 0	0 0	176 6	174 0
19 years of age and over .. .. .	88	4 6	7 0	212 0	209 6

\* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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



# VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, NOVEMBER 25.

[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  
19th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

## PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 44 of the 23rd January, 1951, shall be replaced by the following clause:—

2.

IMPROVERS.\*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
15 years of age ..	44	100 6	16 years of age ..	48	82 0
16 years of age ..	48	109 6	17 years of age ..	58	99 0
17 years of age ..	58	132 0	18 years of age ..	69	118 0
18 years of age ..	69	157 6	19 years of age ..	80	137 0
19 years of age ..	80	182 6	20 years of age ..	95	162 6
20 years of age ..	95	216 6			

\*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

### PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 1014.—10578/52.—PRICE 3d.

## OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead.			
Employee engaged on lead filters .. .. .	..	..	260 0
Employee engaged on carbonators .. .. .	..	..	259 0
Employee engaged on lead dryers .. .. .	..	..	258 0
Employee engaged on lead melting kettles .. .. .	..	..	257 6
General process worker .. .. .	..	..	255 0
All others .. .. .	..	..	250 0
Elsewhere—			
Varnish maker or natural gum runner .. .. .	277 0	3 0	280 0
Oil boiler or burner or chemical colour maker .. .. .	271 0	3 0	274 0
Tinter of paint, lacquer or enamel .. .. .	267 0	3 0	270 0
Varnish maker's assistant .. .. .	256 0	3 0	259 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker .. .. .	254 0	3 0	257 0
All other males .. .. .	247 0	3 0	250 0
All other females .. .. .	172 9	3 0	175 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

Clauses, other than clause 2, of the said Determination as amended on the 5th March, 1951, shall remain in force.



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**No. 1015]**

**TUESDAY, NOVEMBER 25.**

**[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 397 of the 19th April, 1951, shall be replaced by the following clauses:—

2.

#### APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	71 6	60 0	No female shall be employed until she attains the age of fifteen years.
16 years of age ..	94 3	71 6	
17 years of age ..	117 0	82 9	
18 years of age ..	151 3	105 6	
19 years of age ..	174 0	117 0	
20 years of age ..	196 9	128 6	
And thereafter the minimum wage.			

#### Proportion.

##### MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 241s. per week of 40 hours.

##### MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 241s. per week of 40 hours.

##### FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 176s. per week of 40 hours.

##### FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 176s. per week of 40 hours.

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

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

## 3.

## ADULT MALES.

					Wages per Week of 40 Hours.
					£ s. d.
<i>Plastic Section.</i>					
1.	Operator on warming and/or masticating mill	..	..	..	12 7 0
2.	Operator on mixing mill	..	..	..	12 15 0
3.	Operator in charge of forcing or extruding machine	..	..	..	12 9 0
4.	First assistant on Calender, 48 inches and over	..	..	..	12 11 6
5.	First assistant on Calender under 48 inches	..	..	..	12 5 0
6.	Operator in charge of Calender, 72 inches and under	..	..	..	13 3 0
7.	Operator in charge of Calender over 72 inches	..	..	..	13 8 0
8.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing	..	..	..	13 5 0
9.	Plastic press operator (other)	..	..	..	12 12 0
10.	Process worker, i.e., a person employed—				
	(a) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines;				
	(b) in the powder room	..	..	..	12 10 0
11.	Employee engaged in any operation not set out above	..	..	..	12 1 0
<i>Casein Section.</i>					
12.	Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe				13 5 0
13.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz.:—pressure, temperature and time of curing	..	..	..	13 5 0
14.	Plastic press operator (other)	..	..	..	12 12 0
15.	Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines	..	..	..	12 10 0
16.	Employee engaged in any operation not set out above	..	..	..	12 1 0

## ADULT FEMALES.

					Wages per Week of 40 Hours
					£ s. d.
All adult females					8 16 0

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1016]

TUESDAY, NOVEMBER 25.

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

Dated at Melbourne, this  
21st day of November, 1952.

RAY. H. BEERS.  
Secretary for Labour.

### RADIO BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 520 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 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.
Radio serviceman .. .. .	13 16 6	14 3 0	13 13 6
Radio repairer (Factory) .. .. .	12 17 0	13 3 6	12 14 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	12 12 0	12 18 6	12 9 0
Power tube operative—			
1st six months' experience .. .. .	12 12 0	12 18 6	12 9 0
Thereafter .. .. .	12 16 0	13 2 6	12 13 0
Tradesmen (radio) .. .. .	14 0 0	14 6 6	13 17 0
Radio tester .. .. .	13 7 0	13 13 6	13 4 0
Final tester and fault finder .. .. .	13 16 6	14 3 0	13 13 6
Process worker .. .. .	12 10 0	12 16 6	12 7 0
Other employees with not less than three months' experience in this industry .. .. .	11 17 0	12 3 6	11 14 0
All others .. .. .	11 11 0	11 17 6	11 8 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid an additional allowance as follows:—

	Per Week.
	£ s. d.
Motor car .. .. .	5 0 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 20 employees, 27s. per week extra.

No. 1016.—10588/52.—PRICE 3d.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors 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.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>					
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 23 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.				
<i>II.—Junior Females.</i>					
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
<i>III.—Junior Males.</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 13 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 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.

(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.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 1017]

TUESDAY, NOVEMBER 25.

[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  
21st day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### ROOFING TILES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 509 of the 20th June, 1952, shall be replaced by the following clause:—

2. (a)

#### (i) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.				Total Wage.
		Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	At the Rates proscribed for Adults	24	54 6	1 3	2 3	58 0
15 years of age ..		28	64 0	1 6	2 9	68 3
16 years of age ..		32	73 0	1 6	3 3	77 9
17 years of age ..		38	86 6	1 9	3 9	92 0
18 years of age ..		52	118 6	2 6	5 0	126 0
19 years of age ..		61	139 0	3 0	6 0	148 0
20 years of age ..		75	171 0	3 9	7 3	182 0

FEMALES.

Wages per Week of 40 Hours.

	Percentage of Female Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age ..	32	54 6	1 3	2 3	58 0
15 years of age ..	37	63 6	1 3	2 9	67 6
16 years of age ..	42	72 0	1 6	3 0	76 6
17 years of age ..	45	77 0	1 9	3 3	82 0
18 years of age ..	51	87 0	1 9	3 9	92 6
19 years of age ..	58	99 0	2 0	4 3	105 3
20 years of age ..	64	109 6	2 3	4 9	116 6

(b) Notwithstanding anything contained in the schedules of rates proscribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 6d.

No. 1017.—10589/52.—PRICE 3d.

Proportion (in any factory or place).

*Apprentices.*

- (c) One male apprentices to every three or fraction of three male workers receiving not less than the minimum wage.  
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

*Improvers.*

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(II) ALL OTHER EMPLOYEES.

MALES.

Wages per Week of 40 Hours.

	<i>s. d.</i>
Burner .. .. .	256 0
Burner's Assistant .. .. .	252 0
Damperman and/or kiln cleaner .. .. .	249 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools) .. .. .	261 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less .. .. .	263 0
All other facemen .. .. .	265 0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools) .. .. .	255 0
Drawer .. .. .	255 0
Setter .. .. .	259 0
Mouldmaker (including plaster die making) .. .. .	259 0
Flower pot, or flower pot saucer throwers .. .. .	259 0
Maker on press (screw or lever type) .. .. .	253 0
Hand presser and moulder .. .. .	259 0
Crusher or grinding pan attendant .. .. .	255 0
Loftman .. .. .	252 0
Man sorting roofing tiles .. .. .	252 0
Packer into rail trucks .. .. .	252 0
Man feeding and/or taking off tile press .. .. .	255 0
Tile feeder's assistant .. .. .	249 0
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	252 0
Racker or wheeler who also racks .. .. .	252 0
Other tile wheeler .. .. .	249 0
Dresser or trimmer (dry tiles) .. .. .	249 0
Waste-man or other unskilled man .. .. .	249 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger) .. .. .	259 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine .. .. .	252 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection) .. .. .	265 0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

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



# VICTORIA GOVERNMENT GAZETTE.

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**No. 1018]**

**TUESDAY, NOVEMBER 25.**

**[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

24th day of November, 1952.

RAY H. BEERS,

Secretary for Labour.

### RUBBER TRADE BOARD.

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

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	71 6	60 0	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	94 3	71 6	
17 years of age ..	117 0	82 9	
18 years of age ..	151 3	105 6	
19 years of age ..	174 0	117 0	
20 years of age ..	196 9	128 6	
And thereafter the minimum wage.			

*Proportion.*

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving net less than £41s. per week of 40 hours.

## MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 24s. per week of 40 hours.

## FEMALE APPRENTICES.

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 176s. per week of 40 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 176s. per week of 40 hours.

## FEMALE IMPROVERS.

*Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 176s. per week of 40 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 176s. per week of 40 hours.

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

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

3.

## ADULT MALES (OTHER THAN CABLE MAKING).

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

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

	Wages per Week of 40 Hours.
	£ s d.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	12 11 6
40. Operator on lathe engaged fashioning biased bowls .. .. .	12 11 6
41. Operator dipping balloons and/or other dipped goods .. .. .	12 7 0
42. Operator of rubber-thread cutting lathe .. .. .	12 9 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	12 7 0
44. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	12 1 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12 11 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	12 9 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) .. .. .	
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres .. .. .	12 14 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of moto. and/or motor cycle tyres and/or air bags .. .. .	12 11 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres .. .. .	12 11 6
51. Operator engaged in making and/or moulding solid motor tyres .. .. .	12 5 0
51A. Operator racking green motor tyres .. .. .	12 3 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags .. .. .	12 7 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	12 9 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting .. .. .	12 11 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting .. .. .	12 8 0
56. Operator engaged on belt-making machine .. .. .	12 5 0
57. Operator laying mats, tiles, or rubber flooring .. .. .	12 14 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags .. .. .	12 14 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes .. .. .	12 7 0
60. Operator re-treading new tyres .. .. .	12 5 0
61. Maker of air bags with extruded material .. .. .	12 7 0
62. Maker of air bags (not otherwise classified) .. .. .	12 14 0
62A. Operator buffing air bags .. .. .	12 4 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres .. .. .	12 3 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and reel bead making machine) .. .. .	12 9 0
64. Operator in charge of forcing machine straining rubber .. .. .	12 5 0
65. Operator in charge of textile cutting machine .. .. .	12 7 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	12 5 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article .. .. .	12 16 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts .. .. .	12 7 0
69. First assistant on calender 48 inches and over .. .. .	12 11 6
70. First assistant on calender under 48 inches .. .. .	12 5 0
71. Operator in charge of calender 72 inches and under .. .. .	13 3 0
72. Operator in charge of calender over 72 inches .. .. .	13 8 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	12 12 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand .. .. .	12 7 0
75. Storeman in charge of moulds .. .. .	12 3 0
76. Operator engaged in mould burning .. .. .	12 3 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet .. .. .	12 5 0
(b) other .. .. .	12 7 0
78. Operator joining and/or repairing fabric liners .. .. .	12 3 0
79. Operator cutting raw rubber by machine or press .. .. .	12 3 0
80. Operator of trans-stacker or swifter-lifter or other similar machines .. .. .	12 7 0

## ADULT MALES (CABLE MAKING).

81. Operator engaged in any operation other than those for which a margin is fixed hereunder .. .. .	12 1 0
82. Operator on mixing mill .. .. .	12 14 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	12 7 0
84. Heaterman in charge of curing pan and/or dry heater .. .. .	12 7 0
85. Operator in charge of forcing machine .. .. .	12 9 0
86. First assistant on calender 48 inches and over .. .. .	12 11 6
87. First assistant on calender under 48 inches .. .. .	12 5 0
88. Operator in charge of calender 72 inches and under .. .. .	13 3 0
89. Operator in charge of calender over 72 inches .. .. .	13 8 0
90. Fine wire-drawing machine operator .. .. .	12 7 0
91. Medium wire-drawing machine operator .. .. .	12 7 0
92. Wire-drawing (tandem) machine operator .. .. .	12 7 0
93. Annealing furnace operator .. .. .	12 7 0
94. Pickling plant operator .. .. .	12 5 0
95. Wire-winding machine operator .. .. .	12 5 0
96. Fine wire-tinning machine operator .. .. .	12 5 0
97. Medium wire-tinning machine operator .. .. .	12 7 0
98. Assisting tinning-machine operator .. .. .	12 5 0
99. Bunching machine operator .. .. .	12 5 0
100. Stranding and/or armouring machine operator .. .. .	12 7 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	12 5 0
102. Lapping machine operator .. .. .	12 7 0
103. Longitudinal machine operator .. .. .	12 7 0

ADULT MALES (CABLE MAKING)—*continued*.

	Wages per Week of 40 Hours.
	£ s. d.
104. Longitudinal machine assistant .. .. .	12 5 0
105. Metal-braiding machine and/or horn gear-braiding machine and/or braiding machine operator ..	12 5 0
106. Laying up machine operator .. .. .	12 7 0
107. Laying up machine assistant .. .. .	12 5 0
108. Repairer of cables .. .. .	12 7 0
109. Spark testing machine operator .. .. .	12 7 0
110. Tank test attendant .. .. .	12 5 0
111. Operator employed jointing cables .. .. .	12 7 0
112. Operator on waxing and/or compounding and/or impregnating machine .. .. .	12 7 0
113. Helper on waxing and/or compounding and/or impregnating machine .. .. .	12 5 0
114. Lacquering machine operator .. .. .	12 7 0
115. Lacquering machine helper .. .. .	12 5 0
116. Lead press operator for cables .. .. .	12 11 6
117. Lead press assistant for cables .. .. .	12 5 0
118. Lead stripping machine operator for cables .. .. .	12 5 0
119. Marking machine operator .. .. .	12 7 0
120. Rubber slitting machine operator .. .. .	12 7 0
121. Rubber slitting machine helper .. .. .	12 5 0
122. Taping and/or de-taping machine operator .. .. .	12 5 0
123. Inspector and/or examiner of cables .. .. .	12 7 0

## ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females .. .. .	8 16 0

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 1019]

TUESDAY, NOVEMBER 25.

[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  
24th day of November, 1952.

RAY H. BEERS,  
Secretary for Labour.

### SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination published in *Government Gazette* No. 708 of the 19th August, 1952, shall be replaced by the following clauses:—

#### SECTION A.

##### SHEEP AND LAMBS.

#### 2. (a) Rates of Pay—

##### (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered .. .. .	} Rams double rates, provided that rams 84 lb. or over shall be paid for at trouble rates.
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered .. .. .	

##### To learners—

##### For the first 21 days of employment—

60s. 9-924d. plus 1s. 2½d. war loading (total 62s. 0-324d.) per day.

##### Thereafter until considered competent by the employer—

67s. 2-674d. plus 1s. 2½d. war loading (total 68s. 5-074d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

##### To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0.38d. plus 1s. 3d. war loading (total 80s. 3.38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 22s. 2.4d. plus sick leave loading of 4.224d. shall be added in accordance with clause 44.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6.65d. plus 1d. war loading (total 4s. 7.65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 22s. 2.4d. plus sick leave loading of 4.224d. shall be added in accordance with clause 44.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves up to 60 lb. skin on .. 8.725d. plus .15d. war loading (total 8.875d.) per head.

Calves 61 lb. to 90 lb. skin on .. 1s. 1.297d. plus .15d. war loading (total 1s. 1.312d.) per head.

Calves 91 lb. to 120 lb. skin on .. 1s. 5.735d. plus .15d. war loading (total 1s. 5.75d.) per head.

Calves over 121 lb. skin on .. 2s. 2.61d. plus .15d. war loading (total 2s. 2.625d.) per head.

Skin Off—

Calves under 60 lb. skin off .. 1s. 0.35d. plus .15d. war loading (total 1s. 0.5d.) per head.

Calves 61 lb. to 90 lb. skin off .. 1s. 7.85d. plus .15d. war loading (total 1s. 8d.) per head.

Calves 91 lb. to 120 lb. skin off .. 2s. 3.85d. plus .15d. war loading (total 2s. 4d.) per head.

Calves 121 lb. to 200 lb. skin off .. 2s. 11.85d. plus .15d. war loading (total 3s.) per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

68s. 8.644d. plus 1s. 2½d. war loading (total 69s. 11.044d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—12.908d. per carcass.

For the purposes of the daily tally :—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal  $1\frac{1}{2}$  calves.
- A calf over 121 lb., shall equal 2 calves.

**NOTE.**—To the daily earnings of each pieceworker (except calf skinner skinning cold calves) the sum of 22s. 2·4d. plus sick leave loading of 4·224d. shall be added in accordance with clause 44

Pigs.

5. (a) Rates of pay to men slaughtering pigs—

Machine debaired—

Up to 100 lb., ..	..	..	1s. 1·138d. per head
101 lb. to 200 lb. ..	..	..	1s. 5·376d. per head
200 lb. to 300 lb. ..	..	..	2s. 4·625d. per head
Over 300 lb. ..	..	..	4s. 7·65d. per head

Total.

Hand scudded—

Up to 100 lb. ..	..	..	1s. 10·533d. per head
101 lb. to 200 lb. ..	..	..	2s. 4·625d. per head
200 lb. to 300 lb. ..	..	..	3s. 0·526d. per head
Over 300 lb. ..	..	..	4s. 7·65d. per head

If pigs are put through singeing machine  $6\frac{1}{2}$ d. per head shall be added to the above rates .. .. .

These rates include 4 per cent. war loading.

(b) Duties of slaughtermen slaughtering pig.—Knocking down, or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, hawling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

**NOTE.**—To the daily earnings of each pieceworker the sum of 22s. 2·4d. plus sick leave loading of 4·224d. shall be added in accordance with clause 44.

**RATES OF PAY TO BONERS.**

6. (a) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas or the equivalent thereof as provided in sub-clause (b) hereof shall apply :—

Beef 38 quarters.

Mutton 65 carcasses of under 64 lb.

Veal 57 carcasses of under 60 lb. (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily quota and for work done in excess of the daily quota the following sub-clause shall apply :—

Beef—

One hind quarter shall equal one quarter of beef.

One Forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs, shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef.

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. shall equal one and half carcasses.

Two flying foxes shall equal one carcass.

Three trunks shall equal two carcasses.

Three pairs of legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Three pairs of hindquarters shall equal two carcasses.

Five pairs of forequarters shall equal two carcasses.

One Trunk with chump attached shall equal one carcass.

When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—

Rams shall be paid for at double rates whenever done.

Veal—

One calf under 60 lb. shall equal one carcass.

One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.

One calf 121 lb. to 200 lb. shall equal three carcasses.

Two flying foxes of veal shall equal one carcass.

Three trunks of veal shall equal two carcasses.

Three pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Three pairs of hind-quarters of veal shall equal two carcasses.

Five pairs of fore-quarters shall equal two carcasses.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 10·083d. per quarter.

Mutton—1s. 2·722d. per carcass.

Veal—1s. 2·722d. per carcass.

Pork—3s. 8·164d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

2s. 9·699d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

## RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota or the equivalent thereof as defined in sub-clause (b) of clause 6 hereof shall apply:—

Beef 56 quarters.  
Mutton 130 carcasses under 64 lb.  
Veal 228 carcasses under 60 lb.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

(i) Beef 1/2·147d. per quarter.  
(ii) Mutton 6·094d. per carcass.  
(iii) Veal 3·474d. per carcass.  
(iv) Pork—to be treated at hourly rates.

(c) Bull Beef—One quarter of bull beef shall equal one and a half quarters of beef.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.

## WAGES.

## APPRENTICES AND IMPROVERS.

(Solo System only.)

Weekly Wage.

£ s. d.

1st year's experience	..	..	..	..	..	..	..	..	..	9	9	3
2nd	"	"	..	..	..	..	..	..	..	12	0	3
3rd	"	"	..	..	..	..	..	..	..	12	6	9
4th	"	"	..	..	..	..	..	..	..	14	8	2
5th	"	"	..	..	..	..	..	..	..	Minimum wage		

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

## PROPORTION (BY ANY EMPLOYER).

## Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

## Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.				
—	Wages per Day.	—	Wages per Day.			
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.	
	s. d.		s. d.	s. d.	s. d.	
16 years and under		Boners (Beef and Mutton) .. .. .	68 8·718	1 2 <sup>2</sup> / <sub>5</sub>	69 11·118	
17 years ..	29 8·624	Head and Feet Boners—				
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting				
18 years ..	33 8·624	heads and removing brains				
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping				
19 years ..	36 8·624	heads, removing brains, skinning feet, removing				
19 years and under		sinews and hoofs .. .. .	60 10·524	0 9 <sup>2</sup> / <sub>5</sub>	61 7·924	
20 years ..	48 1·024	Slicers and Trimmers .. .. .	65 2·68	0 9 <sup>2</sup> / <sub>5</sub>	66 0·28	
20 years and under		Sheep Skin classers .. .. .	63 5·924	0 9 <sup>2</sup> / <sub>5</sub>	64 3·524	
21 years ..	53 1·024	Labourers trimming, cleaning, scalding, and picking tripe	60 10·524	0 9 <sup>2</sup> / <sub>5</sub>	61 7·924	
		Skin shed labourers .. .. .	60 5·924	0 9 <sup>2</sup> / <sub>5</sub>	61 3·524	
		Other Labourers .. .. .	60 5·924	0 9 <sup>2</sup> / <sub>5</sub>	61 3·524	

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

## SECTION B.

## DROVERS, STOCKMEN, OR PENNERS-UP.

32.

## ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—61s. 4·724d. plus 6d. war loading (total, 61s. 10·724d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—19s. 7·678d. plus 2d. war loading (total, 19s. 9·678d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—21s. 8·578d. plus 2d. war loading (total 21s. 10·578d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 2·075. plus 2d. war loading (total 19s. 4·078d.), per trip.

## Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn ..	..	60s. 1.324d. plus 6d. war loading	} if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn ..	..	(total, 60s. 7.324d.), per trip.	
(c) Sims Cooper Freezing Works, Newport ..	..	67s. 1.724d. plus 6d. warloading (total 67s. 7.724d.), per trip.	

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—92s. 2.344d., plus 6d. war loading (total, 92s. 8.344d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

## . Penners-Up, Checkers, or Counters of live stock—

62s. 0.574d. plus 9<sup>3</sup>/<sub>4</sub>d. war loading (total 62s. 10.174d.), per day.

## All others—

60s. 8.324d. plus 7<sup>1</sup>/<sub>4</sub>d. war loading (total, 61s. 3.524d.), per day.

33.

## JUVENILE WORKERS.

								Wages per Day.
								s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	29 8.624
17 years of age and under 18 years of age	..	..	..	..	..	..	..	33 8.624
18 years of age and under 19 years of age	..	..	..	..	..	..	..	36 8.624
19 years of age and under 20 years of age	..	..	..	..	..	..	..	48 1.024
20 years of age and under 21 years of age	..	..	..	..	..	..	..	53 1.024

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33, of the said Determination shall remain in force.

