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Factories and Shops Acts.

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

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

Dated at Melbourne, this

5th day of May, 1953.

RAY H. BEERS,

Secretary for Labour.

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 690 of the 19th July, 1951, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. **MALES***—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.	
			Per Week.	£ s. d.
First year's experience—				
1st six months	30	0 9		3 11 0
2nd six months	37½	0 9		4 8 6
Second year's experience—				
1st six months	45	1 0		5 6 6
2nd six months	52½	1 0		6 4 0
Third year's experience—				
1st six months	60	1 6		7 2 0
2nd six months	70	1 6		8 5 6
Fourth year's experience—				
1st six months	77½	2 3		9 3 6
2nd six months	85	2 3		10 1 0
Fifth year's experience—				
1st six months	95	3 0		11 5 6
2nd six months	100 plus 5s.	3 0		12 2 0

Four Years' Terms.

First year's experience—				
1st six months	37½	0 9		4 8 6
2nd six months	45	0 9		5 6 0
Second year's experience—				
1st six months	60	1 6		7 2 0
2nd six months	70	1 6		8 5 6
Third year's experience—				
1st six months	77½	2 3		9 3 6
2nd six months	85	2 3		10 1 0
Fourth year's experience—				
1st six months	95	3 0		11 5 6
2nd six months	100 plus 5s.	3 0		11 2 0

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES*—Apprentices (Other than those covered by the Apprenticeship Commission)—continued.**

Three Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
First year's experience—			
1st six months	45	1 6	5 7 0
2nd six months	60	1 6	7 2 0
Second year's experience—			
1st six months	77½	2 3	9 3 6
2nd six months	85	2 3	10 1 0
Third year's experience—			
1st six months	95	3 0	11 5 6
2nd six months	100 plus 5s.	3 0	12 2 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers}—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. s. d.	£ s. d.
Under 17 years of age—			
1st six months	40	0 9	3 11 0
2nd six months	47½	1 0	4 4 6
3rd six months	55	1 6	4 18 0
4th six months	62½	1 9	5 11 6
5th six months	70	2 0	6 5 0
6th six months	77½	2 3	6 18 6
7th six months	87½	2 6	7 16 0
8th six months	95	2 9	8 9 6
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	55	1 6	4 18 0
2nd six months	62½	1 9	5 11 6
3rd six months	70	2 0	6 5 0
4th six months	77½	2 3	6 18 6
5th six months	87½	2 6	7 16 0
6th six months	95	2 9	8 9 6
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Other Employees.

4. (a)

MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers	14 10 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)	13 18 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand	13 11 0
By machine	13 11 0
All others	13 6 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand	13 15 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting	13 11 0
All others	13 6 0
Making—		
Making right through by hand including slip lasted and prewelted	
Pulling over hand or machine	
Lasting hand or machine	
Sewing or stitching	
Sole laying	
Operating screwer	
Operating rounding machine	
Pegging, hand or machine	
Pulling up sides, seats or backs, hand or machine	
Heeling, hand or machine	
Operating upper roughing machine	13 18 0
Operating cement press	
First and second lasting of pumps	
Pounding	
Lizary, Monash, lacing or plaiting of basket shoes	
Blocking, steaming and drying (slippers)	
Ironing on last	
Inseam trimming	
Operating stitch spearator	
Hungarian nailing by hand or machine and Cutian nailing	
Slugging	
Rivetting, hand or machine	
Drilling for temporary screw	
Operating loose nailer	
Feathering including welt waists	
Levelling, hand or machine	
Turning (slippers)	13 6 0
Laying linings and shanking	
Pulling on—all classes	
Opening and closing channels	
Operating buzzer	
Tingling or trimming, hand or machine	
Putting on heel and toe plates	
Sorting lasts	
Putting in filling, shanks, stiffeners and toes	
Slipping off	13 2 0
Pulling out tacks and nails	
Solutioning and cementing, hand or machine	
Putting on studs or bars	
All others	
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer	13 18 0
Operating Naumkeag and/or sandpapering machine and heel breasting	13 11 0
All others	13 6 0
Slipping-off	13 2 0
Upper Closing—		
All employees	13 6 0
Cleaning—		
All employees	13 2 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

	Wages Per Week of 40 Hours.
	£ s. d.
Females with less than twelve months' experience	8 16 6
Females with twelve months' experience or more	9 13 6

(d) In addition to the rates prescribed herein any female employee :—
 (i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.
 (ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.
 Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.