

[1891]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 304]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
29th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

## CONFECTIONERS BOARD.

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

2.

APPRENTICES AND IMPROVERS.

### Wages.

Males.			Females.		
<i>(Assisting the Storeman and Packer.)</i>			<i>s. d.</i>		
18 years of age and under 19 years	..	..	158	0	
19 years of age and under 20 years	..	..	197	0	
20 years of age and under 21 years	..	..	235	0	
<i>All Other Males.</i>					
16 years of age and under	..	..	102	0	
17 years of age	..	..	125	6	
18 years of age	..	..	169	6	
19 years of age	..	..	195	0	
20 years of age	..	..	216	0	
PROPORTION.					
<i>(Assisting the Storeman and Packer.)</i>					
One male apprentice to every three or fraction of three male workers receiving not less than 26s. per week.					
One male improver to every four or fraction of four male workers receiving not less than 26s. per week.					
<i>Other Males.</i>					
Two male juniors to every three male adult workers receiving not less than the adult minimum rate.					

16 years of age and under ..			76	6
17 years of age ..			100	0
18 years of age ..			120	6
19 years of age ..			144	0
20 years of age ..			167	0
PROPORTION.				
Three female juniors to every two female adults receiving not less than the adult minimum rate.				

3. OTHER EMPLOYEES.									
Wages per Week.									
<i>Males.</i>									
									<i>s. d.</i>
Confectioners, Group 1	..	..	..	..	..	..	..	..	274 0
Confectioners, Group 2	..	..	..	..	..	..	..	..	268 0
Confectioners, Group 3	..	..	..	..	..	..	..	..	262 0
Confectioners, Group 4	..	..	..	..	..	..	..	..	256 0
Confectioners, Group 5	..	..	..	..	..	..	..	..	250 0
Storeman or packer—									266 6
(a) Who works singly	..	..	..	..	..	..	..	..	268 9
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—									282 9
(i) 1, 2, 3, 4, 5, or 6 such persons	..	..	..	..	..	..	..	..	262 0
(ii) 7 or more such persons	..	..	..	..	..	..	..	..	262 0
Other storeman or packer engaged in the despatch or bulk receiving stores	..	..	..	..	..	..	..	..	262 0
<i>Females.</i>									
All adult females	..	..	..	..	..	..	..	..	187 6

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

[1893]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 305]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 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.	
	s. d.	IMPROVERS.
Under 18 years of age . . . . .	4 4	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 2	
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.

No. 305.—3812/53.—PRICE 3D.

## OTHER EMPLOYEES.

	Wages.	
	Per Hour.	
	s.	d.
Man operating power rammer .. .. .	7	0
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 .. .. .	6	11
Tunnel man or shaft sinker .. .. .		
Timber man in tunnel or shaft .. .. .		
Pipe joiner, 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 navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .	6	10
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 .. .. .	6	10
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter .. .. .		
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 .. .. .	6	9
Tipper of monkey-tail scoop .. .. .		
Slurry filler .. .. .		
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks .. .. .	7	3
Driver power grader 35-h.p. or over .. .. .	7	3
Driver power grader under 35-h.p. .. .. .	7	0
Driver side loader .. .. .	6	10
Driver tractor (oil) 35-h.p. and over .. .. .	7	0
Driver tractor (oil) under 35-h.p. .. .. .	6	9
Driver of traction engine or road roller (steam) .. .. .	7	3
Driver road roller (internal combustion) .. .. .	7	2
All others .. .. .	6	8

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

[1895]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 306]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 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.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores .. .. .	£ s. d. 12 17 6
2. Men working raw materials cutting machine .. .. .	12 18 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant .. .. .	13 3 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants .. .. .	12 17 6
5. Men working at lime pits .. .. .	13 3 6
6. Men in charge of and actually operating dollies .. .. .	13 7 6
7. Men assisting in dolly shed .. .. .	12 18 6
8. Men in charge of and actually working at boiling pans .. .. .	13 3 6
9. Men assisting in boiling shed .. .. .	12 17 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 7 6
11. Men assisting (including emptying collars) .. .. .	12 17 6
12. Men operating gelatine and/or glue cutters .. .. .	13 1 6
13. Men assisting .. .. .	12 17 6
14. Men in charge of and actually operating Cube Drying Plant .. .. .	13 5 6
15. Men assisting .. .. .	12 17 6
16. Men working at other drying plants .. .. .	12 17 6
17. Men engaged at gelatine and/or glue grinding .. .. .	12 18 6
18. Men engaged in treating frames .. .. .	12 17 6
19. Men engaged in assembling and repairing frames .. .. .	12 17 6
20. Blenders—Gelatine and/or glue .. .. .	13 3 6
21. Gelatine and/or glue store hands .. .. .	12 18 6
22. Men in charge of and actually working at scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones .. .. .	13 3 6
23. Men assisting .. .. .	12 17 6
24. Men working in roller driers and associated grinders .. .. .	12 18 6
25. Men in charge of and actually working at vegetable and prepared glue vats .. .. .	13 3 6
26. Men assisting and store hands including calves feet jelly .. .. .	12 18 6
27. Men operating residue driers .. .. .	13 5 6
28. Men crushing and/or bagging dried residues .. .. .	12 18 6
29. Men receiving and passing on bones .. .. .	13 3 6
30. Men actually operating de-greasing plant .. .. .	12 7 6
31. Men assisting at de-greasing plant and bone polishing .. .. .	12 18 6
32. Men engaged in washing and neutralizing vats .. .. .	13 1 6
33. Men engaged in crushing bone residues .. .. .	12 18 6
34. Men in charge of and actually operating pearl plant .. .. .	13 5 6
35. Men assisting .. .. .	12 17 6
36. Men assisting in laboratory work .. .. .	13 1 6
37. Men not elsewhere included .. .. .	12 1 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 .. .. .	..

## ADULT MALES—continued.

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

[1897]



# VICTORIA GOVERNMENT GAZETTE.

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No. 307]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 835 of the 24th October, 1952, shall be replaced by the following clause:—

2.

Apprentices and Improvers.							Wages Per Week of 40 Hours.	
MALES.							s. d.	
15 years of age or under	..	..	..	..	..	..	31	72 0
16 years of age	..	..	..	..	..	..	36	83 6
17 years of age	..	..	..	..	..	..	51	118 6
18 years of age	..	..	..	..	..	..	55	127 6
19 years of age	..	..	..	..	..	..	68	158 0
20 years of age	..	..	..	..	..	..	81	188 0
FEMALES.							Percentage of Female Basic Wage.	
15 years of age or under	..	..	..	..	..	..	39	68 0
16 years of age	..	..	..	..	..	..	44	76 6
17 years of age	..	..	..	..	..	..	55	95 6
18 years of age	..	..	..	..	..	..	62	108 0
19 years of age	..	..	..	..	..	..	69	120 0
20 years of age	..	..	..	..	..	..	74	129 0

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and 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.

No. 307.—3814/53.—PRICE 3d.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
<b>MALES.</b>			
Laundry Workers .. .. .	249 0	3 0	252 0
<b>FEMALES.</b>			
Washers employed on washing machine or hydro extractor .. .. .	230 0	3 0	233 0
Glad ironers .. .. .	179 3	1 9	181 0
Hand washers .. .. .	179 3	1 9	181 0
Employees on treadle shirt or collar ironing machines .. .. .	179 3	1 9	181 0
Employees on treadle press machines .. .. .	179 3	1 9	181 8
Employees backing shirts off treadle shirt ironing machines .. .. .	179 3	1 9	181 0
Starched clothes ironers who completely iron any starched clothes articles by hand	179 3	1 9	181 0
Starchers by hand, or machine, or attending to collar or shirt starching	179 3	1 9	181 0
hydro extractor .. .. .	179 3	1 9	181 0
Employees engaged on heated flat work machines, i.e., shaking out,	179 3	1 9	181 0
feeding into or taking from .. .. .	179 3	1 9	181 0
Employees on automatic air-driven presses .. .. .	179 3	1 9	181 0
All others .. .. .	172 6	1 6	174 0

\* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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



1899.]



# VICTORIA GOVERNMENT GAZETTE.

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

No. 308]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

## LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 576 of the 31st July, 1952, shall be replaced by the following clause:—

2.

\*IMPROVERS.

MALES.					FEMALES.				
Wages per Week.					Wages per Week.				
Experience.	Commencing Age.				Experience.				
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.					
	s. d.	s. d.	s. d.	s. d.		s. d.			
1st year	69 6	69 6	76 6	81 0	1st year	71 6	83 6	108 0	134 0
2nd year	93 0	93 0	109 0	132 6	2nd year	83 6	108 0	134 0	165 6
3rd year	109 0	118 6	155 6	178 6	3rd year	108 0	134 0	165 6	
4th year—					4th year	134 0	165 6		
1st six months	146 0	162 6	183 6	227 6	5th year and until 21 years of age				
2nd six months	146 0	162 6	227 6	229 6					
5th year—									
1st six months	195 0	204 0	248 6	254 6					
2nd six months	195 0	245 0	248 6	254 6					
6th year and until 21 years of age	248 6	254 6	..	..					

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

\* The Board has determined that no person shall be employed as an apprentice.

## OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
<i>Males.</i>	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience .. .. .	13 4 0	13 1 0
2nd year's experience .. .. .	13 9 0	13 6 0
3rd year's experience .. .. .	13 14 0	13 11 0
All others .. .. .	13 16 6	13 13 6
<i>Females.</i>		
All adults .. .. .	10 7 0	10 4 0

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

[1901]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 309]****FRIDAY, MAY 1.****[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 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.					
	Percent- age of Basic Wage.	Wages per Week of 40 Hours.	Males.			Females.		
				Percent- age of Basic Wage.	Wages per Week of 40 Hours.		Percent- age of Female Basic Wage.	Wages per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>			<i>s. d.</i>
1st Year	28	65 0	1st Year	28	65 0	1st Year	38	66 0
2nd Year	37	86 0	2nd Year	37	86 0	2nd Year	50	87 0
3rd Year	42	97 6	3rd Year	42	97 6	3rd Year	55	95 6
4th Year	59	137 0	4th Year	59	137 0	4th Year	65	113 0
5th Year	71	164 6	5th Year	71	164 6	5th Year	76	132 0
6th Year	90	209 0	6th Year	90	209 0	6th Year	90	156 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 248s. 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 248s. 6d. per week of 40 hours.

##### IMPROVERS.

##### *Feather Duster Making Section.*

Two male improvers to every worker receiving not less than 248s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 181s. 6d. per week of 40 hours.

##### IMPROVERS.

##### *Mop Making Section.*

Two male improvers to every worker receiving not less than 248s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 181s. 6d. per week of 40 hours.

##### *Broom Section.*

One improver to every three or fraction of three workers receiving not less than 248s. 6d. per week of 40 hours, or the prescribed piece-work prices.

#### (b) Other Employees.

##### *Broom Making.*

	Wages per Week of 40 Hours <i>s. d.</i>
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	272 0
Second sorter ..	267 0
Maker or sewer ..	272 0
Cutter off ..	262 6
All others ..	248 6

##### *Feather Duster Making.*

	Wages per Week of 40 Hours <i>s. d.</i>
Males ..	248 6
Females ..	181 6

##### *Mop Making.*

	Wages per Week of 40 Hours <i>s. d.</i>
Males ..	248 6
Females ..	181 6

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 150s. 6d.

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



[1903]



# VICTORIA GOVERNMENT GAZETTE.

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No. 310]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 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.				(b) OTHER EMPLOYEES.	
	Percentage of Basic Wage.	s.	d.		s. d.
Under 17 years of age .. ..	36	83	6	Ball mill attendant and/or employee milling silica ..	284 0
17 to 18 years of age .. ..	62	144	0	Other Mill attendants .. ..	272 0
18 to 19 years of age .. ..	81	188	0	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands .. ..	265 0
19 to 21 years of age .. ..	96	222	6	Leading Hands—	
Proportions (in any place).				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.	
One improver to every six adult employees.				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.				(b) Other Employees.			
<i>Males.</i>		Percentage of Basic Wage.	s. d.	<i>Males.</i>		s. d.	
Under 17 years of age	.. ..	36	83 6	Leading charging hand	.. ..	277	0
17 to 18 years of age	.. ..	62	144 0	Assistant charging hand	.. ..	261	0
18 to 19 years of age	.. ..	81	188 0	Notcher	.. ..	277	0
19 to 21 years of age	.. ..	96	222 6	Oven hands	.. ..	269	0
				Process worker (including taker off conveyor or granulator attendant)	.. ..	257	0
<i>Females.</i>		Percentage of Female Basic Wage.	s. d.				
Under 16 years of age	.. ..	38	66 0				
16 to 17 years of age	.. ..	51	88 6				
17 to 18 years of age	.. ..	54	94 0				
18 to 19 years of age	.. ..	64	111 6				
19 to 20 years of age	.. ..	73	127 0				
20 to 21 years of age	.. ..	83	144 6				
PROPORTION (IN ANY PLACE).							
<i>Males.</i>							
One male improver to every six adult employees.							
<i>Females.</i>							
One female improver to every four or fraction of four female workers receiving not less than the adult female rate.							
				<i>Females.</i>		s. d.	
				Adult females	.. ..	183	6

\* These wages are loaded to compensate for industry disabilities.

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

[1905]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 311]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 108 of the 30th January, 1951, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week of 40 Hours.					Per Week of 40 Hours.			
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age	50	116 0	1 0	117 0	Wet sheet machine leading hand ..	255 0	5 0	260 0
17 and under 18 years of age	58	134 6	1 2	135 8	Wet sheet machine operator ..	251 0	5 0	256 0
18 and under 19 years of age	69	160 0	1 4	161 4	Mixer operator—in sole charge of Tide mill ..	251 0	5 0	256 0
19 and under 20 years of age	85	197 0	1 7	198 7	Mixer operator—other ..	248 0	5 0	253 0
20 and under 21 years of age	100+2s.	234 0	2 1	236 1	Asbestos treatment operator ..	250 0	5 0	255 0
					Cutter-off in charge ..	255 0	5 0	260 0
					Cutter-off ..	247 6	5 0	252 6
					Plateman or stacker ..	248 0	5 0	253 0
					Corrugating machine operator ..	248 0	5 0	253 0
					Hand corrugator ..	246 6	5 0	251 6
					Wet trimmer (Power guillotine only)	248 0	5 0	253 0
					Leading hand in charge of dry trimming ..	255 0	5 0	260 0
					Dry trimmer—operating power cutting machine ..	248 0	5 0	253 0
					Accessories hand moulder—welded or grafted mouldings ..	250 0	5 0	255 0
					Accessories hand moulder—plain mouldings ..	248 0	5 0	253 0
					Operator cement bulk handling ..	250 0	5 0	255 0
					Pipe machine leading hand ..	259 0	5 0	264 0
					Mazza machine control operator ..	250 0	5 0	255 0
					Pressure pipe curing tank hand ..	247 6	5 0	252 6
					Operator pressure pipe turning and socket boring machine ..	247 6	5 0	252 6
					Operator pressure pipe turning and socket boring machine (who sets up machine) ..	252 6	5 0	257 6
					Pressure pipe socket fitter ..	247 6	5 0	252 6
					All others ..	245 0	5 0	250 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

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

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

No. 311.—3903/53.—PRICE 3d.





[1907]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 312]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

## CLERKS (MEAT WORKS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 538 of the 4th July, 1952, shall be replaced by the following clause :—

WAGES PER WEEK OF 40 HOURS.

2. (a)

\*Improvers.

Males.	Percentage of Basic Wage.	Total Wage.	Females.	Percentage of Female Basic Wage.	Total Wage.
	%	s. d.		%	s. d.
Under 16 years of age ..	39	90 6	Under 16 years of age ..	44	76 6
At 16 years of age ..	48	111 6	At 16 years of age ..	57	99 0
At 17 years of age ..	59	137 0	At 17 years of age ..	72	125 6
At 18 years of age ..	77	178 6	At 18 years of age ..	83	144 6
At 19 years of age ..	100 plus 1s. 6d.	233 6	At 19 years of age ..	95	165 6
At 20 years of age ..	100 plus 22s. 6d.	254 6	At 20 years of age ..	100 plus 7s. 6d.	181 6

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

PROPORTION (IN ANY PLACE).

One improver to one or two; Two improvers to three or four; Three improvers to five or six .. .. .	}	Workers receiving not less than the minimum Wage.
And thereafter one improver to every three or fraction of three .. .. .	}	

(b)

*Other Employees.*

										Total Wage.
										£ s. d.
Males—(See Clause 3 (c) (vi) when less than 10 are employed)—										
Grade "C" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	14 6 6
Grade "B" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	15 1 6
Grade "A" (as defined in clause 3)	..	..	..	..	..	..	..	..	..	16 1 6
Females	..	..	..	..	..	..	..	..	..	10 15 0

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

[1909]



# VICTORIA GOVERNMENT GAZETTE.

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No. 313]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### CORK TRADE BOARD.

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

2. (a)

WAGES.

	Per Week.
<i>Adult Males.</i>	
Cork Cutting:—	£ s. d.
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months .. .. .	12 11 6
Thereafter .. .. .	13 1 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing .. .. .	12 9 6
All others .. .. .	12 6 6
Cork Board:—	
Oven hand in charge (curing) .. .. .	13 1 6
All others .. .. .	12 6 6
Compressed Cork:—	
Oven hand in charge (curing) .. .. .	13 1 6
Splitting with band knife and/or mixing granules with adhesive by machinery .. .. .	12 14 6
All others .. .. .	12 9 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months .. .. .	12 11 6
Thereafter .. .. .	13 1 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks .. .. .	12 9 6
All others .. .. .	12 6 6
<i>Adult Females.</i>	
Under three months' experience .. .. .	8 14 11
All others .. .. .	8 17 0

(b)

## APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age .. ..	25	2 18 0	17 years of age and under ..	54	4 14 0
16 years of age .. ..	35	4 1 0	18 years of age .. ..	64	5 11 6
17 years of age .. ..	48	5 11 6	19 years of age .. ..	74	6 9 0
18 years of age .. ..	60	6 19 0	20 years of age .. ..	85	7 8 0
19 years of age .. ..	76	8 16 6			
20 years of age .. ..	91	10 11 0			

## PROPORTION (in any place).

## APPRENTICES.

*Males.*

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

*Females.*

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

## IMPROVERS.

*Males.*

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

*Females.*

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

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

[1911]



# VICTORIA GOVERNMENT GAZETTE.

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No. 314]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 565 of the 17th July, 1952, shall be replaced by the following clause:—

2.

(a) *Apprentices.					(b) *Improvers.				
			Weekly Wages.					Weekly Wages.	
			Percentage of Basic Wage.	s. d.				Percentage of Basic Wage.	s. d.
1st year	..	..	26	60 6	1st year	..	..	25	58 0
2nd year	..	..	32	74 0	2nd year	..	..	31	72 0
3rd year	..	..	51	118 6	3rd year	..	..	50	118 0
4th year	..	..	75	174 0	4th year	..	..	72	187 0
5th year	..	..	99	229 6	5th year	..	..	97	225 0

And thereafter, until attaining the age of 21 years, four-fifths the journeyman's rate.

PROPORTION (IN ANY PLACE).

One apprentice to every three or fraction of three persons receiving not less than 25s. per week.

And thereafter four-fifths of the journeyman's rate.

Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.

PROPORTION (IN ANY PLACE).

One improver to one person receiving not less than 25s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons

\* Except those covered by the Apprenticeship Act.

## (c) Other Employees.

	Weekly Wages. Day Shift.
	<i>s. d.</i>
Foremen, where over five adults are employed	289 6
Foremen, where five adults or fewer are employed	285 9
Lathe hands	284 0
Builders and repairers of motor cycle frames and frames other than cycle frames	270 3
Builders or repairers or brazers of cycle frames	269 0
Other repairers of motor cycles (except lathe hands)	270 3
Other repairers (except lathe hands)	269 0
Assemblers of motor cycles	269 0
Other assemblers	261 6
Filers on motor and other cycles	261 6
Wheel-builders on motor and other cycles	261 6
Foremen in rim-making	273 6
All others employed in rim-making	261 6
Persons cleaning off joints by sand-blasting or by shot-blasting	261 6
Handle-bar benders—	
By the mandrel method	257 0
By any other method	261 6
Persons not provided for otherwise	251 0

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

[1913]



# VICTORIA GOVERNMENT GAZETTE.

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No. 315]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

## FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 572 of the 24th July, 1952, shall be replaced by the following clause:—

2.

*Wages.*

Apprentices and Improvers.				Other Employees.	
			Percentage of Basic Wage.	Total Wage Per Week 40 Hours.	
				s. d.	
1st year's experience	..	..	39	90 6	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—
2nd year's experience	..	..	43	100 0	
3rd year's experience	..	..	54	125 6	
4th year's experience	..	..	83	192 6	
5th year's experience	..	..	100 + 6s.	238 0	
PROPORTION (WITHIN ANY PLACE).					
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.					

(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
All Employees 281s. per week of 40 hours.	
(b) Employed outside the areas specified in paragraph (a):—	
All Employees 278s. per week of 40 hours.	

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

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

No. 315.—3911/53.—PRICE 3d.





[1915]



# VICTORIA GOVERNMENT GAZETTE.

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No. 316]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 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.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	67 6	2 8	70 2	15 years of age	29	67 6	2 8	70 2
2nd year ..	38	88 0	5 4	93 4	16 years of age	38	88 0	5 4	93 4
3rd year ..	53	123 0	8 0	131 0	17 years of age	53	123 0	8 0	131 0
4th year ..	76	176 6	10 8	187 2	18 years of age	76	176 6	10 8	187 2
5th year ..	98	227 6	13 4	240 10	19 years of age	98	227 6	13 4	240 10
6th year ..	100 plus 27s.	259 0	16 0	275 0	20 years of age	100 plus 27s.	259 0	16 0	275 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 318s. 4d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 318s. 4d. per week of 40 hours.

## OTHER EMPLOYEES.

	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform .. .. .	8 3	330 0
All other plasterers .. .. .	7 11½	318 4

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

## PART II.

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

2.

## WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.			s. d.	s. d.	s. d.
1st year ..	29	67 6	2 8	70 2	15 years of age	29	67 6	2 8	70 2
2nd year ..	38	88 0	5 4	93 4	16 years of age	38	88 0	5 4	93 4
3rd year ..	53	123 0	8 0	131 0	17 years of age	53	123 0	8 0	131 0
4th year ..	76	176 6	10 8	187 2	18 years of age	76	176 6	10 8	187 2
5th year ..	98	227 6	13 4	240 10	19 years of age	98	227 6	13 4	240 10
6th year ..	100 plus 27s.	259 0	16 0	275 0	20 years of age	100 plus 27s.	259 0	16 0	275 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 311s. 8d. per week.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 311s. 8d. per week.

## OTHER EMPLOYEES.

	Per Hour.	Per Week.
	s. d.	s. d.
Men employed on under-ground sewer or tunnel plastering .. .. .	7 10½	315 6*
All other plasterers .. .. .	7 9½	311 8*

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.

[1917]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 317]

FRIDAY, MAY 1.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 50 of the 23rd January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.								Other Employees.	
Wages per Week of 40 Hours.								Wages per Week of 40 Hours.	
Experience.	Commencing Age.								s. d.
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.			
<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			
1st year ..	81 0	81 0	109 0	123 0	164 6	235 6	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department ..	295 0	
2nd ..	109 0	123 0	137 0	183 6	235 6	..	Salesmen and all employees assisting in sales ..	284 0	
3rd ..	132 0	153 0	199 6	235 6	..	..			
4th ..	160 0	204 0	235 6	..	..	..			
5th ..	192 6	235 6	..	..	..	..			
6th ..	235 6	..	..	..	..	..			
<i>Females.</i>									
1st year ..	61 0	61 0	82 0	92 0	123 6	177 6	<i>Females.</i>		
2nd ..	82 0	92 0	102 6	137 6	177 6	..	Females employed in Millinery, Mantles, Corsets, Under-clothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—		
3rd ..	99 0	116 6	149 6	177 6	..	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	221 6	
4th ..	118 6	153 0	177 6	..	..	..	Other saleswomen ..	213 3	
5th ..	144 6	177 6	..	..	..	..	Females employed in any other Departments—		
6th ..	177 6	..	..	..	..	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department ..	295 0	
							Other saleswomen ..	284 0	

#### PROPORTION (IF ANY PLACE).

##### Apprentices.

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

##### Improvers.

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

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

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

No. 317.—3917/53.—PRICE 3d



[ 1919 ]



# VICTORIA GOVERNMENT GAZETTE.

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No. 318]

MONDAY, MAY 4.

[1953

Factories and Shops Acts.

## DETERMINATION OF THE PLATE GLASS BOARD.

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

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 1st April, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

### WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
PART I.—ADULT MALES.	£ s. d.	£ s. d.
Section "A"—Glass.		
Hand painter or designer on or for glass .. .. .	14 6 0	14 3 0
Pencil hand-embosser .. .. .	13 19 0	13 16 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker .. .. .	13 19 0	13 16 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, who assists a tradesman but does not do a 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
Cementor .. .. .	12 19 0	12 16 0
Employee turning out lead from mill for leadlight glazier .. .. .	12 19 0	12 16 0
Silk Screen maker .. .. .	12 19 0	12 16 0
Silk Screen operator .. .. .	12 11 0	12 8 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	12 7 0	12 4 0

## WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
PART I.—ADULT MALES—continued.	£ s. d.	£ s. d.
<i>Section "B"—Safety Glass.</i>		
Cutter .. .. .	13 19 0	13 16 0
Beveller .. .. .	13 19 0	13 16 0
Employee in charge of laminating room .. .. .	13 19 0	13 16 0
Edge grinders (including allowance for wet work) .. .. .	13 19 0	13 16 0
Autoclave attendant .. .. .	13 9 0	13 6 0
Furnace operator—		
(a) First three months .. .. .	13 9 0	13 6 0
(b) After three months' service .. .. .	13 19 0	13 16 0
Furnace operator's assistant .. .. .	13 9 0	13 6 0
Employees on cornering .. .. .	13 9 0	13 6 0
Scratch polisher .. .. .	12 19 0	12 16 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
Employee working automatic cutting machine .. .. .	12 19 0	12 16 0
Employee breaking out after automatic cutting machine .. .. .	12 19 0	12 16 0
PART II.—ADULT FEMALES.		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines .. .. .	9 3 6	9 1 6
Females engaged on inspecting and testing .. .. .	8 19 6	8 17 6
All other work .. .. .	8 15 6	8 13 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

## PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

## SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;  
Confined space means a compartment, space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots;
- (iv) 6d. per hour to employees handling loose slag wool, loose insul wool, or other loose material of a like nature used for providing insulation against heat, cold, or noise;
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers' 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 workman's claim within 48 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;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

## SPECIAL RATES NOT CUMULATIVE.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

## RATES NOT SUBJECT TO PENALTY ADDITIONS.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

## MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.

## APPRENTICES AND IMPROVERS—RATES OF PAY.

5. 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.
<i>Apprentices.</i>	£ s. d.	£ s. d.
<i>Five-year Term—</i>		
1st year's experience .. .. .	3 13 6	3 12 6
2nd year's experience .. .. .	4 18 6	4 17 0
3rd year's experience .. .. .	6 3 6	6 2 0
4th year's experience .. .. .	9 10 0	9 7 6
5th year's experience .. .. .	11 15 0	11 12 0
<i>Four-year Term—</i>		
1st year's experience .. .. .	3 18 0	3 17 0
2nd year's experience .. .. .	6 3 6	6 2 0
3rd year's experience .. .. .	9 10 0	9 7 6
4th year's experience .. .. .	11 15 0	11 12 0
<i>Improvers (Males).</i>		
Under 16 years of age .. .. .	2 15 0	2 14 0
16 and under 17 .. .. .	3 7 0	3 6 6
17 and under 18 .. .. .	4 10 6	4 9 0
18 and under 19 .. .. .	6 0 6	5 19 0
19 and under 20 .. .. .	9 10 0	9 7 6
20 and under 21 .. .. .	11 14 0	11 11 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	3 19 0	3 18 0
2nd year's experience .. .. .	5 13 0	5 11 6
3rd year's experience .. .. .	7 11 0	7 9 6
4th year's experience .. .. .	8 13 0	8 11 0
<i>Female Improvers.</i>		
16 years and under .. .. .	2 16 6	2 16 0
17 years .. .. .	3 19 0	3 18 0
18 years .. .. .	5 13 0	5 11 6
19 years .. .. .	7 11 0	7 9 6
20 years .. .. .	8 13 0	8 11 0

## APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

(ii) Female.—One female apprentice shall be allowed to each adult female worker.

(b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.

(ii) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.

(iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.

(iv) One female improver shall be allowed to each six adult female workers or fraction thereof.

(v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.

(c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

## APPRENTICESHIP.

*Apprenticeship Trades.*

7. (a) For the purpose of indentures, the following shall be apprenticed trades:—

*Glass.*—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch polishing, and sand blasting.

Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

*Term of Apprenticeship.*

(b) (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and, for those entering apprenticeship trades in their eighteenth and nineteenth years, shall be four years.

(ii) *Females.*—The term of apprenticeship for females shall be four years.

*General Conditions of Apprenticeship.*

(c) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include, and all future contracts of apprenticeship shall include, 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.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

*Technical Training.*

(d) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College, shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education, shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

*CONTRACT OF EMPLOYMENT.*

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment :—*

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid, he shall continue in his employment until the date of the expiration of such notice. Any employee who, having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him), absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday, the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

*Casual Employees.*

(e) A casual employee shall mean an employee who is engaged and paid as such, and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

*EMERGENCY PROVISIONS.*

9. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully, the employee shall be entitled to be paid for two hours' work ;

(2) where an employee commences work he shall be entitled to be paid for four hours' work ;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—

(1) For work performed on Mondays to Fridays, from 7 a.m. to 5.30 p.m. and, on Saturdays, from 7 a.m. to noon—ordinary time ;

(2) For work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent. ;

(3) For work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent. ;

Provided that, when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks : provided that the commencing time of any meal break is not made more than one hour earlier or later than usual, and that a meal break of at least twenty minutes is allowed ; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.



(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force, and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

#### LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

#### DEFINITIONS.

- 11. (a) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

#### HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.

(b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday, inclusive.

#### SHIFT WORK.

13. Shift work may be worked, and where such shift work is worked, the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
- (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who, during a period of engagement, work only on night shifts, shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only, they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only, they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty, exclusive of meal breaks off duty (if any), of employees working on shift shall not exceed—
  - (i) 8 in any one day; or
  - (ii) 44 in any one week; or
  - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

#### OVERTIME.

14. (a) Except in the case of shift work, all time worked—

- (i) before or after the usual times of beginning and ending work;
- (ii) in excess of 8 hours per day;

shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.

(c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(d) In computing overtime, each day's work shall stand alone.

(e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.

(f) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

#### MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30-minutes break.

#### MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. 6d. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

#### WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop, spray paint operators, strippers of mirrors, and users of rouge and glacite shall be granted five minutes before lunch time and five minutes before knocking-off time for washing purposes.

## TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

## REST PERIOD.

19. When any spell of duty is for four hours or more, an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and, during such interval, employees may leave their seats but not the premises.

## SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

## PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice, as required by this Determination, any moneys due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

## HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time, such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof, and, if any of such holidays fall within the period of annual leave and is observed on a day which would have been an ordinary working day, there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned :—

- (i) In the glass section for emergency replacements of glass ;
- (ii) In all sections where employers are under contract to service ships in port ;
- (iii) In retail shops for the purpose of servicing furniture ;
- (iv) In any other section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave, and sick pay shall be made under the following conditions :—

- (i) Each weekly wage employee, including a piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service and shall be continued each year from the beginning of the second week in each year until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time, shall be ascertained.
- (iii) If, on the pay day following the holiday, there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall, on that pay day, pay to the employee an amount equal to that wage equivalent, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If, on the pay day following the holiday, the amount standing to such credit is less than such wage equivalent, the employer shall, on that pay day, pay to the employee the amount then standing to such credit, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall, if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week, pay to him such amount, and if there be not sufficient for this purpose, then the employer shall pay to the employee such amount as is standing to his credit, and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated, the employee may, at his own request, be paid the difference when he has accumulated sufficient credit to cover the necessary amount.

- (vi) On the pay day preceding the Christmas-New Year holidays, the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness, or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year, the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.
- (viii) If an employee lawfully leaves, or his employment is terminated by the employer through no fault of the employee, he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer, but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

## FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution, 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 oz.; Iodine, tincture of, 2 oz.; Manual, First-aid, 1; Petrolatum, carbolyzed, 1 jar; Picric acid solution made according to the following recipe or prescription:— $\frac{1}{2}$  teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water—1 pint; Pins, safety, 1 packet; sal volatile, 6 oz.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint, absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee, and shall be payable in addition to any amounts paid for annual leave, sick leave, and public holidays, provided that this allowance shall not be subject to any premiums or penalty.

## AMENITIES.

26. (a) Each employer shall install in each factory, shop, or workroom or place wherein employees are working, a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide a dining-room with adequate table and seating accommodation therein.

(f) An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his workshop.

(g) Suitable canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. An employee, when performing such work, shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employees on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction-exhaust apparatus through which, by means of a power-driven fan, air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction-exhaust apparatus the employer shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

## TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly-accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

## RIGHT OF ENTRY OF UNION OFFICIAL.

28. A duly-accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That, if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or in committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

## SHOP STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers, the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative, and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

## UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer, a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

## NOTICE BOARDS.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

## DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store, or shop.

## WORK TO BE DONE IN FACTORY, SHOP, OR PLACE.

33. (a) All work shall be done in a factory, shop, or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop, or place to any building or ship for the purpose of repairing, completing, fitting, or fixing any work covered by this Determination.

(b) For the purposes of this Determination, "factory, shop, or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared, or manufactured.

(c) No persons shall use, allow, or permit to be used as a sleeping place any part of a factory, shop, or place.

## PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

## CONTRACT WORK.

35. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 34) by contracting, sub-contracting, sub-letting, or other similar systems.

## PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 2 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*, shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne—	11 9 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool—same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts—same as the contemporaneous basic wage and minimum 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 and minimum wage for Melbourne		

## ADJUSTMENT OF BASIC WAGE.

37. (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 36.

(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 1.03 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 minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 36.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

## MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37 the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
Section "A"—Glass.	
Hand painter or designer on or for glass .. .. .	2 17 0
Pencil hand-embosser .. .. .	2 10 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than four years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, and Scratch Polisher and Glass Blocker .. .. .	2 10 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass .. .. .	1 10 0
Rubber out embosser .. .. .	1 10 0
Cementer .. .. .	1 10 0
Employee turning out lead from mill for leadlight glazier .. .. .	1 10 0
Silk screen maker .. .. .	1 10 0
Silk screen operator .. .. .	1 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	0 18 0

Classification.	Marglu.
<i>Section "B"—Safety Glass.</i>	
Cutter .. .. .	2 10 0
Beveller .. .. .	2 10 0
Employee in charge of laminating room .. .. .	2 10 0
Edge grinders (including allowance for wet work) .. .. .	2 10 0
Autoclave attendant .. .. .	2 0 0
Furnace operator—	
(a) First three months .. .. .	2 0 0
(b) After three months' service .. .. .	2 10 0
Furnace operator's assistant .. .. .	2 0 0
Employees on cornering .. .. .	2 0 0
Scratch polisher .. .. .	1 10 0
Edge workers employed on automatic or semi-automatic machines .. .. .	1 10 0
Edge sealer .. .. .	1 10 0
Employee packing, unpacking, or issuing glass .. .. .	1 10 0
Employee working automatic cutting machine .. .. .	1 10 0
Employee breaking out after automatic cutting machine .. .. .	1 10 0
<b>PART II.—ADULT FEMALES.</b>	
<i>Females.</i>	
Females engaged on scratch polishing machines .. .. .	0 12 0
Females engaged on inspecting and testing .. .. .	0 8 0
All other work .. .. .	0 4 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and, in addition thereto, the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
Five-year Term—		<i>s. d.</i>
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 plus 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 years of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	46	..
2nd year's experience .. .. .	65	1 6
3rd year's experience .. .. .	87	2 0
4th year's experience .. .. .	99	3 0
<i>Female Improvers.</i>		
16 years and under .. .. .	33	..
17 years .. .. .	46	..
18 years .. .. .	65	1 6
19 years .. .. .	87	2 0
20 years .. .. .	99	3 0

P. A. RANDLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 16th March, 1953.

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



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# VICTORIA GOVERNMENT GAZETTE.

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**MONDAY, MAY 4.**

**[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

## AGRICULTURAL IMPLEMENTS BOARD.

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

2.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mldura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
<b>DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.</b>		
<i>(a) Assembly, Fitting, and Process Working.</i>		
Assembler .. .. .	12 16 0	12 13 0
Assembler after two years' experience .. .. .	13 0 0	12 17 0
Carpenter on agricultural implement making (including tool allowance) .. .. .	13 12 0	13 9 0
Dismantler .. .. .	12 15 0	12 12 0
Implement and/or comb fitter .. .. .	13 4 0	13 1 0
Implement and/or comb fitter after two years' experience .. .. .	13 9 0	13 6 0
Pattern fitter and finisher .. .. .	13 9 0	13 6 0
Pattern fitter and finisher required to do machining .. .. .	14 4 0	14 1 0
Plough fitter .. .. .	13 2 0	12 19 0
Process worker .. .. .	12 14 0	12 11 0
Wheel rimmer .. .. .	13 4 0	13 1 0
Windmill erector .. .. .	13 4 0	13 1 0
Windmill maker other than fitter .. .. .	13 3 0	13 0 0
<i>(b) Blacksmithing, &amp;c.</i>		
Blacksmith's striker .. .. .	12 15 0	12 12 0
Blacksmith's striker on double fires .. .. .	12 17 0	12 14 0
Bulldozer operator .. .. .	13 1 0	12 18 0
Hammer driver .. .. .	12 17 0	12 14 0
Heater .. .. .	12 15 0	12 12 0
Implement smith of five years' experience able to do all classes of implement work .. .. .	13 12 0	13 9 0
Other smith (including iron bender) .. .. .	13 9 0	13 6 0

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
	£ s. d.	£ s. d.
(c) Dressing, Grinding, and Pickling.		
Chipper .. .. .	12 15 0	12 12 0
Dresser and fettler .. .. .	12 17 0	12 14 0
Emery-wheel attendant .. .. .	12 17 0	12 14 0
Grinder .. .. .	12 17 0	12 14 0
Grinder using portable machine .. .. .	12 19 0	12 16 0
Pickler .. .. .	12 12 0	12 9 0
Shot and sand blast dresser .. .. .	12 19 0	12 16 0
(d) Furnacemen.		
Cupola .. .. .	13 4 0	13 1 0
Electric .. .. .	13 3 0	13 0 0
All other furnaces (not including small rivet or bolt heating) .. .. .	13 1 0	12 18 0
Small rivet or bolt heating .. .. .	12 17 0	12 14 0
Assistant .. .. .	12 15 0	12 12 0
(e) Foundry.		
Jobbing moulder and/or coremaker .. .. .	14 4 0	14 1 0
Loose pattern moulder .. .. .	13 14 0	13 11 0
Plate and machine moulder and/or coremaker .. .. .	13 6 0	13 3 0
Cupola furnaceman .. .. .	13 9 0	13 6 0
Electric furnaceman .. .. .	13 8 0	13 5 0
All other furnacemen .. .. .	13 6 0	13 3 0
Assistant furnacemen .. .. .	13 0 0	12 17 0
Dressers and fettlers .. .. .	13 2 0	12 19 0
Grinders .. .. .	13 2 0	12 19 0
Grinders using portable machine .. .. .	13 4 0	13 1 0
Shot and sand blast dressers .. .. .	13 4 0	13 1 0
(f) Inspection, &c.		
Checker .. .. .	12 17 0	12 14 0
Inspector .. .. .	12 17 0	12 14 0
(g) Machinists.		
1st class .. .. .	14 4 0	14 1 0
2nd class .. .. .	13 9 0	13 6 0
3rd class .. .. .	13 0 0	12 17 0
Driller .. .. .	12 17 0	12 14 0
Process worker .. .. .	12 14 0	12 11 0
(h) Painting, &c.		
Dipper .. .. .	12 12 0	12 9 0
Painter (brush hand) .. .. .	12 15 0	12 12 0
Paint mixer .. .. .	12 12 0	12 9 0
Spray painter .. .. .	12 16 0	12 13 0
Writer and liner .. .. .	13 4 0	13 1 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class .. .. .	14 4 0	14 1 0
Sheet Metal Workers—2nd class .. .. .	13 9 0	13 6 0
(j) Stores.		
Attendant at casting stores .. .. .	12 12 0	12 9 0
Storeman and/or packer .. .. .	12 15 0	12 12 0
(k) Welders.		
1st class .. .. .	14 8 6	14 5 6
2nd class .. .. .	13 0 0	12 17 0
3rd class .. .. .	12 16 0	12 13 0
Tack welder .. .. .	12 18 0	12 15 0
(l) Wire Workers.		
Wire drawer .. .. .	12 15 0	12 12 0
Wire weaver .. .. .	12 15 0	12 12 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic .. .. .	14 4 0	14 1 0
Shift electrician .. .. .	14 4 0	14 1 0
Tradesman, electrical fitter .. .. .	14 4 0	14 1 0
Tradesman's and electrical mechanic's assistant .. .. .	12 15 0	12 12 0
DIVISION III.—ENGINEERING.		
Electrical fitter .. .. .	14 4 0	14 1 0
Machinist—1st class .. .. .	14 4 0	14 1 0
Machinist—2nd class .. .. .	13 9 0	12 6 0
Machinist—3rd class .. .. .	13 0 0	12 17 0
Motor mechanic .. .. .	14 4 0	14 1 0
Patternmaker .. .. .	14 17 0	14 14 0
Toolmaker .. .. .	14 17 0	14 14 0
Tradesman .. .. .	14 4 0	14 1 0
Tradesman, the greater part of whose time is occupied in marking off .. .. .	14 8 6	14 5 6
Tradesman, wet stone grinder and glazier .. .. .	14 4 0	14 1 0



	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<b>DIVISION IV.—ENGINEERING SMITHING.</b>	<b>£ s. d.</b>	<b>£ s. d.</b>
Coppersmith .. .. .	14 5 6	14 2 6
Forger and/or faggoter .. .. .	15 2 6	14 19 6
Forgeman's assistant .. .. .	12 17 0	12 14 0
Other smith .. .. .	14 5 6	14 2 6
Toolsmith .. .. .	14 8 6	14 5 6
<b>DIVISION V.—WOOD MILL.</b>		
Band sawyer .. .. .	13 1 0	12 18 0
Bending machinist .. .. .	12 18 0	12 15 0
Boring and drilling machinist .. .. .	12 14 0	12 11 0
Buzzer machinist (only operating or feeding machines) .. .. .	12 10 0	12 7 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	13 4 0	13 1 0
Casemaker .. .. .	13 0 0	12 17 0
Casemaking sawyer .. .. .	12 11 0	12 8 0
Circular sawyer .. .. .	13 1 0	12 18 0
Crosscut sawyer .. .. .	12 14 0	12 11 0
Morticing machinist .. .. .	12 14 0	12 11 0
Moulding machinist (where the machinists set up their machines only) .. .. .	13 2 0	12 19 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters) .. .. .	13 11 0	13 8 0
Pulling out machinist .. .. .	12 13 0	12 10 0
Sanding machinist .. .. .	12 18 0	12 15 0
Saw doctor .. .. .	14 10 0	14 7 0
Shaper machinist .. .. .	13 16 6	13 13 6
Stacker .. .. .	12 13 0	12 10 0
Tenoning machinist (only operating or feeding machines) .. .. .	12 12 0	12 9 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters) .. .. .	13 8 0	13 5 0
Thickneser machinist .. .. .	12 17 0	12 14 0
Turner .. .. .	13 16 6	13 13 6
<b>DIVISION VI.—MISCELLANEOUS.</b>		
Belt maker and cutter .. .. .	13 3 0	13 0 0
Carpenter (other than agricultural implement making) .. .. .	14 4 0	14 1 0
Currier .. .. .	13 13 0	13 10 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry .. .. .	12 1 0	11 18 0
Employee not elsewhere classified .. .. .	11 15 0	11 12 0

**APPRENTICESHIP.**

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

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

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

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

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

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

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

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

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

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

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

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

*Wages per Week of 40 Hours.*

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

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<b>Four and five-year terms—</b>	<b>£ s. d.</b>	<b>£ s. d.</b>
1st year .. .. .	3 5 6	3 5 0
2nd year .. .. .	4 11 6	4 10 6
3rd year .. .. .	6 2 0	6 0 6
4th year .. .. .	9 12 6	9 10 0
5th year .. .. .	11 18 0	11 15 0
<b>Four-year terms—Apprenticeship commencing after the age of 17 years—</b>		
1st year .. .. .	3 15 0	3 14 0
2nd year .. .. .	6 2 0	6 0 6
3rd year .. .. .	9 12 6	9 10 0
4th year .. .. .	11 18 0	11 15 0

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

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

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

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

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

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

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

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

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

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

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

## UNAPPRENTICED MALE JUNIORS AND FEMALES.

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

## WAGES PER WEEK OF 40 HOURS.

	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
<b>I.—Adult Females.</b>	<b>£ s. d.</b>	<b>£ s. d.</b>
Under one month's experience .. .. .	8 14 0	8 11 6
All others .. .. .	9 10 0	9 7 6
<b>II.—Junior Females.</b>		
17 years of age and under .. .. .	4 14 0	4 12 6
18 years of age .. .. .	5 12 0	5 10 6
19 years of age .. .. .	6 10 0	6 8 0
20 years of age .. .. .	7 7 6	7 5 6
<b>III.—Male Juniors.</b>		
Under 16 years of age .. .. .	2 17 6	2 17 0
16 years of age .. .. .	4 2 0	4 1 0
17 years of age .. .. .	5 10 6	5 9 6
18 years of age .. .. .	6 19 6	6 18 0
19 years of age .. .. .	8 15 6	8 13 0
20 years of age .. .. .	10 11 0	10 8 6
<b>IV.—Junior Males (Foundries).</b>		
Under 16 years of age .. .. .	2 18 6	2 18 0
16 years of age .. .. .	3 18 6	3 17 6
17 years of age .. .. .	7 2 6	7 1 0
18 years of age .. .. .	8 19 6	8 17 0
19 years of age and over .. .. .	10 15 6	10 13 0

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

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

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

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

[1933]



# VICTORIA GOVERNMENT GAZETTE.

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No. 320]

MONDAY, MAY 4.

[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 May, 1953.

Dated at Melbourne, this  
30th day of April, 1953.

RAY H. BEERS,  
Secretary for Labour.

### ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

2.

*Wages per Week of 40 Hours.*

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

## Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Welder—task .. .. .	12 18 0	13 4 6	12 15 0
Jobbing moulder and/or coremaker .. .. .	14 4 0	14 10 6	14 1 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	13 0 0	13 6 6	12 17 0
2nd six months' experience .. .. .	13 3 0	13 9 6	13 0 0
3rd six months' experience .. .. .	13 6 0	13 12 6	13 3 0
Thereafter .. .. .	13 11 0	13 17 6	13 8 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified .. .. .	11 15 0	12 1 6	11 12 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic .. .. .	14 5 6	14 12 0	14 2 6
Cash register mechanic .. .. .	14 5 6	14 12 0	14 2 6
Tradesman .. .. .	14 4 0	14 10 6	14 1 0
First-class mechanic .. .. .	13 14 6	14 1 0	13 11 6
Second-class mechanic .. .. .	13 11 0	13 17 6	13 8 0
Process worker .. .. .	12 14 0	13 0 6	12 11 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	12 1 0	12 7 6	11 18 0
Employee not elsewhere classified .. .. .	11 15 0	12 1 6	11 12 0

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

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

## LEADING HANDS.

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

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

## TRADESMEN IN LARGE POWER HOUSES.

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

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

## 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:—

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

## Contract of Apprenticeship.

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

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

## Cancellation or Suspension of Indenture.

(c) 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 provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

#### Instruction in Welding.

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

#### Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.  
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

Welder—Special class;

Motor mechanic; and

Moulder and/or coremaker—jobbing;

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

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

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

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

Fitter and/or turner,

Machinist—1st and 2nd class,

Motor mechanic, and

Refrigeration mechanic or serviceman,

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

#### Period of Apprenticeship.

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

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

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

#### Adult Apprentices.

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

#### Probationary Period.

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

#### Wages.

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

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

#### Wages per Week of 40 Hours.

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

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.  
An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

#### Hours.

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

#### Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.  
No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

#### Payment by Results.

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

#### Lost Time.

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

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

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

**IMPROVERS.**

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

*Wages per Week of 40 Hours.*

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

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

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

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

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

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

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

*Wages per Week of 40 Hours.*

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
			Per Week.	Per Week.	
			£ s. d.	£ s. d.	£ s. d.

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

*II.—Junior Females.*

	Percentage of Basic Wage.	Additional Amount.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 14 0	4 16 6	4 12 6
18 years of age .. .. .	62	4 0	5 12 0	5 15 0	5 10 6
19 years of age .. .. .	72	4 6	6 10 0	6 13 6	6 8 0
20 years of age .. .. .	82	5 0	7 7 6	7 12 0	7 5 6

*III.—Junior Males.*

	Percentage of Basic Wage.	Additional Amount.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age .. ..	24	2 0	2 17 6	2 19 0	2 17 0
16 years of age .. .. .	34	3 0	4 2 0	4 4 0	4 1 0
17 years of age .. .. .	46	4 0	5 10 6	5 13 6	5 9 6
18 years of age .. .. .	58	5 0	6 19 6	7 3 6	6 18 0
19 years of age .. .. .	73	6 0	8 15 6	9 0 0	8 13 0
20 years of age .. .. .	88	7 0	10 11 0	10 17 0	10 8 6

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

*IV.—Junior Males (Foundries).*

	Percentage of Basic Wage.	Additional Amount.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age .. ..	24	3 0	2 18 6	3 0 0	2 18 0
16 years of age .. .. .	32	4 3	3 18 6	4 0 6	3 17 6
17 years of age .. .. .	58	8 0	7 2 6	7 8 6	7 1 0
18 years of age .. .. .	73	10 0	8 19 6	9 4 0	8 17 0
19 years of age and over ..	88	11 6	10 15 6	11 1 6	10 13 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.

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

*Prohibited Occupations.*

(d) Junior employees shall not be employed :—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses; or  
as furnacemen or assistants to furnacemen.

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

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