



VICTORIA GOVERNMENT GAZETTE.

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No. 389]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 32 and 33 of the Determination published in *Government Gazette* No. 267 of the 28th April, 1953, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 3½ lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

61s. 7-716d. plus 1s. 2½d. war loading (total 62s. 10-116d.) per day.

Thereafter until considered competent by the employer—

68s. 0-466d. plus 1s. 2½d. war loading (total 69s. 2-866d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0-33d. plus 1s. 3d. war loading (total 80s. 3-33d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the logging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each piece worker (other than learners) shall be increased by the sum of 23s. plus sick leave loading of 4-416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6-65d. plus 1d. war loading (total 4s. 7-65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. plus sick leave loading of 4-416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves up to 60 lb. skin on .. 8-725d. plus 15d. war loading (total 8-875d.) per head.

Calves 61 lb. to 90 lb. skin on .. 1s. 1-297d. plus 15d. war loading (total 1s. 1-312d.) per head.

Calves 91 lb. to 120 lb. skin on .. 1s. 5-735d. plus 15d. war loading (total 1s. 5-750d.) per head.

Calves over 121 lb. skin on .. 2s. 2-61d. plus 15d. war loading (total 2s. 2-625d.) per head.

Skin Off—

Calves under 60 lb. skin off .. 1s. 0-35d. plus 15d. war loading (total 1s. 0-50d.) per head.

Calves 61 lb. to 90 lb. skin off .. 1s. 7-85d. plus 15d. war loading (total 1s. 8d.) per head.

Calves 91 lb. to 120 lb. skin off .. 2s. 3-85d. plus 15d. war loading (total 2s. 4d.) per head.

Calves 121 lb. to 200 lb. skin off .. 2s. 11-85d. plus 15d. war loading (total 3s.) per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skinner engaged skinning cold calves—

69s. 6-436d. plus 1s. 2½d. war loading (total 70s. 8-836d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13-059d. per carcass.

For the purposes of the daily tally :—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

Pros.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	1s. 1·138d. per head
101 lb. to 200 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	1s. 5·376d. per head
200 lb. to 300 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	2s. 4·625d. per head
Over 300 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	4s. 7·65d. per head

Total.

Hand scudded—

Up to 100 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	1s. 10·533d. per head
101 lb. to 200 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	2s. 4·625d. per head
200 lb. to 300 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	3s. 9·526d. per head
Over 300 lb. . . . .	.. .. .	.. .. .	.. .. .	.. .. .	4s. 7·65d. per head

These rates include 4 per cent. war loading.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and facking up.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. plus sick leave loading of 4·416d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

RATES OF PAY TO BONERS.

6. (a) Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in sub-clause (c) of this clause. The following daily quotas shall apply :—

- Beef 38 quarters.
- Mutton 65 carcasses.
- Veal 57 carcasses (to be ribbed out and birdcaged).
- Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer or
- 2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay the following sub-clause shall apply :—

Beef—

- One hind quarter shall equal one quarter of beef.
- One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.
- One forequarter or horse's head over three ribs 101 lb. or over shall be equivalent to one and a quarter quarters.
- Five briskets shall equal one quarter of beef.
- Two rumps and loins shall equal one quarter of beef.
- Three loins shall equal one quarter of beef.
- Four clods and stickings shall equal one quarter of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Three horse's heads under three ribs shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Seven briskets with shin attached shall equal two quarters of beef.
- Three butts and rumps shall equal two quarters of beef
- Five briskets and shins with portion of clod attached shall equal two quarters of beef.
- A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

- One carcass under 64 lb. shall equal one carcass.
- One carcass over 64 lb. shall equal one and half carcasses.
- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hindquarters shall equal two carcasses.
- Five pairs of forequarters shall equal two carcasses.
- One Trunk with chump attached shall equal one carcass.
- When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—

Rams shall be paid for at double rates whenever done.

Veal—

- One calf under 60 lb. shall equal one carcass.
- One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.
- One calf 121 lb. to 200 lb. shall equal three carcasses.
- Two flying foxes of veal shall equal one carcass.
- Three trunks of veal shall equal two carcasses.
- Three pairs of legs of veal shall equal one carcass.
- Three pairs of loins of veal shall equal one carcass.
- Three pairs of hind-quarters of veal shall equal two carcasses.
- Five pairs of fore-quarters shall equal two carcasses.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quotas as prescribed in sub-clause (a) of this clause.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

- Beef—1s. 10·34d. per quarter.
- Mutton—1s. 2·893d. per carcass.
- Veal—1s. 2·893d. per carcass.
- Pork—3s. 8·68d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
- 2s. 10·092d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota shall apply:—

- Beef 56 quarters.
- Mutton 130 carcasses.
- Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

- (i) Beef 1/2:32d. per quarter.
- (ii) Mutton 6:17d. per carcass.
- (iii) Veal 3:518d. per carcass.
- (iv) Pork—to be treated at hourly rates.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8. WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

Weekly Wage.

	£ s. d.	
1st year's experience	9	12 6
2nd " "	12	4 3
3rd " "	13	0 9
4th " "	14	12 2
5th " "	Minimum wage	

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.			
—	Wages per Day.	Wages per Day.			
		Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.	
	s. d.	s. d.	s. d.	s. d.	s. d.
16 years and under		Boners (Beef and Mutton)	60 6-51	1 2 ³ / ₄	70 8-91
17 years ..	30 0-816	Head and Feet Boners—			
18 years ..	34 0-816	(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains			
19 years ..	37 0-816	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	61 8-316	0 9 ³ / ₄	62 5-716
20 years ..	48 9-216	Slicers and Trimmers	66 0-472	0 9 ³ / ₄	66 10-072
21 years ..	53 9-216	Sheep Skin classers	64 3-716	0 9 ³ / ₄	65 1-316
		Labourers trimming, cleaning, scalding, and picking tripe	61 8-316	0 9 ³ / ₄	62 5-716
		Skin shed labourers	61 3-716	0 9 ³ / ₄	62 1-316
		Other Labourers	61 3-716	0 9 ³ / ₄	62 1-316

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

32.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—62s. 2·516d. plus 6d. war loading (total, 62s. 8·516d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—19s. 10·942d. plus 2d. war loading (total, 20s. 0·942d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—21s. 11·842d. plus 2d. war loading (total 22s. 1·842d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 5·339, plus 2d. war loading (total 19s. 7·339d.), per trip.

Men droving stock from Newmarket Sale Yards to—

(a) Western and Murray, Geelong-road, Brooklyn	60s. 11·116d. plus 6d. war loading	} if from Newmarket Rail Siding an extra 2s. 6d.
(b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn ..	..	(total, 61s. 5·116d.), per trip.
(c) Sims Cooper Freezing Works, Newport ..	..	67s. 11·516d. plus 6d. warloading (total 68s. 5·516d.), per trip.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—93s. 0·136d., plus 6d. war loading (total, 93s. 6·136d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

62s. 10·366d. plus 9³/₄d. war loading (total 63s. 7·966d.), per day.

All others—

61s. 6·116d. plus 7¹/₄d. war loading (total, 62s. 1·316d.), per day.

33.

JUVENILE WORKERS.

								Wages per Day.	
								s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	..	..	30	0·816
17 years of age and under 18 years of age	..	..	..	..	..	..	..	34	0·816
18 years of age and under 19 years of age	..	..	..	..	..	..	..	37	0·016
19 years of age and under 20 years of age	..	..	..	..	..	..	..	48	9·216
20 years of age and under 21 years of age	..	..	..	..	..	..	..	53	9·216

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

Clauses, other than clauses 2 to 8 inclusive and clauses 32 and 33, of the said Determination shall remain in force.





VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GAS METER BOARD.

Clauses 2 and 11 of the Determination published in *Government Gazette* No. 566 of the 17th July, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Makers and/or repairers of gas meters which are assembled by the use of screws, bolts, or rivets.

	(i) Adults.	Total Wage Payable.
		£ s. d.
Tester other than sound tester	13 3 6
Sound tester	13 3 6
Spray and other painter	13 3 6
Valve grinder other than loose grinder	13 3 6
Assembler and/or repairer	13 3 6

(ii) Junior Employees.

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

(b) Makers and/or repairers of other gas meters.

Apprentices or Improvers.					Other Employees.	
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Wage.
		s. d.	s. d.	s. d.		£ s. d.
1st year—					Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	16 13 4
1st six months	28	65 0	0 9	65 9	Meter maker or repairer	14 2 0
2nd six months	32	74 0	0 9	74 9	Prepayment meter attachment maker	14 19 6
2nd year ..	40	93 0	1 0	94 0	Caster of gratings and covers	14 19 6
3rd year ..	54	125 6	1 6	127 0	Head tester—	
4th year ..	79	183 6	2 3	185 9	(a) where eight or more other testers are employed ..	16 13 0
5th year ..	100 + 1s.	233 0	3 0	236 0	(b) where four and not more than seven other testers are employed ..	16 3 8
PROPORTION (within any place).					Other tester	13 16 0
<i>Apprentices.</i>					Leading diaphragm tier (where two or more other diaphragm tiers are employed)	15 12 6
One apprentice to every three or fraction of three workers receiving not less than 235s. per week of 40 hours.					Other diaphragm tier, including persons banding, crimping, or wiring	13 6 5
<i>Improvers.</i>					Leading diaphragm cutter, where two or more cutters are employed	15 0 7
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 235s. per week of 40 hours.					Other diaphragm cutter	13 13 2
					Rim, disc, or prepayment meter cash box maker	13 19 1
					Machinist (power press)	13 7 8
					Other Machinist	12 13 4
					Assistant machinist	12 4 9
					All others	11 15 0

PIECEWORK PRICES.

11. In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRUM ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.	H.C. 2.				
	per doz. £ s. d.	per doz. £ s. d.				
<i>Ordinary Meters.</i>						
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	32 9 4	36 0 3				
	<i>Lights.</i>					
	2.	3.	5.	10.	20.	
	per doz.	per doz.	per doz.	per doz.	per doz.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	21 3 7	21 19 6	24 18 2	29 17 11	43 7 10	
<i>High Capacity Meters.</i>						
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour £23 8s. 7d. per doz. Capacity, 125 cubic feet per hour £26 18s. 1d. per doz.					

PIECEWORK PRICES—continued.

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters.

Making up "P. and C." A.V. 2-200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.

£23 4s. 6d. per doz.

(b) MAKING TIN DRY PREPAYMENT METERS.

Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.

Capacity, 100 cubic feet per hour £28 17s. 7d. per doz.

(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs	16 19 2	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .
Making rims .. .. .	.. .. .	16 19 2	16 19 2	16 19 2	16 19 2	16 19 2	.. .. .	.. .. .
Making discs .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	per doz. discs. 0 13 7	per doz. discs. 0 19 10½	2 7 9½	2 16 10
Making rims for circular crimped-on diaphragms .. .. .	.. .. .	.. .. .	per job of 400 rims. 14 9 11	per job of 400 rims. 15 0 11	.. .. .	.. .. .	.. .. .	.. .. .

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms	14 4½	82 5½

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz. :— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by :— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work	87 18 1	67 18 5	72 13 10	48 12 11	48 12 11

PIECEWORK PRICES—continued.

(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
	34 2½	34 2½	31 7½	37 8½	53 1	61 10½
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 19 1 10 each meter	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	s. d. 3 11½	..	..	..

	Lights.				
	2.	3.	5.	10.	20.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0
(iii) Other meters	2 3	2 3	2 3	2 3	2 3

NOTE.—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

} With 217-885 per cent. added.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
	20	1 8	Galleries	2, 3, 5, 10	2 0 "
Bridge	2, 3, 5, 10	1 0		20	1 3 "
	20	1 3	Guides	2 to 20	0 4 set
Red arms	2, 3, 5, 10	0 4 pair	Feet	2, 3, 5, 10	0 4 "
	20	0 8 "		20	1 0 "
Valve arms	2, 3, 5, 10	0 3 "	Rod stuffing boxes	2, 3, 5, 10	0 5 pair
Valve-box covers	2, 3, 5, 10	0 6 "	Clean valves and set to zero	2	2 0
Divisions	2, 3, 5, 10	2 2		3 and 5	2 4
Half-valve plate	2	2 3		10	2 5
	3	2 5		20	2 11 each
	5	2 7	Slot meters extra on above	..	1 2 each
	10	2 9	Taking off and putting on	..	..
	20	2 11	back and front only	2	1 3 pair
New door	2	0 2		3 and 5	1 6 "
Motion wires	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "		20	2 3 "
Throat pieces	2, 3, 5, 10	1 0 "	Turn-over backs and fronts	2 to 20	0 5 "
Side chambers	2, 3, 5, 10	0 6 each	Condemning	2	1 3 "
				3, 5, 10	1 5 "
New sides	2, 3, 5, 10	4 4 pair		20	1 11 "
Tees	2, 3, 5, 10	1 0	Piecing cases	2 to 20	0 6
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

} With 217-885 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecwork, except that set out in sub-clause (d) of the piecwork schedule supplied to the employee in good order and condition.

Clauses, other than clauses 2 and 11, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 391]

WEDNESDAY, MAY 13.

[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
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

BRICK TRADE BOARD.

Clauses 2 (a) and 19 of the Determination published in *Government Gazette* No. 249 of the 2nd April, 1953, shall be replaced by the following clauses:—

2. (a.)

Improvers.			Other Employees.		Per Hour.	Wages per Week of 40 Hours.
WAGES			FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
FIREBRICKS AND TEXTURE BRICKS.			Burners .. .. .	.. .. .	6 8 ⁹ / ₁₀	273 0
Percentage of Basic Wage.			Crusher attendants who also haul .. .. .	.. .. .	6 5 ¹⁷ / ₂₀	259 6
Per Week of 40 Hours.			Crusher attendants who do not haul .. .. .	.. .. .	6 5 ¹ / ₁₀	257 0
s. d.			Wet or dry pan attendants who do not haul .. .. .	.. .. .	6 6	260 0
97 6			Machine Drivers* .. .. .	.. .. .	6 7 ⁷ / ₃₀	264 6
100 0			Wire cut attendant, column man, or off-bearers from wire cut machine .. .. .	.. .. .	6 5 ¹⁷ / ₂₀	259 6
106 6			Hand moulders, dressers and cutters with not less than twelve months experience at the work .. .. .	.. .. .	7 1 ¹ / ₂	283 9
120 6			Other hand moulders, dressers and cutters .. .. .	.. .. .	6 9	270 0
146 0			Drawers* .. .. .	.. .. .	6 7 ¹ / ₂	265 0
192 6			Setters* .. .. .	.. .. .	7 1 ¹ / ₂	285 0
199 6			Facemen working in a clayhole 25 feet or less in depth* .. .. .	.. .. .	7 0 ¹ / ₂	282 6
42			All other facemen* .. .. .	.. .. .	7 1 ⁷ / ₂₀	284 6
43			Wheelers of green or burnt bricks .. .. .	.. .. .	6 7 ⁷ / ₂₀	264 6
46			Clayhole men (employer to provide tools)* .. .. .	.. .. .	6 8 ¹⁷ / ₂₀	269 6
52			Pressers .. .. .	.. .. .	6 5 ¹⁷ / ₂₀	259 6
63			Loftmen .. .. .	.. .. .	6 5 ¹¹ / ₂₀	258 6
83			Dampermen or Kiln Cleaners* .. .. .	.. .. .	6 7 ¹³ / ₂₀	265 6
86			Yardmen and wastemen .. .. .	.. .. .	6 5 ¹ / ₁₀	257 0
14 years of age			OTHER BRICKS.			
15 years of age			Burners .. .. .	.. .. .	6 8 ⁹ / ₁₀	273 0
16 years of age			Machine drivers or machine riggers* .. .. .	.. .. .	6 8 ¹⁷ / ₂₀	269 6
17 years of age			Wet or dry pan attendants who do not haul .. .. .	.. .. .	6 7 ¹ / ₂	265 0
18 years of age			Crusher attendants who do not haul .. .. .	.. .. .	6 7 ¹ / ₂₀	263 6
19 years of age			Crusher and wet or dry pan attendants who also haul .. .. .	.. .. .	6 8 ¹⁷ / ₂₀	269 6
20 years of age			Drawers and Setters (employed in Hoffman kilns)* .. .. .	.. .. .	7 1 ¹ / ₂	285 0
43			Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)* .. .. .	.. .. .	6 9 ¹ / ₂	272 6
45			Other drawers* .. .. .	.. .. .	6 10 ¹ / ₂	275 0
48			Other setters* .. .. .	.. .. .	7 1 ¹ / ₂	285 0
54			Facemen working in a clayhole 25 feet or less in depth* .. .. .	.. .. .	7 2 ¹ / ₂	287 6
65			All other facemen* .. .. .	.. .. .	7 4 ¹ / ₂₀	293 6
86			Clayhole men (employer to provide tools)* .. .. .	.. .. .	6 10 ⁷ / ₂₀	274 6
90			Lime grinders, lime crushers, pressers, sand and lime mixers or silomen* .. .. .	.. .. .	6 10 ¹ / ₂	275 0
100 0			Hand moulders .. .. .	.. .. .	6 8 ¹ / ₂	267 6
104 6			Off-bearers from wire cut machine .. .. .	.. .. .	6 7 ⁷ / ₂₀	264 6
111 6			Truckers* .. .. .	.. .. .	6 8 ¹ / ₁₀	267 0
125 6			Adults taking off-bricks machines .. .. .	.. .. .	6 7 ⁷ / ₂₀	264 6
151 0			Dampermen or kiln cleaners* .. .. .	.. .. .	6 9 ³ / ₂₀	270 6
199 6			Loftmen .. .. .	.. .. .	6 6 ⁹ / ₁₀	263 0
209 0			Yardmen and wastemen .. .. .	.. .. .	6 6 ¹ / ₂	262 0

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89% of the Basic Wage i.e. 20s. 6d. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.

Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 257s. per week of 40 hours.

The Board has determined that no person shall be taken as an apprentice.

* The rates prescribed for this classification include an allowance of 2s. 6d. per week for wear and tear on clothing.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	6 11½	7 2½	6 9½	7 1½
26 to 36 yards	7 4	7 8½	7 2½	7 6½
36 to 46 yards	7 6½	7 10	7 5	7 8½
Over 46 yards	8 1½	8 5	8 0½	8 3½

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drawing, wheeling, and loading on railway trucks—				
Not more than 26 yards	8 2½	8 6	8 6½	8 9½
26 to 36 yards	8 7½	8 10½	8 11½	9 2½
36 to 46 yards	8 10	9 0½	9 1½	9 4½
Over 46 yards	9 5½	9 8½	9 8½	9 11½

	Per thousand.
	<i>s. d.</i>
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	58 1
" " " " in sheds	50 1
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	40 7
" " " " from bowling stool in sheds (where material is placed on the table)	37 7
" " " " and off-bearing to hacks or in sheds	58 1
" " " " from bowling stool	52 7
Setting	10 0
Picking blues	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (a) and 19, of the said Determination shall remain in force.



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WEDNESDAY, MAY 13.

[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
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

BEDSTEADMAKERS BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 1240 of the 30th November, 1951, shall be replaced by the following clauses:—

2.	Wages per Week of 40 Hours.	
	Within the Metropolitan District, the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	257 0	254 0
Chill fitter called on to design and model	272 0	269 0
Other chill fitter	257 0	254 0
Machinist	254 0	251 0
Plater in charge	269 0	266 0
Plater's assistant	255 0	252 0
Polisher and grinder	256 0	253 0
Chipper and caster	253 0	250 0
Bedstead fitter and moulder	257 0	254 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	256 0	253 0
Japanner and lacquerer	254 0	251 0
Other employees with not less than three months' experience in the industry	241 0	238 0
All others	235 0	232 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) 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, viz., the highest for the disabilities so prevailing.

JUNIOR MALE AND FEMALE LABOUR.
Wages Per Week of 40 Hours.

4.

	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newlyn and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	..	174 0	171 6
All others	75	16 0	..	190 0	187 6
<i>II.—Junior Females.</i>					
17 years of age and under	52	3 6	..	94 0	92 6
18 years of age	62	4 0	..	112 0	110 6
19 years of age	72	4 6	..	130 0	128 0
20 years of age	82	5 0	..	147 6	145 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	..	57 6	57 0
16 years of age	34	3 0	..	82 0	81 0
17 years of age	46	4 0	..	110 6	109 6
18 years of age	58	5 0	..	139 6	138 0
19 years of age	73	6 0	..	175 6	173 0
20 years of age	88	7 0	..	211 0	208 6
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age	24	2 0	1 0	58 6	58 0
16 years of age	32	2 6	1 9	78 6	77 6
17 years of age	58	5 0	3 0	142 6	141 0
18 years of age	73	6 0	4 0	179 6	177 0
19 years of age and over	88	7 0	4 6	215 6	213 0

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

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



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WEDNESDAY, MAY 13.

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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.

BRUSHMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 820 of the 6th October, 1952, shall be replaced by the following clause:—

2.

WAGES.

(a)	APPRENTICES OR IMPROVERS.	(b)	OTHER EMPLOYERS.	Wages per week of 40 hours.																							
Experience.	Wages per week of 40 hours.		<p style="text-align: center;"><i>Males.</i></p> <p>Persons employed at—</p> <p>Paint brush making 278 3</p> <p>Hair pan work 272 0</p> <p>Bass pan work 272 0</p> <p>Hair dressing and mixing 272 0</p> <p>Making twisted brushes 272 0</p> <p>Making wire brushes 272 0</p> <p>Bass broom drawing 272 0</p> <p>Finishing 272 0</p> <p>Boring (hand) 272 0</p> <p>Lacquering or ducoing 266 0</p> <p>Trimming machine (when employed solely at such machine) 257 0</p> <p>Automatic boring and filling machinists 257 0</p> <p>Filing machinists 257 0</p> <p>Boring machinists 257 0</p> <p style="text-align: center;"><i>Females.</i></p> <p>Automatic boring and filling machinists 178 6</p> <p>Filing machinists 178 6</p> <p>Trimming machinists 178 6</p> <p>Boring machinists 178 6</p> <p>Bench drawing 180 6</p> <p>Treadle knot-sizing machinists 178 6</p> <p>Persons employed at lacquering or ducoing 178 6</p>	<p style="text-align: center;"><i>s. d.</i></p>																							
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Males.</th> <th style="width: 50%;">Females.</th> </tr> <tr> <td style="text-align: center;">Percentage of Basic Wage.</td> <td style="text-align: center;">Percentage of Female Basic Wage.</td> </tr> <tr> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>1st year 24 55 6</td> <td>38 66 0</td> </tr> <tr> <td>2nd year 32 74 0</td> <td>50 87 0</td> </tr> <tr> <td>3rd year 47 109 0</td> <td>70 122 0</td> </tr> <tr> <td>4th year } minimum wage</td> <td>88 153 0</td> </tr> <tr> <td>5th year } or earnings on</td> <td></td> </tr> <tr> <td>6th year } piecework</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">and thereafter the minimum wage or full piecework prices.</td> </tr> </tbody> </table>			Males.	Females.	Percentage of Basic Wage.	Percentage of Female Basic Wage.	<i>s. d.</i>	<i>s. d.</i>	1st year 24 55 6	38 66 0	2nd year 32 74 0	50 87 0	3rd year 47 109 0	70 122 0	4th year } minimum wage	88 153 0	5th year } or earnings on		6th year } piecework			and thereafter the minimum wage or full piecework prices.			
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	and thereafter the minimum wage or full piecework prices.																										
	<p>PROPORTION.</p> <p>(Within any factory or place.)</p> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.</p> <p>IMPROVERS.</p> <p><i>Males.</i></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">One male improver to one or two</td> <td rowspan="5" style="font-size: 2em; vertical-align: middle;">}</td> <td rowspan="5" style="vertical-align: middle;">Male workers receiving not less than 266s. per week of 40 hours or earning full piecework prices.</td> </tr> <tr> <td>Two to three</td> </tr> <tr> <td>Three to five</td> </tr> <tr> <td>Four to nine</td> </tr> <tr> <td>Six to twelve</td> </tr> <tr> <td>Seven to fifteen</td> <td></td> <td></td> </tr> <tr> <td>Nine to eighteen</td> <td></td> <td></td> </tr> </table> <p><i>Females.</i></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">One female improver to one or two</td> <td rowspan="5" style="font-size: 2em; vertical-align: middle;">}</td> <td rowspan="5" style="vertical-align: middle;">Female workers receiving not less than 178s. 6d per week of 40 hours or earning full piecework prices.</td> </tr> <tr> <td>Two to three</td> </tr> <tr> <td>Three to five</td> </tr> <tr> <td>Four to nine</td> </tr> <tr> <td>Six to twelve</td> </tr> <tr> <td>Seven to fifteen</td> <td></td> <td></td> </tr> <tr> <td>Nine to eighteen</td> <td></td> <td></td> </tr> </table>	One male improver to one or two	}	Male workers receiving not less than 266s. per week of 40 hours or earning full piecework prices.	Two to three	Three to five	Four to nine	Six to twelve	Seven to fifteen			Nine to eighteen			One female improver to one or two	}	Female workers receiving not less than 178s. 6d per week of 40 hours or earning full piecework prices.	Two to three	Three to five	Four to nine	Six to twelve	Seven to fifteen			Nine to eighteen		
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Nine to eighteen																											

Cluses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each piece-worker shall be added the sum of 20s. in the case of males and 15s. in the case of females for each full week worked (or a pro-rata amount according to the time actually worked if less than a full week is worked).

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No. 394]

WEDNESDAY, MAY 13.

[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
4th day of May, 1953.

RAY. H. BEERS,
Secretary for Labour.

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1222 of the 29th November, 1951, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.
Rates per Week of 40 Hours.

2. (a)

Experience.	Males.		Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years	
	£ s. d.		£ s. d.	£ s. d.	
1st six months	3	1	0	3 15 6	6 1 0
2nd six months	3	10	0	4 4 0	6 13 6
3rd six months	4	2	0	4 13 0	7 12 6
4th six months	5	0	6	5 7 0	8 10 0
5th six months	5	12	6	6 1 0	..
6th six months	6	6	6	6 13 6	..
7th six months	9	0	0	7 12 6	..
8th six months	10	8	6	8 10 0	..
9th six months	11	14	0	..	..
10th six months	11	18	6	..	..

and thereafter the minimum wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) **PROPORTION (IN ANY FACTORY OR PLACE).**

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination, the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination, shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	15 2 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	14 6 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	13 12 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	14 1 0
All other adult males not herein classified	12 2 0

Journeywomen.
(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 6 6
Machinists, namely, females employed machining any part of a garment or part of an article	10 1 6
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	10 1 6
All other adult females not herein classified	9 1 6

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or taskwork or overtime, holiday, or other penalty rates.

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



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No. 395]

WEDNESDAY, MAY 13.

[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
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

UMBRELLA BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1223 of the 29th November, 1951, shall be replaced by the following clauses:—

2.

(a) APPRENTICES AND IMPROVERS.

Rates per Week of 40 Hours.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Ages of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 1 0	3 15 6	6 1 0
2nd six months	3 10 0	4 4 0	6 13 6
3rd six months	4 2 0	4 13 0	7 12 6
4th six months	5 0 6	5 7 0	8 10 0
5th six months	5 12 6	6 1 0	..
6th six months	6 6 6	6 13 6	..
7th six months	9 0 0	7 12 6	..
8th six months	10 8 6	8 10 0	..
9th six months	11 14 0	..	..
10th six months	11 18 6	..	..

and thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by this Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rate prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	
Cutters, namely, males employed laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols	£ s. d. 13 18 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	13 10 0
Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols ..	13 3 0
Frame makers or repairers, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting slotting and springing handles or sticks and/or assembling ribs and/or drilling notches	13 5 0
All other adult males not herein classified	12 2 0
<i>Journeywomen.</i>	
i.e. journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.	
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	£ s. d. 9 18 6
Tipplers and/or finishers and/or machinists and/or tablehands namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or branding umbrellas or parasols	9 13 6
All other adult females not herein classified	9 1 6

NOTE.—An amount of 6s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piece-work rates or task work or overtime, holiday or other penalty rates.

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



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No. 396]

WEDNESDAY, MAY 13.

[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
4th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1006 of the 4th October, 1951, shall be replaced by the following clause:—

2.

Improvers* (Male or Female).			Other Employees.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age	38	88 0	Male adults		254 0
17 years of age	49	113 6	Female adults—		
18 years of age	66	153 0	Under six weeks' experience		203 0
19 years of age	76	176 6	Thereafter		228 6
20 years of age	87	202 0			

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker, shall be added the sum of one hundred and forty four shillings. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and forty four shillings shall be added in lieu thereof.

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



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No. 397]

WEDNESDAY, MAY 13.

[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 made 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.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 486 of the 5th June, 1952, shall be replaced by the following clause:—

2.

WAGES.

(a) *Apprentices or Improvers (Day Shift).*

Wages Per Week of 40 Hours.		Percentage of Basic Wage.	—
16 years of age or under	.. .. .	49	s. d. 113 6
17 years of age	.. .. .	57	132 0
18 years of age	.. .. .	70	162 6
19 years of age	.. .. .	86	199 6
20 years of age	.. .. .	100	252 6
		plus 20s. 6d.	

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 260s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

(b) *Other Employees (Day Shift).*

Wages Per Week of 40 Hours.		—
	Group 1.	s. d.
Hydrator Attendant	.. .. .	282 0
	Group 2.	
Operator of a mechanical bagging machine	.. .. .	277 6
	Group 3.	
Lime burner or feeder, Drawer, or Attendant	.. .. .	270 0
	Group 4.	
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment)	.. .. .	263 0
	Group 5.	
All others	.. .. .	260 0

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

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No. 398]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 512 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—caster tilting furnace	13 18 0	14 4 6	13 15 0
Furnaceman remelt other	13 16 0	14 2 6	13 13 0
Assistant remelt furnaceman	13 9 0	13 15 6	13 6 0
Leading chargemaker	13 17 0	14 3 6	13 14 0
Chargemaker	12 18 0	13 4 6	12 15 0
Metal sorter	12 18 0	13 4 6	12 15 0
Bundler, baler, and/or Briquetter	12 18 0	13 4 6	12 15 0
Press operator (Automatic with dual control)	14 4 0	14 10 6	14 1 0
Press operator	13 18 0	14 4 6	13 15 0
Butt handler	12 18 0	13 4 6	12 15 0
Leader out	12 17 0	13 3 6	12 14 0
Draw bench leading hand	13 10 0	13 16 6	13 7 0
Draw bench operator	12 17 0	13 3 6	12 14 0
Die attendant	13 6 0	13 12 6	13 3 0
Pointer, Hammer, and Swager	13 0 0	13 6 6	12 17 0
Stretcher and/or straightener	13 0 0	13 6 6	12 17 0
Copper wire drawing machine operator	12 18 0	13 4 6	12 15 0
Butt welder	12 16 0	13 2 6	12 13 0
Furnaceman other	13 12 0	13 18 6	13 9 0
Furnaceman assistant	12 14 0	13 0 6	12 11 0
Other machine operator	12 18 0	13 4 6	12 15 0
Machine assistant	12 14 0	13 0 6	12 11 0
Mill assistant	12 14 0	13 0 6	12 11 0
Examiner	13 0 0	13 6 6	12 17 0
Pickler	12 18 0	13 4 6	12 15 0
Weighman	13 2 0	13 8 6	12 19 0
Sawyer	13 2 0	13 8 6	12 19 0
Saw Sharpener	13 4 0	13 10 6	13 1 0
Crane chaser	12 17 0	13 3 6	12 14 0
Labourer (yard)	12 8 0	12 14 6	12 5 0
Labourer sweeper and cleaner	12 2 0	12 8 6	11 19 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.

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
			Per Week.		
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
			<i>Foundries.</i>		
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 6 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
			<i>Elsewhere.</i>		
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.

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(c) 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
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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



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No. 399]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 513 of the 20th June, 1952, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker	269	0
Nail or tack machinist	260	0
Assistant to nail or tack machinist	255	0
Roofing nail heading machinist	260	0
Barbed wire tool maker or machinist	260	0
Assistant to barbed wire machinist	255	0
Clipper or tier-up on concertina barbed wire	254	0
Rumbler	254	0
Galvanizer	265	0
Pickler—Head, or where only one pickler is employed	259	0
Assistant pickler	253	0
Assistant working over metal pot	259	0
Swinger	251	0
Wire-drawing plate setter	258	0
Wire-drawing block operator	254	0
Tack Inspector	254	0
Storeman, packer, or sorter	259	6
Other employees with not less than three months' experience in the metal trades industry	241	0
All others	235	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.

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) Wages per Week of 40 Hours.

										Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>											
										Per Week.	Per Week.
											£ s. d.
1st year	..	..	..	..	..	..	..	..	..	32	3 14 0
2nd year	..	..	..	..	..	..	..	..	..	43	5 0 0
3rd year	..	..	..	..	..	..	..	..	..	54	6 5 6
4th year	..	..	..	..	..	..	..	..	..	83	9 12 6
5th year	..	..	..	..	..	..	..	..	..	100 + 6s.	11 18 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>											
1st year	..	..	..	..	..	..	..	..	..	34	3 19 0
2nd year	..	..	..	..	..	..	..	..	..	54	6 5 6
3rd year	..	..	..	..	..	..	..	..	..	83	9 12 6
4th year	..	..	..	..	..	..	..	..	..	100 + 6s.	11 18 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(k) 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.

(l) 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.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows :—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
Under one month's experience	75		8 14 0
All others	75	16 0	9 10 0
When employed in a classification for which the corresponding margin in clause 23 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.			
<i>II.—Junior Females.</i>			
		Additional Amount.	
17 years of age and under	52	3 6	4 14 0
18 years of age	62	4 0	5 12 0
19 years of age	72	4 6	6 10 0
20 years of age	82	5 0	7 7 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age	24	2 0	2 17 6
16 years of age	34	3 0	4 2 0
17 years of age	46	4 0	5 10 6
18 years of age	53	5 0	6 19 6
19 years of age	73	6 0	8 15 6
20 years of age	88	7 0	10 11 0

* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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





VICTORIA
GOVERNMENT GAZETTE.

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No. 400]

WEDNESDAY, MAY 13.

[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

12th day of May, 1953.

RAY H. BEERS,

Secretary for Labour.

NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 522 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 Hours.
	s. d.
Stamper who puts in die and makes force	279 6
Repairer	279 6
Maker-up	279 6
Spinner, 1st class	273 0
Spinner (other)	258 0
Die setter	258 0
Drop hammer stamper (other than one who puts in die and makes force)	256 0
Press operator (heavy)	254 0
Press operator (light)	254 0
Pickler	254 0
Hand blanker	254 0
Other employees with not less than three months' experience in the metal trades industry	241 0
All others	235 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.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

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

Proportion.

(e) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
- (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for “all others”.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(a) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 14 0
2nd year	43	5 0 0
3rd year	54	6 5 6
4th year	83	9 12 6
5th year	100 + 6s.	11 18 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	3 19 0
2nd year	54	6 5 6
3rd year	83	9 12 6
4th year	100 + 6s.	11 18 0

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

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen 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.

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

Lost Time.

(m) 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 on 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.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
<i>I.—Adult Females.</i>			
Under one month's experience	75	..	8 14 0
All others	75	16 0	9 10 0
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.			
<i>II.—Junior Females.</i>			
		<i>Additional Amount.</i>	
17 years of age and under	52	3 6	4 14 0
18 years of age	62	4 0	5 12 0
19 years of age	72	4 6	6 10 0
20 years of age	82	5 0	7 7 6
<i>III.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 17 6
16 years of age	34	3 0	4 2 0
17 years of age	46	4 0	5 10 6
18 years of age	58	5 0	6 19 6
19 years of age	73	6 0	8 15 6
20 years of age	88	7 0	10 11 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 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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

Prohibited Occupations.

- (c) 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.

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





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No. 401]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 398 of the 19th April, 1951, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	72 6	61 0	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years
16 years of age ..	95 9	72 6	
17 years of age ..	119 0	84 3	
18 years of age ..	153 9	107 6	
19 years of age ..	177 0	119 0	
20 years of age ..	200 3	130 6	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

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

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 245s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 179s. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 179s. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 179s. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 179s. per week of 40 hours.

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

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

3.

ADULT MALES (OTHER THAN CABLE MAKING).

	Wages per Week of 40 Hours.		
	£	s.	d.
1. Employee engaged on any operation other than those set out hereunder	12	5	0
2. Sifter and/or drier of compounding ingredients	12	7	0
3. Operator in charge of drying machine	12	9	0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	12	12	0
5. Storeman and packer as defined herein not working in raw materials store	12	9	0
5A. Storeman and packer as defined herein working in raw materials store	12	11	0
6. Wrapper of goods made by wrapped process	12	7	0
7. Operator in charge of lead-covered hose stripping machine	12	9	0
8. Operator in charge of hose-making machine (wrapped process)	12	11	0
9. Helper on hose-making machine (wrapped process)	12	9	0
10. Lead-covering machine helper	12	9	0
11. Operator in charge of lead-covering machine (hose)	12	15	6
11A. Maker of vacuum-cleaner hose	12	11	0
12. Maker of wrapped hose by hand-made process	12	18	0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	12	9	0
14. Operator on washing mill and/or grinding waste	12	9	0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	12	11	0
16. Operator on cracker mill	12	9	0
17. Operator on mixing mill	12	18	0
18. Reclaimer or employee engaged on acid tank	12	9	0
19. Employee on digester machine	12	11	0
20. Spreader in charge of machine (not otherwise classified)	12	12	0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	12	18	0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	12	8	0
22A. Operator employed on impregnating machine and/or pre-dipping machine	12	9	0
23. Operator engaged on motor, motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	12	9	0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	12	11	0
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyres 14 inch diameter and over)	12	13	0
25A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on flat and/or crown drum and/or flat top core	12	15	6
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24 inch diameter and over and/or aeroplane tyre 14 inch diameter and over)	12	15	6
26A. Operator building tractor or earth grader tyre 24 inch diameter and over or aeroplane tyre 14 inch diameter and over on core	12	18	0
27. Inspector and/or examiner and/or tyre tester	12	11	0
28. Tester with water	12	5	0
28A. Operator employed on hand-skiving machine used in tyre construction	12	7	0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	12	7	0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	12	11	0
30. Operator in charge of cotton creels	12	11	0
31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	12	9	0
32. Maker of packing	12	11	0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	12	11	0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	12	9	0
Second and third year	12	15	6
Thereafter	13	0	0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12	13	0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12	9	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12	11	0
37A. Operator lasting up leather shoes	12	7	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12	11	0

ADULT MALES (OTHER THAN CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	£ s d. 12 15 6
40. Operator on lathe engaged fashioning biased bowls	12 15 6
41. Operator dipping balloons and/or other dipped goods	12 11 0
42. Operator of rubber-thread cutting lathe	12 13 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	12 11 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	12 5 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 15 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 13 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 18 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	12 15 6
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of moto. and/or motor cycle tyres and/or air bags	12 15 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	12 9 0
51. Operator engaged in making and/or moulding solid motor tyres	12 7 0
51A. Operator racking green motor tyres	12 11 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 13 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	12 15 6
54. Operator in charge hand-making transmission conveyor and/or elevator belting	12 12 0
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 9 0
56. Operator engaged on belt-making machine	12 18 0
57. Operator laying mats, tiles, or rubber flooring	12 18 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	12 11 0
59. Repairer of blomishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 9 0
60. Operator re-treading new tyres	12 11 0
61. Maker of air bags with extruded material	12 18 0
62. Maker of air bags (not otherwise classified)	12 8 0
62A. Operator buffing air bags	12 7 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 13 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 9 0
64. Operator in charge of forcing machine straining rubber	12 11 0
65. Operator in charge of textile cutting machine	12 9 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	13 0 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	12 11 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	12 15 6
69. First assistant on calender 48 inches and over	12 9 0
70. First assistant on calender under 48 inches	13 7 0
71. Operator in charge of calender 72 inches and under	13 12 0
72. Operator in charge of calender over 72 inches	12 16 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	12 11 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand	12 7 0
75. Storeman in charge of moulds	12 7 0
76. Operator engaged in mould burning	12 9 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	12 11 0
(b) other	12 7 0
78. Operator joining and/or repairing fabric liners	12 7 0
79. Operator cutting raw rubber by machine or press	12 11 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	12 5 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	12 18 0
82. Operator on mixing mill	12 11 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	12 11 0
84. Heaterman in charge of curing pan and/or dry heater	12 13 0
85. Operator in charge of forcing machine	12 15 6
86. First assistant on calender 48 inches and over	12 9 0
87. First assistant on calender under 48 inches	13 7 0
88. Operator in charge of calender 72 inches and under	13 12 0
89. Operator in charge of calender over 72 inches	12 11 0
90. Fine wire-drawing machine operator	12 11 0
91. Medium wire-drawing machine operator	12 11 0
92. Wire-drawing (tandem) machine operator	12 11 0
93. Annealing furnace operator	12 9 0
94. Pickling plant operator	12 9 0
95. Wire-winding machine operator	12 9 0
96. Fine wire-tinning machine operator	12 11 0
97. Medium wire-tinning machine operator	12 9 0
98. Assisting tinning-machine operator	12 9 0
99. Bunching machine operator	12 11 0
100. Stranding and/or armouring machine operator	12 9 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	12 11 0
102. Lapping machine operator	12 11 0
103. Longitudinal machine operator	12 11 0

ADULT MALES (CABLE MAKING)—*continued.*

	Wages per Week of 40 Hours.		
	£	s.	d.
104. Longitudinal machine assistant	12	9	0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	12	9	0
106. Laying up machine operator	12	11	0
107. Laying up machine assistant	12	9	0
108. Repairer of cables	12	11	0
109. Spark testing machine operator	12	11	0
110. Tank test attendant	12	9	0
111. Operator employed jointing cables	12	11	0
112. Operator on waxing and/or compounding and/or impregnating machine	12	11	0
113. Helper on waxing and/or compounding and/or impregnating machine	12	9	0
114. Lacquering machine operator	12	11	0
115. Lacquering machine helper	12	9	0
116. Lead press operator for cables	12	15	6
117. Lead press assistant for cables	12	9	0
118. Lead stripping machine operator for cables	12	9	0
119. Marking machine operator	12	11	0
120. Rubber slitting machine operator	12	11	0
121. Rubber slitting machine helper	12	9	0
122. Taping and/or de-taping machine operator	12	9	0
123. Inspector and/or examiner of cables	12	11	0

ADULT FEMALES.

	Wages per Week of 40 Hours.		
	£	s.	d.
All adult females	8	19	0

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



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

TINSMITHS BOARD.

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

2. WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	14 4 0	14 10 6	14 1 0
Sheet metal worker (2nd class)	13 9 0	13 15 6	13 6 0
Spinner (1st class)	13 13 0	13 19 6	13 10 0
Spinner other	12 18 0	13 4 6	12 15 0
Die setter	12 18 0	13 4 6	12 15 0
Die setter—press operator working from blue prints or plans	13 9 0	13 15 6	13 6 0
Press operator (heavy)	12 16 0	13 2 6	12 13 0
Press operator (light)	12 14 0	13 0 6	12 11 0
Solderer and dipper	12 16 0	13 2 6	12 13 0
Drop hammer stamper	12 16 0	13 2 6	12 13 0
Guillotine operator (as defined)	13 9 0	13 15 6	13 6 0
Guillotine operator (other)	12 14 0	13 0 6	12 11 0
Guttering machinist	12 14 0	13 0 6	12 11 0
Power machinist (not otherwise specified)	12 14 0	13 0 6	12 11 0
Spray painter (on both prime and finishing coats)	13 2 0	13 8 6	12 19 0
Spray painter (on one coat work)	12 18 0	13 4 6	12 15 0
(b) Welding Division.			
Welder—			
1st class	14 4 0	14 10 6	14 1 0
2nd class	13 0 0	13 6 6	12 17 0
3rd class	12 16 0	13 2 6	12 13 0
Tack welder	12 18 0	13 4 6	12 15 0
Welder—special class (as defined)	14 8 6	14 15 0	14 5 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand ..	12 18 0	13 4 6	12 15 0
Canister-maker by hand and riveter by hand	12 18 0	13 4 6	12 15 0
Solderer and dipper	12 14 0	13 0 6	12 11 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over ..	12 18 0	13 4 6	12 15 0
Operator of power capping machines or metal pots on automatic machines ..	12 16 0	13 2 6	12 13 0
Operator of other power presses and other power machines ..	12 14 0	13 0 6	12 11 0
Cap solderer (not otherwise classified)	12 14. 0	13 0 6	12 11 0
<i>(d) Galvanizing.</i>			
Galvanizer	13 5 0	13 11 6	13 2 0
Tinner and grease tinner	13 5 0	13 11 6	13 2 0
Assistant working over metal pot	12 16 0	13 2 6	12 13 0
Pickler	12 15 0	13 1 6	12 12 0
All others in this Division	12 11 0	12 17 6	12 8 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	13 9 0	13 15 6	13 6 0
Spray operator	12 18 0	13 4 6	12 15 0
Grainer, liner, and filliter	12 14 0	13 0 6	12 11 0
Painter and lacquerer	12 14 0	13 0 6	12 11 0
Dipper	12 14 0	13 0 6	12 11 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	13 4 0	13 10 6	13 1 0
Fuser on medallions, badges, or buckles	12 14 0	13 0 6	12 11 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	12 15 0	13 1 6	12 12 0
Inspector (other)	12 12 0	12 18 6	12 9 0
Mill hand and mixer	12 15 0	13 1 6	12 12 0
Packer and despatcher	12 19 6	13 6 0	12 16 6
Pickler	12 15 0	13 1 6	12 12 0
Racksman	12 10 0	12 16 6	12 7 0
Sand and shot blaster	13 8 0	13 14 6	13 5 0
Sprayer	12 16 0	13 2 6	12 13 0
Swiller, gripper, and brusher	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 in any Division	11 15 0	12 1 6	11 12 0
<i>(g) General.</i>			
Process worker	12 14 0	13 0 6	12 11 0
Tool and/or material storeman (as defined)	12 17 0	13 3 6	12 14 0
Storeman and/or packer	12 19 6	13 6 0	12 16 6

Leading Hands.

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

Ship Repairing.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

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

Proportion.

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

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

In the trade of—

Welder—special class;

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j) WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>Four and Five-year Terms.</i>				
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
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
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

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.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles . of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75	..	8 14 0	8 19 0	8 11 6
All others	75	16 0	9 10 0	9 15 0	9 7 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
				Additional Amount.	
17 years of age and under	52	3 6	4 14 0		4 12 6
18 years of age	62	4 0	5 12 0		5 10 6
19 years of age	72	4 6	6 10 0		6 13 6
20 years of age	82	5 0	7 7 6		7 5 6
<i>III.—Male Junior Labour.</i>					
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

* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

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

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

Prohibited Occupations.

- (b) Junior employees shall not be employed:—
- (i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe; or
 - (ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

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



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WEDNESDAY, MAY 13.

[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
12th day of May 1953.

RAY H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

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

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
Brass finisher, tradesman	284 0	290 6	281 0
Carpenter on maintenance work	284 0	290 6	281 0
Coremaker, jobbing	284 0	290 6	281 0
Die maker (see "toolmaker")			
Die setter	278 6	285 0	275 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	288 6	295 0	285 6
Electrical fitters	284 0	290 6	281 0
Electrical mechanic	284 0	290 6	281 0
Fitter and/or turner, tradesman	284 0	290 6	281 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	255 0	261 6	252 0
Jigmaker, in wood or metal	284 0	290 6	281 0
Machinist (metal), first class	284 0	290 6	281 0
Machinist (metal), second class	269 0	275 6	266 0
Machinist (metal), third class	260 0	266 6	257 0
Machinist (wood) (see "wood machinist")			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")			
Panel worker, tradesman	284 0	290 6	281 0
Pattern maker	297 0	303 6	294 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—			
(a) such tradesmen shall not be required to work to drawings or prints;			
(b) whilst so employed shall be paid a rate of ..	288 6	295 0	285 6
Pipe fitter—			
(a) On high pressure work (i.e., live steam or hydraulic press work)	284 0	290 6	281 0
(b) On low pressure work	269 0	275 6	266 0
Saw doctor	288 6	295 0	285 6
Smith, tradesman	285 6	292 0	282 6
Template maker	290 0	296 6	287 0
Tool maker, tool hardener, and die maker (in wood or metal)	297 0	303 6	294 0
Tradesman, the greater part of whose time is occupied marking off	288 6	295 0	285 6
Trimmer, tradesman (on development work)	283 0	289 6	280 0
Turner (see "Fitter and/or turner").			
Welder, first class	287 6	294 0	284 6
Welder, second class	271 0	277 6	268 0
Welder, third class	260 0	266 6	257 0
Welder, fourth class	255 6	262 0	252 6
Wood machinist, first class	278 6	285 0	275 6
<i>Production.</i>			
Acid washer	265 0	271 6	262 0
Air hammer operator	271 0	277 6	268 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	257 0	263 6	254 0
Assembler (aero engine)	284 0	290 6	281 0
Assembler and/or wirer, chassis	264 0	270 6	261 0
Assembler, cushion and squab spring	261 0	267 6	258 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	271 0	277 6	268 0
Assembler of bodies or parts of bodies "on the line"	278 6	285 0	275 6
Assembler of chassis parts independently of main assembly	264 0	270 6	261 0
Assembler, windscreen frame	261 0	267 6	258 0
Axle maker	284 0	290 6	281 0
Axle turner	284 0	290 6	281 0
Band and/or jig sawyer, trim	271 0	277 6	268 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	274 0	280 6	271 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	280 0	286 6	257 0
Body maker, first class	284 0	290 6	281 0
Body maker, second class	278 6	285 0	275 6
Body moulder	264 0	270 6	261 0
Bow socket enameller (see "enameller")			
Bulldozer operator—			
(a) Setting up machine	269 6	276 0	266 6
(b) Not setting up machine	260 0	266 6	257 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	272 0	278 6	269 0
Cold setter	263 0	269 6	260 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand)	278 6	285 0	275 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press	278 6	285 0	275 6
Dipper and hangar (paint)	254 0	260 6	251 0
Dipper, solder or tin	260 0	266 6	257 0
Drier	256 0	262 6	253 0
Driller (Panel)	258 0	264 6	255 0
Driller (Other)	260 0	266 6	257 0
Drop hammer smith—			
(a) When dies are not used	285 6	292 0	282 6
(b) When dies are used	260 0	266 6	257 0

	DAY SHFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	255 6	262 0	252 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim)	271 0	277 6	268 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class	284 0	290 6	281 0
Electroplater, second class	269 0	275 6	266 0
Electroplater, third class	263 0	259 6	250 0
Enameller, bow socket	257 6	264 0	254 6
Enameller in colours and/or varnisher (finishing coat brush)	278 6	285 0	275 6
Folding machine operator	261 0	267 6	258 0
Frame operative (cushion and squabs)	261 0	267 6	258 0
Furnace brazer	269 6	276 0	266 6
Furnaceman	260 0	266 6	257 0
Garnish mould bender and/or shaper (see "Bender and/or shaper")			
Garnish mould finisher	271 0	277 0	268 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal)	260 0	266 6	257 0
Grinder and/or buffer (metal) using portable machine	265 0	271 6	262 0
Guillotine machinist	261 0	267 6	258 0
Hammer driver, steam, pneumatic or other power	255 6	262 0	252 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	250 0	256 6	247 0
Labourer assisting without using tools (chassis assembly)	250 0	256 6	247 0
Liner	278 6	285 0	275 6
Machinist (metal), first class	284 0	290 6	281 0
Machinist (metal), second class	269 0	275 6	266 0
Machinist (metal), third class	260 0	266 6	257 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal)	269 6	276 0	266 6
Marker-out or scriber (using patterns or templates)	269 0	265 6	256 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder	262 0	268 6	259 0
Painter, coach (brush)	278 6	285 0	275 6
Painter, spray (on coats other than priming)	278 6	285 0	275 6
Painter, spray and/or brush (on prime coats)	265 0	271 6	262 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	257 6	264 0	254 6
Painter's labourer	252 0	258 6	240 0
Panel beater, first class	284 0	290 6	281 0
Panel beater, second class	278 6	285 0	275 6
Panel edge turner	269 0	275 6	266 0
Panel fixer, metal	261 0	267 6	258 0
Panel machinist (other)	260 0	266 6	257 0
Panel worker, dent knocker and/or metal finisher	278 6	285 0	275 6
Paster (trim)	262 0	268 6	259 0
Petrol tank operative	262 0	268 6	259 0
Pickler	260 0	266 6	257 0
Plate glass beveller	274 0	280 6	271 0
Plate glass cutter	274 0	280 6	271 0
Plate glass driller	274 0	280 6	271 0
Plate glass grinder	257 6	264 0	254 6
Plate stuffer	260 0	266 6	257 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs	269 0	275 6	266 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure)	270 0	276 6	267 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	254 0	260 6	251 0
Press operator (light)	259 0	265 6	256 0
Process worker	254 0	260 6	251 0
Riveter on motor truck or wagon body	278 6	285 0	275 6
Riveter, chassis	264 0	270 6	261 0
Riveter, other (up to and including 3/4-in. rivet)	261 0	267 6	258 0
Rotary buff operator—			
(a) While doing dent knocking	278 6	285 0	275 6
(b) While not doing dent knocking on the line	271 0	277 6	268 0
Rotary shearing machinist	269 0	275 6	266 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork)	256 0	262 6	253 0
Screwer and/or tapper	255 6	262 0	252 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFTS.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	260 0	266 6	257 0
Smith tradesmen	285 6	292 0	282 6
Solderer, "on the line"	278 6	285 0	275 6
Solderer not "on the line"	271 0	277 6	268 0
Solderer (on other than body work)	271 0	277 6	268 0
Spotter and/or touch-up	278 6	285 0	275 6
Spray painter (see "Painter, spray")			
Spring fitter	284 0	290 6	281 0
Spring maker, cushion and squab	278 6	285 0	275 6
Spring maker, laminated	284 0	290 6	281 0
Spring maker, spiral (by hand)	269 6	276 0	266 6
Spring service worker	260 0	266 6	257 0
Squab and/or cushion maker	278 6	285 0	275 6
Stopper-up	264 0	270 6	261 0
Stove attendant, electric	261 0	267 6	258 0
Strap maker	260 0	266 6	257 0
Stretching machine operator	261 0	267 6	258 0
Striker	255 0	261 6	252 0
Tapper (see "Screwdriver and/or tapper").			
Tester	260 0	266 6	257 0
Timber kiln attendant	252 0	258 6	249 0
Timber ordorman	259 0	265 6	256 0
Timber stacker	253 0	259 6	250 0
Touch-up (see "Spotter and/or touch-up").			
Transfer grainer	263 0	269 6	260 0
Trimmer, sectional (on the line)	274 0	280 6	271 0
Trimmer, sectional (off line)	269 0	275 6	266 0
Trimmer, tradesman (including cutter by hand)	278 6	285 0	275 6
Tube maker	267 6	264 0	254 6
Tyre fitter	257 6	264 0	254 6
Uni-shear operator	260 0	266 6	257 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyoman	263 0	269 6	260 0
Washer using phenyl, petrol, kerosene, &c.	255 0	261 6	252 0
Welder, "A" grade	287 6	294 0	284 6
Welder, "B" grade	280 0	286 6	277 0
Welder, federal aluminium	271 0	277 6	268 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	271 0	277 6	268 0
Welder, electric spot and butt	261 0	267 6	258 0
Wet rubber and/or polisher (paint)	265 0	271 6	262 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	278 6	285 0	275 6
Wood machinist, second class	269 0	275 6	266 0
Writer	284 0	290 6	281 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	278 6	285 0	275 6
Axle turner	278 6	285 0	275 6
Grainer	278 6	285 0	275 6
Nave mortise and boring machinist	259 0	265 6	256 0
Nave turner	272 0	278 6	269 0
Signwriter	278 6	285 0	275 6
Spoke lather	272 0	278 6	269 0
Spoke planer	272 0	278 6	269 0
Spoke tenoner	272 0	278 6	269 0
Spoke throater	272 0	278 6	269 0
Timber bender	272 0	278 6	269 0
Wheelwright and wheel maker	278 6	285 0	275 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	284 0	290 6	281 0
Pitman	269 6	276 0	266 6
Wheel grinder	269 6	276 0	266 6
Wheel turner	284 0	290 6	281 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	264 0	270 6	261 0
Driver of chassis and/or new vehicle	258 0	264 6	255 0
Case maker	257 6	264 0	254 6
Case repairer	254 0	260 6	251 0

The rates in clause 2 include war loadings.

FEMALES.

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

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

	Per Week of 40 Hours.
	£ s. d.
Under one month's experience	8 14 0
All others	9 10 0
(b) The rates payable to female under the age of 21 years shall be :—	
For the first six months	5 3 0
For the second six months	6 0 6
Thereafter until 21 years of age	6 18 0

APPRENTICES.

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

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

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw doctor.

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

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

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

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

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

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

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

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

Cancellation or Suspension of Indenture.

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

- (i) by mutual consent ;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged ;
- (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

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

Instruction in Welding.

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

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

*Wages.**(h) (a) Apprentices—*

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Five-year terms—			
First year	65 6	67 6	65 0
Second year	91 6	94 0	90 6
Third year	122 0	125 6	120 6
Fourth year	192 6	198 0	190 0
Fifth year	238 0	244 6	235 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	75 0	77 0	74 0
Second year	122 0	125 6	120 0
Third year	192 6	198 0	190 0
Fourth year	238 0	244 6	235 0

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

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

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

Sick Leave, Public Holidays, and Annual Leave.

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

Hours.

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

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

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

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

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

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

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

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

MALE JUNIOR WORKERS.

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

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

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

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age	2 17 6	2 19 0	2 17 0
16 years of age	4 2 0	4 4 0	4 1 0
17 years of age	5 10 6	5 13 6	5 9 6
18 years of age	6 19 6	7 3 6	6 18 0
19 years of age	8 15 6	9 0 0	8 13 0
20 years of age	10 11 0	10 17 0	10 8 6

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

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

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

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

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

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





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No. 404]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 514 of the 20th June, 1952, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
Apprentices.				Improvers.
Commencing Age.			Improvers.	
Under 16 Years.	16 or 17 Years.	Over 17 Years.			Improvers.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	60 6	79 0	100 0	69 6
2nd year's experience ..	90 6	111 6	139 0	104 6
3rd year's experience ..	120 6	151 0	190 0	132 0
4th year's experience ..	160 0	199 6	245 0	176 6
5th year's experience ..	199 6	245 0	..	211 0
6th year's experience ..	245 0	..	..	251 6

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

WAGES PER WEEK OF 40 HOURS—(continued).

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.					Other Employees.								
					<i>s.</i>	<i>d.</i>						<i>s.</i>	<i>d.</i>
Under 16 years of age					60	6	Die Sinker, by hand and/or by machine					297	0
16 years of age					76	6	Badge Toolmaker					275	0
17 years of age					95	0	Steel Stamp Cutter					285	0
18 years of age					130	0	Engravers by hand					280	0
19 years of age					160	0	Engravers, copperplate					280	0
20 years of age					199	6	Pantagraph Operator (other than die sinking or steel stamp cutting)					269	0
							Stencil Plate Cutter					259	0
							Drop Hammer Stamper who sets dies and makes force					256	0
							Press Operator					254	0
							Other Employees with not less than three months' experience in the industry					240	0
							All Others					234	0

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



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No. 405]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Abrasives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 147 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Amount.	(b) Other Employees.	
			<i>Abrasive Paper or Cloth.</i>	
			<i>Males.</i>	
<i>Males.</i>		<i>s. d.</i>		
1st years' experience	22	51 0		
2nd years' experience	31	72 0		
3rd years' experience	42	97 6		
4th years' experience	57	132 0		
5th years' experience	73	169 6		
6th years' experience	84	195 0		
7th years' experience	90	209 0		
and thereafter the minimum wage.				
			<i>Females.</i>	
	Percentage of Female Basic Wage.	Amount.		
<i>Females.</i>		<i>s. d.</i>		
1st six months' experience	23	40 0		
2nd six months' experience	30	52 0		
3rd six months' experience	34	59 0		
4th six months' experience	41	71 6		
5th six months' experience	45	78 6		
6th six months' experience	52	90 6		
7th six months' experience	57	99 0		
8th six months' experience	65	113 0		
and thereafter the minimum wage.				
			<i>Machine operators</i>	
			.. .. . 241 0	
			<i>All others</i>	
			.. .. . 235 0	
			<i>All adults</i>	
			.. .. . 174 0	
			<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>	
			<i>Head burners</i>	
			.. .. . 245 0	
			<i>Other burners</i>	
			.. .. . 241 0	
			<i>Surfacers of abrasive articles</i>	
			.. .. . 238 0	
			<i>All others</i>	
			.. .. . 235 0	

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) *Abrasive Paper or Cloth.*

One improver to each person of the same sex receiving not less than the minimum wage.

(b) *Abrasive Articles (other than Abrasive Paper or Cloth).*

Two improvers to the first adult employed, and thereafter one improver to each adult.

Clause, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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



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WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 146 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

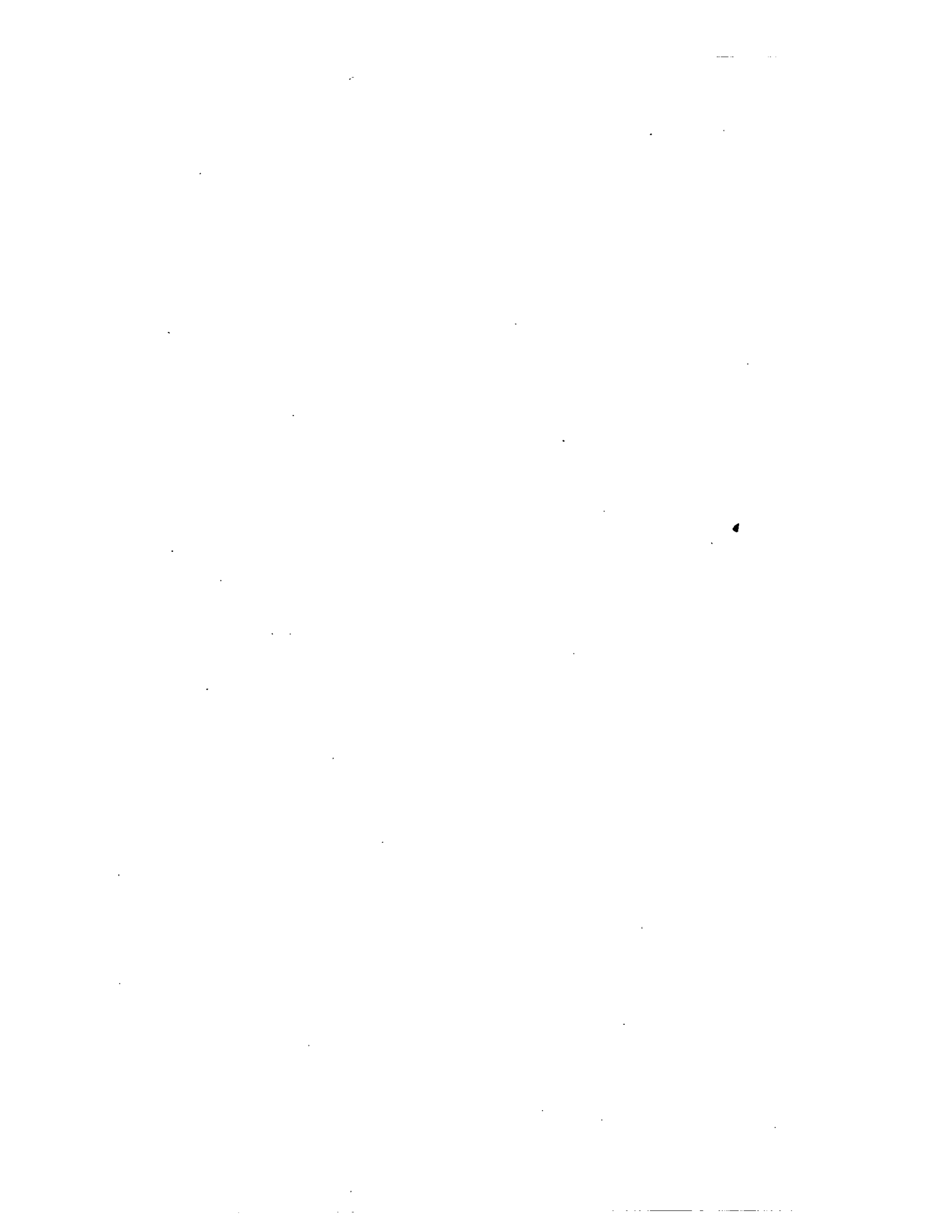
		(a) IMPROVERS.						(b) ADULTS.		
Males.		Females.								
s. d.		Experience.	Commencing Age.						s. d.	
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year's experience..	51 0								Females ..	174 0
2nd " "	72 0	1st year ..	43 6	52 0	55 6	68 0	83 6	97 6	Males—	
3rd " "	97 6	2nd " ..	64 6	71 6	78 6	97 6	108 0	..	Cutters ..	238 0
4th " "	132 0	3rd " ..	83 6	92 0	99 0	127 0	..	..	All others..	235 0
5th " "	169 6	4th " ..	106 0	115 0	127 0	..	..	..
6th " "	195 0	5th " ..	127 0	127 0	..	..	..	..
7th " "	209 0									

and thereafter the rate prescribed for adults.

PROPORTION.
Two male improvers to each male person receiving not less than the rate prescribed for adults.
Three female improvers to each female person receiving not less than the rate prescribed for adults.

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

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WEDNESDAY, MAY 13.

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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.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 145 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
	Percentage of Basic Wage.	s.	d.	<i>Males.</i>			
Under 17 years of age	23	53	6	Oven hands	..	..	239 0
17 years of age	35	81	0	Machine attendants	..	..	239 0
18 years of age	47	109	0	All others of 3 months' or more experience	..	..	235 0
19 years of age	63	146	0	All others of less than 3 months' experience	..	..	233 0
20 years of age	77	178	6	<i>Females.</i>			
<i>Proportion (in any place).</i>				All adults	..	..	174 0
One improver to every three adult employees.							

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses, other than clause 2, of the said Determination for this Section as amended on 16th February, 1951, shall remain in force.

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



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No. 408]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 144 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	Amount.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
<i>Males.</i>			<i>s. d.</i>		
1st year's experience	22	51 0			
2nd year's experience	31	72 0			
3rd year's experience	42	97 6			
4th years' experience	57	132 0			
5th years' experience	73	169 6			
6th years' experience	84	195 0			
7th years' experience	90	209 0			
and thereafter the minimum wage					
<i>Females.</i>			<i>s. d.</i>		
1st six months' experience	23	40 0			
2nd six months' experience	30	52 0			
3rd six months' experience	34	59 0			
4th six months' experience	41	71 6			
5th six months' experience	45	73 6			
6th six months' experience	52	90 6			
7th six months' experience	57	99 0			
8th six months' experience	65	113 0			
and thereafter the minimum wage.					
			Operators of blue-printing machines—		
			Males—		
			(i) with 3 months' or more experience ..		
			238 0		235 0
			(ii) with less than 3 months' experience		
			235 0		232 0
			Females		
			174 0		174 0
			All other persons—		
			Males		
			235 0		232 0
			Females		
			174 0		174 0

NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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





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No. 409]

WEDNESDAY, MAY 13.

[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
12th day of May, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 143 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.							
Males.			Females.										
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—								
		<i>s. d.</i>			<i>s. d.</i>								
1st year ..	22	51 0	1st six months	23	40 0								
2nd ..	30	69 6	2nd ..	29	50 6								
3rd ..	41	95 0	3rd ..	34	59 0								
4th ..	56	130 0	4th ..	41	71 6								
5th ..	71	164 6	5th ..	45	78 6								
6th ..	82	190 0	6th ..	52	90 6								
7th ..	87	202 0	7th ..	57	99 0								
			8th ..	65	113 0								
						Males	235 0		
						Females	174 0		

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Two improvers to each female person receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

