



VICTORIA GOVERNMENT GAZETTE.

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No. 602]

WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
4th day of August, 1953.

RAY. H. BEERS.
Secretary for Labour.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1224 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 1 6	3 16 0	6 2 0	3 18 0
2nd six months	3 11 0	4 5 0	6 14 6	3 18 0
3rd six months	4 2 6	4 14 0	7 14 0	5 6 0
4th six months	5 1 6	5 8 0	8 11 6	5 6 0
5th six months	5 13 6	6 2 0	..	7 1 6
6th six months	6 7 6	6 14 6	..	7 1 6
7th six months	9 1 6	7 14 0	..	10 15 0
8th six months	10 10 0	8 11 6	..	10 15 0
9th six months	11 16 0	..	..	11 17 0
10th six months	12 0 6	..	..	11 17 0

And thereafter the minimum weekly 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 in Group A and not more than four years in all other groups.

(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 in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose 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 (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 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 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.

Prohibition of Employment of New Male and Female Improvers in Group A.

(j) After the commencement of this Determination no male or female in Group A shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3.

OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein :—

	Wages per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	15 19 0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 15 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 10 0
4. Machinists, namely, males employed machining any part of a garment	14 3 0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14 3 0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14 3 0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 10 0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 4 0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 3 0
10. All other adult males not herein classified	12 4 0

NOTE.—An amount of 6s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 14 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 9 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 13 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	10 0 6
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	10 0 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 5 6
17. Hand sewers of buttons, hooks, and eyes, press studs	9 5 6
18. All other adult females not herein classified	9 3 0

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

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 4 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 15 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 10 0
22. Machinists, namely, males employed machining any part of a garment	14 3 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 3 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 10 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 4 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 3 0
27. All other adult males not herein classified	12 4 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 3 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 13 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 13 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 3 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 8 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 5 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 3 0
35. Hand sewers of buttons, hooks and eyes, press studs	9 5 6
36. All other adult females not herein classified	9 3 0

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

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

	Wages per Week.
	£ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 14 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 15 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 10 0
40. Machinists, namely, males employed machining any part of a garment	13 3 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 3 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14 3 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14 3 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	14 14 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14 3 0
46. Seam pressers on garments other than garments which the worker is making	13 4 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13 4 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14 3 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 4 0
50. All other adult males not herein classified	12 4 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10 13 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 13 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 8 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10 3 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10 3 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10 3 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 15 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10 5 6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 18 0
60. Hand sewers of buttons, hooks and eyes, press studs	9 5 6
61. All other adult females not herein classified	9 3 0

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

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

	Wages per Week.
	£ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	14 14 0
63. Pressers, namely, males employed pressing any part of a garment	14 3 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 3 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14 8 0
66. Machinists, namely, males employed machining any part of a garment	14 3 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14 3 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13 4 0
69. All other adult males not herein classified	12 4 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 13 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 3 0
72. Machinists, namely, females employed machining any part of a garment	9 18 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	9 15 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 15 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	9 18 0
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	9 18 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 15 0
78. Hand sewers of buttons, hooks and eyes, press studs	9 5 6
79. All other adult females not herein classified	9 3 0

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

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods):—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	14 14 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine	14 8 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	14 3 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	14 0 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description	13 4 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	14 3 0
86. All other adult males not herein classified	12 4 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	10 13 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	10 3 0
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	9 18 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	9 15 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	9 15 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 3 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	9 18 0
94. Hand sewers of buttons, hooks and eyes, press studs	9 5 6
95. All other adult females not herein classified	9 3 0

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

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week.
	£ s. d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	14 14 0
97. 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	14 8 0
98. Machinists, namely, males employed machining any article of any description	14 3 0
99. Pressers, namely, males employed pressing any article of any description	14 0 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	14 0 0
101. Examiners, namely, males employed examining articles of any description	14 3 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13 4 0
103. All other adult males not herein classified	12 4 0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

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.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10 8 0
105. 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	10 0 0
106. Machinists, namely, females employed machining any article or part of an article of any description	9 15 0
107. Dividers of raw materials used in the manufacture of small articles	9 11 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9 15 0
109. Examiners, namely, females employed examining articles of any description	9 15 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9 15 0
111. Hand sewers of buttons, hooks and eyes, press studs	9 5 6
112. All other adult females not herein classified	9 3 0

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework 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.



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4, of the Determination published in *Government Gazette* No. 524 of the 25th June, 1952, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrumbool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) General.	£ s. d.	£ s. d.	£ s. d.
Electrician in charge of electrical supply undertaking	15 11 6	15 18 0	15 8 6
Electrical instrument maker and/or repairer (as defined)	15 2 6	15 9 0	14 19 6
Installation inspector and/or tender	14 11 6	14 18 0	14 8 6
Shift electrician	14 7 0	14 13 6	14 4 0
Refrigeration mechanic or serviceman	14 7 0	14 13 6	14 4 0
Electrician in charge of plant and/or installation	14 7 0	14 13 6	14 4 0
Electrical fitter and/or armature winder	14 7 0	14 13 6	14 4 0
Battery fitter	14 7 0	14 13 6	14 4 0
Cable joiner, on high tension (over 6,600 volts)	14 5 6	14 12 0	14 2 6
Cable joiner, on low tension (under 6,600 volts)	14 2 6	14 9 0	13 19 6
Cable joiner's mate	12 18 0	13 4 6	12 15 0
Coremaker (transformers)	13 1 0	13 7 6	12 18 0
Electrical mechanic	14 7 0	14 13 6	14 4 0
Linesman	13 15 0	14 1 6	13 12 0
Linesman's assistant	12 18 0	13 4 6	12 15 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	13 15 0	14 1 6	13 12 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	13 0 6	13 7 0	12 17 6
Meter tester (1st grade)	13 14 0	14 0 6	13 11 0
Meter tester (2nd grade)	13 7 0	13 13 6	13 4 0
Meter fixer	13 7 0	13 13 6	13 4 0
Switchboard attendant	13 13 6	14 0 0	13 10 6
Battery attendant	12 19 0	13 5 6	12 16 0
Electrical fitter's and mechanic's assistant	12 18 0	13 4 6	12 15 0
Process worker	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified	11 18 0	12 4 6	11 15 0

Adults.	Wages per Week of 40 Hours.		
	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.	At Yallourn.	Other Parts of Victoria.
(b) Wet Battery Manufacturing.	£ s. d.	£ s. d.	£ s. d.
Plante assembler	13 7 0	13 13 6	13 4 0
Battery repairer (factory)	13 4 0	13 10 6	13 1 0
Mixing and pasting by hand	13 2 0	13 8 6	12 19 0
Charging and moulding of grids	13 2 0	13 8 6	12 19 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	13 1 0	13 7 6	12 18 0
Formation process	12 19 0	13 5 6	12 16 0
All others in this subdivision	12 17 0	13 3 6	12 14 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.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

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) 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 provision 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.

(d) The training of apprentices to 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.

Proportion.

(e) (i) 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—

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 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.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

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

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

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd 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 appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wage 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 wages of apprentices and improvers 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.
<i>Four and Five-year Terms.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	.. .. .	32	3 15 0	3 17 6	3 14 0
2nd year ..	.. .. .	43	5 1 0	5 4 0	5 0 0
3rd year ..	.. .. .	54	6 7 0	6 10 6	6 5 6
4th year ..	.. .. .	83	9 15 0	10 0 6	9 12 6
5th year ..	.. .. .	100 plus 6s.	12 1 0	12 7 6	11 18 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>					
1st year ..	.. .. .	34	4 0 0	4 2 0	3 19 0
2nd year ..	.. .. .	54	6 7 0	6 10 6	6 5 6
3rd year ..	.. .. .	83	9 15 0	10 0 6	9 12 6
4th year ..	.. .. .	100 plus 6s.	12 1 0	12 7 6	11 18 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.

(o) 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 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage 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.
<i>I.—Adult Females.</i>		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience	75	.. ..	8 16 0	9 1 0	8 14 0
All others	75	16 0	9 12 0	9 17 ..	9 10 0
<i>II.—Junior Females.</i>		<i>Additional Amounts.</i>			
17 years of age and under	52	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	5 0	7 9 6	7 13 6	7 7 6
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	7 0	10 14 0	10 19 6	10 11 0

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

(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:—

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.

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



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No. 604]

WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
4th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 530 of the 26th June, 1952, shall be replaced by the following clauses :—

2.

WAGES PER WEEK OF 40 HOURS.

Adults.	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) Ironworking and General—			
Assembler (leading hand)	13 0 0	13 6 6	12 17 0
Assembler (assistant)	12 15 0	13 1 6	12 12 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	13 0 0	13 6 6	12 17 0
Belt repairer	12 18 0	13 4 6	12 15 0
Blacksmith's striker	12 18 0	13 4 6	12 15 0
Blacksmith's striker on double fires and other assistant	13 0 0	13 6 6	12 17 0
Block and tackle hand	13 0 0	13 6 6	12 17 0
Boiler (inside) chipper and cleaner	13 4 0	13 10 6	13 1 0
Cold saw operator	13 0 0	13 6 6	12 17 0
Die caster	13 3 0	13 9 6	13 0 0
Dogman	13 0 0	13 6 6	12 17 0

WAGES PER WEEK OF 40 HOURS—continued.

Adults.	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) Ironworking and General—continued.			
*Dresser and grinder using portable machine	13 2 0	13 8 6	12 19 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	12 18 0	13 4 6	12 15 0
(b) other	13 8 0	13 14 6	13 5 0
*Dresser and grinder (other)	13 0 0	13 6 6	12 17 0
*Emery wheel attendant	13 0 0	13 6 6	12 17 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 18 0	13 4 6	12 15 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	13 2 0	13 8 6	12 19 0
Forger's assistant	13 0 0	13 6 6	12 17 0
Friction saw operator	12 18 0	13 4 6	12 15 0
Furnaceman—forge	14 2 6	14 9 0	13 19 6
Furnaceman's assistant—forge	13 0 0	13 6 6	12 17 0
*Furnaceman—electrical	13 8 0	13 14 6	13 5 0
*Furnaceman—other (excepting cupola furnaceman)	13 4 0	13 10 6	13 1 0
*Furnaceman's assistant	12 18 0	13 4 6	12 15 0
*Grinding machine or emery wheel operator	13 0 0	13 6 6	12 17 0
*Ladleman	13 0 0	13 6 6	12 17 0
Hammer driver	13 0 0	13 6 6	12 17 0
Lagger	12 18 0	13 4 6	12 15 0
Machinist—3rd class (as defined)	13 3 0	13 9 6	13 0 0
Overhead oiler	12 18 0	13 4 6	12 15 0
Painter of ironwork, using spray	12 19 0	13 5 6	12 16 0
Painter, brush hand	12 18 0	13 4 6	12 15 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	13 0 0	13 6 6	12 17 0
On bending and cutting machines (assistant)	12 17 0	13 3 6	12 14 0
On steel fabric machines	13 0 0	13 6 6	12 17 0
On steel fabric machines (assistant)	12 15 0	13 1 6	12 12 0
Person working with hammer 14 lb. weight or over—			
On repair work	13 8 3	13 14 9	13 5 3
On other work	13 0 3	13 6 9	12 17 3
Pickler	12 18 0	13 4 6	12 15 0
Filer	13 0 0	13 6 6	12 17 0
Process worker	12 17 0	13 3 6	12 14 0
Rigger and/or splicer	13 9 0	13 15 6	13 6 0
Tar dipper	12 18 0	13 4 6	12 15 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified	11 18 0	12 4 6	11 15 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	13 13 0	13 19 6	13 10 0
Roller	13 6 0	13 12 6	13 3 0
Extrusion press operator	13 5 0	13 11 6	13 2 0
Melter of lead alloys	12 18 0	13 4 6	12 15 0
Lead wool machinist	12 17 0	13 3 6	12 14 0
Molten metal feeder and/or mixer for shot	12 17 0	13 3 6	12 14 0
Roller's assistant	12 18 0	13 4 6	12 15 0
Pipe trap machine operator's assistant	12 18 0	13 4 6	12 15 0
Extrusion press operator's assistant	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
All others	11 18 0	12 4 6	11 15 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week.

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 covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, 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.	Additional Amount.	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.
	Per Week.		s. d.	£ s. d.	£ s. d.	£ s. d.

I.—Adult Females.

Under one month's experience ..	75	..	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	..	9 12 0	9 17 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.

II.—Junior Females.

17 years of age and under ..	52	..	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	..	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	..	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	..	5 0	7 9 6	7 13 6	7 7 6

III.—Junior Males.

Under 16 years of age ..	24	..	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	..	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	..	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	..	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	..	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	..	7 0	10 14 0	10 19 6	10 11 0

A junior employer 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.

IV.—Junior Males (Foundries).

Under 16 years of age ..	24	..	3 0	2 19 6	3 1 0	2 18 6
16 years of age	32	..	4 3	3 19 6	4 1 6	3 18 6
17 years of age	58	..	8 0	7 4 6	7 8 0	7 2 6
18 years of age	73	..	10 0	9 1 6	9 6 6	8 19 6
19 years of age and over ..	88	..	11 6	10 18 6	11 4 0	10 15 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.

(b) Except in the case of employees in foundries, 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.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates:—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the sizer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (x) Punching machines handling plates weighing more than 84 lb.
- (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) 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—
 - as furnaceman or assistant to furnaceman; or
 - as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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



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No. 605]

WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination published in *Government Gazette* No. 22 of the 18th January, 1952, shall be replaced by the following clauses:—

ADULT EMPLOYEES.

2. (a) *Males—Weekly Hands.*

		Wages Per Week.
GENERAL PRODUCTION SECTION.		£ s. d.
Foreman (first jam maker) .. .. .	.. .. .	14 10 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	.. .. .	13 18 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	.. .. .	14 0 0
Fruit preserver (as defined) .. .. .	.. .. .	14 0 0
Assistant fruit preserver .. .. .	.. .. .	13 10 0
Fruit crystalizer .. .. .	.. .. .	13 15 0
Candy peel-maker in charge .. .. .	.. .. .	13 15 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slicing machine .. .. .	.. .. .	13 7 0
Leading hand, bottle department .. .. .	.. .. .	13 10 0
Leading hand, pulp department .. .. .	.. .. .	13 10 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	.. .. .	13 10 0
Operator of apple-peeling machine .. .. .	.. .. .	13 7 0
Operator of labelling machine labelling canned goods .. .. .	.. .. .	13 7 0
Operator of fruit or vegetable lye machine .. .. .	.. .. .	13 7 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	.. .. .	13 7 0
Operator of sauce-labelling machine .. .. .	.. .. .	13 7 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	.. .. .	13 6 0
Employee in fruit crystalizing department, (other than fruit-crystallizer) .. .. .	.. .. .	13 6 0
Employee engaged peeling melons .. .. .	.. .. .	13 5 0
Employees operating can-closing machine .. .. .	.. .. .	13 7 0
Employee engaged feeding into and/or taking from laquer machine .. .. .	.. .. .	13 3 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	.. .. .	13 7 0
Employee engaged in bottle-washing department .. .. .	.. .. .	13 3 0
Retort hand .. .. .	.. .. .	13 3 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	.. .. .	13 3 0
Man in charge of and operating retorts .. .. .	.. .. .	13 10 0
Employee operating jam-filling machine .. .. .	.. .. .	13 7 0
Employee operating sauce-filling machine .. .. .	.. .. .	13 7 0
Employee operating bottle-capping or bottle-closing machine .. .. .	.. .. .	13 7 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	.. .. .	13 3 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	.. .. .	13 0 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	.. .. .	13 3 0

ADULT EMPLOYEES.
(a) Males—Weekly Hands—continued.

	Wages Per Week.
	£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION	
Leading hand	13 18 0
Man in charge of prunes or tree fruits	13 13 0
Man in charge of dehydrator	13 11 0
Man in charge of steam retorts on drying ovens	13 10 0
Man working in or in connexion with drier, kiln or sulphur box	13 7 0
All others working in dehydration tunnel	13 7 0
Operator of blancher which included spray washing	13 5 0
Unloader of trays from blancher	13 0 0
General hands	12 18 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	14 5 0
Foreman packer's assistant	13 13 0
Storeman and packer (as defined)	13 7 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	13 17 0
Man working in connexion with cooling chambers	13 7 0
Tapper	13 7 0
Driver of power-driven factory truck	13 6 0
General hands, i.e., persons not otherwise classified	12 18 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore continued, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

	Wages Per Week.
	£ s. d.
Head forewoman	11 0 9
Forewoman's assistant	10 10 9
Head woman supervisor	10 7 9
Supervisor (as defined)	10 5 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	10 5 9
Employees engaged in—	
(i) clipping piecework tickets	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) pouring out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	
(x) working at a fruit press	
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
All other adult females, i.e., females 18 years of age or over	9 13 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3.

JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age	45	5 7 0
17 years of age and under 18 years of age	56	6 13 6
18 years of age and under 19 years of age	67	7 19 6
19 years of age and under 20 years of age	79	9 8 0
20 years of age and under 21 years of age	95	11 6 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	7 8 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d. any fractions of 6d. in the result not exceeding 3d. to be disregarded

PIECEWORK RATES.

28. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 0 584	2 8 712
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	..	1 4 356
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	..	1 7 276
Peaches	Cutting and stoning peaches under 2½" in diameter .. .. .	..	1 9 759
Peaches	Trimming or specking per bucket .. .. .	..	0 4 089
Peaches	Feeding into peach pitting machine—per thousand .. .. .	..	2 10 026
Pears (large and medium)	Peeling, cutting and coring (not into water) .. .. .	..	3 4 89
Pears (small)	Peeling, cutting and coring (not into water) .. .. .	..	3 8 979
Pears	Feeding into pear preparation machine—per thousand .. .. .	..	2 11 633
Pears	Trimming or specking—per bucket .. .. .	..	0 4 089
Quinces	Peeling, cutting and coring by machines	1 5 67	1 5 67
Quinces	Peeling by hand (not topping or tailing)	1 8 737	1 8 737
Quinces	Peeling by hand and topping and tailing	2 2 578	2 2 578
Quinces	Cutting by hand	1 5 67	1 5 67
Quinces	Coring by hand (quarters)	1 5 67	1 5 67
Quinces	Coring by hand (halves)	1 1 289	1 1 289
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6 133	0 6 133
Tomatoes	Peeling (per bucket) by hand	0 8 908	0 8 908

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4 381
Whole	0 2 774
Peaches—grading and placing in No. 2½ cans	0 2 336
Pears—grading and placing in No. 2½ cans	0 2 92
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2 336
Asparagus grading and placing in 10–11 oz. cans, 24 tins per tray	0 11 244
14–16 oz. cans, 24 tins per tray	0 8 178
28–30 oz. cans, 15 tins per tray	0 8 178
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 7 13
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	1 11 512
Pickles—Cutting up vegetables for mustard pickles by knife per cwt.	7 3 768
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	5 10 098
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	21 11 159
Onions—when weighed after the operation	29 2 782
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	17 6 44
Onions—per cwt. when weighed after the operation	23 4 83

Tomato Sauce or Chutney—Preparation for Sale.										Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—										s. d.	s. d.
Labelling with one label	..	..	..	..	..	..	..	..	..	1 5·67	1 7·715
Wrapping	..	..	..	..	..	..	..	..	..	0 7·301	0 7·301

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause [a] standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2, 3 and 28, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 606]

WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 722 of the 27th July, 1951, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

	Within 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.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	13 9 0	13 6 0
All other Journeymen	13 15 0	13 12 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	9 6 6	9 4 6
Other Journeywomen	9 12 0	9 10 0

NOTE:—Females working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

No. 606.—7195/53.—PRICE 3d.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 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.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	70 6	69 6
Second year's experience	82 0	81 0
Third year's experience	117 6	116 0
Fourth year's experience	188 0	185 6
Fifth year's experience	235 0	232 0
Four year terms—		
First year's experience	70 6	69 6
Second year's experience	117 6	116 0
Third year's experience	188 0	185 6
Fourth year's experience	235 0	232 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

Cutting or clicking ;
Trunks, and/or leather bag and case maker ;
Fibre, veneer, canvas or other case maker ;
Machine belt maker ;
Sporting goods maker of leather ;
Ladies' hand bag, wallet and purse maker ;
Leather goods maker ;
Glove maker (other than sporting goods) ;
Leather coats, hats or caps maker ;

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the 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 may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) 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 twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

(j) 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.

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

(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.

(o) *Tools of Trade* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 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.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 year of age	70 6	69 6
16 and under 17 years of age	94 0	93 0
17 and under 18 years of age	117 6	116 0
18 and under 19 years of age	141 0	139 0
19 and under 20 years of age	188 0	185 6
20 and under 21 years of age	235 0	232 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

JUNIOR WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 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.
	s. d.	s. d.
Under 16 years of age	70 6	69 6
16 and under 17 years of age	88 0	87 0
17 and under 18 years of age	100 6	99 0
18 and under 19 years of age	112 6	111 6
19 and under 20 years of age	123 0	122 0
20 and under 21 years of age	153 0	151 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.



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WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 463 of the 15th May, 1953, shall be replaced by the following clauses:—

2.

WAGES

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES.		
SECTION "A"—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>	£ s. d.	£ s. d.
1. Boulter's carver	14 5 0	14 2 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	14 5 0	14 2 0
3. Moulder—who grinds cutters sets up and operates	14 5 0	14 2 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	14 5 0	14 2 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	14 5 0	14 2 0
6. Lindeman or similar joiner	14 5 0	14 2 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer	13 15 0	13 12 0
8. Circular sawyer—who sets up and operates	13 15 0	13 12 0
9. Dovetailer—who sets up and operates	13 15 0	13 12 0
10. Buzzer—who sets up and operates	13 15 0	13 12 0
11. Planer—who sets up and operates	13 15 0	13 12 0
12. Thicknesser—who sets up and operates	13 15 0	13 12 0
13. Glue jointer—who sets up and operates	13 15 0	13 12 0
14. Tenoner—who sets up and operates	13 15 0	13 12 0
15. Turner—copying or automatic lathe—who sets up and operates	13 15 0	13 12 0
16. Morticer—who sets up and operates	13 15 0	13 12 0
17. Sander—tripledrum—who sets up and operates	13 15 0	13 12 0
18. Belt sander on veneers	13 15 0	13 12 0
19. Multiple borer—three or more bits—who sets up and operates	13 15 0	13 12 0
20. Moulder—who sets up and operates	13 15 0	13 12 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES— <i>continued</i> .		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others	13 5 0	13 2 0
22. Borer—less than three bits	13 5 0	13 2 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	13 5 0	13 2 0
<i>General.</i>		
24. Timber bender	13 5 0	13 2 0
25. Timber stacker	12 10 0	12 7 0
26. Yardman	12 10 0	12 7 0
27. Tailer out	12 10 0	12 7 0
28. Employees not elsewhere classified	11 18 0	11 15 0
SECTION "B"—POLISHING &C.		
29. Polisher	14 5 0	14 2 0
30. Spray hand—		
(a) engaged on finishing coats of any type.. .. .	13 15 0	13 12 0
(b) engaged on priming and/or undercoating, and/or sealing	13 5 0	13 2 0
31. Employee cutting or papering down and/or filling and/or staining	13 5 0	13 2 0
SECTION "C"—PIANOS.		
32. Action regulator	14 5 0	14 2 0
33. Tuner and/or action repairer	14 5 0	14 2 0
34. Player mechanic	14 5 0	14 2 0
35. Part maker	14 5 0	14 2 0
36. Side gluer	14 5 0	14 2 0
37. Sound board maker	14 5 0	14 2 0
38. Fly finisher	14 5 0	14 2 0
39. Maker and/or repairer of musical instruments	14 5 0	14 2 0
40. Player action assembler	13 17 6	13 14 6
41. Piano action assembler	13 17 6	13 14 6
42. Iron frame driller	13 5 0	13 2 0
43. Iron frame finisher by hand or spray	13 5 0	13 2 0
44. Spring and brass wire spinner	13 5 0	13 2 0
45. Veneer presser	13 5 0	13 2 0
46. Veneer scraper	13 5 0	13 2 0
47. Gluer up	13 5 0	13 2 0
PART II.—ADULT FEMALES.		
Veneer matcher	9 16 0	9 14 0
Upholstress	9 16 0	9 14 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but, if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading hands*.—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week, if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shilling per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management of superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

Special Rates Not Cumulative.

- (c) 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, namely, the highest rate for the disabilities so prevailing.

Rules Not Subject To Penalty Additions.

- (d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Tool Allowance.

- (e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Male Apprentices.		
Five-year Term—	£ s. d.	£ s. d.
1st year's experience	3 15 0	3 14 6
2nd year's experience	5 1 0	5 0 0
3rd year's experience	6 7 0	6 5 6
4th year's experience	9 15 0	9 12 6
5th year's experience	12 1 0	11 18 0
Four-year Term—		
1st year's experience	4 0 0	3 19 0
2nd year's experience	6 7 0	6 5 6
3rd year's experience	9 15 0	9 12 6
4th year's experience	12 1 0	11 18 0
Male Improvers.		
Under 16 years of age	2 16 6	2 15 6
16 and under 17	3 9 0	3 8 0
17 and under 18	4 12 6	4 11 6
18 and under 19	6 3 6	6 2 0
19 and under 20	9 15 0	9 12 6
20 and under 21	12 0 0	11 17 0
Female Apprentices.		
1st year's experience	4 1 0	4 0 0
2nd year's experience	5 16 0	5 14 6
3rd year's experience	7 15 0	7 13 6
4th year's experience	8 17 0	8 15 6
Female Improvers.		
16 years and under	2 18 0	2 17 6
17 years	4 1 0	4 0 0
18 years	5 16 0	5 14 6
19 years	7 15 0	7 13 6
20 years	8 17 0	8 15 6

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



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WEDNESDAY, AUGUST 5.

[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 August, 1953.

Dated at Melbourne, this
3rd day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

PLATE GLASS BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 318 of the 4th May, 1953, shall be replaced by the following clauses:—

2.

WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraumbool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES.		
Section "A"—Glass.		
Hand painter or designer on or for glass	14 12 0	14 9 0
Pencil hand-embosser	14 5 0	14 2 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker	14 5 0	14 2 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	13 5 0	13 2 0
Rubber-out embosser	13 5 0	13 2 0
Cementer	13 5 0	13 2 0
Employee turning out lead from mill for leadlight glazier	13 5 0	13 2 0
Silk Screen maker	12 17 0	12 14 0
Silk Screen operator	12 13 0	12 10 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	12 13 0	12 10 0

WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES—continued.		
<i>Section "B"—Safety Glass.</i>		
Cutter	14 5 0	14 2 0
Beveller	14 5 0	14 2 0
Employee in charge of laminating room	14 5 0	14 2 0
Edge grinders (including allowance for wet work)	14 5 0	14 2 0
Autoclave attendant	13 15 0	13 12 0
Furnace operator—		
(a) First three months	13 15 0	13 12 0
(b) After three months' service	14 5 0	14 2 0
Furnace operator's assistant	13 15 0	13 12 0
Employees on cornering	13 15 0	13 12 0
Scratch polisher	13 5 0	13 2 0
Edge workers employed on automatic or semi-automatic machines	13 5 0	13 2 0
Edge sealer	13 5 0	13 2 0
Employee packing, unpacking, or issuing glass	13 5 0	13 2 0
Employee working automatic cutting machine	13 5 0	13 2 0
Employee breaking out after automatic cutting machine	13 5 0	13 2 0
PART II.—ADULT FEMALES.		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines	9 8 0	9 6 0
Females engaged on inspecting and testing	9 4 0	9 2 0
All other work	9 0 0	8 18 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;
Confined space means a compartment, space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots;
- (iv) 6d. per hour to employees handling loose slag wool, loose insul wool, or other loose material of a like nature used for providing insulation against heat, cold, or noise;
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers' Industrial Officer, if there be one, or otherwise, by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

SPECIAL RATES NOT CUMULATIVE.

(c) 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, namely, the highest rate for the disabilities so prevailing.

RATES NOT SUBJECT TO PENALTY ADDITIONS.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

					Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warranbool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
					£ s. d.	£ s. d.
<i>Apprentices.</i>						
Five-year Term—						
1st year's experience	..	..	..	..	3 15 0	3 14 0
2nd year's experience	..	..	..	..	5 1 0	5 0 0
3rd year's experience	..	..	..	..	6 7 0	6 5 6
4th year's experience	..	..	..	..	9 15 0	9 12 6
5th year's experience	..	..	..	..	12 1 0	11 18 0
Four-year Term—						
1st year's experience	..	..	..	..	4 0 0	3 19 0
2nd year's experience	..	..	..	..	6 7 0	6 5 6
3rd year's experience	..	..	..	..	9 15 0	9 12 6
4th year's experience	..	..	..	..	12 1 0	11 18 0
<i>Improvers (Males).</i>						
Under 16 years of age	..	..	..	..	2 16 6	2 15 6
16 and under 17	..	..	..	..	3 9 0	3 8 0
17 and under 18	..	..	..	..	4 12 6	4 11 6
18 and under 19	..	..	..	..	6 3 6	6 2 0
19 and under 20	..	..	..	..	9 15 0	9 12 6
20 and under 21	..	..	..	..	12 0 0	11 17 0
<i>Female Apprentices.</i>						
1st year's experience	..	..	..	..	4 1 0	4 0 0
2nd year's experience	..	..	..	..	5 16 0	5 14 6
3rd year's experience	..	..	..	..	7 15 0	7 13 6
4th year's experience	..	..	..	..	8 17 0	8 15 6
<i>Female Improvers.</i>						
16 years and under	..	..	..	..	2 18 0	2 17 6
17 years	..	..	..	..	4 1 0	4 0 0
18 years	..	..	..	..	5 16 0	5 14 6
19 years	..	..	..	..	7 15 0	7 13 6
20 years	..	..	..	..	8 17 0	8 15 6

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

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000	1001	1002	1003	1004	1005	1006	1007	1008	1009	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021	1022	1023	1024	1025	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041	1042	1043	1044	1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067	1068	1069	1070	1071	1072	1073	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089	1090	1091	1092	1093	1094	1095	1096	1097	1098	1099	1100	1101	1102	1103	1104	1105	1106	1107	1108	1109	1110	1111	1112	1113	1114	1115	1116	1117	1118	1119	1120	1121	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136	1137	1138	1139	1140	1141	1142	1143	1144	1145	1146	1147	1148	1149	1150	1151	1152	1153	1154	1155	1156	1157	1158	1159	1160	1161	1162	1163	1164	1165	1166	1167	1168	1169	1170	1171	1172	1173	1174	1175	1176	1177	1178	1179	1180	1181	1182	1183	1184	1185	1186	1187	1188	1189	1190	1191	1192	1193	1194	1195	1196	1197	1198	1199	1200	1201	1202	1203	1204	1205	1206	1207	1208	1209	1210	1211	1212	1213	1214	1215	1216	1217	1218	1219	1220	1221	12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