VICTORIA
GOVERNMENT GAZETTE.
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No. 137] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination made on the 11th September, 1952, and in force on the 26th September, 1952, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)		Dentist's Attendant. (Apprentices and Improvers.)			Other Employees.	Minimum Wage.
	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.
1st year	60 0	1st year	51	87 6	Dentist's Surgical Assistant ..	361 0
2nd year	83 6	2nd year	71	122 0	Dentist's Mechanic	294 0
3rd year	107 6	3rd year	93	159 6	Dentist's Attendant	194 0
4th year	168 0					
5th year	209 6					
6th year	257 0					

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

*NOTE.—Clause 3. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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No. 137.—1106/53.—PRICE 3D.

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No. 138] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this 17th day of February, 1953.

RAY. H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clauses 24, 25 and 26 of the Determination published in *Government Gazette* No. 783 of the 3rd September, 1952, shall be replaced by the following clauses:—

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (*a*) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

	£	s.	d.
Musical presentations—			
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1	8	0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0	9	6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	8	0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d	0	12	0
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0	15	6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	9	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0	9	0
"Legitimate" or "Straight" presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1	8	0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	9	6
Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of	1	8	0
Preliminary rehearsals in which no recording is done per hour or part thereof	0	15	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

Weekly Employees.

(*b*) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 14 11 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

25. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid 1 8 0

If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of 0 15 6

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

26. (*a*) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows :—

Musical presentations—

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast 1 8 0

Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof 0 9 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of 1 8 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) 0 12 0

When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of 0 15 6

Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.

"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance .. 1 8 0

Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof 0 9 6

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of .. 1 8 0

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof 0 15 6

When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of 0 9 0

Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof 0 9 0

Weekly Employees.

(*b*) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

	£	s.	d.
These employees whether actors, actresses, or radio artists, shall for a week's work be paid	14	11	0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 15 6

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

Clauses, other than clauses 24, 25 and 26, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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No. 139] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this 20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2. IMPROVERS.

—	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	s. d.	
Under 18 years of age	4 3	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	5 1	
20 years of age and under 21	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

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OTHER EMPLOYEES.

—	Wages. Per Hour. s. d.
Man operating power rammer	6 11
Pitcher setter, cube setter, or pavior	
Weigher and/or mixer on hot asphaltic mixing plant	
Rigger	
Splicer of Wire Rope or Hemp Rope	
Bitumen pourer or kettle attendant	
Tunnel man or shaft sinker	
Timber man in tunnel or shaft	6 10
Pipe jointer, or pipe layer	
Powder monkey	
Sinker in trenches for storm-water drain	
Finisher in concrete work	
Leading tackle hand	
Skid scoop (tumbling Tommy), filler, and/or driver	
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work	
Attendant on steam or power-driven navvy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute	6 9
Jack hammerman	
Mixer, gauger spreading or layer on of concrete	
Tar, bitumen or emulsion sprayer operator	
Faceman in gravel pit	
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion	
Batterman using batter rule	
Boodler in tunnel	
Fencer	
Sanitary or garbage attendant	
Scabler in tunnel	
Metal or gravel spreader	
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter	6 9
Filler of monkey-tail scoop	
Setter out of reinforcements	
Points man on tram or locomotive line	
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	
Cold asphaltic shoveller or forker	
Ploughman's offsider	
Tipper of monkey-tail scoop	6 8
Slurry filler	
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks	7 2
Driver power grader 35-h.p. or over	7 2
Driver power grader under 35-h.p.	6 11
Driver side loader	6 9
Driver tractor (oil) 35-h.p. and over	6 11
Driver tractor (oil) under 35-h.p.	6 8
Driver of traction engine or road roller (steam)	7 2
Driver road roller (internal combustion)	7 1
All others	6 7

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.

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No. 140] **THURSDAY, MARCH 5.** **[1953**

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

RAY. H. BEERS,
Secretary for Labour.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 658 of the 21st June, 1951, shall be replaced by the following clause:—

2.

ADULT MALE

—	Per Week. £ s. d.
Gelatine and Glue.	
1. Men working in raw material stores	12 14 6
2. Men working raw materials cutting machine	12 15 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	13 0 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	12 14 6
5. Men working at lime pits	13 0 6
6. Men in charge of and actually operating dollies	13 4 6
7. Men assisting in dolly shed	12 15 6
8. Men in charge of and actually working at boiling pans	13 0 6
9. Men assisting in boiling shed	12 14 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13 4 6
11. Men assisting (including emptying collers)	12 14 6
12. Men operating gelatine and/or glue cutters	12 18 6
13. Men assisting	12 14 6
14. Men in charge of and actually operating Cube Drying Plant	13 2 6
15. Men assisting	12 14 6
16. Men working at other drying plants	12 14 6
17. Men engaged at gelatine and/or glue grinding	12 15 6
18. Men engaged in treating frames	12 14 6
19. Men engaged in assembling and repairing frames	12 14 6
20. Blenders—Gelatine and/or glue	13 0 6
21. Gelatine and/or glue store hands	12 15 6
22. Men in charge of and actually workingat scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones	13 0 6
23. Men assisting	12 14 6
24. Men working in roller driers and associated grinders	12 15 6
25. Men in charge of and actually working at vegetable and prepared glue vats	13 0 6
26. Men assisting and store hands including calves feet jelly	12 15 6
27. Men operating residue driers	13 2 6
28. Men crushing and/or bagging dried residues	12 15 6
29. Men receiving and passing on bones	13 0 6
30. Men actually operating de-greasing plant	13 4 6
31. Men assisting at de-greasing plant and bone polishing	12 15 6
32. Men engaged in washing and neutralizing vats	12 18 6
33. Men engaged in crushing bone residues	12 15 6
34. Men in charge of and actually operating pearl plant	13 2 6
35. Men assisting	12 14 6
36. Men assisting in laboratory work	12 18 6
37. Men not elsewhere included	11 18 6
38. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work	..
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..

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ADULT MALES—*continued*.

—	Per Week. £ s. d.
Agar Agar.	
1. Men in charge of and actually washing raw materials and seaweed	13 0 6
2. Men assisting	12 14 6
3. Men in charge of and actually working at boiling vats	13 0 6
4. Men assisting in boiling shed	12 14 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13 4 6
6. Men assisting including emptying coolers	12 14 6
7. Men operating agar agar cutters	12 18 6
8. Men assisting	12 14 6
9. Men engaged at agar agar freezing plant	12 18 6
10. Men engaged sawing frozen agar agar	12 15 6
11. Men working at Infra-red drying plant	13 4 6
12. Men working at other drying plants	12 14 6
13. Men engaged at spreading and stripping agar agar	12 14 6
14. Men engaged at agar agar grinding, and milling, store hands	12 15 6
15. Men not elsewhere included	11 18 6
16. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..
ADULT FEMALES.	
Adult female employees—	
after three month's experience in the industry	9 5 0
of less than three months but more than one month's experience in the industry	8 19 0
of less than one month's employment in the industry	8 11 6
JUNIORS.	
Males.	
Under 16 years of age	4 15 6
16 and under 17 years of age	5 19 0
17 and under 18 years of age	7 3 0
18 and under 19 years of age	8 7 0
19 and under 20 years of age	9 11 0
20 and under 21 years of age	10 14 6
Females.	
Under 16 years of age	4 0 6
16 and under 17 years of age	5 3 0
17 and under 18 years of age	6 0 9
18 and under 19 years of age	6 14 3
19 and under 20 years of age	7 12 3
20 and under 21 years of age	8 5 6

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

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

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No. 141] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

HORSEHAIR BOARD.

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

2.

Apprentices.

WAGES.

	Percentage of Basic Wage	Per Week. s.	d.
1st year ..	35	80	0
2nd year ..	44	101	0
3rd year ..	53	121	6
4th year ..	64	146	6
5th year ..	88	201	6

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 253s. per week.

Improvers and Juvenile Workers.

WAGES.

	Percentage of Basic Wage	Per Week. s.	d.
1st year ..	35	80	0
2nd year ..	53	121	6
3rd year ..	88	201	6
4th year ..	100 + 6d.	229	6

PROPORTION (by any employer).

One improver to every five workers receiving not less than 253s. per week.

Juvenile Workers.

One juvenile worker to every Hand Spinner.

Other Employees.

Preparing Body Hair.

WAGES.

	Per Week s.	d.
Person in charge of hair-washing machine	264	0
Persons engaged on hair-washing machines	257	0
Persons engaged on hair-drying machines	257	0
Persons who press washed and dried hair into bales ..	257	0
All others	253	0

Preparing any other kind of Hair.

WAGES.

	Per Week s.	d.
Hand Spinners	270	0
Machine Spinners—		
1st year	260	0
2nd year	266	0
And thereafter	270	0
Drafters	270	0
Wet or dry hacklers ..	270	0
Operators of teasing machine ..	257	0
Tail pullers	257	0
Dyers or Scalders	254	0
All others	253	0

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

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No. 142] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

HOSPITAL PHARMACISTS BOARD.

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

2.

Apprentices.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	£.	s.	d.
1st year's experience ..	26	2	19	6
2nd " "	47	5	7	6
3rd " "	68	7	15	6
4th " "	88	10	1	6
5th " "	100 plus 15s.	12	4	0

PROPORTION.

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

Where the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and the Pharmacy Board, be bound for a further period not exceeding one year.

Other Employees.

WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
Chief Pharmaceutical Chemist—			
(i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)			
(*a*) Where four or more full time pharmaceutical chemists are normally employed ..	19	9	0
(*b*) Where two or three full time pharmaceutical chemists are normally employed ..	18	9	0
(*c*) Where he is the only pharmaceutical chemist employed	17	19	0
Senior Pharmaceutical Chemist	16	14	0
Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist			
Other Hospital Pharmaceutical Chemist—			
1st year's experience as such	15	19	0
2nd " " "	16	4	0
Thereafter	16	9	0

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

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No. 143] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

RAY H. BEERS,
Secretary for Labour.

INDUSTRIAL GASES BOARD.

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

2. WAGES PER WEEK.

(a) Juniors.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 17 0
16 years of age ..	34	3 0	4 1 0
17 years of age ..	46	4 0	5 9 6
18 years of age ..	58	5 0	6 18 0
19 years of age ..	73	6 0	8 13 0
20 years of age ..	88	7 0	10 8 6

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

(b) Other Employees.

Oxygen, Acetylene, Air, Nitrogen, CO_2, and Hydrogen.	£ s. d.
Acetylene plant attendant	13 16 6
Acetylene generator attendant	13 11 6
Operator of dry-ice machine	12 13 0
Cylinder tester and/or valve hand	13 8 0
Cylinder filler	13 6 0
Other employees with not less than three months' experience in the industry..	12 13 0
All others	11 12 0

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

Leading Hands.

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

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

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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
20th day of February, 1953.

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.
		£ s. d.
17 to 19 years of age ..	85	9 14 6
19 to 21 years of age ..	100 plus 1s. 6d.	11 10 6

PROPORTION (in any place).

One improver to every six adults receiving not less than the minimum wage

Other Employees.	Day Shift Wages per Week of 40 Hours.
	£ s. d.
Roller	16 10 3
Furnaceman	15 18 6
Rougher	15 11 0
Catcher (three high roughing Rolls) ..	15 11 0
Catcher who is responsible for adjusting guards	13 7 0
Other catchers	13 6 0
Annealer or heat treatment hand ..	13 13 6
Roller's assistant	13 12 0
Charger	13 5 0
Shearsman of scrap Crocodile Shears ..	13 5 0
Yard shearsman	13 5 0
Billet shearsman	13 5 0
Scrap bar and/or scrap shearsman ..	13 2 0
Shearsman (small mill Brooklyn) ..	13 2 0
Other shearsmen	12 18 6
Setter up	13 2 6
Carrier up (large mill)	12 15 0
Carrier up (small mill)	12 15 0
Underhand, second, handling up to 300-lb. blooms	13 1 10
Underhand who also assists to feed furnace	13 1 0
Underhand	12 18 6
Hookman	13 1 0
Middleman	13 4 0
Straightener	13 1 0
Straightener's assistant	12 18 6
Chipper	13 1 0
Heater	13 4 6
Assistant furnaceman	12 15 0
Plate hand	12 18 6
Furnaceman at electric furnace ..	13 16 6
Pitman at electric furnace	13 7 0
Ladleman at electric furnace ..	13 7 0
Assistant at electric furnace	12 19 0
Assistant to shearsman	12 18 6
Other employees with not less than three months' experience in this industry	12 1 0
All others	11 15 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. 144.—1115/53.—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.	—
		* *Four Roll—18-in. Mill.*
Roller ..	7 11¼	Per ton of finished bars of iron and steel
	7 5½	Per ton of scrap iron bars
Rougher ..	5 11¼	Per ton of finished bars of iron and steel
	10 8½	Per ton of scrap iron bars
Catcher ..	4 5¾	Per ton of finished bars of iron and steel
	6 8½	Per ton of scrap iron bars
Middleman ..	4 4	Per ton of finished bars of iron and steel
Large Hook	4 2¾	Per ton of finished bars of iron and steel
	6 1	Per ton of scrap iron bars
Small Hook ..	4 2¾	Per ton of finished bars of iron and steel
Platehand ..	4 4	Per ton of finished bars of iron and steel
Leading Platehand	4 4½	Per ton of finished bars of iron and steel
	6 5	Per ton of scrap iron bars
Furnaceman	12 8¾	Per ton of finished bars of iron and steel
	18 5¼	Per ton of scrap iron bars
Underhand	8 8½	Per ton of finished bars of iron and steel
	12 7	Per ton of scrap iron bars
Carrier Up ..	4 5¼	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 4	Per ton of finished bars of iron and steel
		* *Ten Roll—10-in. Mill.*
Roller ..	12 7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	9 11½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 4½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11 0¾	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 7	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 4¼	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7 5	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 10¼	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 1	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6 8	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 5¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 2	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
Furnaceman	20 3½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	17 7¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	15 10¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12 8¾	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Underhand	13 5	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	11 5½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 5	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	9 11¾	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Plateman	7 7¼	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 8¼	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 4¼	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	4 11¼	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.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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No. 145] THURSDAY, MARCH 5. [1953

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 perod to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY. H. BEERS.
Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 549 of the 9th July, 1952, shall be replaced by the following clause:—

2. EMPLOYEES.

	Weekly Wage. s. d.	Note.
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts	271 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female)	259 0	

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 145.—1119/53.—PRICE 3D.

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No. 146] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this 3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

MILLET BROOM BOARD.

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

2.

(a) APPRENTICES OR IMPROVERS.

Broom Section.			Feather Duster or Mop Sections.					
			Males.			Females.		
	Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Female Basic Wage.	Wages per Week of 40 Hours.
		s. d.			s. d.			s. d.
1st Year	28	64 0	1st Year	28	64 0	1st Year	38	65 0
2nd Year	37	84 6	2nd Year	37	84 6	2nd Year	50	85 6
3rd Year	42	96 0	3rd Year	42	96 0	3rd Year	55	94 6
4th Year	59	135 0	4th Year	59	135 0	4th Year	65	111 6
5th Year	71	162 6	5th Year	71	162 6	5th Year	76	130 6
6th Year	90	206 0	6th Year	90	206 0	6th Year	90	154 6
And thereafter the minimum wage			And thereafter the minimum wage.			And thereafter the minimum wage.		

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 245s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 179s. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 245s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 179s. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 245s. 6d. per week of 40 hours, or the prescribed piece-work prices.

(b) Other Employees.

Broom Making.

	Wages per Week of 40 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	269 0
Second sorter	264 0
Maker or sewer	269 0
Cutter off	259 6
All others	245 6

Feather Duster Making.

	Wages per Week of 40 Hours. s. d.
Males	245 6
Females	179 0

Mop Making.

	Wages per Week of 40 Hours. s. d.
Males	245 6
Females	179 0

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d. wherever appearing shall be increased to 147s. 6d.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 146.—1120/53.—PRICE 3D.

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No. 147] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

MINERAL EARTHS BOARD.

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

PART 1.

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

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	36	82 6
17 to 18 years of age	62	142 0
18 to 19 years of age	81	185 6
19 to 21 years of age	96	220 0

Proportions (in any place).

One improver to every six adult employees.

(*b*) OTHER EMPLOYEES.

	s. d.
Ball mill attendant and/or employee milling silica ..	281 0
Other Mill attendants	269 0
Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	262 0

Leading Hands—

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

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

PART 2.

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

20. * WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s.	d.
Under 17 years of age	36	82	6
17 to 18 years of age	62	142	0
18 to 19 years of age	81	185	6
19 to 21 years of age	96	220	0

Females.	Percentage of Female Basic Wage.		
Under 16 years of age	38	65	0
16 to 17 years of age	51	87	6
17 to 18 years of age	54	92	6
18 to 19 years of age	64	110	0
19 to 20 years of age	73	125	0
20 to 21 years of age	83	142	6

PROPORTION (IN ANY PLACE).

Males.

One male improver to every six adult employees.

Females.

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

(b) Other Employees.

Males.	s.	d.
Leading charging hand	274	0
Assistant charging hand	258	0
Notcher	274	0
Oven hands	266	0
Process worker (including taker off conveyor or granulator attendant)	254	0

Leading Hands—

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

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

Females.	s.	d.
Adult females	181	0

* These wages are loaded to compensate for industry disabilities.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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GOVERNMENT GAZETTE.

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No. 148] **THURSDAY, MARCH 5.** **[1953**

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

MINING ENGINE-DRIVERS BOARD.

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

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.

	Percentage of Basic Wage.	s. d.
If under 16 years of age ..	47	107 6
16 and under 18 years of age	59	135 0
18 and under 19 years of age	73	167 0
19 and under 20 years of age	95	217 6

20 years of age, minimum rate for class of work done.

If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 247s. per week.

Improvers.

One improver to every three workers receiving not less than 247s. per week.

Other Employees.

—	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.
Winding and haulage engine-drivers—		
(a) If they sometimes or always raise or lower human beings	288 6	285 6
(b) If they do not raise or lower human beings	282 6	279 6
Winch drivers—		
(a) If working underground or on surface of mines, and they raise or lower human beings	268 6	265 6
(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	264 0	261 0
(c) On dredges	264 0	261 0
Other drivers—		
(a) Attending to a steam engine with condenser attached	274 6	271 6
Attending to a steam engine without condenser	268 0	265 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 b.h.p. or over ..	268 0	265 0
(ii) if under 50 b.h.p. ..	263 0	260 0
Motor Drivers or Attendants—		
On motors over 250 horse power ..	268 0	265 0
On motors 100 horse power to 250 horse power inclusive ..	260 0	257 0
On motors under 100 horse power ..	254 0	251 0
Fireman	258 0	255 0
Fireman—First class	263 0	260 0
Greasers	254 0	251 0
Engine cleaner	250 0	247 0
Boiler cleaner	250 0	247 0
Trimmer and/or Fuelman	250 0	247 0

No. 148.—1122/53.—PRICE 3D.

JUVENILE WORKERS.

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

DAY SHIFT.

	Percentage of Basic Wage.	s.	d.	
17 years of age	71	162	6	per week
18 ,, ,, ...	85	194	6	,,
19 ,, ,, ...	94	215	6	,,

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 247s. per week of 40 hours.

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

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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No. 149] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 534 of 25th May, 1951, shall be replaced by the following clause:—

2. WAGES.

Apprentices or Improvers.

Apprentices.

	Wages per Week. s. d.
1st year's experience	57 0
2nd " "	75 6
3rd " "	94 0
4th " "	110 0

And thereafter the minimum wage.

PROPORTION.

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

Improvers.

(*a*) Improvers employed as drivers of vehicles in which passengers are being conveyed—

1st year's experience as such .. 194s. 6d. per week.
Thereafter .. .. .. The rate provided in clause 2 "Other Employees" for the class of vehicle driven.

(*b*) Other Improvers—

—	Wages per Week. Commencing Age— 17 Years or Under.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	75 6	94 0	126 0	146 6
2nd " " ..	94 0	126 0	146 6	..
3rd " " ..	126 0	146 6	..	..
4th " " ..	146 6	..	..	..

And thereafter the minimum wage.

PROPORTION.

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

No. 149.—1123/53.—PRICE 3D.

Other Employees.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

	s.	d.
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 18 persons	266	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	262	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	258	0*
In which the licensed passenger seating capacity does not exceed 7 persons	256	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 23 persons	261	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	256	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	250	0
All other drivers	246	0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	279	0

(iv) *Employees Not Provided for in* (i), (ii), *and* (iii) *hereof.*

Conductors (including females)	251	0
Greasers	256	0
Cleaners	244	0
All others—		
Males	244	0
Females	183	0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transmittee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows :—

(*a*) for drivers of vehicles on regular services—

After not less than two years, but less than five years of such service, an additional 5s. per week ;
After five years or more of such service, an additional 10s. per week.

(*b*) drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

(*c*) for all other employees—

After twe years or more of such service, an additional 5s. per week.

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

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No. 150] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

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

2. WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP A.	£ s. d.	£ s. d.
Action regulator	13 16 6	13 13 6
Tuner and/or action repairer	13 16 6	13 13 6
Player mechanic	13 16 6	13 13 6
Part maker	13 16 6	13 13 6
Side gluer	13 16 6	13 13 6
Sound board maker	13 16 6	13 13 6
Fly finisher	13 16 6	13 13 6
Maker and/or repairer of musical instruments	13 16 6	13 13 6
Player action assembler	13 11 6	13 8 6
Piano action assembler	13 11 6	13 8 6
Iron frame driller	12 19 0	12 16 0
Iron frame finisher by hand or spray	12 19 0	12 16 0
Spring and brass wire spinner	12 19 0	12 16 0
Veneer presser	12 19 0	12 16 0
Veneer scraper	12 19 0	12 16 0
Gluer up	12 19 0	12 16 0
Polisher	13 16 6	13 13 6
Spray hand	12 19 0	12 16 0
Employee rubbing down and/or filling and/or varnishing and/or staining	12 19 0	12 16 0
Gramophone case maker or fitter	13 16 6	13 13 6
Boult's carver machinist	13 16 6	13 13 6
Shaping machinist	13 16 6	13 13 6
Moulding machinist who grinds his own cutters	13 16 6	13 13 6
Wood turner	13 16 6	13 13 6
Router machinist	13 16 6	13 13 6
Linderman or similar jointer machinist who sets up and is in charge of his machine	13 16 6	13 13 6
Band and jig sawyer	13 9 0	13 6 0
Circular sawyer	13 9 0	13 6 0
Dovetailer machinist	13 9 0	13 6 0
Buzzer machinist	13 9 0	13 6 0
Planer machinist	13 9 0	13 6 0

No. 150.—1124/53.—PRICE 3D.

Adults, Journeymen or Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A—*continued.*		
Thicknesser machinist	13 9 0	13 6 0
Glue jointer machinist	13 9 0	13 6 0
Tenoner machinist	13 9 0	13 6 0
Copying or automatic lathe—employee setting up or operating	13 9 0	13 6 0
Morticer machinist	13 9 0	13 6 0
Triple drum sander	13 9 0	13 6 0
Multiple borer machinist (three or more bits) who sets up and operates	13 9 0	13 6 0
Moulding machinist who does not grind his own cutters	13 9 0	13 6 0
Sander machinist	12 19 0	12 16 0
Boring machinist (less than three bits)	12 19 0	12 16 0
All other machinists	12 19 0	12 16 0
Timber bender	12 19 0	12 16 0
Timber stacker	12 4 0	12 1 0
Yardman	12 4 0	12 1 0
Tailer-out	12 4 0	12 1 0
Employees not otherwise classified	11 12 0	11 9 0
Females.		
Veneer matcher	9 11 6	9 9 6
Upholstress	9 11 6	9 9 6
All others	8 15 6	8 13 6
GROUP B.		
Leading Hands.		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees 27s. per week extra		

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	s. d.	s. d.
Male Apprentices.		
5-year Term—		
1st year's experience	65 0	64 0
2nd year's experience	90 6	89 0
3rd year's experience	120 6	119 0
4th 4ear's experience	190 0	187 6
5th year's experience	235 0	232 0
4-year Term—		
1st year's experience	74 0	73 0
2nd year's experience	120 6	119 0
3rd year's experience	190 0	187 6
4th year's experience	235 0	232 0
Male Improvers.		
Under 16 years of age	55 0	54 0
16 and under 17	67 0	66 6
17 and under 18	90 6	89 0
18 and under 19	120 6	119 0
19 and under 20	190 0	187 6
20 and under 21	234 0	231 0
Female Apprentices.		
1st year's experience	79 0	78 0
2nd year's experience	113 0	111 6
3rd year's experience	151 0	149 6
4th year's experience	173 0	171 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	56 0
17 years	79 0	78 0
18 years	113 0	111 6
19 years	151 0	149 6
20 years	173 0	171 0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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No. 151] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 126 of the 2nd February, 1951, shall be replaced by the following clause :—

2.

Apprentices or Improvers.

Wages.	Per Week of 40 Hours. Males. Percentage of Basic Wage.	Males. —	Females. Percentage of Female Basic Wage.	Females. —
		s. d.		s. d.
15 years of age or under	22	50 6	29	49 6
16 years of age ..	28	64 0	31	53 0
17 years of age ..	39	89 6	45	77 0
18 years of age ..	54	123 6	62	106 6
19 years of age ..	64	146 6	77	133 0
20 years of age ..	88	201 6	90	154 6

PROPORTION.

Apprentices.

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

Improvers.

One improver to every three or fraction of three workers receiving not less than 238s. per week of 40 hours.

Other Employees.

Wages.	Per Week of 40 Hours.
	s. d.
Propagators in charge of one or more employees working under glass	265 0
General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	254 6
Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	171 6
Nursery labourers	238 0

Clauses, other than clause 2, of the said Determination as amended on the 13th March, 1951, shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 151.—1127/53.—PRICE 3D.

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No. 152] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1207 of the 23rd November, 1951, shall be replaced by the following clause :—

2. (*a*) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

—	Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ s. d.
I.—Adult Females.			
Under three months' experience	75	6 0	8 17 6
All others	75	7 0	8 18 6
II.—Junior Females.	Percentage of Female Basic Wage.		
17 years of age and under	52	3 6	4 12 6
18 years of age	62	4 0	5 10 6
19 years of age	72	4 6	6 8 0
20 years of age	82	5 0	7 5 6
III.—Junior Males.	Percentage of Basic Wage.		
Under 16 years of age ..	24	2 0	2 17 0
16 years of age	34	3 0	4 1 0
17 years of age	46	4 0	5 9 6
18 years of age	58	5 0	6 18 0
19 years of age	73	6 0	8 13 0
20 years of age	88	7 0	10 8 6

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

(ii) 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 needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

Other Employees.

—	Wages Per Week.		
	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Foreman i.e., man in charge of two or more employees ..	292 6	3 0	295 6
Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames	273 6	3 0	276 6
Press operator (heavy) ..	250 0	3 0	253 0
Press operator (light) ..	248 0	3 0	251 0
Process worker (as defined)	248 0	3 0	251 0

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Wages Per Week. Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	69 0	Foreman, *i.e.*, man in charge of two or more employees	292 6	3 0	295 6
1st year ..	25	69 0	2nd year ..	35	97 0	Optical tradesman	279 6	3 0	282 6
2nd year ..	35	97 0	3rd year ..	45	124 6	Optical workers and repairers ..	273 6	3 0	276 6
3rd year ..	45	124 6	4th year ..	65	179 6				
4th year ..	65	179 6	5th year ..	80	221 0				
5th year ..	80	221 0							
Four Year Terms:—			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 276s. 6d. per week.						
1st year ..	30	83 0							
2nd year ..	45	124 6							
3rd year ..	65	179 6							
4th year ..	80	221 0							
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 276s. 6d. per week. An indentures of apprenticeship prescribed was approved on 15th December, 1914.									

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

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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

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No. 153] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

POTTERY BOARD.

Clauses 2 and 21 of the Determination published in *Government Gazette* No. 106 of the 30th January, 1951, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.
Wages per Week.

—	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	55 0	1 3	2 3	58 6
15 years of age		64 0	1 6	2 9	68 3
16 ,, ,, ...		73 6	1 6	3 3	78 3
17 ,, ,, ...		87 0	1 9	3 9	92 6
18 ,, ,, ...		119 0	2 6	5 0	126 6
19 ,, ,, ...		139 6	3 0	6 0	148 6
20 ,, ,, ...		171 6	3 9	7 3	182 6

FEMALES.
Wages per Week.

—	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	55 0	1 3	2 3	58 6	..	..	..	..
2nd 6 months	63 6	1 3	2 9	67 6	..	..	..	..
1st year	..	..	..	..	63 6	1 3	2 9	67 6
2nd ,, ...	70 6	1 6	3 0	75 0	77 0	1 9	3 3	82 0
3rd ,, ...	77 0	1 9	3 3	82 0	87 6	1 9	3 9	93 0
4th ,, ...	87 6	1 9	3 9	93 0	99 6	2 0	4 3	105 9
5th ,, ...	99 6	2 0	4 3	105 9	110 0	2 3	4 9	117 0
6th ,, ...	110 0	2 3	4 9	117 0	..	..	..	..
and thereafter the minimum wage								

No. 153.—1135/53.—PRICE 3D.

FEMALES—*continued.*

Wages per Week.

—	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st Year	73 6	1 6	3 3	78 3	77 0	1 9	3 3	82 0
2nd ,, ...	87 6	1 9	3 9	93 0	99 6	2 0	4 3	105 9
3rd ,, ...	99 6	2 0	4 3	105 9	110 0	2 3	4 9	117 0
4th ,, ...	110 0	2 3	4 9	117 0	..	..	..	..
and thereafter the minimum wage								

—	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	87 6	1 9	3 9	93 0	103 0	2 3	4 6	109 9
2nd ,, ...	113 0	2 3	4 9	120 0	..	..	..	..
and thereafter the minimum wage								

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week.

—	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	45 0	1 3	2 3	48 6
15 years of age		59 0	1 3	2 6	62 9
16 ,, ,, ...		72 6	1 6	3 0	77 0
17 ,, ,, ...		81 6	1 9	3 6	86 9
18 ,, ,, ...		115 6	2 6	5 0	123 0
19 ,, ,, ...		133 6	3 0	5 9	142 3
20 ,, ,, ...		165 0	3 9	7 0	175 9

FEMALES.

Wages per Week.

—	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	54 0	1 3	2 3	57 6	..	..	..	..
2nd 6 months	61 0	1 3	2 6	64 9	..	..	..	..
1st year	..	..	..	..	61 0	1 3	2 6	64 9
2nd ,, ...	68 0	1 6	3 0	72 6	74 6	1 9	3 3	79 6
3rd ,, ...	74 6	1 9	3 3	79 6	79 6	1 9	3 6	84 9
4th ,, ...	79 6	1 9	3 6	84 9	95 0	2 0	4 0	101 0
5th ,, ...	95 0	2 0	4 0	101 0	107 0	2 3	4 9	114 0
6th ,, ...	107 0	2 3	4 9	114 0	..	..	..	..
and thereafter the minimum wage								

FEMALES—*continued.*

Wages per Week.

—	Commencing Age. 17 Years. Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	18 Years. Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	62 6	1 3	2 9	66 6	74 6	1 9	3 3	79 6
2nd ,, ...	79 6	1 9	3 6	84 9	95 0	2 0	4 0	101 0
3rd ,, ...	95 0	2 0	4 0	101 0	107 0	2 3	4 9	114 0
4th ,, ...	107 0	2 3	4 9	114 0	..	..	..	..
and thereafter the minimum wage								

—	Commencing Age. 19 Years. Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	20 Years. Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	81 6	1 9	3 6	86 9	95 0	2 0	4 0	101 0
2nd ,, ...	107 0	2 3	4 9	114 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

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

An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

—	Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea. Wages per Week.	Wages per Hour.	Within all Other Parts of Victoria. Wages per Week.	Wages per Hour.
All Departments.	s. d.	s. d.	s. d.	s. d.
*Head burner	260 0	6 6	257 0	6 $5^{1}/_{10}$
*Burner	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Burner's assistant (i.e. a person who under the instructions of a burner assists in firing a kiln or kilns)	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Mouldmaker	262 0	6 $6\frac{3}{5}$	259 0	6 $5^{7}/_{10}$
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues)	246 0	6 $1\frac{1}{5}$	243 0	6 $0^{9}/_{10}$
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	265 0	6 $7\frac{4}{5}$	266 0	6 $7\frac{4}{5}$
All other clayhole men (employers to provide tools)	256 0	6 $4\frac{2}{5}$	253 0	6 $3^{9}/_{10}$
Men boring or using explosives	261 0	6 $6^{3}/_{10}$	258 0	6 $5\frac{2}{5}$
FEMALES.				
Females	171 6	4 $3^{9}/_{20}$	169 6	4 $2^{17}/_{20}$
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	261 0	6 $6^{3}/_{10}$	258 0	6 $5\frac{2}{5}$
Man in charge of plunger	253 6	6 $4^{1}/_{20}$	250 6	6 $3^{3}/_{20}$
Presser	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Setter	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Junction sticker	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Man working pipe flanging machine ..	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Mandril operator	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Bitumen jointer	250 0	6 3	247 0	6 $2^{1}/_{10}$
Drawer	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Feeder of pipe machine	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Man taking off pipe machine	246 0	6 $1\frac{1}{5}$	243 0	6 $0^{9}/_{10}$
Man in charge of pug or mixer machine ..	246 0	6 $1\frac{1}{5}$	243 0	6 $0^{9}/_{10}$
Machine rigger	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Hand feeder of raw or burnt clay into crusher or grinding pan	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Man carrying or wheeling into or out of kiln or to or away from kiln	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Man sorting pipes	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Pipe dresser	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Packer of goods into railway trucks ..	247 0	6 $2^{1}/_{10}$	244 0	6 $1\frac{1}{5}$
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	244 0	6 $1\frac{1}{5}$	241 0	6 $0^{9}/_{10}$

All Other Employees—*continued.*

—	Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
Dust Tile Making.	s. d.	s. d.	s. d.	s. d.
Leading hand slip making	253 0	6 $3^{9}/_{10}$	250 0	6 3
Slip house attendant	248 0	6 $0\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Head dipper	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Dipper and/or spray operator	253 0	6 $3^{9}/_{10}$	250 0	6 3
Man hand pressing dust tiles or working semi-automatic tile press	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Setter	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Drawer	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Sagger maker	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Man operating box on sagger machine	246 0	6 $1\frac{4}{5}$	243 0	6 $0^{9}/_{10}$
Man operating lever on sagger machine	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Man carrying into or out of kiln	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Ball mill operator (dry grind)	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Head packer	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Packer who packs articles with protective substances into containers with secured lids	250 0	6 3	247 0	6 $2^{1}/_{10}$
Other packers	247 0	6 $2^{1}/_{10}$	244 0	6 $1\frac{1}{5}$
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	244 0	6 $1\frac{1}{5}$	241 0	6 $0^{3}/_{10}$
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	256 0	6 $4\frac{4}{5}$	253 0	6 $3^{9}/_{10}$
Man employed at pinning, leading, and/or cementing insulators or similar ware	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Sanitary ware presser	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Head packer	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Packer who packs articles with protective substances into containers with secured lids	250 0	6 3	247 0	6 $2^{1}/_{10}$
Other packers	247 0	6 $2^{1}/_{10}$	244 0	6 $1\frac{1}{5}$
Ball mill operator (dry grind)	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Leading hand slip making	253 0	6 $3^{9}/_{10}$	250 0	6 3
Slip house attendant	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Tea-pot hand presser	253 0	6 $3^{9}/_{10}$	250 0	6 3
Man fixing handles or spouts	250 0	6 3	247 0	6 $2^{1}/_{10}$
Hollow ware presser	253 0	6 $3^{9}/_{10}$	250 0	6 3
Turner—insulator—				
1st 12 months' experience	256 0	6 $4\frac{4}{5}$	253 0	6 $3^{9}/_{10}$
Thereafter	261 0	6 $6^{3}/_{10}$	258 0	6 $5\frac{2}{5}$
Turner—other	256 0	6 $4\frac{4}{5}$	253 0	6 $3^{9}/_{10}$
Jolly hand—insulator—				
1st 12 months' experience	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Thereafter	259 0	6 $5^{7}/_{10}$	256 0	6 $4\frac{4}{5}$
Jolly hand—other	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Jigger hand	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
Man sand-papering ware on machine	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Machine rigger	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Caster	253 0	6 $3^{9}/_{10}$	250 0	6 3
Stoneware thrower—				
4th year's experience	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
5th year's experience	254 0	6 $4\frac{1}{5}$	251 0	6 $3^{3}/_{10}$
and thereafter	262 0	6 $6\frac{3}{5}$	259 0	6 $5^{7}/_{10}$
Head placer inside kiln	253 0	6 $3^{9}/_{10}$	250 0	6 3
Head dipper	257 0	6 $5^{1}/_{10}$	254 0	6 $4\frac{1}{5}$
Dipper and/or spray operator	253 0	6 $3^{9}/_{10}$	250 0	6 3
Other placer	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Sagger maker	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Man operating box on sagger machine	246 0	6 $1\frac{4}{5}$	243 0	6 $0^{9}/_{10}$
Presser (screw and lever type inclusive)	253 6	6 $4^{1}/_{20}$	250 6	6 $3^{3}/_{20}$
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggers into or out of kiln	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Hand feeder of raw or burnt clay into crusher or grinding pan	251 0	6 $3^{3}/_{10}$	248 0	6 $2\frac{2}{5}$
Grinder of burnt ware	253 0	6 $3^{9}/_{10}$	250 0	6 3
Potter's printer	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
Man operating lever on sagger machine	248 0	6 $2\frac{2}{5}$	245 0	6 $1\frac{1}{2}$
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	244 0	6 $1\frac{1}{5}$	241 0	6 $0^{3}/_{10}$

*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 5s. per week.

PIECEWORK.

21. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	3s. 4¾d. per trap
Boundary traps, 4 inches	2s. 5d. „
Gully traps (flanged)	2s. 1¼d. each
Disconnectors	2s. 1¼d. „
Basins	2s. 1¼d. „
Junctions	29s. per 100

GENERAL POTTERY.

Chambers.

	Turning. per gross.	Handling per gross.
12's	19s. 11d.	19s. 11d.
9's	23s. 8d.	23s. 8d.
6's	27s. 3½d.	27s. 3½d.

10s. 0½d. per gross extra to be allowed for embossed chambers.

Cottage Pans and Traps.

Cane.

Pans	33s. 11½d. per doz.
Traps	33s. 11½d. „

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon) .. .. 21s. 5¼d. per dozen bottles

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	3s. 3¾d. per trap
Boundary traps, 4 inches	2s. 2½d. „
Gully traps (flanged)	1s. 11¼d. each
Disconnectors	1s. 11¼d. each
Basins	1s. 11¼d. „
Junctions	28s. 1¾d. per 100

GENERAL POTTERY.

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon) .. .. 19s. 2d. per dozen bottles

Bung Jars and Demijohns (Throwing).

1 gallon	4s. 2¼d. per dozen
2 gallon	7s. 2¼d. „
3 gallon	12s. 8d. „
5 gallon	28s. 1¼d. „

1s. 4¾d. per dozen extra for handle bottles

Cottage Pans and Traps.

	White.
Pans	32s. 11d. per dozen
Traps	32s. 11d. „

Pudding Bowls.

9's	34s. 9d. per gross
12's	25s. 5¾d. „
18's	19s. 2d. „
24's	11s. 4½d. „

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24¼ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

Straight fronts—	
Cane	8s. 10¾d. each
White	8s. 11¼d. „
Hollow fronts—	
Cane	8s. 3¼d. „
White	8s. 10¾d. „
Sizes exceeding above dimensions—	
Cane	9s. 8¼d. „
White	11s. 0¼d. „

Jars (Throwing).

Squat jars—	
Under 2 gallons	59s. 3¼d. per 100 gallons
2 gallons and over	53s. 8¼d. „

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	58s. 6¼d. per gross
Ale bottles	7s. 1¼d. „
Others	11s. 0¾d. „

Plus 86s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Clauses, other than clauses 2 and 21, of the said Determination as amended on the 2nd April, 1951, shall remain in force.

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No. 154] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February 1953.

Dated at Melbourne, this
3rd day of March, 1953.

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.	
	s. d.	s. d.	
Under 16 years of age ..	71 9	60 3	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	94 6	71 9	
17 years of age ..	117 6	83 3	
18 years of age ..	151 9	106 0	
19 years of age ..	174 9	117 6	
20 years of age ..	197 9	129 0	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 242s. 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 242s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 176s. 6d. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 176s. 6d. per week of 40 hours.

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

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

3. ADULT MALES (OTHER THAN CABLE MAKING).

—	Wages per Week of 40 Hours. £	s.	d.
1. Employee engaged on any operation other than those set out hereunder	12	2	0
2. Sifter and/or drier of compounding ingredients	12	4	0
3. Operator in charge of drying machine	12	6	0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	12	9	0
5. Storeman and packer as defined herein not working in raw materials store	12	6	0
5A. Storeman and packer as defined herein working in raw materials store	12	8	0
6. Wrapper of goods made by wrapped process	12	4	0
7. Operator in charge of lead-covered hose stripping machine	12	6	0
8. Operator in charge of hose-making machine (wrapped process)	12	8	0
9. Helper on hose-making machine (wrapped process)	12	6	0
10. Lead-covering machine helper	12	6	0
11. Operator in charge of lead-covering machine (hose)	12	12	6
11A. Maker of vacuum-cleaner hose	12	8	0
12. Maker of wrapped hose by hand-made process	12	15	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	12	6	0
14. Operator on washing mill and/or grinding waste	12	6	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	12	8	0
16. Operator on cracker mill	12	6	0
17. Operator on mixing mill	12	15	0
18. Reclaimer or employee engaged on acid tank	12	6	0
19. Employee on digestor machine	12	8	0
20. Spreader in charge of machine (not otherwise classified)	12	9	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	12	15	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	12	5	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	12	6	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	12	6	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	12	8	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	12	10	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	12	12	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	12	12	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	12	15	0
27. Inspector and/or examiner and/or tyre tester	12	8	0
28. Tester with water	12	2	0
28A. Operator employed on hand-skiving machine used in tyre construction	12	4	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	12	4	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	12	8	0
30. Operator in charge of cotton creels	12	8	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	12	6	0
32. Maker of packing	12	8	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	12	8	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	12	6	0
Second and third year	12	12	6
Thereafter	12	17	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12	10	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12	6	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12	8	0
37A. Operator lasting up leather shoes	12	4	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12	8	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 12 6
40. Operator on lathe engaged fashioning biased bowls	12 12 6
41. Operator dipping balloons and/or other dipped goods	12 8 0
42. Operator of rubber-thread cutting lathe	12 10 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	12 8 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	12 2 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 12 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 10 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 15 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	12 12 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	12 12 6
51. Operator engaged in making and/or moulding solid motor tyres	12 6 0
51A. Operator racking green motor tyres	12 4 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 8 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	12 10 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	12 12 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 9 0
56. Operator engaged on belt-making machine	12 6 0
57. Operator laying mats, tiles, or rubber flooring	12 15 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	12 15 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 8 0
60. Operator re-treading new tyres	12 6 0
61. Maker of air bags with extruded material	12 8 0
62. Maker of air bags (not otherwise classified)	12 15 0
62A. Operator buffing air bags	12 5 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 4 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 10 0
64. Operator in charge of forcing machine straining rubber	12 6 0
65. Operator in charge of textile cutting machine	12 8 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	12 6 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	12 17 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	12 8 0
69. First assistant on calender 48 inches and over	12 12 6
70. First assistant on calender under 48 inches	12 6 0
71. Operator in charge of calender 72 inches and under	13 4 0
72. Operator in charge of calender over 72 inches	13 9 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	12 13 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tieing, table hand	12 8 0
75. Storeman in charge of moulds	12 4 0
76. Operator engaged in mould burning	12 4 0
77. Operator engaged on sand-blasting—	
(a) who operates from outside a properly-enclosed cabinet	12 6 0
(b) other	12 8 0
78. Operator joining and/or repairing fabric liners	12 4 0
79. Operator cutting raw rubber by machine or press	12 4 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	12 8 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	12 2 0
82. Operator on mixing mill	12 15 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	12 8 0
84. Heaterman in charge of curing pan and/or dry heater	12 8 0
85. Operator in charge of forcing machine	12 10 0
86. First assistant on calender 48 inches and over	12 12 6
87. First assistant on calender under 48 inches	12 6 0
88. Operator in charge of calender 72 inches and under	13 4 0
89. Operator in charge of calender over 72 inches	13 9 0
90. Fine wiredrawing machine operator	12 8 0
91. Medium wiredrawing machine operator	12 8 0
92. Wiredrawing (tandem) machine operator	12 8 0
93. Annealing furnace operator	12 8 0
94. Pickling plant operator	12 6 0
95. Wire-winding machine operator	12 6 0
96. Fine wire-tinning machine operator	12 6 0
97. Medium wire-tinning machine operator	12 8 0
98. Assisting tinning-machine operator	12 6 0
99. Bunching machine operator	12 6 0
100. Stranding and/or armouring machine operator	12 8 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	12 6 0
102. Lapping machine operator	12 8 0
103. Longitudinal machine operator	12 8 0

ADULT MALES (CABLE MAKING)—*continued.*

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

ADULT FEMALES.

—	Wages per Week of 40 Hours. £ s. d.
All adult females	8 16 6

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

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No. 155] THURSDAY, MARCH 5 [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

SADDLERY AND HARNESS BOARD.

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

3. WAGES PER WEEK.

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

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

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

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

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

No. 155.—1143/53.—PRICE 3D.

APPRENTICES—MALES.

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

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Five-year terms—		
First year's experience	68 6	68 0
Second year's experience	80 0	79 0
Third year's experience	114 6	113 0
Fourth year's experience	183 0	181 0
Fifth year's experience	229 0	226 0
Four-year terms—		
First year's experience	68 6	68 0
Second year's experience	114 6	113 0
Third year's experience	183 0	181 0
Fourth year's experience	229 0	226 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	68 6	68 0
16 and under 17 years of age	91 6	90 6
17 and under 18 years of age	114 6	113 0
18 and under 19 years of age	137 6	135 6
19 and under 20 years of age	183 0	181 0
20 and under 21 years of age	229 0	226 0

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

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

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	68 6	68 0
16 and under 17 years of age	85 6	84 6
17 and under 18 years of age	98 0	96 6
18 and under 19 years of age	110 0	108 6
19 and under 20 years of age	120 0	118 6
20 and under 21 years of age	149 0	147 6

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

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

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

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

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

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No. 156] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

TINSMITHS' BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 529 of the 26th June, 1952, shall be replaced by the following clauses:—

2. WAGES.

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.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	14 1 0	14 7 6	13 18 0
Sheet metal worker (2nd class)	13 6 0	13 12 6	13 3 0
Spinner (1st class)	13 10 0	13 16 6	13 7 0
Spinner other	12 15 0	13 1 6	12 12 0
Die setter	12 15 0	13 1 6	12 12 0
Die setter—press operator working from blue prints or plans	13 6 0	13 12 6	13 3 0
Press operator (heavy)	12 13 0	12 19 6	12 10 0
Press operator (light)	12 11 0	12 17 6	12 8 0
Solderer and dipper	12 13 0	12 19 6	12 10 0
Drop hammer stamper	12 13 0	12 19 6	12 10 0
Guillotine operator (as defined)	13 6 0	13 12 6	13 3 0
Guillotine operator (other)	12 11 0	12 17 6	12 8 0
Guttering machinist	12 11 0	12 17 6	12 8 0
Power machinist (not otherwise specified)	12 11 0	12 17 6	12 8 0
Spray painter (on both prime and finishing coats)	12 19 0	13 5 6	12 16 0
Spray painter (on one coat work)	12 15 0	13 1 6	12 12 0
(b) Welding Division.			
Welder—			
1st class	14 1 0	14 7 6	13 18 0
2nd class	12 17 0	13 3 6	12 14 0
3rd class	12 13 0	12 19 6	12 10 0
Tack welder	12 15 0	13 1 6	12 12 0
Welder—special class (as defined)	14 5 6	14 12 0	14 2 6

No. 156.—1152/53.—PRICE 3D.

WAGES—*continued.*

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.
(c) Canister-making.			
Die setter and/or machine setter and or leading press hand ..	12 15 0	13 1 6	12 12 0
Canister-maker by hand and riveter by hand	12 15 0	13 1 6	12 12 0
Solderer and dipper	12 11 0	12 17 6	12 8 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	12 15 0	13 1 6	12 12 0
Operator of power capping machines or metal pots on automatic machines	12 13 0	12 19 6	12 10 0
Operator of other power presses and other power machines ..	12 11 0	12 17 6	12 8 0
Cap solderer (not otherwise classified)	12 11 0	12 17 6	12 8 0
(d) Galvanizing.			
Galvanizer	13 2 0	13 8 6	12 19 0
Tinner and grease tinner	13 2 0	13 8 6	12 19 0
Assistant working over metal pot	12 13 0	12 19 6	12 10 0
Pickler	12 12 0	12 18 6	12 9 0
All others in this Division	12 8 0	12 14 6	12 5 0
(e) Painting and Japanning.			
Artistic japanner and goldworker	13 6 0	13 12 6	13 3 0
Spray operator	12 15 0	13 1 6	12 12 0
Grainer, liner, and filliter	12 11 0	12 17 6	12 8 0
Painter and lacquerer	12 11 0	12 17 6	12 8 0
Dipper	12 11 0	12 17 6	12 8 0
(f) Porcelain Enamelling.			
Fuser	13 1 0	13 7 6	12 18 0
Fuser on medallions, badges, or buckles	12 11 0	12 17 6	12 8 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	12 12 0	12 18 6	12 9 0
Inspector (other)	12 9 0	12 15 6	12 6 0
Mill hand and mixer	12 12 0	12 18 6	12 9 0
Packer and despatcher	12 16 6	13 3 0	12 13 6
Pickler	12 12 0	12 18 6	12 9 0
Racksman	12 7 0	12 13 6	12 4 0
Sand and shot blaster	13 5 0	13 11 6	13 2 0
Sprayer	12 13 0	12 19 6	12 10 0
Swiller, gripper, and brusher	12 11 0	12 17 6	12 8 0
Other employees with not less than three months' experience in the metal trades industry	11 18 0	12 4 6	11 15 0
Employee not elsewhere classified in any Division	11 12 0	11 18 6	11 9 0
(g) General.			
Process worker	12 11 0	12 17 6	12 8 0
Tool and/or material storeman (as defined)	12 14 0	13 0 6	12 11 0
Storeman and/or packer	12 16 6	13 3 0	12 13 6

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.

Ship Repairing.

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

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

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Sheet-metal worker—1st class.
Welder—special class.

Period of Apprenticeship

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

Contract of Apprenticeship

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

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

Cancellation or Suspension of 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.

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Welder—special class;

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(*i*) The minimum weekly rates of wages 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.

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

(*j*) WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	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.
		£ s. d.	£ s. d.	£ s. d.
Four and Five-year Terms.				
1st year	32	3 13 6	3 15 6	3 12 6
2nd year	43	4 18 6	5 1 6	4 17 0
3rd year	54	6 3 6	6 7 0	6 2 0
4th year	83	9 10 0	9 15 6	9 7 6
5th year	100 plus 6s.	11 15 0	12 1 6	11 12 0
Four-year Terms.—Apprentices Commencing after the Age of 17 Years.				
1st year	34	3 18 0	4 0 0	3 17 0
2nd year	54	6 3 6	6 7 0	6 2 0
3rd year	83	9 10 0	9 15 6	9 7 6
4th year	100 plus 6s.	11 15 0	12 1 6	11 12 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.

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

Overtime and Shift Work.

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

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception 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 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.
		s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience	75	..	8 11 6	8 16 6	8 9 6
All others	75	16 0	9 7 6	9 12 6	9 5 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
II.—Junior Females.		Additional Amount.			
17 years of age and under	52	3 6	4 12 6	4 15 6	4 11 6
18 years of age	62	4 0	5 10 6	5 13 6	5 9 0
19 years of age	72	4 6	6 8 0	6 11 6	6 6 6
20 years of age	82	5 0	7 5 6	7 9 6	7 4 0
III.—Male Junior Labour.					
Under 16 years of age	24	2 0	2 17 0	2 18 6	2 16 0
16 years of age	34	3 0	4 1 0	4 3 0	4 0 0
17 years of age	46	4 0	5 9 6	5 12 6	5 8 0
18 years of age	58	5 0	6 18 0	7 1 6	6 16 0
19 years of age	73	6 0	8 13 0	8 18 0	8 11 0
20 years of age	88	7 0	10 8 6	10 14 0	10 6 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.

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

Prohibited Occupations.

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

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe ; or

(ii) If under 18 years of age–

die setting on power presses, or as operators of power driven guillotines.

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

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No. 157] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, shall be replaced by the following clauses :—

2.

—	Day Shift. Wages per Week of 40 Hours. Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
Males.			
Development, Tool Room, Installation, and Maintenance of Plant.	s. d.	s. d.	s. d.
Brass finisher, tradesman	281 0	287 6	278 0
Carpenter on maintenance work	281 0	287 6	278 0
Coremaker, jobbing	281 0	287 6	278 0
Die maker (see "toolmaker")			
Die setter	275 6	282 0	272 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	285 6	292 0	282 6
Electrical fitters	281 0	287 6	278 0
Electrical mechanic	281 0	287 6	278 0
Fitter and/or turner, tradesman	281 0	287 6	278 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	252 0	258 6	249 0
Jigmaker, in wood or metal	281 0	287 6	278 0
Machinist (metal), first class	281 0	287 6	278 0
Machinist (metal), second class	266 0	272 6	263 0
Machinist (metal), third class	257 0	263 6	254 0
Machinist (wood) (see "wood machinist")			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")			
Panel worker, tradesman	281 0	287 6	278 0
Pattern maker	294 0	300 6	291 0

—	Day Shift. Wages per Week of 40 Hours. Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
Males—*continued.*			
Development, Tool Room, Installation, and Maintenance of Plant—continued.	s. d.	s. d.	s. d.
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	285 6	292 0	282 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work)	281 0	287 6	278 0
(b) On low pressure work	266 0	272 6	263 0
Saw doctor	285 6	292 0	282 6
Smith, tradesman	282 6	289 0	279 6
Template maker	287 0	293 6	284 0
Tool maker, tool hardener, and die maker (in wood or metal)	294 0	300 6	291 0
Tradesman, the greater part of whose time is occupied marking off	285 6	292 0	282 6
Trimmer, tradesman (on development work)	280 0	286 6	277 0
Turner (see "Fitter and/or turner").			
Welder, first class	284 6	291 0	281 6
Welder, second class	268 0	274 6	265 0
Welder, third class	257 0	263 6	254 0
Welder, fourth class	252 6	259 0	249 6
Wood machinist, first class	275 6	282 0	272 6
Production.			
Acid washer	262 0	268 6	259 0
Air hammer operator	268 0	274 6	265 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	254 0	260 6	251 0
Assembler (aero engine)	281 0	287 6	278 0
Assembler and/or wirer, chassis	261 0	267 6	258 0
Assembler, cushion and squab spring	258 0	264 6	255 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	268 0	274 6	265 0
Assembler of bodies or parts of bodies "on the line" ..	275 6	282 0	272 6
Assembler of chassis parts independently of main assembly	261 0	267 6	258 0
Assembler, windscreen frame	258 0	264 6	255 0
Axle maker	281 0	287 6	278 0
Axle turner	281 0	287 6	278 0
Band and/or jig sawyer, trim	268 0	274 6	265 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	271 0	277 6	268 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	257 0	263 6	254 0
Body maker, first class	281 0	287 6	278 0
Body maker, second class	275 6	282 0	272 6
Body mounter	261 0	267 6	258 0
Bow socket enameller (see "enameller")			
Bulldozer operator—			
(a) Setting up machine	266 6	273 0	263 6
(b) Not setting up machine	257 0	263 6	254 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	269 0	275 6	266 0
Cold setter	260 0	266 6	257 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand)	275 6	282 0	272 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press	275 6	282 0	272 6
Dipper and hangar (paint)	251 0	257 6	248 0
Dipper, solder or tin	257 0	263 6	254 0
Drier	253 0	259 6	260 0
Driller (Panel)	255 0	261 6	252 0
Driller (Other)	257 0	263 6	254 0
Drop hammer smith—			
(a) When dies are not used	282 6	289 0	279 6
(b) When dies are used	257 0	263 6	254 0

—	Day Shift. Wages per Week of 40 Hours. Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
Males—*continued.*			
Production—continued.	s. d.	s. d.	s. d.
Drop hammer stamper	252 6	259 0	249 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim)	268 0	274 6	265 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class	281 0	287 6	278 0
Electroplater, second class	266 0	272 6	263 0
Electroplater, third class	250 0	256 6	247 0
Enameller, bow socket	254 6	261 0	251 6
Enameller in colours and/or varnisher (finishing coat brush)	275 6	282 0	272 6
Folding machine operator	258 0	264 6	255 0
Frame operative (cushion and squabs)	258 0	264 6	255 0
Furnace brazer	266 6	273 0	263 6
Furnaceman	257 0	263 6	254 0
Garnish mould bender and/or shaper (see "Bender and/or shaper")			
Garnish mould finisher	268 0	274 6	265 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal)	257 0	263 6	254 0
Grinder and/or buffer (metal) using portable machine	262 0	268 6	259 0
Guillotine machinist	258 0	264 6	255 0
Hammer driver, steam, pneumatic or other power	252 6	259 0	249 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	247 0	253 6	244 0
Labourer assisting without using tools (chassis assembly)	247 0	253 6	244 0
Liner	275 6	282 0	272 6
Machinist (metal), first class	281 0	287 6	278 0
Machinist (metal), second class	266 0	272 6	263 0
Machinist (metal), third class	257 0	263 6	254 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal)	266 6	273 0	263 6
Marker-out or scriber (using patterns or templates)	256 0	262 6	253 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder	259 0	265 6	256 0
Painter, coach (brush)	275 6	282 6	272 6
Painter, spray (on coats other than priming)	275 6	282 0	272 6
Painter, spray and/or brush (on prime coats)	262 0	268 6	259 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	254 6	261 0	251 6
Painter's labourer	249 0	255 6	246 0
Panel beater, first class	281 0	287 6	278 0
Panel beater, second class	275 6	282 0	272 6
Panel edge turner	266 0	272 6	263 0
Panel fixer, metal	258 0	264 6	255 0
Panel machinist (other)	257 0	263 6	254 0
Panel worker, dent knocker and/or metal finisher	275 6	282 0	272 6
Paster (trim)	259 0	265 6	256 0
Petrol tank operative	259 0	265 6	256 0
Pickler	257 0	263 6	254 0
Plate glass beveller	271 0	277 6	268 0
Plate glass cutter	271 0	277 6	268 0
Plate glass driller	271 0	277 6	268 0
Plate glass grinder	254 6	261 0	251 6
Pleat stuffer	257 0	263 6	254 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs	266 0	272 6	263 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure)	267 0	273 6	264 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	251 0	257 6	248 0
Press operator (light)	256 0	262 6	253 0
Process worker	251 0	257 6	248 0
Riveter on motor truck or wagon body	275 6	282 0	272 6
Riveter, chassis	261 0	267 6	258 0
Riveter, other (up to and including ⅜-in. rivet)	258 0	264 6	255 0
Rotary buff operator—			
(a) While doing dent knocking	275 6	282 0	272 6
(b) While not doing dent knocking on the line	268 0	274 6	265 0
Rotary shearing machinist	266 0	272 6	263 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork)	253 0	259 6	250 0
Screwer and/or tapper	252 6	259 0	249 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

—	Day Shift. Wages per Week of 40 Hours. Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
Males—*continued*.			
Production—continued.	s. d.	s. d.	s. d.
Shot and/or sandblast operator (where adequately protected)	257 0	263 6	254 0
Smith tradesmen	282 6	289 0	279 6
Solderer, "on the line"	275 6	282 0	272 6
Solderer not "on the line"	268 0	274 6	265 0
Solderer (on other than body work)	268 0	274 6	265 0
Spotter and/or toucher-up	275 6	282 0	272 6
Spray painter (see "Painter, spray")			
Spring fitter	281 0	287 6	278 0
Spring maker, cushion and squab	275 6	282 0	272 6
Spring maker, laminated	281 0	287 6	278 0
Spring maker, spiral (by hand)	266 6	273 0	263 6
Spring service worker	257 0	263 6	254 0
Squab and/or cushion maker	275 6	282 0	272 6
Stopper-up	261 0	267 6	258 0
Stove attendant, electric	258 0	264 6	255 0
Strap maker	257 0	263 6	254 0
Stretching machine operator	258 0	264 6	255 0
Striker	252 0	258 6	249 0
Tapper (see "Screwer and/or tapper").			
Tester	257 0	263 6	254 0
Timber kiln attendant	249 0	255 6	246 0
Timber orderman	256 0	262 6	253 0
Timber stacker	250 0	256 6	247 0
Toucher-up (see "Spotter and/or toucher-up").			
Transfer grainer	260 0	266 6	257 0
Trimmer, sectional (on the line)	271 0	277 6	268 0
Trimmer, sectional (off line)	266 0	272 6	263 0
Trimmer, tradesman (including cutter by hand)	275 6	282 0	272 6
Tube maker	254 6	261 0	251 6
Tyre fitter	254 6	261 0	251 6
Uni-shear operator	257 0	263 6	254 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman	260 0	266 6	257 0
Washer using phenyl, petrol, kerosene, &c.	252 0	258 6	249 0
Welder, "A" grade	284 6	291 0	281 6
Welder, "B" grade	277 0	283 6	274 0
Welder, federal aluminium	268 0	274 6	265 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	268 0	274 6	265 0
Welder, electric spot and butt	258 0	264 6	255 0
Wet rubber and/or polisher (paint)	262 0	268 6	259 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	275 6	282 0	272 6
Wood machinist, second class	266 0	272 6	263 0
Writer	281 0	287 6	278 0
Horse-drawn Vehicles.			
Axle maker	275 6	282 0	272 6
Axle turner	275 6	282 0	272 6
Grainer	275 6	282 0	272 6
Nave mortise and boring machinist	256 0	262 6	253 0
Nave turner	269 0	275 6	266 0
Signwriter	275 6	282 0	272 6
Spoke lather	269 0	275 6	266 0
Spoke planer	269 0	275 6	266 0
Spoke tenoner	269 0	275 6	266 0
Spoke throater	269 0	275 6	266 0
Timber bender	269 0	275 6	266 0
Wheelwright and wheel maker	275 6	282 0	272 6
(All other classifications as prescribed for in other Sections.)			
Rolling Stock.			
Body maker	281 0	287 6	278 0
Pitman	266 6	273 0	263 6
Wheel grinder	266 6	273 0	263 6
Wheel turner	281 0	287 6	278 0
(All other classifications as prescribed for in other Sections.)			
Miscellaneous (Wherever Employed).			
Acetylene generator operator in charge of installation	261 0	267 6	258 0
Driver of chassis and/or new vehicle	255 0	261 6	252 0
Case maker	254 6	261 0	251 6
Case repairer	251 0	257 6	248 0

The rates in clause 2 include war loadings.

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding ; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

—	Per Week of 40 Hours.
	£ s. d.
Under one month's experience	8 11 6
All others	9 7 6
(b) The rates payable to female under the age of 21 years shall be :—	
For the first six months	5 1 6
For the second six months	5 19 0
Thereafter until 21 years of age	6 16 6

APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

(i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.

(ii) Trimmer (Production).

(iii) Axle maker.

(iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

(i) Electrical fitter.

(ii) Electrical mechanic.

(iii) Electro-plater, first class.

(iv) Fitter and/or turner.

(v) Metal machinist, first class.

(vi) Pattern maker.

(vii) Welder (first class only).

(viii) Body maker, first class.

(ix) Painter (i.e., tradesman who mixes, matches and applies paint).

(x) Tradesman panel worker and panel beater (first class).

(xi) Trimmer, development and/or repair work.

(xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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

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.

(d) The periods of apprenticeship shall be as follows :—

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

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

Cancellation or Suspension of Indenture.

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

(i) by mutual consent ;

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

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

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

Instruction in Welding.

(g) The training of apprentices to smithing, fitting, and turning or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Wages.

(*h*) (*a*) Apprentices—

—	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	s. d.	*s. d.*	*s. d.*
Five-year terms—			
First year	65 0	66 6	64 0
Second year	90 6	93 0	89 0
Third year	120 6	124 0	119 0
Fourth year	190 0	195 6	187 6
Fifth year	235 0	241 6	232 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	74 0	76 0	73 0
Second year	120 6	124 0	119 0
Third year	190 0	195 6	187 6
Fourth year	235 0	241 6	232 0

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

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(*b*) An employee who is under 21 years of age at 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.

Sick Leave, Public Holidays, and Annual Leave.

(*i*) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

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

Overtime and Shift Work.

(*k*) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

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

(*m*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(*n*) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

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

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

(*q*) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (*a*) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(*b*) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(*c*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following :—

—	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne ; 10 Miles of the Geelong and Warrnambool Post Offices ; 5 Miles of Chief Post Office at Mildura ; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age	2 17 0	2 18 6	2 16 0
16 years of age	4 1 0	4 3 0	4 0 0
17 years of age	5 9 6	5 12 6	5 8 0
18 years of age	6 18 0	7 1 6	6 16 0
19 years of age	8 13 0	8 18 0	8 11 0
20 years of age	10 8 6	10 14 0	10 6 0

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

(*d*) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(*e*) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(*f*) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(*g*) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

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

By Authority: W. M. Houston, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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No. 158] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

WOOLLEN AND COTTON TRADE BOARD.

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

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

2. (*a*)

Woollen and Worsted Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	4 6 0	Under 16 years of age	49	4 5 6
16 years of age	43	5 0 0	At 16 years of age	54	4 14 0
16½ years of age	47	5 9 6	At 16½ years of age	61	5 6 6
17 years of age	51	5 19 0	At 17 years of age	66	5 15 0
17½ years of age	56	6 10 6	At 17½ years of age	72	6 5 6
18 years of age	67	7 16 0	At 18 years of age	77	6 14 6
18½ years of age	74	8 12 6	At 18½ years of age	83	7 5 0
19 years of age	80	9 6 6	At 19 years of age	89	7 15 6
19½ years of age	90	10 9 6	At 19½ years of age	95	8 6 0
20 years of age	95	11 1 6	At 20 years of age	100	8 14 6
20½ years of age	100 plus 1s.	11 14 0	At 20½ years of age	100 plus 7s.	9 1 6

No. 158.—1368/53.—PRICE 3D.

JUNIORS—*continued.*

WAGES PER WEEK OF 40 HOURS—*continued.*

Other Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	4 6 0	Under 16 years of age	49	4 5 6
16 years of age	43	5 0 0	At 16 years of age	54	4 14 0
16½ years of age	47	5 9 6	At 16½ years of age	60	5 4 6
17 years of age	51	5 19 0	At 17 years of age	66	5 15 0
17½ years of age	56	6 10 6	At 17½ years of age	73	6 7 6
18 years of age	67	7 16 0	At 18 years of age	78	6 16 0
18½ years of age	74	8 12 6	At 18½ years of age	84	7 6 6
19 years of age	80	9 6 6	At 19 years of age	89	7 15 6
19½ years of age	90	10 9 6	At 19½ years of age	96	8 7 6
20 years of age	95	11 1 6	At 20 years of age	100	8 14 6
20½ years of age	100	11 13 0			

PROPORTION (within any factory).

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

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

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

OTHER EMPLOYEES.

ADULT MALES.

Woollen and Worsted Section.

(*d*)

—	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker	14 8 0
Wool sorter	14 3 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker	13 18 0
Neutraliser attendant overlooking bowls in carbonising plant	13 7 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls	13 7 6
Neutraliser attendant	13 2 0
Acid bowl attendant	13 2 0
Burr crushing machine attendant	13 0 0
Dryer attendant	13 0 0
Trucker, presser and storeman and/or packer substantially employed as such	13 0 0
Dock hand	13 0 0
All other machine operators and/or attendants (including breaker and feeder)	13 0 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Blender, bedder and blend oiler	13 1 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant	13 0 0
Waste-sorter, baler and presser, including presser of noils	13 0 0
Collector, conveyor and other attendant	13 0 0
Carding Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand, head fettler, and/or man responsible for grinding cards	13 7 0
Fettler and/or card grinder's assistant	13 2 0
Attendant employed on condensors or cans	13 0 0
Man employed on feeds	13 0 0
Combing Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Comb mechanic	13 4 0
Comb minder	13 2 0
Backwash machine operator	13 2 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant	13 0 0
Pin Setting Department—	
Assistant foreman and/or overlooker	14 8 0
Pin setter—	
1st year's experience	12 15 0
2nd year's experience	13 1 0
Thereafter—	
Comb circle and/or French comb cylinder setter	14 3 0
Faller pin setter and/or porcupine setter	13 14 0
Roller Covering Department—	
Roller coverer—	
1st year's experience	12 13 0
2nd year's experience	12 19 0
Thereafter	13 11 0
Roller coverer's assistant	12 13 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Jobber	13 4 0
Winder (fully automatic)	13 2 0
Winder	13 0 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	13 0 0
Tape hand	14 0 0
Taker-off examiner	13 0 0
Doffer	12 9 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker	13 18 0
Man in charge of one pair of mules	13 10 0
Roller coverer (covering rollers for mule and French spinning department)	13 0 0
Piecer	13 0 0
Woollen :—	
Assistant foreman and/or overlooker	13 18 0
Man in charge of one pair of mules	13 7 0
Piecer	13 0 0
Warping Department—	
Assistant foreman and/or overlooker	13 18 0
Combined warping and sizing machine operator	13 8 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	13 8 0
Plain warper and/or beamer	13 2 0
Size machine hand	13 0 0
Creeler	12 12 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker	13 18 0
Warp typing machine operator	13 0 0
Drawer and/or twister-in—	
1st year's experience	12 12 0
2nd year's experience	12 19 0
Thereafter—	
Drawer-in	13 14 0
Twister-in	13 8 0
Warp tier	12 16 0
Weaving Department—	
Assistant foreman and/or overlooker	14 8 0
Loom tuner—	
Jacquard looms—	
1st year's experience	12 16 0
2nd year's experience	13 3 0
Thereafter	14 3 0
Box looms—	
1st year's experience	12 16 0
2nd year's experience	13 3 0
Thereafter	14 3 0
Automatic looms—	
1st year's experience	12 15 0
2nd year's experience	13 2 0
Thereafter	14 0 0
Plain looms—	
1st year's experience	12 13 0
2nd year's experience	13 1 0
Thereafter	13 17 0
Pattern weaver	13 11 0
Weaver—	
First six months' experience	12 16 0
Thereafter	13 3 0
Card and/or chain maker	13 0 0
Beam lifter and loom gaiter	13 0 0
Grey percher	13 0 0
Grey percher's assistant	12 15 0
Piece taker-in	12 15 0
Battery filler	12 9 0
Piece Scouring Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	13 2 0
Wet crabber operator	13 2 0
Hydro extractor operator	13 0 0
Piece scutching machine attendant	13 0 0
Mangle and/or wringer operator	13 0 0
Grey room attendant	13 0 0
Bagging machine attendant	13 0 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Man responsible for weighing dye-stuffs	13 3 0
Man employed on non-shrink process	13 2 0
Wet crabber operator	13 2 0
Hydro extractor operator	13 0 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	13 0 0
Conditioning house employee (wherever employed)	12 16 0
Conveyor	12 16 0
Hank stripper	12 9 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Finishing Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Sulphur house hand (for time engaged on sulphur house work)	13 5 0
Examiner of finished cloth	13 5 0
Examiner of finished cloth assistant	12 19 0
Percher during finishing process	13 3 0
Piece carboniser	13 2 0
Man engaged on unshrinkable finishing process	13 2 0
Cloth cutting or cropping machine attendant	13 2 0
Wet crabber operator	13 2 0
Dry milling machine attendant	13 0 0
Tenter and/or stenter attendant	13 0 0
Raising machine attendant	13 0 0
Brushing and/or steaming machine attendant	13 0 0
Dry blowing machine attendant	13 0 0
Dewing machine attendant	13 0 0
Napping machine attendant	13 0 0
Cloth facing machine attendant	13 0 0
Selvedge stamping machine attendant	13 0 0
Pile beating machine attendant	13 0 0
Electric press operator	13 0 0
Rotary press operator	13 0 0
Press setter or other press attendant	13 0 0
Rigging, folding and/or cuttling machine attendant	13 0 0
Tiger machine attendant	13 0 0
Mechanical cloth shrinking machine attendant	12 17 0
Passer of domestic flannel and/or blankets	13 0 0
Other operators and/or attendants	13 0 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Sulphur house employee (for time on sulphur house work)	13 5 0
Scouring machine attendant	13 0 0
Liquor tank, dye and/or bleach machine attendant	13 0 0
Drying machine attendant	13 0 0
Conditioning house employee (wherever employed)	12 16 0
Conveyor	12 16 0
Hank stripper and/or puller	12 9 0
Warehouse (Yarn and/or Cloth)—	
Assistant foreman and/or overlooker	13 18 0
Leading hand	13 7 0
Rolling and/or blocking machine attendant	13 0 0
Employee responsible for cutting measured lengths from finished cloth	13 0 0
Storeman, packer, baler and/or despatcher	13 0 0
General—	
Man in charge water softening plant	13 2 0
Wool-top packer	13 1 0
Yarn storeman	13 0 0
Recorder	13 0 0
Storeman and/or packer (not elsewhere included)	13 0 0
Oiler and/or cleaner	12 16 0
Other adult males in any section not elsewhere included	11 16 0
Cotton Section.	
Leading hands—	
Leading hand in charge of more than seven employees—10s. per week extra	
Leading hand in charge of not more than seven employees—5s. per week extra	
Spinning.	
Bale store—	
Man in charge of receipt of bales, storage and putting mixings down	12 17 0
All other adult males	12 9 0
Blow room—	
Blow room major	13 11 0
Leading hand where no blow-room major employed	13 6 0
Scutcher tenter	13 1 0
Feeder	12 15 0
Carding—	
Card room jobber	13 11 0
Stripper and grinder	13 6 0
Stripper	13 0 0
Derby doubler	13 0 0
Condenser tenter	13 0 0
Can tenter	13 0 0
Lap carrier	12 16 0
Combing—	12 9 0
Needler—	
1st year's experience	12 15 0
2nd year's experience	13 1 0
Thereafter	13 13 0
Jobber	13 11 0
Comber tenter	13 0 0
Sliver and/or ribbon lap tenter	12 16 0
Draw frames—	
Draw-frame tenter	12 16 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Spinning—continued.	
Slubbers—	
Slubber tenter	13 0 0
Backer tenter	12 9 0
Intermediate—	
Intermediate tenter	13 0 0
Back tenter	12 9 0
Rovers—	
Rover tenter	13 0 0
Back tenter	12 9 0
Ring spinning—	
Ring jobber	13 11 0
Ring spinner	13 0 0
Head doffer	12 15 0
Doffer and/or gaiter	12 9 0
Mule spinning—	
Man in charge of one pair of mules	13 11 0
Piecer	12 16 0
Winding and reeling—	
Winding jobber	13 11 0
Automatic Winding machine attendant	12 16 0
Winder and/or Reeler	12 18 0
Packer	12 12 0
Doubling and cabling—	
Doubling jobber	13 11 0
Doubler, twister and/or cabler	13 0 0
Doffer	12 9 0
General—	
Roller—coverer	13 11 0
Roller—coverer's assistant	12 13 0
Yarn warehouseman (in charge of more than three operatives)	13 11 0
Yarn warehouseman (in charge of three or less than three operatives)	13 1 0
Yarn warehouse operator and/or attendant	12 16 0
Hard-waste-breaking machine feeder	12 15 0
Linker of hanks for dyeing and bleaching	12 9 0
Tapeman and/or bandman	12 9 0
Recorder	12 18 0
Layer-on, set weigher and/or bobbin carrier	12 9 0
Storeman and/or packer	12 12 0
Laborer (trucker, conditioner, wheeler and/or carrier)	12 9 0
Waste man	12 13 0
Sweeper	12 9 0
Oiler and/or cleaner	12 16 0
All adult males in any section not elsewhere specified	11 16 0
Weaving.	
Winding—	
Winding jobber	13 11 0
Automatic winding machine attendant	12 16 0
Winder	12 18 0
Warping and Beaming—	
Warper and/or beamer	13 2 0
Creeler	12 12 0
Sizing—	
Slasher-sizer—Leading hand if no foreman employed	14 3 0
Assitant slasher-sizer	13 0 0
Slasher's laborer	12 12 0
Dry taping machine operator	13 0 0
Dry taping machine operator's assistant	12 12 0
Warp Drawing-in and twisting-in—	
Drawer-in	13 4 0
Twister-in	13 4 0
Warp tier-in (hand)	13 0 0
Warp tying-in machine attendant	12 15 0
Reacher-in	12 12 0
Loom tuning—	
Automatic and jacquard loom tuner—	
1st year's experience	13 6 0
2nd year's experience	13 11 0
Thereafter	14 3 0
Box loom tuner—	
1st year's experience	13 6 0
2nd year's experience	13 11 0
Thereafter	13 17 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours. £ s. d.
Weaving—continued.	
Plain loom tuner—	
1st year's experience	13 0 0
2nd year's experience	13 6 0
Thereafter	13 11 0
Weaving—	
Weavers—	
1st six months' experience	12 16 0
Thereafter	13 3 0
Beam lifter and loom gaiter	13 0 0
Battery-filler and/or weft carrier	12 9 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—	
Dye house storeman	12 17 0
Grey-room warehouseman	13 0 0
Dye house machine operator and/or attendant	13 0 0
Sanforising machine attendant	13 0 0
Plaiter	13 0 0
All other bleach house and/or finishing machine operators and/or attendants	13 0 0
General—	
Cloth warehouseman (in charge of finished cloth)	13 11 0
Cloth warehouseman	12 16 0
Card and/or chain maker	13 0 0
Cloth picker	12 16 0
Recorder	12 18 0
Yarn warehouseman	12 16 0
Cloth examiner—finished cloth	13 4 0
Splicer and creeler	12 12 0
Oiler and/or cleaner	12 16 0
Machine operator and/or attendant not elsewhere specified	13 0 0
Adult males in any section not elsewhere specified	12 16 0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience	13 6 0
2nd year's experience	13 11 0
Thereafter	13 17 0
Jacquard card cutter—	
1st year's experience	13 6 0
2nd year's experience	13 11 0
Thereafter	13 17 0
Card handler and/or changer	13 0 0
Weaver—	
1st six months' experience	12 16 0
Thereafter	13 3 0
Warper	13 2 0
Twister-in	13 2 0
Braiding machine operator	13 0 0
All other machine operators and/or attendants	13 0 0
Oiler and/or cleaner	12 16 0
Winder	13 0 0
Recorder	12 16 0
Storeman and/or packer	12 12 0
Cord twister	13 0 0
Cord spinner	13 0 0
Other adult males not elsewhere specified	11 16 0

Carpets.

Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s per week extra.	
Yarn Production Department—	
Man in charge of one pair of spinning mules	13 7 0
Card fettler	13 2 0
Teasing machine attendant	13 0 0
Garnet machine attendant	13 0 0
Attendant employed on condensors and/or feeds	13 0 0
Piecer	13 0 0
Dye house—	
Leading hand	13 5 0
Machine operator and/or attendant	13 0 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—continued.

—	Wages per Week of 40 Hours.
Carpets—continued.	£ s. d.
Winding department—	
Leading hand in winding	13 7 0
Slasher size hand	13 5 0
Beamer	12 17 0
Bobbin winder	12 17 0
Cheese winder	12 17 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience	12 16 0
2nd year's experience	13 5 0
Thereafter	14 3 0
Wilton plain loom—	
1st year's experience	12 13 0
2nd year's experience	13 2 0
Thereafter	13 17 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience	12 19 0
2nd six months' experience	13 5 0
Thereafter	13 11 0
Wilton, jacquard loom—	
1st six months' experience	12 19 0
2nd six months' experience	13 5 0
Thereafter	13 9 0
Wilton plain loom	13 3 0
Loom creeler	12 13 0
Finishing department—	
Shearing machine	13 1 0
Brushing	12 17 0
Steaming machine	12 17 0
Roll and measuring machine	12 17 0
Back starching	12 17 0
Other machine operator and/or attendant	12 17 0
Warehouse—	
Leading hand in warehouse	13 7 0
Other warehousemen	12 16 0
General—	
Solderer	13 0 0
Card stamper	13 0 0
Oiler and cleaner	12 16 0
Other male labour not elsewhere specified	11 16 0

Elastic Webbing.

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

Loom tuner—	
1st year's experience	13 6 0
2nd year's experience	13 11 0
Thereafter	13 17 0
Textile mechanic—	
1st year's experience	12 16 0
2nd year's experience	13 1 0
Thereafter	13 7 0
Weaver—	
1st six months' experience	12 17 0
2nd six months' experience	13 3 0
Thereafter	13 6 0
Braider—	
1st year's experience	12 17 0
2nd year's experience	13 3 0
Thereafter	13 6 0
Rubber—coverer—	
1st year's experience	12 17 0
2nd year's experience	13 1 0
Thereafter	13 3 0
Warper	13 2 0
Rubber warper	13 3 0
Dye house employees	13 0 0
Winder	12 18 0
Finishing machine operator	13 0 0
Yarn storeman	12 16 0
Storeman, packer and/or despatcher	12 12 0
Oiler and/or cleaner	12 16 0
Other adult male not elsewhere specified	11 16 0

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Miscellaneous Section—continued.

—	Wages per Week of 40 Hours.
	£ s. d.
Mercerising.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Warp mercerising—	
Man in charge	13 8 0
Machine operator and/or attendant	13 0 0
Quiller operator and/or attendant	12 18 0
Twister	13 0 0
Reller	12 18 0
Winder	12 18 0
Yarn storeman	12 16 0
Packer and/or despatcher	13 0 0
Oiler and/or cleaner	12 16 0
Other adult males not elsewhere specified	11 16 0
Printing.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Roller machine printer	13 11 0
Man engraving designs on copper rollers	13 11 0
All other employees engaged on roller machine printing process	13 0 0
Textile and Fabric printer (hand painting)	13 6 0
Textile and fabric printer (screen printing)—	
1st six months' experience	12 13 0
Thereafter	13 3 0
Printing room and/or screen room assistant	12 12 0
Measuring blocking machine operator and/or attendant	13 0 0
Calendar operator and/or attendant	13 0 0
Dye-house—machine operator and/or attendant	13 0 0
Stenter operator and/or attendant	13 0 0
Festoon dryer attendant	13 0 0
Leading hand employed on steaming	13 6 0
Leading hand employed on colour mixing	13 6 0
Colour mixing assistants	12 16 0
Warehouse—operator and/or attendant	12 16 0
Roller grinder	13 0 0
Examiner of finished fabrics	13 0 0
Recorder	12 16 0
Storeman and/or packer	12 12 0
Percher	13 0 0
Oiler and/or cleaner	12 16 0
Other adult males not elsewhere specified	11 16 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Combing department—			
Comb minder	8 17 0	9 3 6	9 10 0
Back-wash machine attendant	8 17 0	9 3 6	9 10 0
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant	8 17 0	9 3 0	9 9 0
Drawing, spinning, twisting and winding (including weft) department—			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant	8 17 0	9 3 0	9 9 0
Winder (fully automatic)	8 17 0	9 3 6	9 10 0
Winder	8 17 0	9 3 0	9 9 0
Roller-coverer (covering rollers for mules and french spinning department)	8 17 0	9 3 0	9 9 0
Taker-off and examiner	8 17 0	9 3 0	9 9 0
Doffer	8 17 0	9 0 0	9 3 0
Warping department—			
Fancy warper, warper on double-faced rugs and warper using waving attachment	8 17 0	9 6 0	9 15 0
Plain warper	8 17 0	9 4 6	9 12 0
Creeler	8 17 0	9 3 0	9 9 0
Warp drawing-in and warp twisting-in department—			
Warp tier and/or reacher-in	8 17 0	9 3 0	9 9 0
Weaving department—			
Pattern weaver	10 2 0	10 2 0	10 2 0
Weaver	8 17 0	9 6 0	9 15 0
Battery filler	8 17 0	9 0 0	9 3 0
Mending department—			
Assistant forewoman	10 12 0	10 12 0	10 12 0

OTHER EMPLOYEES—*continued.*

ADULT FEMALES—*continued.*

Woollen and Worsted Section—continued.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Mending department—*continued.*			
Examiner and passer of pieces after mending	9 9 0	9 10 0	10 2 0
Worsted mender and/or darner	9 6 0	9 6 0	9 15 0
Other menders and/or darners	8 17 0	9 4 0	9 12 0
Other examiners and/or passers of pieces	8 17 0	9 3 0	9 9 0
Knotter and burler	8 17 0	9 3 0	9 9 0
Picker	8 17 0	9 3 0	9 9 0
Whipping machinist	8 17 0	9 3 0	9 9 0
Rug fringer	8 17 0	9 3 0	9 9 0
Numbering machine operator	8 17 0	9 3 0	9 9 0
Fingering yarn department (including warehouse)—			
Hank reeler	8 17 0	9 3 0	9 9 0
Examiner of hanks	8 17 0	9 3 0	9 9 0
Balling machine attendant	8 17 0	9 3 0	9 9 0
Maker-up of shade-cards and/or tassels	8 17 0	9 3 0	9 9 0
Buncher, bundler and/or tier	8 17 0	9 3 0	9 9 0
Parceller and/or boxer	8 17 0	9 1 6	9 6 0
Ticketer and/or tabber	8 17 0	9 3 0	9 9 0
Warehouse (Yarn and/or cloth)—			
Machine operator and/or attendant	8 17 0	9 1 6	9 6 0
Other warehouse employees, including packer	8 17 0	9 3 0	9 9 0
General—			
Recorder	8 17 0	9 0 0	9 3 0
Sorter of noils and/or waste	8 17 0	9 3 0	9 9 0
All other females in any section not elsewhere specified	8 17 0	9 3 0	9 9 0
	8 17 0	8 17 0	8 17 0

Cotton Section.

Carding—			
Can tenter	8 17 0	9 3 6	9 9 0
Combing—			
Comber tenter	8 17 0	9 3 6	9 9 0
Sliver and/or ribbon lap tenter	8 17 0	9 2 0	9 7 0
Drawing—			
Draw frame tenter	8 17 0	9 3 0	9 9 0
Slubbers—			
Slubber tenter	8 17 0	9 3 0	9 9 0
Back tenter	8 17 0	9 0 0	9 3 0
Intermediate —			
Intermediate tenter	8 17 0	9 3 0	9 9 0
Back tenter	8 17 0	9 0 0	9 3 0
Rovers—			
Rover tenter	8 17 0	9 3 0	9 9 0
Back tenter	8 17 0	9 0 0	9 3 0
Ring spinning—			
Head doffer	9 9 0	9 9 0	9 9 0
Ring spinner	8 17 0	9 3 0	9 9 0
Doffer and/or gainer	8 17 0	9 0 0	9 3 0
Winding and/or reeling—			
Winder and/or reeler	8 17 0	9 3 0	9 9 0
Automatic winding machine attendant	8 17 0	9 2 6	9 8 0
Doubling and cabling—			
Doubler, twister and/or cabler	8 17 0	9 3 0	9 9 0
Doffer	8 17 0	9 0 0	9 3 0
General—			
Roller-coverer	8 17 0	9 3 0	9 9 0
Roller-coverer's assistant	8 17 0	9 0 0	9 3 0
Recorder	8 17 0	9 3 0	9 9 0
Yarn tester and/or wraper	8 17 0	9 1 6	9 6 0
Packer	8 17 0	9 0 0	9 3 0
Adult females in any section not elsewhere specified	8 17 0	8 17 0	8 17 0

Weaving.

Winding—			
Winder	8 17 0	9 3 0	9 9 0
Automatic winding machine attendant	8 17 0	9 2 6	9 8 0
Warping and beaming—			
Warper and/or beamer	8 17 0	9 3 0	9 12 0
Creeler	8 17 0	9 0 0	9 3 0
Warp drawing-in—			
Drawer-in	9 3 0	9 9 0	9 15 0
Twister-in	9 3 0	9 9 0	9 15 0
Reacher-in	8 17 0	9 3 0	9 9 0
Weaving—			
Weaver	8 17 0	9 6 0	9 15 0
Battery-filler and/or weft carrier	8 17 0	9 0 0	9 3 0
Grey room—			
Cloth examiner and picker	8 17 0	9 3 0	9 9 0
Machine operators	8 17 0	9 3 0	9 9 0
Assistant machine operators	8 17 0	9 1 6	9 6 0

OTHER EMPLOYEES—*continued.*

ADULT FEMALES—*continued.*

Cotton Section—continued.

—	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Weaving—continued.			
Warehouse—			
Warehouse employee	8 17 0	9 0 0	9 3 0
Packer, Parceller and/or despatcher	8 17 0	9 3 0	9 9 0
Cloth examiner—finished cloth	9 5 0	9 10 0	10 2 0
Folding, rolling or block machine attendant	8 17 0	9 3 0	9 9 0
Automatic guillotine attendant	8 17 0	9 3 0	9 9 0
Folders and feeders	8 17 0	9 0 0	9 3 0
Warehouse machinists	8 17 0	9 3 0	9 9 0
Warehouse finishers	8 17 0	9 3 0	9 9 0
Decoudon attendants	8 17 0	9 3 0	9 9 0
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller)	8 17 0	9 3 0	9 9 0
General—			
Recorder	8 17 0	9 3 0	9 9 0
Splicer and creeler	8 17 0	9 0 0	9 3 0
Hand wash women	8 17 0	9 3 0	9 9 0
Adult females in any section not elsewhere specified	8 17 0	8 17 0	8 17 0
Miscellaneous Section.			
Braids, tassels, labels and ribbons—			
Weaver	8 17 0	9 4 0	9 15 0
Warper	8 17 0	9 4 0	9 12 0
Other machine operators and/or attendants	8 17 0	9 3 0	9 9 0
Recorder	8 17 0	9 3 0	9 9 0
Warehouse employees, including packers	8 17 0	9 0 0	9 3 0
Winder	8 17 0	9 3 0	9 9 0
Finisher	8 17 0	9 3 0	9 9 0
Cord spinner	8 17 0	9 3 0	9 9 0
Tassel hands (cordage)	8 17 0	9 3 0	9 9 0
Other adult females not elsewhere specified	8 17 0	8 17 0	8 17 0
Carpets—			
Assistant forewomen and/or overlooker	10 4 0	10 4 0	10 4 0
Weaver	8 17 0	9 6 0	9 15 0
Setter and spool setter	8 17 0	9 4 6	9 12 0
Creeler	8 17 0	9 3 0	9 9 0
Threader	8 17 0	9 3 0	9 9 0
Examiner and mender	8 17 0	9 3 0	9 9 0
Card stamper and lacer	8 17 0	9 3 0	9 9 0
Winder	8 17 0	9 3 0	9 9 0
Whipper, fringer, trimmer and picker	8 17 0	9 3 0	9 9 0
Other machine operators and/or attendants	8 17 0	9 3 0	9 9 0
Other females not elsewhere specified	8 17 0	8 17 0	8 17 0
Elastic webbing—			
Warper	8 17 0	9 3 0	9 9 0
Winder	8 17 0	9 3 0	9 9 0
Examiner and carder	8 17 0	9 3 0	9 9 0
Tagging machine operator	8 17 0	9 3 0	9 9 0
Packer and/or despatcher	8 17 0	9 0 0	9 3 0
Other adult females not elsewhere specified	8 17 0	8 17 0	8 17 0
Mercerising—			
Quiller operator and/or attendant	8 17 0	9 3 0	9 9 0
Reeler	8 17 0	9 3 0	9 9 0
Winder	8 17 0	9 3 0	9 9 0
Packer	8 17 0	9 0 0	9 3 0
Recorder	8 17 0	9 3 0	9 9 0
Other adult females not elsewhere specified	8 17 0	8 17 0	8 17 0
Printing—			
Technical drawer and/or designer	8 17 0	9 3 0	9 9 0
Textile fabric printer (hand painting)	8 17 0	9 3 0	9 9 0
Textile fabric printer (screen printing)	8 17 0	9 0 0	9 3 0
Printing room and/or screen room assistant	8 17 0	9 3 0	9 9 0
Examiner of finished fabrics	8 17 0	9 3 0	9 9 0
Percher	8 17 0	9 3 0	9 9 0
Percher's assistant	8 17 0	9 0 0	9 3 0
Storewomen	8 17 0	9 0 0	9 3 0
Recorder	8 17 0	9 0 0	9 3 0
Packer and/or warehouse-woman	8 17 0	9 0 0	9 3 0
Measuring and blocking machine operator and or attendant	8 17 0	9 3 0	9 9 0
Other adult female employees not elsewhere specified	8 17 0	8 17 0	8 17 0

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

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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No. 159] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

ORGAN BOARD.

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

2. WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Group A.		
Organ builder	13 16 6	13 13 6
Employee erecting, dismantling or repairing organs	13 16 6	13 13 6
Wood worker	13 16 6	13 13 6
Voicer	13 16 6	13 13 6
Tuner	13 16 6	13 13 6
Metal pipe maker	13 16 6	13 13 6
Polisher	13 16 6	13 13 6
Spray hand	12 19 0	12 16 0
Employee rubbing down and/or filling and/or varnishing and/or staining	12 19 0	12 16 0
Employees not otherwise classified	11 12 0	11 9 0
Group B.		
LEADING HANDS.		
Leading hands in charge of not less than three and not more than ten employees, 9/- per week extra; more than ten and not more than twenty employees, 18/- per week extra; more than twenty employees 27/- per week extra.		

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O.; Geelong, at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Apprentices.	*s. d.*	*s. d.*
Five-year Term—		
1st year's experience	65 0	64 0
2nd year's experience	90 6	89 0
3rd year's experience	120 6	119 0
4th year's experience	190 0	187 6
5th year's experience	235 0	232 0
Four-year Term—		
1st year's experience	74 0	73 0
2nd year's experience	120 6	119 0
3rd year's experience	190 0	187 6
4th year's experience	235 0	232 0
Improvers.		
Under 16 years of age	55 0	54 0
16 and under 17	67 0	66 6
17 and under 18	90 6	89 0
18 and under 19	120 6	119 0
19 and under 20	190 0	187 6
20 and under 21	234 0	231 0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 160] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March 1953.

RAY H. BEERS,
Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 20th June, 1952, shall be replaced by the following clause :—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Wages per Week.			
	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
16 years of age or under.. ..	35	80 0	47	80 6
17 years of age..	46	105 6	55	94 6
*18 years of age..	62	142 0	69	118 6
*19 years of age..	78	178 6	82	140 6
*20 years of age..	97	222 0	94	161 0

PROPORTION.

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.

Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

OTHER EMPLOYEES.

—	Wages per Week.	
	Males.	Females.
	s. d.	s. d.
Operator of a camera other than—		
(i) An operator of an enlarging camera, and/or		
(ii) An operator making copy negatives from flat originals—		
*21 years of age	235 0	183 6
*22 years of age	249 0	212 0
23 years of age or over ..	271 0	234 6
Artists colouring or working up ..	250 6	181 0
Retouchers	254 6	187 0
Printers or developers—		
(a) Developing plates or films exposed by amateurs, or		
(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	254 6	182 6
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	254 6	196 0
All others (including spotters) ..	248 0	172 6

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 160.—1130/53.—PRICE 3D.

VICTORIA

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No. 161] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this 3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

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

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Apprentices or Improvers.

Age.	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
16 years of age and under	45	103 0	60	103 0
17 years of age ..	54	123 6	66	113 0
18 years of age ..	67	153 6	72	123 6
19 years of age ..	81	185 6	78	134 0
20 years of age ..	96	220 0	90	154 6

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).

Apprentices or Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(*b*) Other Employees.

	s. d.
Adult Males—	
Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	256 6
All others	248 6

Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.

Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.

If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.

	s. d.
Adult females	175 6

Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".

Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".

Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 161.—1131/53.—PRICE 3D.

VICTORIA

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No. 162] **THURSDAY, MARCH 5.** **[1953**

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

PLASTERERS BOARD.

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

PART I.

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

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

(ii) to employment in workshops.

2. WAGES.

Apprentices. — Per Week.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.
		s. d.	s. d.	s. d.
1st year ..	29	66 6	2 8	69 2
2nd year ..	38	87 0	5 4	92 4
3rd year ..	53	121 6	8 0	129 6
4th year ..	76	174 0	10 8	184 8
5th year ..	98	224 6	13 4	237 10
6th year ..	100 plus 27s.	256 0	16 0	272 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 315s. per week of 40 hours.

Improvers. — Per Week.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
15 years of age	29	66 6	2 8	69 2
16 years of age	38	87 0	5 4	92 4
17 years of age	53	121 6	8 0	129 6
18 years of age	76	174 0	10 8	184 8
19 years of age	98	224 6	13 4	237 10
20 years of age	100 plus 27s.	256 0	16 0	272 0

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 315s. per week of 40 hours.

No. 162.—1132/53.—PRICE 3D.

Other Employees.

—	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	8 2	326 8
All other plasterers	7 10½	315 0

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

PART II.

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

2.

Wages.

Apprentices.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading	Total Wage.
	Per Week.			
		s. d.	s. d.	s. d.
1st year ..	29	66 6	2 8	69 2
2nd year ..	38	87 0	5 4	92 4
3rd year ..	53	121 6	8 0	129 6
4th year ..	76	174 0	10 8	184 8
5th year ..	98	224 6	13 4	237 10
6th year ..	100 plus 27s.	256 0	16 0	272 0

Proportion (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 308s. 4d. per week.

Improvers.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
	Per Week.			
		s. d.	s. d.	s. d.
15 years of age	29	66 6	2 8	69 2
16 years of age	38	87 0	5 4	92 4
17 years of age	53	121 6	8 0	129 6
18 years of age	76	174 0	10 8	184 8
19 years of age	98	224 6	13 4	237 10
20 years of age	100 plus 27s.	256 0	16 0	272 0

Proportion (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 308s. 4d. per week.

Other Employees.

—	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on under-ground sewer or tunnel plastering	7 9¾	312 2*
All other plasterers	7 8½	308 4*

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

* Rates include 6s. war loading.

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

By Authority: W. M. Houston, Government Printer, Melbourne.

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No. 163] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

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.	
	s. d.	s. d.	
Under 16 years of age ..	71 9	60 3	No female shall be employed until she attains the age of fifteen years.
16 years of age ..	94 6	71 9	
17 years of age ..	117 6	83 3	
18 years of age ..	151 9	106 0	
19 years of age ..	174 9	117 6	
20 years of age ..	197 9	129 0	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 242s. 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 242s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 176s. 6d. 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. 6d. 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.

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3.

ADULT MALES.

	Wages per Week of 40 Hours.
	£ s. d.
Plastic Section.	
1. Operator on warming and/or masticating mill	12 8 0
2. Operator on mixing mill	12 16 0
3. Operator in charge of forcing or extruding machine	12 10 0
4. First assistant on Calender, 48 inches and over	12 12 6
5. First assistant on Calender under 48 inches	12 6 0
6. Operator in charge of Calender, 72 inches and under	13 4 0
7. Operator in charge of Calender over 72 inches	13 9 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 6 0
9. Plastic press operator (other)	12 13 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 11 0
11. Employee engaged in any operation not set out above	12 2 0
Casein Section.	
12. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	13 6 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 6 0
14. Plastic press operator (other)	12 13 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 11 0
16. Employee engaged in any operation not set out above	12 2 0

ADULT FEMALES.

	Wages per Week of 40 Hours.
	£ s. d.
All adult females	8 16 6

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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No. 164] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

PLATE GLASS BOARD.

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

WAGES.

2.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
GROUP A. SAFETY GLASS SECTION.	£ s. d.	£ s. d.
Males.		
Cutter	13 16 6	13 13 6
Beveller	13 16 6	13 13 6
Employee in charge of laminating room	13 16 6	13 13 6
Autoclave attendant	13 9 0	13 6 0
Furnace operator	13 9 0	13 6 0
Edge workers excluding those employed on automatic or semi-automatic machines	13 9 0	13 6 0
Edge workers employed on automatic or semi-automatic machines	12 19 0	12 16 0
Edge sealer	12 19 0	12 16 0
Employee packing, unpacking or issuing glass	12 19 0	12 16 0
Females.		
Females engaged on scratch polishing machines	9 3 6	9 1 6
Females engaged in inspecting and testing	8 19 6	8 17 6
All other work	8 15 6	8 13 6
GROUP B. OTHER GLASS SECTION.		
Painter or Designer on glass	14 3 6	14 0 6
Pencil hand embosser	13 16 6	13 13 6
Tradesman, i.e., an employee who has completed Indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster	13 16 6	13 13 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass	12 19 0	12 16 0
Rubber out embosser	12 19 0	12 16 0
Cementer	12 19 0	12 16 0
Employee turning one lead from mill for leaded light glazier	12 19 0	12 16 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass	12 7 0	12 4 0
GROUP C. *Leading Hands.*		
Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.		Elsewhere in Victoria.	
Five-year Term.	s.	d.	s.	d.
1st year's experience	65	0	64	0
2nd year's experience	90	6	89	0
3rd year's experience	120	6	119	0
4th year's experience	190	0	187	6
5th year's experience	235	0	232	0
Four-year Term.				
1st year's experience	74	0	73	0
2nd year's experience	120	6	119	0
3rd year's experience	190	0	187	6
4th year's experience	235	0	232	0
Improvers (Males).				
Under 16 years of age	55	0	54	0
16 and under 17	67	0	66	6
17 and under 18	90	6	89	0
18 and under 19	120	6	119	0
19 and under 20	190	0	187	6
20 and under 21	234	0	231	0
Female Apprentices.				
1st year's experience	79	0	78	0
2nd year's experience	113	0	111	6
3rd year's experience	151	0	149	6
4th year's experience	173	0	171	0
(A female shall not be apprenticed until she is 16 years of age)				
Female Improvers.				
16 years and under	56	6	56	0
17 years	79	0	78	0
18 years	113	0	111	6
19 years	151	0	149	6
20 years	173	0	171	0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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No. 165] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this 3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

PROCESS ENGRAVERS BOARD.

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

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

Male Juniors, not being Apprentices, and Female Juniors.

Male.

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

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

Female.

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

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

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

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

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(b) Other Employees.

Male.	Per Week. £ s. d.
(i) Photo Engraving—	
(a) Artist and/or designer	14 13 6
(b) Camera operator	14 13 6
(c) Half-tone etcher	14 13 6
(d) Line etcher	14 9 0
(e) Photo imposer	14 9 0
(f) Engraver	14 9 0
(g) Router and/or mounter and/or proofer ..	14 7 0
(ii) Photo Lithography—	
(a) Artist and/or designer	14 13 6
(b) Camera operator	14 13 6
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	14 9 0
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	12 17 0
(iii) Photogravure—	
(a) Artist and/or designer	14 13 6
(b) Camera operator	14 13 6
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher	14 13 6
(iv) Any other adult male	12 5 0

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

Female.	Per Week. £ s. d.
A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) from 3 to 8 employees (both inclusive) ..	9 19 6
(b) from 9 to 15 employees (both inclusive) ..	10 11 0
(c) over 15 employees..	10 18 6
Female employee not otherwise specified	9 4 0

Female to be Paid Male Rate.

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

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

By Authority: W. M. Houston, Government Printer, Melbourne.

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No. 166] THURSDAY, MARCH 5. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
3rd day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

QUARRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 112 of the 30th January, 1951, shall be replaced by the following clause :—

2. (*a*)

Apprentices.*

Wages Per Week.

—	Percentage of Basic Wage	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.
1st year ..	48	110 0	2 3	112 3
2nd year ..	58	133 0	2 6	135 6
3rd year ..	66	151 0	3 0	154 0

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 266s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

Improvers.*

Wages Per Week.

—	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	%	s. d.	s. d.	s. d.
Carting and Driving—				
Under 18 years ..	90	206 0	4 0	210 0
18 and under 19 years	100 + 5/6	234 6	4 6	239 0
19 and under 20 years	100 + 17/6	246 6	5 0	251 6
20 and under 21 years	100 + 26/-	255 0	5 6	260 6
All other improvers—				
1st year ..	72	165 0	3 3	168 3
2nd year ..	76	174 0	3 3	177 3
3rd year ..	87	199 0	3 9	202 9
4th year ...	100 + 5/6	234 6	4 6	239 0

And thereafter the minimum wage.

PROPORTION (within any place).

(*a*) Where a working crane is in operation for the production of pitchers or building stone :—
One improver to every three or fraction of three workers receiving not less than 279s. per week.

(*b*) Where spall quarrying is carried on :—
One improver to every twenty or fraction of twenty workers receiving not less than 266s. per week.

No. 166.—1138/53.—PRICE 3D.

(b) *Other Employees.* *

Day Shift.

Wages Per Week.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.
Powder monkey †	292 6	6 0	298 6	7 $5^{11}/_{20}$
Assistant powder monkey ‡	271 9	6 0	277 9	6 $11^{19}/_{40}$
Hammerman	283 6	6 0	289 6	7 $2^{17}/_{20}$
Dresser of pitchers or cubes, or scabblers	278 6	6 0	284 6	7 $1^{7}/_{20}$
Spaller	273 0	6 0	279 0	6 $11^{7}/_{10}$
Faceman	272 6	6 0	278 6	6 $11^{11}/_{20}$
Feeder of a stone crushing machine	275 0	6 0	281 0	7 $0^{3}/_{10}$
Dust hole man	270 0	6 0	276 0	6 $10\frac{1}{6}$
Persons boring holes by hand or machine	268 0	6 0	274 0	6 $10\frac{1}{6}$
Borer's assistant	268 0	6 0	274 0	6 $10\frac{1}{6}$
Blacksmith	287 6	6 0	293 6	7 $4^{1}/_{20}$
Tool sharpener	271 0	6 0	277 0	6 $11^{1}/_{10}$
Loader	263 0	6 0	269 0	6 $8^{7}/_{10}$
Carters or drivers driving—				
One horse	260 6	6 0	266 6	6 $7^{19}/_{20}$
Two horses	268 0	6 0	274 0	6 $10\frac{1}{6}$
Three horses	274 0	6 0	280 0	7 0
Four or five horses	277 0	6 0	283 0	7 $0^{9}/_{10}$
And 6d. extra per day for each additional horse				
Drivers of motor vehicles of the following carrying capacity :—				
Not exceeding 25 cwt.	265 0	6 0	271 0	6 $9^{3}/_{10}$
Exceeding 25 cwt., but not exceeding 3 tons	266 3	6 0	272 3	6 $9^{27}/_{40}$
Exceeding 3 tons	273 9	6 0	279 9	6 $11^{37}/_{40}$
Dumper driver	278 0	6 0	284 0	7 $1\frac{1}{6}$
All others	260 0	6 0	266 0	6 $7\frac{1}{6}$

* See clause 3 *re* hours. † See clause 10 *re* definition. See clause 11 *re* definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(c) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (b) hereof plus 20 per cent.

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.

By Authority: W. M. Houston, Government Printer, Melbourne.

VICTORIA
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No. 167] **TUESDAY, MARCH 10.** **[1953**

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
4th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 1243 of the 30th November, 1951, shall be replaced by the following clauses :—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
	Table "A"—Adult Males.	
1	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 7 0
2	Edge gilder	14 7 0
3	Guillotine machine operator	14 7 0
4	Tag machinist where machine has printing attachment	13 18 0
5	Tag machinist	13 2 0
6	Cutter from reel and/or slitter	12 17 0
7	Cutter from reel and/or slitter, if cutting or slitting—	
	(*a*) printed, creped, or embossed paper, or papers coated with gum or other adhesive ..	13 0 6
	(*b*) paper into rolls for recording machines or wrapping machines, or machines similar to these machines	13 0 6
8	Envelope angle cutter	13 12 6
9	Envelope angle cutter who has to mark out	13 18 0
10	Envelope cutter and/or die cutter	13 0 6
11	Envelope cutter and/or die cutter who has to mark or lay out	13 4 6
12	Cutter of playing cards	13 0 6
13	Doyley machinist	13 4 6
14	Surface coater	13 0 6
15	Colour mixer for surface coating	12 13 0
16	Calenderer	12 17 0
17	Brusher	12 17 0
18	Water-proofer	12 17 0
19	Plate roller of paper or board	12 17 0

No. 167.—1147/53.—PRICE 3D.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	Table "A"—Adult Males—continued.	£ s. d.
20	Employee working pasteboard machine	13 2 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	14 7 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking, and/or cutting of material (except leather) solely and continuously	13 0 6
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	12 17 0
24	Toilet roll automatic core-making machines	13 0 6
25	Toilet paper crepeing machinist	13 0 6
26	Toilet roll slitting and rewinding machinist	13 0 6
27	Toilet paper oval roll slotting machinist	12 17 0
28	Any other adult male	12 5 0
29	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him. Provided that until the beginning of the pay period on or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 12s.	
	Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)	
1	Female employee of more than five years' experience employed in connexion with stationery	9 15 6
2	Female embosser	9 16 6
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 19 6
	(*b*) from nine to fifteen employees (both inclusive)	10 11 0
	(*c*) over fifteen employees	10 18 6
4	Female employees not otherwise specified	9 4 0

NOTE.—See clause 35 (*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 male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination 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.
		£ s. d.
1	Under 15 years of age	2 14 0
2	Between 15 and 16 years of age	3 6 0
3	Between 16 and 17 years of age	4 5 6
4	Between 17 and 18 years of age	5 15 0
5	Between 18 and 19 years of age	7 4 6
6	Between 19 and 20 years of age	8 16 6
7	Between 20 and 21 years of age	10 8 0

Where the work is performed by a male apprentice:—

—	—	Third Column. Weekly Wage.
		£ s. d.
8	First year	3 4 6
9	Second year	4 13 6
10	Third year	5 7 6
11	Fourth year	6 9 0
12	Fifth year	7 18 0
13	Sixth year	10 15 0
14	A junior working on a night shift shall be paid 12s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, 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 to the year of his apprenticeship.	

Where the work is performed by a female junior—

—	—	Third Column. Weekly Wage.
		£ s. d.
1	First year's experience	2 18 6
2	Second year's experience	3 18 0
3	Third year's experience	4 17 6
4	Fourth year's experience	5 17 6
5	Fifth year's experience	7 6 6
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	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 7s. 6d. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 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.	
8	In the above provisions as to work performed by females "experience" means experience in 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.

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No. 168] **TUESDAY, MARCH 10.** **[1953**

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
4th day of March, 1953.

RAY. H. BEERS,
Secretary for Labour.

FACTORY ENGINE DRIVERS BOARD,

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

2. *Wages.*

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (*a*) Bush Saw-mills; (*b*) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—Stationary Engine Drivers.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Steam Engines.				
First-class	13 6 0	13 12 0	13 12 6	13 3 0
First-class, with condenser	13 12 6	13 18 6	13 19 0	13 9 0
Second-class	13 1 0	13 7 0	12 7 6	12 18 0
Second-class, with condenser	13 6 0	13 12 0	13 12 6	13 3 0
Suction Gas or Other Internal Combustion Engine.				
Fifty brake horse-power or over	13 6 0	13 12 0	13 12 6	13 3 0
Under fifty brake horse-power	13 1 0	13 7 0	13 7 6	12 18 0
Electric Motor Attendants.				
On motors over 250-horse power ..	13 6 0	13 12 0	13 12 6	13 3 0
On motors 100-horse power to 250-horse power inclusive	12 18 0	13 4 0	13 4 6	12 15 0
On motors under 100-horse power ..	12 12 0	12 18 0	12 18 6	12 9 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors. *Note.*—Horse power shall be that shown on the maker's name plate.				

No. 168.—1313/53.—Price 3d.

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

—	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.				
Special Work—A driver operating a tractor of 70-brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
Loader, Front end and Overhead— Appropriate wage for Tractor hereinfore prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 9 0	13 15 0	13 15 6	13 6 0
Grader, single unit over 40-brake horse power	14 5 0	14 11 0	14 11 6	14 2 0
Grader, single unit 40-brake horse power and under	13 15 0	14 1 0	14 1 6	13 12 0
Concrete paver, single drum	13 4 0	13 10 0	13 10 6	13 1 0
H.—Firemen.				
Fireman	12 16 0	13 2 0	13 2 6	12 13 0
Fireman—first-class	13 1 0	13 7 0	13 7 6	12 18 0
Leading fireman—first class	13 8 0	13 14 0	13 14 6	13 5 0
Leading fireman—second-class	13 5 0	13 11 0	13 11 6	13 2 0
Locomotive fireman	12 19 0	13 5 0	13 5 6	12 16 0
I.—Greasers.				
Greaser or oiler	12 12 0	12 18 0	12 18 6	12 9 0
Greaser or oiler—first-class	13 1 0	13 7 0	13 7 6	12 18 0
Trimmer	12 8 0	12 14 0	12 14 6	12 5 0
Fuelman	12 8 0	12 14 0	12 14 6	12 5 0
Engine cleaner	12 8 0	12 14 0	12 14 6	12 5 0
Boiler cleaner	12 8 0	12 14 0	12 14 6	12 5 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—Others.				
Pile-driving machine	13 8 0	13 14 0	13 14 6	13 5 0
All others	11 9 0	11 15 0	11 15 6	11 6 0

3. *Additional Rates.*

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

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

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

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

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

Junior Labour.

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

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age	24	0 6	2 14 0	2 14 0	2 15 6	2 13 6
16 years of age ..	32	0 9	3 12 0	3 12 0	3 14 0	3 11 0
17 years of age ..	58	1 0	6 10 6	6 10 6	6 14 0	6 8 6
18 years of age ..	73	2 0	8 5 0	8 5 0	8 9 6	8 2 6
19, but under 20 years of age ..	88	2 6	9 18 6	9 18 6	10 4 6	9 16 0

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

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

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

By Authority: W. M. Houston, Government Printer, Melbourne.

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No. 169] TUESDAY, MARCH 10. [1953

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1953.

Dated at Melbourne, this
4th day of March, 1953.

RAY H. BEERS,
Secretary for Labour.

FURNITURE BOARD.

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

2. WAGES.

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

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

No. 169.—1314/52.—PRICE 3D.

2. WAGES—*continued.*

Adults, Journeymen and Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Weekly Wages. Elsewhere in Victoria.
GROUP "C"—GENERAL FURNITURE.	£ s. d.	£ s. d.
Males.		
1. Cabinet maker	13 16 6	13 13 6
2. Wood carver	13 16 6	13 13 6
3. Chair frame maker	13 16 6	13 13 6
4. Gramophone case maker or fitter	13 16 6	13 13 6
5. Upholsterer	13 16 6	13 13 6
6. Assembler i.e., an adult worker employed in fitting together by nailing, screwing, glueing or fixing in any manner machine jointed, moulded or finished parts or wooden furniture and who in so doing trims edges and makes minor adjustments	13 11 6	13 8 6
7. Veneer cutter or matcher	13 9 0	13 6 0
8. Stuff over chair or couch frame maker i.e., an adult person who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines	12 19 0	12 16 0
9. Employee cramping furniture and/or mantelpieces	12 19 0	12 16 0
10. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size	12 19 0	12 16 0
11. Employee packing mantelpieces	12 16 0	12 13 0
Females.		
1. Upholstress	9 11 6	9 9 6
2. Veneer matcher	9 11 6	9 9 6
3. Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	9 11 6	9 9 6
(b) domestic woodware	9 11 6	9 9 6
(c) walking sticks	9 11 6	9 9 6
* GROUP "D"—BEDDING, BEDSTEADS AND WIRE MATTRESSES.		
Males.		
(a) Bedding—		
1. Employee engaged on making box spring mattresses and upholstered base supports	13 16 6	13 13 6
2. Reversible inner spring mattress and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	13 9 0	13 6 0
3. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border	13 9 0	13 6 0
4. Employee who does not set up or adjust, but only operates any of the following bedding machines: Power tufting; roll edge; tape edge; buttoning; or pre-built border	12 19 0	12 16 0
Females.		
1. Females sewing mattresses, pillows, quilts, cushions, &c.	9 11 6	9 9 6
(b) Bedsteads and Wire Mattresses—		
1. Wire weaver who sets up, adjusts and operates automatic machine	13 16 6	13 13 6
2. Other wire weavers	13 9 0	13 6 0
3. Stretcher up	12 19 0	12 16 0
4. Tacker up	12 19 0	12 16 0
5. Splitter up	12 19 0	12 16 0
6. Mattress spring and/or spring unit maker	13 15 6	13 12 6
(c) Bedstead Assembly—		
1. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	12 19 0	12 16 0
2. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	12 7 0	12 4 0
* GROUP "E"—CARPET PLANNING AND SOFT FURNISHINGS.		
Males.		
1. Carpet planner	13 16 6	13 13 6
2. Sewer or layer of carpets, linos, masonite or any other floor covering	13 11 6	13 8 6
3. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	13 9 0	13 6 0
4. Employees mounting, making or hanging blinds	13 9 0	13 6 0
5. Carpet room assistant	12 7 0	12 4 0
Females.		
1. Carpet sewer	9 12 0	9 10 9
2. Table hand	9 11 6	9 9 6
3. Draping hand or repairer of new goods	9 11 6	9 9 6
4. Shade roller blind maker	9 11 6	9 9 6
5. Cutter of loose covers	9 11 6	9 9 6
6. Cutter of curtains, draperies, or blinds	9 11 6	9 9 6
7. Fancy roller blind maker	9 11 6	9 9 6

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

WAGES—*continued.*

Adults, Journeymen and Journeywomen.	Weekly Wages. Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
* GROUP "F"—PICTURE FRAMES.		
Males.		
1. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo	13 9 0	13 6 0
2. Mount cutter	12 19 0	12 16 0
3. Mounter	12 19 0	12 16 0
4. Joiner	12 19 0	12 16 0
5. Gilder or bronzer	12 19 0	12 16 0
Females.		
1. Mounting and/or fitting	8 19 0	8 17 0
* GROUP "G"—REFRIGERATORS (OTHER THAN ICE)		
1. Cabinet maker	13 16 6	13 13 6
2. Painter and/or enameller, spray or brush on coats other than priming	13 16 6	13 13 6
3. Painter and/or enameller, spray or brush on prime coats	12 19 0	12 16 0
4. Wet rubbing on prime coats	12 19 0	12 16 0

GROUP "H"—LEADING HANDS.

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

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

EXTRA RATES.

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

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

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

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.	*s. d.*	*s. d.*
5-year Term—		
1st year's experience	65 0	64 0
2nd year's experience	90 6	89 0
3rd year's experience	120 6	119 0
4th year's experience	190 0	187 6
5th year's experience	235 0	232 0
4-year Term—		
1st year's experience	74 0	73 0
2nd year's experience	120 6	119 0
3rd year's experience	190 0	187 6
4th year's experience	235 0	232 0
Male Improvers.		
Under 16 years of age	55 0	54 0
16 and under 17	67 0	66 6
17 and under 18	90 6	89 0
18 and under 19	120 6	119 0
19 and under 20	190 0	187 6
20 and under 21	234 0	231 0
Female Apprentices.		
1st year's experience	79 0	78 0
2nd year's experience	113 0	111 6
3rd year's experience	151 0	149 6
4th year's experience	173 0	171 0
(A female shall not be apprenticed until she is 16 years of age)		
Female Improvers.		
16 years and under	56 6	56 0
17 years	79 0	78 0
18 years	113 0	111 6
19 years	151 0	149 6
20 years	173 0	171 0

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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No. 170] TUESDAY, MARCH 10. [1953

Factories and Shops Acts.

DETERMINATION OF THE PAINTERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Painting, Decorating, and Signwriting were proclaimed on 28th November, 1928, as apprenticeship trades under the " Apprenticeship Act 1927 " for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary Apprenticeship Commission, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since 7th August, 1933, has had the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of—

(*a*) Painting, other than ship painting or painting under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed ;

(*b*) Paperhanging ;

(*c*) Sign or poster writing, and any work incidental thereto ;

(*d*) Producing signs or posters by means of stencils, screens, or other like methods, and any work incidental thereto—

has made the following Determination, namely :—

That as from the beginning of the first pay period to commence in February, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

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

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

(ii) to employment in workshops or joinery mills.

2. (i) WAGES.

(*a*) Apprentices and Improvers.

—	Apprentices Per Week of 40 hours.			
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	*s. d.*	*s. d.*
1st year	29	66 6	2 8	69 2
2nd year	38	87 0	5 4	92 4
3rd year	53	121 6	8 0	129 6
4th year	76	174 0	10 8	184 8
5th year	98	224 6	13 4	237 10

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	83 0
2nd year's experience	110 10
3rd year's experience	155 5
4th year's experience	221 7
5th year's experience	285 5

(*b*) Other Employees.

—	Per hour.	Per Week of 40 hours.
	s. d.	*s. d.*
All classes of work	7 9½	311. 8

WAGES—*continued.*

(a) Apprentices and Improvers.	(b) Other Employees.
PROPORTION (BY ANY EMPLOYER). *Apprentices.* One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course. * *Improvers.* One improver to three .. .. .. } workers receiving not less than 311s. 8d. per week of 40 hours. Two improvers to six .. .. .. } Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. .. }	

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

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

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

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

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

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall be not less than 45 minutes.

OVERTIME.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

HOLIDAYS AND SUNDAY WORK.

5. (*a*) Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day.

(*b*) An apprentice who is not required to work on any holiday prescribed in sub-clause (*a*) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

SPECIAL RATES.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

6. (*a*) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a winch operated scaffold suspended on steel cables and protected by substantial metal rails of a type approved by the Authority administering the Scaffold Regulations shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter on any day, and any person employed on any other type of swing scaffolds, or any scaffold suspended by a rope or cable, or on a ladder at a height of 35 feet or more above the nearest horizontal plane shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour thereafter, on any day.

(*b*) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail, or adequate net, or work on the exterior surface of any building) at a height of 35 feet or more above the nearest horizontal plane, shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour for each hour thereafter, on any day.

(*c*) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 4d. per hour for each hour, or part thereof, he is so required to work. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear.

(*d*) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 4d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 6d. per hour. 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.

(*e*) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 4d. per hour. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(*f*) *Dirty Work.*—(i) Other than ships repair work—Any person required to do work which a foreman and workman shall agree is of an unusually dirty or offensive nature shall be paid 4d. per hour.

(ii) Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature—6d. per hour extra.

(*g*) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e. a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade) shall be paid 6d. per hour.

(*h*) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the conditions so prevailing.

(*i*) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

(*j*) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

INCLEMENT WEATHER.

7. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions :—

(i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

8. (*a*) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O. Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s.	d.	
Up to and including 12 miles	3	3	per day
Over 12 miles and including 20 miles	3	10	per day
Over 20 miles and including 30 miles	4	6	per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s., 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(*b*) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (*a*) of this Part, or on work performed outside the radii named in sub-clause (*a*) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (*a*) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation, including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s.	d.	
For less than a full week	12	9	per day
For a full working week at the rate of	52	6	per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(*b*) In lieu of the payments prescribed in clause 8 (*a*) of this Part an employee to whom sub-clause (*a*) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(*c*) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(*d*) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EXCESS OF HOURS.

11. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

12. (*a*) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(*b*) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

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

SICK LEAVE.

14. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

PAYMENT OF WAGES.

15. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other moneys shall be paid at the time of dismissal. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

TIME AND WAGES BOOK.

16. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place, provided 24 hours' notice of such inspection has been given. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

TOOLS AND APPLIANCES.

17. (*a*) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, glazing knife, and a rule.

(*b*) Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(*c*) Each signwriter shall provide himself with a mahl-stick, rule, straight-edge, chalk-line, pencils and gilding cushion, mop, knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

TRANSPORT.

18. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

WASHING TIME.

19. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

EMPLOYEES REPORTING FOR DUTY.

20. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

WAITING TIME.

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

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

Such hour shall be allowed the employee to gather, clean, pack and transport his tools.

APPRENTICES.

23. The provisions of clause 22 of this Part shall not apply to the employment of apprentices.

TIME OFF FOLLOWING ACCIDENT.

24. An employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation, pursuant to the provisions of the *Workers' Compensation Act* 1946) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

CARE OF EMPLOYEES TOOLS, &c.

25. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employee's tools and gear when not in use.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates set out in clause 2 (*b*) of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such Basic Wage as prescribed in clause 27 of this Part.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 9 0	Melbourne

Adjustment of Basic Wage.

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

(*b*) Until the beginning of the first pay period to commence in May, 1953, the amount of the basic wage shall be as prescribed in clause 26 of this Part.

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

(*d*) The weekly wage and hourly rate prescribed in clause 2 of this Part are ascertained as follows:—

	£	s.	d.
Basic wage	11	9	0
Margin for skill	2	12	0
Tool allowance	0	1	3
Disabilities allowance	0	5	6
Total	14	7	9

Allowing two weeks for statutory holidays, one week for following the job, and one week's sick pay, the weekly wage should be £15 11s. 8d. per week = 7s. 9½d. per hour.

$$\left(\text{i.e.} \quad \frac{£14\ 7\ 9 \times 52}{48 \times 40}\right)$$

Adjustment of Wages of Apprentices and Improvers.

28. The wages rates of apprentices, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates, as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

PART II.

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

2.

Wages.

(*a*) Apprentices and Improvers.

Apprentices Per Week of 40 hours.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year	29	66 6	2 8	69 2
2nd year	38	87 0	5 4	92 4
3rd year	53	121 6	8 0	129 6
4th year	76	174 0	10 8	184 8
5th year	98	224 6	13 4	237 10

Improvers.	Per Week of 40 hours.
	s. d.
1st year's experience	83 0
2nd year's experience	110 10
3rd year's experience	155 5
4th year's experience	221 7
5th year's experience	235 5

Proportion (by any Employer).

Apprentices.

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

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

* *Improvers.*

One improver to three .. .. .. }
Two improvers to six .. .. .. }
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. .. } workers receiving not less than 306s. 9d. per week of 40 hours.

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

—	Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.
1st year's experience	29	66 6
2nd year's experience	38	87 0
3rd year's experience	53	121 6
4th year's experience	76	174 0
5th year's experience	98	224 6

Proportion.

(i) Where one screen table is in operation—
Two juvenile workers to each person receiving not less than 229s. per week of 40 hours.

(ii) Where two or more screen tables are in operation—
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 229s. per week of 40 hours.

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

(c) Other Employees.

—	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne; (ii) Within 5 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 8¾	309 9	7 10¾	316 3	7 8	306 9
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils	7 8¾	309 9	7 10¾	316 3	7 8	306 9
(ii) Any other work specified in (B)	5 9½	232 0	5 11½	238 6	5 8¾	229 0

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

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

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

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

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

Hours.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall not be less than 45 minutes.

Overtime.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

An employee who has worked continuously (except for meal intervals) for 20 hours shall have a break of at least 12 hours before again starting work.

Holidays and Sunday Work.

5. (a) Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) An apprentice who is not required to work on any holiday prescribed in sub-clause (a) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

Inclement Weather.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

(i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	s. d.
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s. 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 8 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(c) Sub-clauses (a), (b), and (c) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre. Such centre shall be fixed for a period of not less than six months, and shall be specified at the time of the commencement of the employment, or on request.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

8. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause ; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

SPECIAL RATES.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

9. (a) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a winch operated scaffold suspended on steel cables and protected by substantial metal rails of a type approved by the Authority administering the Scaffold Regulations shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter on any day, and any person employed on any other type of swing scaffold, or any scaffold suspended by a rope or cable, or on a ladder at a height of 35 feet or more above the nearest horizontal plane shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour thereafter, on any day.

(b) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail, or adequate net, or work on the exterior surface of any building) at a height of 35 feet or more above the nearest horizontal plane, shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour for each hour thereafter, on any day.

(c) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 4d. per hour for each hour, or part thereof, he is so required to work. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear.

(d) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 4d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 6d. per hour. 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.

(e) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 4d. per hour. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

(f) *Dirty Work.*—(i) Other than ship repair work—Any person required to do work which a forman and workman shall agree is of an unusually dirty or offensive nature shall be paid 4d. per hour.

(ii) Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature—6d. per hour extra.

(*g*) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e., a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade), shall be paid 6d. per hour.

(*h*) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the conditions so prevailing.

(*i*) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

(*j*) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the time at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

Rest Period.

10. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m. without deduction of pay.

Payment of Wages.

11. (*a*) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise on the next working day.

(*b*) Except as provided in the preceding sub-clause, payment of wages and other moneys due shall be made not later than 5 p.m. on Thursday in each week. Provided that this provision may be varied by the mutual agreement of the employer and the majority of employees on any job.

If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last-known place of address.

Tools and Appliances.

12. (*a*) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, glazing knife, and a rule.

(*b*) Each paperhanger shall provide himself with a lay brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(*c*) Each signwriter shall provide himself with a mahl-stick, rule straight-edge, chalk-line, pencils and gilding cushion, mops knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

Allowance in Respect of Meals.

13. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

Supply of Hot Water.

14. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times.

Care of Employees' Tools, etc.

15. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employees' tools and gear when not in use.

Time and Wages Book.

16. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place, provided 24 hours' notice of such inspection has been given. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

Transport.

17. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

Washing Time.

18. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

Annual Holiday.

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

Sick Leave.

20. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

21. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to :—

(a) one week's additional leave with pay, and

(b) payment for a maximum of 40 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 120 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded. "Mixed Industry" means an industry where the work performed by painters (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

EMPLOYEES REPORTING FOR DUTY.

22. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

TERMINATION OF EMPLOYMENT.

23. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

When notice has been given by the employer such hour shall be allowed the employee to gather, clean, pack and transport his tools.

The provisions of this clause shall not apply to the employment of apprentices.

WAITING TIME.

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

TIME OFF FOLLOWING ACCIDENT.

25. An employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation pursuant to the provisions of *Workers' Compensation Act* 1946), necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

DEFINITIONS.

26. "Gippsland District" shall mean the following area, viz.:—From Haliam (beyond Dandenong) to the south to Lyndhurst, Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.

"Centre" shall mean the employer's usual place of business.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates set out in clause 2 (c) of this Part are based upon the following basic wage for adult males and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such basic wage as prescribed in clauses 28 and 30 of this Part.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of the Principal Post Office at Elizabeth-street, Melbourne—Males	11 9 0	Melbourne
Within 10 miles of the principal Post Offices at Geelong and Warrnambool respectively—same as the contemporaneous basic wage for Melbourne.		
Within 5 miles of the Post Office at Mildura; within the Gippsland District as herein defined (except Yallourn)—same as the contemporaneous basic wage for Melbourne.		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1953, the amount of the Basic Wage shall be as prescribed in clause 27 of this Part.

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

ADJUSTMENT OF WAGES OF APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

29. The wages rates of apprentices and juvenile workers, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

ADJUSTMENT OF LOADINGS.

30. The loadings set out, and included as part of the ordinary wage in clause 2 (c) (A) and (B) (i) of this Part, represent approximately 15 days' pay per annum in payment or compensation for—

(a) The holidays prescribed in clause 5 of this Part—14s. 8d.;

(b) Five days' sickness each year—7s. 4d.;

(c) Disabilities allowance—5s. 6d.

The existing loadings of 27s. 6d. per week are based upon a Basic Wage Group of 226s. to 230s. per week, and shall be automatically adjusted by increasing or decreasing the allowance by 6d. for each increase or decrease or 5s. (in the aggregate) of such Basic Wage Group as shown in the schedule hereunder—

Basic Wage Group.	Total Loadings Payable.
161s. to 165s. (inclusive) per week	21s. 0d. per week
166s. to 170s. ,, ,, ...	21s. 6d. ,,
171s. to 175s. ,, ,, ...	22s. 0d. ,,
176s. to 180s. ,, ,, ...	22s. 6d. ,,
181s. to 185s. ,, ,, ...	23s. 0d. ,,
186s. to 190s. ,, ,, ...	23s. 6d. ,,
191s. to 195s. ,, ,, ...	24s. 0d. ,,
196s. to 200s. ,, ,, ...	24s. 6d. ,,
201s. to 205s. ,, ,, ...	25s. 0d. ,,
206s. to 210s. ,, ,, ...	25s. 6d. ,,
211s. to 215s. ,, ,, ...	26s. 0d. ,,
216s. to 220s. ,, ,, ...	26s. 6d. ,,
221s. to 225s. ,, ,, ...	27s. 0d. ,,
226s. to 230s. ,, ,, ...	27s. 6d. ,,
231s. to 235s. ,, ,, ...	28s. 0d. ,,

Any extension of this table must be of the same construction as the table.

Should any increase or decrease of the loadings take place as the result of the operation of this clause, a corresponding increase or decrease as the case may be shall be made in the ordinary wages rates prescribed in clause 2 (c) (A) and (B) (i) of this Part.

A. V. BARNS J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 2nd December, 1952.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.