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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
12th day of May 1953.

RAY H. BEERS,
Secretary for Labour.

HOSPITAL NURSES BOARD.

Clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4 of the Determination published in *Government Gazette* No. 977 of the 21st November, 1952, shall be replaced by the following clauses:—

PART 1.

NOTE.—This part applies to—

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;
(b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 5s. 4d. per week for male nurses and 4s. 9d. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

TRAINEES.

Females.

MIDWIFERY TRAINEES.		OTHER TRAINEES.								
Per Week.		Per Week.								
£ s. d.		£ s. d.								
1st year ..	5 11 6	1st year ..	..	..	..	..	..	..	..	5 11 6
2nd year ..	..	2nd year ..	..	..	..	..	..	..	..	5 19 0
and thereafter	6 5 0	and thereafter	..	..	..	..	..	..	..	6 12 0

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £10 16s. 3d. per week.

Males.

								Per Week.		
								£ s. d.		
1st year	6	18	6
2nd year	8	2	0
and thereafter	9	4	0

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 11s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £9 4s. per week if under the age of 21 years and £12 11s. per week if 21 years of age or over.

Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

OTHER EMPLOYEES.
Matrons.

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week.
	£ s. d.
Under 10 beds	14 8 9
From 10 to 19 beds	14 13 9
" 20 " 39 "	14 18 9
" 40 " 65 "	15 6 3
" 66 " 100 "	15 16 3
" 101 " 150 "	16 6 3
" 151 " 200 "	16 16 3
" 201 " 250 "	17 6 3
" 251 " 300 "	17 16 3
Over 300 beds	18 6 3

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £14 18s. 9d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows :—

	Per Week.
	£ s. d.
100 beds or under	14 16 3
From 101 to 200 beds	15 6 3
" 201 " 300 "	15 16 3
" 301 " 450 "	16 6 3
Over 450 beds	16 16 3

Deputy or Assistant Matrons.

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week.
	£ s. d.
From 101 to 150 beds	14 6 3
" 151 " 200 "	14 16 3
" 201 " 250 "	15 6 3
Over 250 beds	15 16 3

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows :—

	Per Week.
	£ s. d.
From 201 to 300 beds	14 1 3
" 301 " 450 "	14 6 3
Over 450 beds	14 11 3

Home Sisters and Certificated Midwifery Nurses.

	Per Week.
	£ s. d.
Home Sister	13 1 3
Certificated Midwifery Nurses	10 13 3

Employees not Elsewhere Provided for in Part 1.

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A.	COLUMN B.	COLUMN C.	COLUMN D.
	During the First Year.	During the Second Year.	During the Third Year.	Thereafter.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing	13 11 3	13 16 3	14 1 3	14 6 3
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing	12 11 3	12 16 3	13 1 3	13 6 3
Senior Tutor Sister (which includes a Tutor Sister where only one is employed)	13 11 3	13 16 3	14 1 3	14 6 3
Tutor Sisters other than senior tutor sister	12 6 3	12 11 3	12 16 3	13 1 3
Night Sister in charge of 20 beds or more	12 11 3	12 16 3	13 1 3	13 6 3
Other Night Sister in charge	12 6 3	12 11 3	12 16 3	13 1 3
X-ray Sister who is a registered technician	12 11 3	12 16 3	13 1 3	13 6 3
Sisters	12 6 3	12 11 3	12 16 3	13 1 3
Staff Nurses	10 16 3	11 6 3	11 11 3	11 16 3
<i>Males.</i>				
Male Nurses	14 4 0	14 14 0	15 5 0	15 10 0

PART 2.

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation ; or
- (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

- infant welfare training school,
- mothercraft training school, or
- babies' home.

SECTION I.

WAGES.

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 48s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister	14 0 9

SECTION II.

WAGES.

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 48s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

	Per Week.
	£ s. d.
Matron	15 10 9
Sister—	
During the first year's service at the Institution	12 11 3
During the second year's service at the Institution	12 16 3
Thereafter at such Institution	13 1 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(b) *Employees in Mothercraft Training Schools only.*

	Per Week.
	£ s. d.
Matron	15 0 9
Sister—	
During the first year's service at the Institution	12 11 3
During the second year's service at the Institution	12 16 3
Thereafter at such Institution	13 1 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(c) *Employees in Babies' Homes.*

	Per Week.
	£ s. d.
Matron	14 6 9
Sister	12 11 3

PART 3.

NOTE.—This part applies to—

Certificated nurses engaged in connexion with any industrial or commercial undertaking.

WAGES.

	Per Week.
	£ s. d.
During the first year's service	12 1 3
During the second year's service	12 6 3
Thereafter	12 11 3

PART 4.

NOTE.—Section I. of this part applies to—

Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.

Section II. of this part applies to—

Certificated nurses employed by any nursing society or association.

SECTION I.

WAGES.

	Per Week.
	£ s. d.
1. X-ray nurse, who is a registered technician :—	
During the first year's service	12 11 3
During the second year's service	12 16 3
Thereafter	13 1 3
Other nurse :—	
During the first year's service	12 6 3
During the second year's service	12 11 3
Thereafter	12 16 3

SECTION II.

WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 48s. 9d. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

	Per Week.
	£ s. d.
During the first year	12 6 3
During the second year	12 11 3
Thereafter	12 16 3

Clauses, other than clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4, of the said Determination shall remain in force.

