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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  
4th day of May, 1953.

RAY H. BEERS,  
Secretary for Labour.

PRINTERS BOARD.

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) .. ..	15 0 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation .. ..	14 10 0
	(b) For a second period of six months' probation .. ..	14 13 6
	(c) Thereafter the rate for a machine compositor.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<b>TABLES "A"—ADULT MALES—continued.</b>		
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid . . . . .	15 0 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine . . . . .	14 10 0
5	Operator of a Wells' cross-rule form machine . . . . .	15 0 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 7 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine . . . . .	14 10 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) . . . . .	13 7 6
9	Proof reader and/or reviser . . . . .	14 13 6
10	Copy holder . . . . .	12 18 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor) . . . . .	14 10 0
12	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes) . . . . .	14 10 0
13	Stereotyper . . . . .	14 10 0
14	Engraver on wood or metal . . . . .	14 10 0
15	Letterpress machinist . . . . .	14 10 0
16	Railway ticket printer—single machine . . . . .	13 13 6
17	Railway ticket printer—multiple machine . . . . .	13 15 6
18	Machinist working a flat-bed machine printing from a reel . . . . .	14 10 0
19	Letterpress rotary machinist . . . . .	14 10 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper . . . . .	13 10 6
21	Collapsible tube printing machinist . . . . .	14 10 0
22	Universal process machine operator . . . . .	14 10 0
28	Lithography— (a) Artist and/or designer . . . . . (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate . . . . . (c) Lithographic pressman and/or lithographic manual transferer . . . . . (d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates . . . . . (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) (e) Lithographic machinist, including lithographic tin printer . . . . .	14 16 6 14 12 0 14 10 0 13 0 0
24	Photogravure machinist . . . . .	14 10 0
25	Bookbinder . . . . .	14 10 0
26	Marbler . . . . .	14 10 0
27	Hand indexer . . . . .	14 10 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) . . . . .	14 10 0
29	Finisher . . . . .	14 10 0
30	Pocket-book maker . . . . .	14 10 0
31	Ticket maker, turned-in work . . . . .	14 10 0
32	Blotting pad maker . . . . .	14 10 0
33	Portfolio maker . . . . .	14 10 0
34	Person engaged in sawing and/or rolling books . . . . .	14 10 0
35	Loose sheet cover maker . . . . .	14 10 0
36	Edge-gilder . . . . .	14 10 0
37	Leather cutter . . . . .	14 10 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	13 3 6
39	Embossing machinist . . . . .	14 10 0
40	Map and plan moulder and/or varnisher . . . . .	14 10 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine . . . . .	14 10 0
42	Guillotine machine operator . . . . .	14 10 0
43	Employee operating a milk bottle wad making machine . . . . .	13 7 0
44	Waxer . . . . .	13 5 0
45	Sheet varnishing and/or sheet gumming machinist . . . . .	13 0 0
46	Rotary reel gumming machinist . . . . .	13 3 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping . . . . .	12 16 0
48	Printing ink mixer and/or maker . . . . .	12 17 0
49	Bronzing machine operator . . . . .	13 0 0
50	Roller maker . . . . .	12 17 0
51	Feeder on any kind of machine . . . . .	12 12 0

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

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

	Third Column. Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	
Under 15 years of age .. .. .	£ s. d. 2 14 6
Between 15 and 16 years of age .. .. .	3 7 0
Between 16 and 17 years of age .. .. .	4 7 0
Between 17 and 18 years of age .. .. .	5 16 6
Between 18 and 19 years of age .. .. .	7 6 6
Between 19 and 20 years of age .. .. .	8 18 6
Between 20 and 21 years of age .. .. .	10 11 0
Where the work is performed by a male apprentice :	
First year .. .. .	3 5 0
Second year .. .. .	4 14 0
Third year .. .. .	5 8 6
Fourth year .. .. .	6 10 6
Fifth year .. .. .	7 19 6
Sixth year .. .. .	10 17 6
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience .. .. .	2 19 6
Second year's experience .. .. .	3 19 0
Third year's experience .. .. .	4 19 0
Fourth year's experience .. .. .	5 19 0
Fifth year's experience .. .. .	7 8 6
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 77s. 6d. for each full week or a *pro rata* amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 114s. 9d. for the said amount of 77s. 6d.