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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.

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)	
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 18 0
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 15 6
51. Operator engaged in making and/or moulding solid motor tyres	12 9 0
51A. Operator racking green motor tyres	12 7 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 11 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding ..	12 13 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	12 15 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 12 0
56. Operator engaged on belt-making machine	12 9 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 18 0
59. Repairer of blomishes on new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 11 0
60. Operator re-treading new tyres	12 9 0
61. Maker of air bags with extruded material	12 11 0
62. Maker of air bags (not otherwise classified)	12 18 0
62A. Operator buffing air bags	12 8 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 7 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 13 0
64. Operator in charge of forcing machine straining rubber	12 9 0
65. Operator in charge of textile cutting machine	12 11 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	12 9 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	13 0 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 11 0
69. First assistant on calender 48 inches and over	12 15 6
70. First assistant on calender under 48 inches	12 9 0
71. Operator in charge of calender 72 inches and under	13 7 0
72. Operator in charge of calender over 72 inches	13 12 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 16 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 11 0
75. Storeman in charge of moulds	12 7 0
76. Operator engaged in mould burning	12 7 0
77. Operator engaged on sand-blasting— (a) who operates from outside a properly-enclosed cabinet	12 9 0
(b) other	12 11 0
78. Operator joining and/or repairing fabric liners	12 7 0
79. Operator cutting raw rubber by machine or press	12 7 0
80. Operator of trans-stacker or swifter-lifter or other similar machines	12 11 0
ADULT MALES (CABLE MAKING).	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	12 5 0
82. Operator on mixing mill	12 18 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 11 0
85. Operator in charge of forcing machine	12 13 0
86. First assistant on calender 48 inches and over	12 15 6
87. First assistant on calender under 48 inches	12 9 0
88. Operator in charge of calender 72 inches and under	13 7 0
89. Operator in charge of calender over 72 inches	13 12 0
90. Fine wiredrawing machine operator	12 11 0
91. Medium wiredrawing machine operator	12 11 0
92. Wiredrawing (tandem) machine operator	12 11 0
93. Annealing furnace operator	12 11 0
94. Pickling plant operator	12 9 0
95. Wire-winding machine operator	12 9 0
96. Fine wire-tinning machine operator	12 9 0
97. Medium wire-tinning machine operator	12 11 0
98. Assisting tinning-machine operator	12 9 0
99. Bunching machine operator	12 9 0
100. Stranding and/or armouring machine operator	12 11 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables ..	12 9 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.