VICTORIA

GOVERNMENT GAZETTE.

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No. 647] **MONDAY, AUGUST 10.** **[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.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 29 of the 15th January, 1951, shall be replaced by the following clause:—

2. IMPROVERS.

—	Wages.	Proportion (by any Employer).
	Per Hour.	IMPROVERS.
	s. d.	
Under 18 years of age	4 4	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	5 2	
20 years of age and under 21	Appropriate adult rate	

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

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OTHER EMPLOYEES.

—	Wages. Per Hour.
	s. d.
Man operating power rammer	7 1
Pitcher setter, cube setter, or pavior	
Weigher and/or mixer on hot asphaltic mixing plant	
Rigger	
Splicer of Wire Rope or Hemp Rope	
Bitumen pourer or kettle attendant	
Tunnel man or shaft sinker	
Timber man in tunnel or shaft	7 0
Pipe jointer, or pipe layer	
Powder monkey	
Sinker in trenches for storm-water drain	
Finisher in concrete work	
Leading tackle hand	
Skid scoop (tumbling Tommy), filler, and/or driver	
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work	
Attendant on steam or power-driven navvy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute	6 11
Jack hammerman	
Mixer, gauger spreading or layer on of concrete	
Tar, bitumen or emulsion sprayer operator	
Faceman in gravel pit	
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion	
Batterman using batter rule	
Boodler in tunnel	
Fencer	
Sanitary or garbage attendant	
Scabler in tunnel	
Metal or gravel spreader	6 11
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter	
Filler of monkey-tail scoop	
Setter out of reinforcements	
Points man on tram or locomotive line	
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	
Cold asphaltic shoveller or forker	
Ploughman's offsider	
Tipper of monkey-tail scoop	6 10
Slurry filler	
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks	7 4
Driver power grader 35-h.p. or over	7 3
Driver power grader under 35-h.p.	7 0
Driver side loader	6 11
Driver tractor (oil) 35-h.p. and over	7 0
Driver tractor (oil) under 35-h.p.	6 10
Driver of traction engine or road roller (steam)	7 3
Driver road roller (internal combustion)	7 3
All others	6 9

Clauses, other than clause 2, of the said Determination as amended on the 30th March, 1951, shall remain in force.

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No. 648] MONDAY, AUGUST 10. [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.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 83 of the 26th January, 1951, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.			Other Employees.		
			—	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
If under 16 years of age ..	47	110 6	Winding and haulage engine-drivers—		
16 and under 18 years of age	59	138 6	(a) If they sometimes or always raise or lower human beings	294 6	291 6
18 and under 19 years of age	73	171 6	(b) If they do not raise or lower human beings	288 6	285 6
19 and under 20 years of age	95	223 0	Winch drivers—		
20 years of age, minimum rate for class of work done.			(a) If working underground or on surface of mines, and they raise or lower human beings	274 6	271 6
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	270 0	267 0
			(c) On dredges	270 0	267 0

WAGES PER WEEK OF 40 HOURS—*continued*.

Apprentices or Improvers.	Other Employees.		
	—	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
PROPORTION. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than 253s. per week. *Improvers.* One improver to every three workers receiving not less than 253s. per week.	Other drivers—	s. d.	s. d.
	(*a*) Attending to a steam engine with condenser attached	280 6	277 6
	Attending to a steam engine without condenser	274 0	271 0
	(*b*) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
	(i) if 50 b.h.p. or over ..	274 0	271 0
	(ii) if under 50 b.h.p. ..	269 0	266 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power ..	274 0	271 0
	On motors 100 horse power to 250 horse power inclusive ..	266 0	263 0
	On motors under 100 horse power ..	260 0	257 0
	Fireman	264 0	261 0
	Fireman—First class	269 0	266 0
	Greasers	260 0	257 0
	Engine cleaner	256 0	253 0
	Boiler cleaner	256 0	253 0
	Trimmer and/or Fuelman	256 0	253 0

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	Percentage of Basic Wage.	s. d.	
17 years of age	71	167 0	per week
18 ,, ,, ...	85	199 6	,,
19 ,, ,, ...	94	221 0	,,

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 253s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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

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

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No. 649] MONDAY, AUGUST 10. [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.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 503 of the 12th June, 1953, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	29	68 0
16 years of age	32	75 0
17 years of age	37	87 0
18 years of age	51	120 0
19 years of age	61	143 6
20 years of age	73	171 6

PROPORTION (WITHIN ANY PLACE).

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

One improver to every three or fraction of three workers receiving not less than the minimum wage.

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Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 15 0
Groundsman or maintenance employee	13 0 0
All others	12 15 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	14 5 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 10 0
Groundsman or maintenance employee	12 15 0
All others	12 12 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets	14 5 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 10 0
Groundsman or maintenance employee	13 0 0
All others	12 15 0

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

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

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

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No. 650] MONDAY, AUGUST 10. [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.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination made on the 15th June, 1953, and in force on the 1st July, 1953, shall be replaced by the following clause:—

2.

Apprentices and Improvers.		Wages Per Week of 40 Hours.
	Percentage of Basic Wage.	s. d.
MALES.		
15 years of age or under	31	73 0
16 years of age	36	84 6
17 years of age	51	120 0
18 years of age	55	129 0
19 years of age	68	160 0
20 years of age	81	190 6
	Percentage of Female Basic Wage.	
FEMALES.		
15 years of age or under	39	68 6
16 years of age	44	77 6
17 years of age	55	97 0
18 years of age	62	109 0
19 years of age	69	121 6
20 years of age	74	130 0

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

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Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	s. d.	s. d.	s. d.
Males.			
Laundry Workers	252 0	3 0	255 0
Females.			
Washers employed on washing machine or hydro extractor	233 6	3 0	236 6
Glad ironers	182 9	1 9	184 6
Hand washers	182 9	1 9	184 6
Employees on treadle shirt or collar ironing machines	182 9	1 9	184 6
Employees on treadle press machines	182 9	1 9	184 6
Employees backing shirts off treadle shirt ironing machines	182 9	1 9	184 6
Starched clothes ironers who completely iron any starched clothes articles by hand	182 9	1 9	184 6
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	182 9	1 9	184 6
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	182 9	1 9	184 6
Employees on automatic air-driven presses	182 9	1 9	184 6
All others	176 0	1 6	177 6

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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

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

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No. 651] **MONDAY, AUGUST 10.** **[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.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 369 of the 5th April, 1951, shall be replaced by the following clause:—

2. (*a*)—

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	13 0 0	12 17 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees	13 6 0	13 3 0

Adult Female and Male Junior Rates.

(*b*) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

—	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
		Per Week.	Per Week.	Per Week.
		s. d.	£ s. d.	£ s. d.
(i) Adult Females	75	7 0	9 3 0	9 1 0
(ii) Junior Males—				
Under 17 years of age	34	3 0	4 3 0	4 2 0
17 years of age	46	4 0	5 12 6	5 10 6
18 years of age	58	5 0	7 1 6	6 19 6
19 years of age	73	6 0	8 17 6	8 15 6
20 years of age	88	7 0	10 14 0	10 11 0

The total wage shall be calculated to the nearest sixpence.

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

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

No. 651.—7261/53.—PRICE 3D.

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No. 652] MONDAY, AUGUST 10. [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.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 20th June, 1952, shall be replaced by the following clause :—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Wages per Week.			
	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
16 years of age or under.. ..	35	82 0	47	82 6
17 years of age..	46	108 0	55	97 0
*18 years of age..	62	145 6	69	121 6
*19 years of age..	78	183 6	82	144 6
*20 years of age..	97	228 0	94	165 6

PROPORTION.

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.

Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

OTHER EMPLOYEES.

—	Wages per Week.	
	Males.	Females.
	s. d.	s. d.
Operator of a camera other than— (i) An operator of an enlarging camera, and/or (ii) An operator making copy negatives from flat originals—		
*21 years of age	241 0	188 0
*22 years of age	255 0	216 6
23 years of age or over ..	277 0	239 0
Artists colouring or working up ..	256 6	185 6
Retouchers	260 6	191 6
Printers or developers— (a) Developing plates or films exposed by amateurs, or (b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	260 6	187 0
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	260 6	200 6
All others (including spotters) ..	254 0	177 0

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

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

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

No. 652.—7268/53.—PRICE 3p.

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GOVERNMENT GAZETTE.

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No. 653] MONDAY, AUGUST 10. [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.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clauses 2 and 4 of the Determination published in *Government Gazette* No. 481 of the 26th May, 1953, shall be replaced by the following clauses:—

WAGES PER WEEK.

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	£ s. d.	£ s. d.
Non-Graduates			
During first year's experience of teaching following registration	5 3 10	5 18 2	11 2 0
During second year's experience of teaching following registration	5 11 6	5 18 2	11 9 8
During third year's experience of teaching following registration	5 19 3	5 18 2	11 17 5
During fourth year's experience of teaching following registration	6 6 11	5 18 2	12 5 1
During fifth year's experience of teaching following registration	6 14 7	5 18 2	12 12 9
During sixth year's experience of teaching following registration	7 2 3	5 18 2	13 0 5
During seventh year's experience of teaching following registration	7 10 0	5 18 2	13 8 2
During eighth year's experience of teaching following registration	7 17 8	5 18 2	13 15 10
During ninth year's experience of teaching following registration	8 5 5	5 18 2	14 3 7
During tenth year's experience of teaching following registration and thereafter	8 13 1	5 18 2	14 11 3
Graduates			
During first year's experience of teaching following registration	5 11 6	5 18 2	11 9 8
During second year's experience of teaching following registration	5 19 3	5 18 2	11 17 5
During third year's experience of teaching following registration	6 6 11	5 18 2	12 5 1
During fourth year's experience of teaching following registration	6 14 7	5 18 2	12 12 9
During fifth year's experience of teaching following registration	7 2 3	5 18 2	13 0 5
During sixth year's experience of teaching following registration	7 10 0	5 18 2	13 8 2
During seventh year's experience of teaching following registration	7 17 8	5 18 2	13 15 10
During eighth year's experience of teaching following registration	8 5 5	5 18 2	14 3 7
During ninth year's experience of teaching following registration and thereafter	8 13 1	5 18 2	14 11 3

PART-TIME TEACHER.

4. (*a*) A part-time registered teacher shall be paid 10s. 3d. plus 3s. 11d. cost of living addition, total 14s. 2d., per hour or part thereof on a weekly total.

(*b*) A part-time non-registered teacher shall be paid 8s. 11d. plus 3s. 11d. cost of living addition, total 12s. 10d., per hour or part thereof on a weekly total.

(*c*) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

(*d*) A teacher not ready, willing and available to work a full week shall be paid at part-time rates for the first 13 hours' work and thereafter at ordinary rates up to but not exceeding a full week's wages (based on a 30 hour week).

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

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

No. 653.—7273/53.—PRICE 3D.

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No. 654] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

SOFTGOODS—WHOLESALE—BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 50 of the 23rd January, 1951, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

Wages per Week of 40 Hours.

Experience.	Commencing Age. Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Males.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	82 0	82 0	110 6	124 6	167 0	238 6
2nd „ ..	110 6	124 6	138 6	185 6	238 6	..
3rd „ ..	134 0	155 0	202 0	238 6	..	..
4th „ ..	162 0	207 0	238 6	..	..	..
5th „ ..	195 0	238 6	..	..	..	..
6th „ ..	238 6	..	..	..	..	..
Females.						
1st year ..	61 6	61 6	82 6	93 6	125 0	179 6
2nd „ ..	82 6	93 6	104 0	139 0	179 6	..
3rd „ ..	100 6	118 0	151 6	179 6	..	..
4th „ ..	119 6	155 0	179 6	..	..	..
5th „ ..	146 0	179 6	..	..	..	..
6th „ ..	179 6	..	..	..	..	..

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to three or fraction of three workers receiving not less than the minimum wage.

Improvers.

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

Other Employees.

Wages per Week of 40 Hours.

	s. d.
Males.	
Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	298 0
Salesmen and all employees assisting in sales ..	287 0
Females.	
Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	223 6
Other saleswomen	215 3
Females employed in any other Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	298 0
Other saleswomen	287 0

Clauses, other than clause 2, of the said Determination as amended on the 26th February, 1951, shall remain in force.

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

No. 654.—7092/53.—PRICE 3D

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No. 655] **MONDAY, AUGUST 10.** **[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.

HAM AND BACON CURERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 328 of the 22nd March, 1951, shall be replaced by the following clauses:—

IMPROVERS.

2. *Wages.*

—	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
		s. d.	s. d.
First year	43	1 0	102 0
Second year	53	1 0	125 6
Third year	67	2 0	159 6
Fourth year	91	2 3	216 3
Fifth year and until reaching the age of 21 years	100 plus 9s.	3 0	247 0

Proportion (*in any place*)—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

No. 655.—7256/53.—PRICE 3D.

OTHER EMPLOYEES.

3. *Wages.*

—	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
(a) *Other than Small Goods Section*—			
Leading hands in the slaughtering and curing departments ..	14 5 0	3 0	14 8 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	13 12 6	3 0	13 15 6
First assistant in the curing department	13 12 6	3 0	13 15 6
Other assistants in the curing department	13 7 6	3 0	13 10 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	13 3 0	3 0	13 6 0
Yardmen { For 48 hours per week	13 6 6	3 0	13 9 6
Yardmen { For 40 hours per week	13 0 6	3 0	13 3 6
All others	12 17 6	3 0	13 0 6
(b) *Small Goods Section*—			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods)	13 18 0	3 0	14 1 0
Filler-man	13 8 6	3 0	13 11 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers	13 12 6	3 0	13 15 6
Packing room hands	13 2 6	3 0	13 5 6
Linkers and table hands	13 1 6	3 0	13 4 6
All others	12 15 0	3 0	12 18 0

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

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

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GOVERNMENT GAZETTE.

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No. 656] MONDAY, AUGUST 10. [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.

MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1083 of the 8th November, 1951, shall be replaced by the following clause :—

2.

(*a*) APPRENTICES OR IMPROVERS.

Broom Section.			Feather Duster or Mop Sections.					
			Males.			Females.		
	Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Basic Wage.	Wages per Week of 40 Hours.		Percentage of Female Basic Wage.	Wages per Week of 40 Hours.
		s. d.			s. d.			s. d.
1st Year	28	66 0	1st Year	28	66 0	1st Year	38	67 0
2nd Year	37	87 0	2nd Year	37	87 0	2nd Year	50	88 0
3rd Year	42	98 6	3rd Year	42	98 6	3rd Year	55	97 0
4th Year	59	138 6	4th Year	59	138 6	4th Year	65	114 6
5th Year	71	167 0	5th Year	71	167 0	5th Year	76	134 0
6th Year	90	211 6	6th Year	90	211 6	6th Year	90	158 6
And thereafter the minimum wage			And thereafter the minimum wage.			And thereafter the minimum wage.		

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 251s. 6d. per week of 40 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 251s. 6d. per week of 40 hours.

(*b*) Other Employees.

Broom Making.

	Wages per Week of 40 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	275 0
Second sorter	270 0
Maker or sewer	275 0
Cutter off	265 6
All others	251 6

Feather Duster Making.

	Wages per Week of 40 Hours. s. d.
Males	251 6
Females	183 6

Mop Making.

	Wages per Week of 40 Hours. s. d.
Males	251 6
Females	183 6

PROPORTION IN ANY FACTORY OR PLACE (*continued*)

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 251s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 183s. 6d. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 251s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 183s. 6d. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 251s. 6d. per week of 40 hours, or the prescribed piece-work prices.

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d. wherever appearing shall be increased to 153s. 6d.

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

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No. 657] **MONDAY, AUGUST 10.** **[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.

MINERAL EARTHS BOARD.

Clause 2 of Part 1, and clause 20 of Part 2 of the Determination published in *Government Gazette* No. 20 of the 18th January, 1952, shall be replaced by the following clauses:—

PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	36	84 6
17 to 18 years of age	62	145 6
18 to 19 years of age	81	190 6
19 to 21 years of age	96	225 6

Proportions (*in any place*).
One improver to every six adult employees.

(*b*) OTHER EMPLOYEES.

	s. d.
Ball mill attendant and/or employee milling silica ..	287 0
Other Mill attendants	275 0
Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	268 0

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

Note:—The above rates include an amount of 3s. as a clothing allowance.

PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

20. * WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s.	d.
Under 17 years of age	36	84	6
17 to 18 years of age	62	145	6
18 to 19 years of age	81	190	6
19 to 21 years of age	96	225	6

Females.	Percentage of Female Basic Wage.	s.	d.
Under 16 years of age	38	67	0
16 to 17 years of age	51	90	0
17 to 18 years of age	54	95	0
18 to 19 years of age	64	112	6
19 to 20 years of age	73	128	6
20 to 21 years of age	83	146	0

PROPORTION (IN ANY PLACE).

Males.

One male improver to every six adult employees.

Females.

One female improver to every four or fraction of four female workers receiving not less than the adult female rate.

(b) Other Employees.

Males.	s.	d.
Leading charging hand	280	0
Assistant charging hand	264	0
Notcher	280	0
Oven hands	272	0
Process worker (including taker off conveyor or granulator attendant)	260	0

Leading Hands—

Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.

NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.

Females.	s.	d.
Adult females	185	6

* These wages are loaded to compensate for industry disabilities.

Clauses, other than clause 2 of Part 1, and clause 20 of Part 2, of the said Determination shall remain in force.

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

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No. 658] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 658 of the 21st June, 1951, shall be replaced by the following clause:—

2. ADULT MALE.

—	Per Week. £	s.	d.
Gelatine and Glue.			
1. Men working in raw material stores	13	0	6
2. Men working raw materials cutting machine	13	1	6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	13	6	6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	13	0	6
5. Men working at lime pits	13	6	6
6. Men in charge of and actually operating dollies	13	10	6
7. Men assisting in dolly shed	13	1	6
8. Men in charge of and actually working at boiling pans	13	6	6
9. Men assisting in boiling shed	13	0	6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13	10	6
11. Men assisting (including emptying collers)	13	0	6
12. Men operating gelatine and/or glue cutters	13	4	6
13. Men assisting	13	0	6
14. Men in charge of and actually operating Cube Drying Plant	13	8	6
15. Men assisting	13	0	6
16. Men working at other drying plants	13	0	6
17. Men engaged at gelatine and/or glue grinding	13	1	6
18. Men engaged in treating frames	13	0	6
19. Men engaged in assembling and repairing frames	13	0	6
20. Blenders—Gelatine and/or glue	13	6	6
21. Gelatine and/or glue store hands	13	1	6
22. Men in charge of and actually workingat scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones	13	6	6
23. Men assisting	13	0	6
24. Men working in roller driers and associated grinders	13	1	6
25. Men in charge of and actually working at vegetable and prepared glue vats	13	6	6
26. Men assisting and store hands including calves feet jelly	13	1	6
27. Men operating residue driers	13	8	6
28. Men crushing and/or bagging dried residues	13	1	6
29. Men receiving and passing on bones	13	6	6
30. Men actually operating de-greasing plant	13	10	6
31. Men assisting at de-greasing plant and bone polishing	13	1	6
32. Men engaged in washing and neutralizing vats	13	4	6
33. Men engaged in crushing bone residues	13	1	6
34. Men in charge of and actually operating pearl plant	13	8	6
35. Men assisting	13	0	6
36. Men assisting in laboratory work	13	4	6
37. Men not elsewhere included	12	4	6
38. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..		
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work	..		
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..		

No. 658.—7081/53.—PRICE 3D.

ADULT MALES—*continued.*

—	Per Week. £	s.	d.
Agar Agar.			
1. Men in charge of and actually washing raw materials and seaweed	13	6	6
2. Men assisting	13	0	6
3. Men in charge of and actually working at boiling vats	13	6	6
4. Men assisting in boiling shed	13	0	6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13	10	6
6. Men assisting including emptying coolers	13	0	6
7. Men operating agar agar cutters	13	4	6
8. Men assisting	13	0	6
9. Men engaged at agar agar freezing plant	13	4	6
10. Men engaged sawing frozen agar agar	13	1	6
11. Men working at Infra-red drying plant	13	10	6
12. Men working at other drying plants	13	0	6
13. Men engaged at spreading and stripping agar agar	13	0	6
14. Men engaged at agar agar grinding, and milling, store hands	13	1	6
15. Men not elsewhere included	12	4	6
16. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	..		
ADULT FEMALES.			
Adult female employees—			
after three month's experience in the industry	9	9	6
of less than three months but more than one month's experience in the industry	9	3	6
of less than one month's employment in the industry	8	16	0
JUNIORS.			
Males.			
Under 16 years of age	4	18	0
16 and under 17 years of age	6	2	0
17 and under 18 years of age	7	6	6
18 and under 19 years of age	8	11	0
19 and under 20 years of age	9	15	6
20 and under 21 years of age	11	0	0
Females.			
Under 16 years of age	4	2	6
16 and under 17 years of age	5	5	6
17 and under 18 years of age	6	3	9
18 and under 19 years of age	6	17	6
19 and under 20 years of age	7	16	0
20 and under 21 years of age	8	9	9

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

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

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

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No. 659] MONDAY, AUGUST 10. [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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

SLATERS AND TILERS BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 508 of the 20th June, 1952, shall be replaced by the following clauses :—

2. WAGES.

Apprentices.			Improvers.			Other Employees.		
—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.	—	Per Hour. s. d.	Per Week of 40 Hours. s. d.
1st year ..	50	117 6	1st year ..	50	117 6	Slaters or Tilers ..	8 0¼	320 10
2nd year ..	60	141 0	2nd year ..	60	141 0			
3rd year ..	90	211 6	3rd year ..	90	211 6			
4th year ..	100 + 32s.	267 0	4th year ..	100 + 32s.	267 0			
PROPORTION (by any employer). Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 320s. 10d. per week. An amended indenture of apprenticeship has been prescribed by the Board.			PROPORTION (by any employer). One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 320s. 10d. per week.			Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above.		

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

No. 659.—7091/53. —PRICE 3D.

PIECEWORK PRICES.

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

Slating, 20″ x 10″, and larger	37s. 9d. per 100 square feet, slater's measurement. (including 1s. 4d. as payment for two weeks' annual holidays.)
Slating, under 20″ x 10″	8d. per 100 square feet, slater's measurement, more for every size smaller. Ridging extra.
Terra Cotta or Cement Tiling	£1 4s. 8d. per 100 square feet, tiler's measurement. (including 8d. as payment for two weeks' annual holidays.) Ridging extra.
Sarking or Undercovering	5s. per 100 square feet, tiler's measurement, with 1s. extra per 100 square feet where tiles are wired.
For buildings of more than one story ..	8d. per 100 square feet, tiler's measurement, extra for each story after the first.
Fixing Terra Cotta Ridging	5d. per foot.
Fixing Cement Ridging	6d. per foot.
For buildings of more than one story ..	1d. per foot extra for each story after the first.
Mitring on slate roofs	Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.

1s. per square extra shall be paid for work done on roofs where double batten is used.

The following additional amounts on all above prices shall be payable :—

For work done on roofs of a pitch over 35° and up to 40°—10 per cent.
For work done on roofs of a pitch over 40° and up to 45°—33⅓ per cent.
For work done on roofs of a pitch over 45°—50 per cent.

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

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No. 660] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 12th June, 1953, shall be replaced by the following clause :—

2.

Apprentices or Improvers.					Juvenile Workers.			
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.			
	Males.		Females.		Males.		Females.	
Age.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.
		s. d.		s. d.		s. d.		s. d.
Under 17 years	51	120 0	68	119 6	51	120 0	68	119 6
17 years and under 18 years ..	69	162 0	80	141 0	69	162 0	80	141 0
18 years and under 19 years ..	87	204 6	93	163 6				
19 years and under 20 years ..	100 plus 5s.	240 0	100 plus 4s.	180 0				
20 years and under 21 years ..	100 plus 24s. 6d.	259 6	100 plus 16s. 6d.	192 6				

No. 660.—7093/53.—Price 3d.

Proportion (in any Place).	Definition of Juvenile Workers.	Other Employees. Wages per Week of 40 Hours.		
Apprentices.	Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except— (*a*) picking out or selecting; (*b*) making in the raw state; (*c*) twisting in the dry state.	*Males.*	*s.*	*d.*
One apprentice to every three or fraction of three workers receiving not less than 300s. 6d. per week of 40 hours.		Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes	309	6
Improvers (Males).	Proportion (in any Place).	All others	300	6
Four improvers to each male worker receiving not less than 300s. 6d. per week of 40 hours.	*Males.*			
Females.	Six juvenile workers to each worker receiving not less than 300s. 6d. per week of 40 hours.	*Females.*		
Two improvers to each female worker receiving not less than 209s. 3d. per week of 40 hours.	*Females.*	All adults	209	3
	Three juvenile workers to each worker receiving not less than 209s. 3d. per week of 40 hours.			

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 661] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

IRON AND STEEL ROLLING BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 511 of the 20th June, 1952, shall be replaced by the following clauses:—

2. WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		£ s. d.
17 to 19 years of age ..	85	9 19 6
19 to 21 years of age ..	100 plus 1s. 6d.	11 16 6

PROPORTION (in any place).

One improver to every six adults receiving not less than the minimum wage

Other Employees.	Day Shift Wages per Week of 40 Hours.
	£ s. d.
Roller	16 16 3
Furnaceman	16 4 6
Rougher	15 17 0
Catcher (three high roughing Rolls) ..	15 17 0
Catcher who is responsible for adjusting guards	13 13 0
Other catchers	13 12 0
Annealer or heat treatment hand ..	13 19 6
Roller's assistant	13 18 0
Charger	13 11 0
Shearsman of scrap Crocodile Shears ..	13 11 0
Yard shearsman	13 11 0
Billet shearsman	13 11 0
Scrap bar and/or scrap shearsman ..	13 8 0
Shearsman (small mill Brooklyn) ..	13 8 0
Other shearsmen	13 4 6
Setter up	13 8 6
Carrier up (large mill)	13 1 0
Carrier up (small mill)	13 1 0
Underhand, second, handling up to 300-lb. blooms	13 7 0
Underhand who also assists to feed furnace	13 7 0
Underhand	13 4 6
Hookman	13 7 0
Middleman	13 10 0
Straightener	13 7 0
Straightener's assistant	13 4 6
Chipper	13 7 0
Heater	13 10 6
Assistant furnaceman	13 1 0
Plate hand	13 4 6
Furnaceman at electric furnace ..	14 2 6
Pitman at electric furnace	13 13 0
Ladleman at electric furnace ..	13 13 0
Assistant at electric furnace	13 5 0
Assistant to shearsman	13 4 6
Other employees with not less than three months' experience in this industry	12 7 0
All others	12 1 0

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

No. 661.—7258/53.—PRICE 3D.

PIECEWORK.

18.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in May, 1952.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

—	s.	d.	—
			* *Four Roll—18-in. Mill.*
Roller ..	8	1	Per ton of finished bars of iron and steel
	7	7¼	Per ton of scrap iron bars
Rougher ..	6	0½	Per ton of finished bars of iron and steel
	10	11	Per ton of scrap iron bars
Catcher ..	4	7	Per ton of finished bars of iron and steel
	6	10½	Per ton of scrap iron bars
Middleman ..	4	5¼	Per ton of finished bars of iron and steel
Large Hook	4	4	Per ton of finished bars of iron and steel
	6	2¾	Per ton of scrap iron bars
Small Hook ..	4	4	Per ton of finished bars of iron and steel
Platehand ..	4	5	Per ton of finished bars of iron and steel
Leading Platehand	4	5½	Per ton of finished bars of iron and steel
	6	6¾	Per ton of scrap iron bars
Furnaceman	12	11½	Per ton of finished bars of iron and steel
	18	9½	Per ton of scrap iron bars
Underhand	8	11	Per ton of finished bars of iron and steel
	12	10½	Per ton of scrap iron bars
Carrier Up ..	4	6½	Per ton of finished bars of iron and steel
Carrier up (assistant)	4	5	Per ton of finished bars of iron and steel
			* *Ten Roll—10-in. Mill.*
Roller ..	12	9¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	10	1½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8	6¼	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11	3¼	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8	8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7	8¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7	6	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7	7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5	11¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5	6	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5	2¼	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6	9¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5	7¼	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5	3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5	0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Furnaceman	20	8	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	17	11¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	16	2¼	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12	11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Underhand	13	8¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	11	8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10	7¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	10	2½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Plateman	7	9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5	9¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5	5¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5	0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 662] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1084 of the 24th December, 1952, shall be replaced by the following clause:—

2. IMPROVERS.*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		s. d.			s. d.
15 years of age ..	44	103 6	16 years of age ..	48	84 6
16 years of age ..	48	113 0	17 years of age ..	58	102 0
17 years of age ..	58	136 6	18 years of age ..	69	121 6
18 years of age ..	69	162 0	19 years of age ..	80	141 0
19 years of age ..	80	188 0	20 years of age ..	95	167 0
20 years of age ..	95	223 0			

*NOTE.—The board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 662.—7267/53.—PRICE 3D.

OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

—	Per Week of 40 Hours.		
	Adjustable Weekly Wage.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead.			
Employee engaged on lead filters	..	..	267 0
Employee engaged on carbonators	..	..	266 0
Employee engaged on lead dryers	..	..	265 0
Employee engaged on lead melting kettles	..	..	264 6
General process worker	..	..	262 0
All others	..	..	257 0
Elsewhere—			
Varnish maker or natural gum runner	284 0	3 0	287 0
Oil boiler or burner or chemical colour maker	278 0	3 0	281 0
Tinter of paint, lacquer or enamel	274 0	3 0	277 0
Varnish maker's assistant	263 0	3 0	266 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	261 0	3 0	264 0
All other males	254 0	3 0	257 0
All other females	177 9	3 0	180 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

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

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

VICTORIA

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No. 663] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

COUNTRY PRINTERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 495 of the 9th June, 1953, shall be replaced by the following clauses:—

2. WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades. A*.	Weekly Wage—Grades. B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	15 4 6	15 2 6
2	Probationary machine compositor—		
	(*a*) For a first period of six months' probation	14 14 0	14 12 6
	(*b*) For a second period of six months' probation	14 17 6	14 15 6
	(*c*) Thereafter the rate for a machine compositor	15 4 6	15 2 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	15 4 6	15 2 6
4	Proof reader and/or reviser		
	(*a*) In newspaper and commercial printing offices	14 17 6	14 15 6
	(*b*) Commercial printing only	14 17 6	14 15 6

* See clause 3 for definition of grades.

No. 663.—7488/53.—PRICE 3D.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades. A*.	Weekly Wage—Grades. B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..		
6	Hand compositor		
7	Slugger		
8	Bulk hand		
9	Stonehand	14 14 0	14 12 0
10	Electrotyper		
11	Stereotyper		
12	Letterpress Machinist		
13	Machinist working a flat-bed machine printing from a reel		
14	Lithographic machinist, including lithographic tin printer, lithographic transferror and/or pressman	14 14 0	14 12 0
15	Stone and/or plate preparer	13 4 0	13 2 0
16	Ink grinder and/or varnisher	12 19 0	12 17 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	14 14 0	14 12 0
18	Marbler	14 14 0	14 12 0
19	Hand Indexer	14 14 0	..
20	Finisher	14 14 0	..
21	Pocket-book maker	14 14 0	..
22	Loose-sheet cover maker	14 14 0	..
23	Ticket maker, turned in work	14 14 0	..
24	Blotting-pad maker	14 14 0	..
25	Portfolio maker	14 14 0	..
26	Where an employee employed in any class for which a wage is prescribed by items 17 to 25 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage		
27	Map and plan mounter and/or varnisher	14 14 0	..
28	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	14 14 0	14 12 0
29	Guillotine machine operator		
30	Operator of a duplicating machine operating from a photographic stencil ..	14 14 0	14 12 0
31	Feeder of any kind of machine	12 18 0	..
32	Storeman, packer and/or despatcher	13 4 0	..
33	Male employee not otherwise specified	12 12 0	12 10 0

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employee of more than five years' experience employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	10 4 6
2	Female employee not otherwise specified	9 8 6
	Female Supervisors.	
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	10 6 6
	(b) From 9 to 15 employees (both inclusive)	10 15 6
	(c) Over 15 employees	11 1 6

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the undermentioned percentages of the rate plus 2s. prescribed for the classification "Male employee not otherwise specified".

No. of Rate.	Male Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 15 years of age	22	2 16 0
2	Between 15 and 16 years of age	27	3 8 6
3	Between 16 and 17 years of age	35	4 9 0
4	Between 17 and 18 years of age	47	5 19 6
5	Between 18 and 19 years of age	59	7 10 0
6	Between 19 and 20 years of age	72	9 3 0
7	Between 20 and 21 years of age	85	10 16 0

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the rate plus 2s. prescribed for the classification "Hand compositor".

No. of Rate.	Apprentices.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	First year	22½	3 6 6
2	Second year	32½	4 16 0
3	Third year	37½	5 11 0
4	Fourth year	45	6 13 0
5	Fifth year	55	8 3 0
6	Sixth year	75	11 2 0
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the undermentioned percentages of the rate (less 2s.) prescribed for classification 1 of Table B—Adult females.

No. of Rate.	Female Juniors.	Percentage.	Total Wage.
			Per Week. £ s. d.
1	Under 17 years of age	30	3 0 6
2	Between 17 and 18 years of age	40	4 1 0
3	Between 18 and 19 years of age	50	5 1 0
4	Between 19 and 20 years of age	60	6 1 6
5	Between 20 and 21 years of age	75	7 12 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

DEFINITION OF GRADES.

3. For the purposes of this Determination—

Grade "A" means—

Ararat	Echuca	Mornington	Swan Hill
Bairnsdale	Hamilton	Portland	Terang
Belgrave	Healesville	Red Cliffs	Traralgon
Benalla	Horsham	Ringwood	Wangaratta
Camperdown	Kerang	Sale	Warburton
Castlemaine	Kyabram	Shepparton	Warragul
Chelsea	Kyneton	Stawell	Winchelsea
Colac	Maryborough	St. Arnaud	Wonthaggi
Dandenong	Mordialloc		

Grade "B" means—

All other places within the area to which this Determination applies but not specified in Grade A" of this Determination.

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

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No. 664] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 521 of the 25th June, 1952, shall be replaced by the following clauses :—

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Males.		
Grinder or polisher	272	6
Electro-plater—		
1st Class	287	0
2nd Class	272	0
3rd Class	257	0
Liner or hand decorator	272	6
Coater	262	6
Spray operator	259	0
Other employees with not less than three months' experience in the metal trades industry	244	0
All others	235	0
Females.		
Females employed at—		
(a) hand burnishing, hand finishing, or lacquering	198	6
(b) polishing	271	6
All others { under one month's experience in the industry	176	0
All others { thereafter	192	0

Leading Hands.

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

APPRENTICESHIP.

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

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.

Proportion.

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

(i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
(ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 232s. per week, and two female apprentices to every three female workers receiving not less than 174s. per week.

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.

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(*h*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of pay wages of not less than such rates.

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

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

—	Percentage of Basic Wage.	Total Wage Payable.
Four and Five-year Terms.	Per Week.	£ s. d.
1st year	32	3 15 0
2nd year	43	5 1 0
3rd year	54	6 7 0
4th year	83	9 15 0
5th year	100 + 6s.	12 1 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.		
1st year	34	4 0 0
2nd year	54	6 7 0
3rd year	83	9 15 0
4th year	100 + 6s.	12 1 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.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of 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.

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

Lost Time.

(*m*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or 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.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for 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.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.
		s. d.	£ s. d.
I.—Junior Females.			
17 years of age and under	52	3 6	4 15 0
18 years of age	62	4 0	5 13 0
19 years of age	72	4 6	6 11 0
20 years of age	82	5 0	7 9 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 0
18 years of age	58	5 0	7 1 6
19 years of age	73	6 0	8 17 6
20 years of age	88	7 0	10 14 0

* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d., in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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*) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or 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.

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

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No. 665] MONDAY, AUGUST 10. [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 7th day of August, 1953.

RAY. H. BEERS,
Secretary for Labour.

FURNITURE BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 462 of the 15th May, 1953, shall be replaced by the following clauses:—

2. WAGES.

Classification.	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.	Weekly Wages. Elsewhere in Victoria.
PART I.—ADULT MALES.		
SECTION "A."—WOOD MACHINISTS AND GENERAL.		
Machinist—"A" Grade.	£ s. d.	£ s. d.
1. Boult'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 jointer	14 5 0	14 2 0
Machinist—"B" Grade.		
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

No. 665.—7496/53.—PRICE 3D.

WAGES—*continued.*

Classification.	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.	Weekly Wages. Elsewhere in Victoria.
PART I.—Adult Males.—*continued.*		
Machinist—"C" Grade.	£ 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
General.		
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, ETC.		
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"—GENERAL FURNITURE.		
32. Cabinet maker	14 5 0	14 2 0
33. Wood carver	14 5 0	14 2 0
34. Chair frame maker	14 5 0	14 2 0
35. Upholsterer	14 5 0	14 2 0
36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, glueing or fixing in any way machine-jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article	13 17 6	13 14 6
37. Assembler second class, i.e., an adult employee employed (*a*) assembling component parts of furniture or cabinets, refrigerators; (*b*) cramping furniture cabinets, or wooden parts of refrigerators; or (*c*) an employee upholstering parts of furniture which are later assembled	13 10 0	13 7 0
38. Veneer cutter or matcher	13 15 0	13 12 0
39. Stuff over chair or couch frame maker, i.e., an adult who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines	13 5 0	13 2 0
39A. Employees filling loose cushions	13 5 0	13 2 0
40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size	13 5 0	13 2 0
41. Employee packing furniture and/or mantelpieces	13 2 0	12 19 0
42. Employee cleaning off, i.e., cleaning off glue after assembly	12 5 0	12 2 0
SECTION "D"—BEDDING, BEDSTEADS, AND WIRE MATTRESSES.		
(*a*) *Bedding.*		
43. Employee engaged on making box spring mattresses and upholstered base supports	14 5 0	14 2 0
44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	13 15 0	13 12 0
45. Employee who sets up, adjusts and operates any of the following bedding machines: power tufting; roll edge; tape edge; buttoning; or pre-built border	13 15 0	13 12 0
46. Employee who does not set up or adjust, but only operates any of the following bedding machines:—power tufting; roll edge; tape edge; buttoning; or pre-built border	13 5 0	13 2 0
47. Employee operating filling machines for upholstery, soft bedding and pillows	13 5 0	13 2 0
48. Employee packing bedding	13 2 0	12 19 0
(*b*) *Bedsteads and Wire Matresses.*		
49. Wire weaver—who sets up, adjusts, and operates automatic machines	14 5 0	14 2 0
50. Mattress spring and/or spring unit maker (hand)	14 1 6	13 18 6
51. Other wire weavers	13 15 0	13 12 0
52. Stretcher up	13 5 0	13 2 0
53. Tacker up	13 5 0	13 2 0
54. Splitter up	13 5 0	13 2 0
55. Wire drawer	13 3 0	13 0 0
56. Spring maker and assembler on automatic machines	13 5 0	13 2 0

WAGES—*continued.*

Classification.	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.	Weekly Wages. Elsewhere in Victoria.
PART I.—Adult Males.—*continued.*		
(c) *Bedstead Assembly.*	£ s. d.	£ s. d.
57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	13 5 0	13 2 0
58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	12 13 0	12 10 0
SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS.		
59. Carpet planner	14 5 0	14 2 0
60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering	13 17 6	13 14 6
61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	13 15 0	13 12 0
62. Employee mounting, making or hanging blinds	13 15 0	13 12 0
63. Carpet room assistant	12 13 0	12 10 0
SECTION "F"—PICTURE FRAMES.		
64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo	13 15 0	13 12 0
65. Mount cutter	13 5 0	13 2 0
66. Mounter	13 5 0	13 2 0
67. Joiner	13 5 0	13 2 0
68. Gilder or bronzer	13 5 0	13 2 0
SECTION "G"—REFRIGERATORS (Other than Ice).		
69. Cabinet maker	14 5 0	14 2 0
70. Painter and/or enameller, spray or brush on coats other than priming	14 5 0	14 2 0
71. Painter and/or enameller, spray or brush on prime coats	13 5 0	13 2 0
72. Wet rubbing	13 5 0	13 2 0
73. Packers of new refrigerators	13 2 0	12 19 0
SECTION "H"—ORNAMENTS OF WOOD.		
74. Wood Turners	14 5 0	14 2 0
75. Polishers	14 5 0	14 2 0
76. Wood machinists (see Section "A")		
PART II.—ADULT FEMALES.		
SECTION A—GENERAL FURNITURE.		
1. Upholstress	9 16 0	9 14 0
2. Veneer matcher	9 16 0	9 14 0
3. Female employed in designing, making, painting, or decorating—		
(a) furnishing accessories or novelties	9 16 0	9 14 0
(b) domestic woodware	9 16 0	9 14 0
(c) walking sticks	9 16 0	9 14 0
SECTION B—BEDDING, ETC.		
4. Females sewing mattresses, pillows, quilts, cushions, &c.	9 16 0	9 14 0
SECTION C—CARPET PLANNING AND SOFT FURNISHINGS.		
5. Carpet sewer	9 17 3	9 15 3
6. Table hand	9 16 0	9 14 0
7. Draping hand or repairer of new goods	9 16 0	9 14 0
8. Shade roller blind maker	9 16 0	9 14 0
9. Cutter of loose covers	9 16 0	9 14 0
10. Cutter of curtains, drapes or blinds	9 16 0	9 14 0
11. Fancy roller blind maker	9 16 0	9 14 0
SECTION D—PICTURE FRAMES.		
12. Mounting and/or fitting	9 3 6	9 1 6
Provided that all other adult females, employed on work for which a male margin of 40s. and over is prescribed in clause 41, 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) 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 shillings 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 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.

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.

Tool Allowances.

(*e*) Employees engaged as cabinet makers, chairmakers and 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 3 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.	£ s. d.	£ s. d.
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
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.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 666] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY. H. BEERS,
Secretary for Labour.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 999 of the 28th September, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(*a*) Apprentices or Improvers.

Age.	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		*s. d.*
16 years of age and under	45	105 6	60	105 6
17 years of age ..	54	127 0	66	116 0
18 years of age ..	67	157 6	72	126 6
19 years of age ..	81	190 6	78	137 6
20 years of age ..	96	225 6	90	158 6

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).

Apprentices or Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(*b*) Other Employees.

	s. d.
Adult Males—	
Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	262 6
All others	254 6

Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.

Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.

If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.

	s. d.
Adult females	179 6

Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".

Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".

Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".

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

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

No. 666.—7269/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 667] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

PLASTER OF PARIS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 113 of the 30th January, 1951, shall be replaced by the following clause :—

2.

Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.
Under 17 years of age	48	113 0	2 9	115 9
17 years of age ..	63	148 0	3 9	151 9
18 " " ..	78	183 6	4 6	188 0
19 " " ..	93	218 6	5 6	224 0
20 " " ..	100 + 3s.	238 0	6 0	244 0

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 264s. 6d. per week.

Other Employees.

WAGES PER WEEK OF 40 HOURS.

—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
(*a*) MILL EMPLOYEES.			
Calciner	282 6	6 0	288 6
Mechanical shovel attendant ..	272 6	6 0	278 6
Bagger	268 0	6 0	274 0
All others	258 6	6 0	264 6
(*b*) GYPSUM WORKERS.			
Manager in charge of gypsum pit	302 6	..	302 6
Gypsum raisers	248 6	..	248 6

Clauses, other than clause 2, of the said Determination as amended on the 4th April, 1951, shall remain in force.

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

No. 667.—7270/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 668] **MONDAY, AUGUST 10.** **[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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 504 of the 12th June, 1953, shall be replaced by the following clause :—

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates :—

—	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	102 0	98 6	102 0	98 6
16 to 17 years of age	128 0	123 0	128 0	123 0
17 to 18 years of age	153 9	147 6	153 9	147 6
18 to 19 years of age	179 6	172 3	179 6	172 3
19 to 20 years of age	204 3	196 9	204 3	196 9
20 to 21 years of age	231 3	221 6	231 3	221 6

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

—	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(1) Currier	14 6 0	14 6 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	14 3 0	14 3 0
(3) Hand flesher	13 19 0	13 19 0
(4) Hand fleshing after machining	13 15 0	13 15 0
(5) Machine flesher (including checking and heading machine)	13 15 0	13 15 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	13 10 0	13 10 0

No. 668.—7272/53.—PRICE 3D.

—	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber	13 8 0	13 8 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	13 8 0	13 8 0
(9) Bark bagger	13 2 0	13 2 0
(10) Crop cutter after tanning	13 10 0	13 10 0
(11) Extract worker in tannery	13 4 0	13 4 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	12 19 0	12 19 0
(13) Man operating bark tan liquor plant	13 8 0	13 8 0
(14) Splitting machinist—		
Operator of big machine—		
(Wet)	14 4 0	14 4 0
(Dry)	13 19 0	13 19 0
Operator of other machines—		
(Wet)	14 2 0	14 2 0
(Dry)	13 17 0	13 17 0
(15) Man behind splitting machine—		
(Wet)	13 7 0	13 7 0
(Dry)	13 2 0	13 2 0
(16) Machine shaver—		
New machine—double width—		
(Wet)	13 16 0	13 16 0
(Dry)	13 11 0	13 11 0
Old machine—single width—		
(Wet)	13 17 0	13 17 0
(Dry)	13 12 0	13 12 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	13 9 6	13 9 6
(18) Roller of sole leather	13 11 0	13 11 0
(19) Striker and setter out of sole leather	13 8 6	13 8 6
(20) Shedman who applies dressing to sole leather—		
(Wet)	13 6 0	13 6 0
(Dry)	13 1 0	13 1 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	13 13 6	13 13 6
(22) Fluffing machinist	13 6 0	13 6 0
(23) Fluffing machinist on suede wheel	13 10 6	13 10 6
(24) Leather dresser—		
(a) Table hand on chrome leathers	13 5 0	13 5 0
(b) Table hand on bark tanned hides or sides	13 8 0	13 8 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	13 4 0	13 4 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	13 3 0	13 3 0
(27) Table hand setting out harness leathers	13 11 0	13 11 0
(28) Knee staker	13 8 0	13 8 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	13 0 0	13 0 0
(30) Straining or toggling (over the age of 18 years)	13 4 0	13 4 0
(31) Stripping (over the age of 18 years)	13 1 0	13 1 0
(32) Employee unhairing either on beam or by sweeping	13 10 0	13 10 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	12 17 0	12 17 0
(34) Employee operating measuring machine	13 1 0	13 1 0
(35) Employee operating setting out machine—		
(Wet)	13 10 0	13 10 0
(Dry)	13 5 0	13 5 0
(36) Employee operating graining machine	13 3 0	13 3 0
(37) Employee operating ironing machine	13 3 0	13 3 0
(38) Employee operating embossing machine	13 3 0	13 3 0
(39) Employee operating squeezing machine	13 8 0	13 8 0
(40) Employee operating bark grinding machine	13 2 0	13 2 0
(41) Assistant on any of the machines (34) to (39)	13 1 0	13 1 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	13 1 0	13 1 0
(43) Glazer	13 6 0	13 6 0
(44) Glazer on kid and/or marsupial leathers	13 10 6	13 10 6
(45) Staker, combing machine operator	13 6 0	13 6 0
(46) Person lime jobbing on mechanical reels	13 8 0	13 8 0
(47) Hair washer	13 4 0	13 4 0
(48) Men handling hair	12 19 0	12 19 0
(49) Yardman	13 3 0	13 3 0
(50) All others	12 6 0	12 6 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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

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No. 669] MONDAY, AUGUST 10. [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
6th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

UNDERTAKERS BOARD.

Clauses 2 and 21 of the Determination published in *Government Gazette* No. 499 of the 11th June, 1953, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.*

Apprentices.

WAGES. —	Percentage of Basic Wage.	— s. d.
1st year ..	39	91 6
2nd " ..	54	127 0
3rd " ..	68	160 0
4th " ..	90	211 6
5th " ..	100 + 17/6	252 6

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than 269s. per week.

An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.

Improvers.

WAGES. Age.	Percentage of Basic Wage.	— s. d.
Under 18..	58	136 6
18 ..	77	181 0
19 ..	99	232 6
20 ..	100 + 25/6	260 6

PROPORTION (within any factory or place).

One improver to every seven or fraction of seven employees receiving not less than 269s. per week.

Other Employees.

WAGES.	Within the Metropolitan District. s. d.	Outside the Metropolitan District. s. d.
Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	295 6	292 6
Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	282 6	279 6
Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons	282 0	279 0
Other chauffeurs who drive and may be required to change tyres, oil, and/or plugs, or grease, clean, and/or polish a motor vehicle ..	272 0	269 0
All others	272 0	269 0

Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

No. 669.—7274/53.—PRICE 3D.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be :—

SCHEDULE.

All Inside Measurements (Head to Heel).	If made Throughout by Hand—			If made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	106 1	112 8	119 0	92 10	99 11	108 0
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4ft. 9 in. long (with or without a plinth) ..	94 11	101 10	108 3	83 7	89 10	96 5
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	79 10	82 9	89 1	70 2	74 6	78 4
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	64 0	68 10	74 5	56 11	61 4	68 2
Common coffins, over 4 ft. 9 in. long	14 4	16 0	17 11	12 6	14 1	16 0
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness	16 0	17 11	20 0	14 1	16 0	17 11
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	59 2 each			50 2 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	48 7 ,,			39 1 ,,		
Common coffins, up to 2 feet long	64 0 per dozen			49 6 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	86 4 ,,			68 11 ,,		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	117 1 ,,			92 1 ,,		
Inside shells for lead coffins	42 8 each			28 8 each		
Cover lids, up to 2 feet wide	59 4 per dozen			40 3 per dozen		
Cover lids, over 2 feet wide	64 9 ,,			63 11 ,,		
				s. d.		
Extra for common coffins or coverlids if glued				3 6 each		
Extra for lids made with two or three decks				22 7 ,,		

Clauses, other than clauses 2 and 21, of the said Determination shall remain in force.

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

[3975]

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No. 670] **MONDAY, AUGUST 10.** **[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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

FUR TRADE BOARD.

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

2. (*a*) APPRENTICES AND IMPROVERS.

Rates per Week of 40 Hours.

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 1 6	3 16 0	6 2 0
2nd six months	3 11 0	4 5 0	6 14 6
3rd six months	4 2 6	4 14 0	7 14 0
4th six months	5 1 6	5 8 0	8 11 6
5th six months	5 13 6	6 2 0	..
6th six months	6 7 6	6 14 6	..
7th six months	9 1 6	7 14 0	..
8th six months	10 10 0	8 11 6	..
9th six months	11 16 0	..	..
10th six months	12 0 6	..	..

and thereafter the minimum wage or piecework price.

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

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

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

Apprentices or Improvers.

(i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.

(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.

(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

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

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

No. 670.—7187/53.—PRICE 3D.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

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

PERSONS ELIGIBLE FOR APPRENTICESHIP.

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

INDENTURE COMPLETED.

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

COMPLETION OF APPRENTICESHIP.

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

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

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

TIME SERVED IN ANY GROUP TO COUNT.

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

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

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

—	Wages per Week.
Journeymen.	£ s. d.
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	15 4 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	14 8 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	13 14 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	14 3 0
All other adult males not herein classified	12 4 0

Journeywomen.

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

—	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 8 0
Machinists, namely, females employed machining any part of a garment or part of an article	10 3 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	10 3 0
All other adult females not herein classified	9 3 0

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

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

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

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No. 671] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1225 of the 29th November, 1951, shall be replaced by the following clauses:—

2. (*a*) WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 1 6	3 16 0	6 2 0
2nd six months	3 11 0	4 5 0	6 14 6
3rd six months	4 2 6	4 14 0	7 14 0
4th six months	5 1 6	5 8 0	8 11 6
5th six months	5 13 6	6 2 0	..
6th six months	6 7 6	6 14 6	..
7th six months	9 1 6	7 14 0	..
8th six months	10 10 0	8 11 6	..
9th six months	11 16 0	..	..
10th six months	12 0 6	..	..

and thereafter the minimum weekly wage or piece-work price.

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

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

Apprentices or Improvers.

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

No. 671.—7189/53.—PRICE 3D.

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

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

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

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

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by 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 IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) 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 AND IMPROVERS).

—	Wages per Week.
Journeymen.	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14 10 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	14 5 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet	13 17 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine	13 17 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14 11 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps	13 17 0
Pressers, namely, males employed pressing any article of headwear	13 17 0
Machinists, namely, males employed machining any parts of articles of headwear	14 0 0
All other adult males not herein classified	12 4 0

Journeywomen.

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

—	Wages per Week.
	£ s. d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	10 13 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine	10 3 0
Pressers, namely, females employed pressing any article of headwear	9 15 0
Machinists, namely, females employed machining any part of articles of headwear	9 18 0
Milliners, tablehands, adornment workers, or finishers	9 18 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear	10 13 0
Hand sewers of buttons, hooks and eyes, press studs	9 6 0
All other adult females not herein classified	9 3 0

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

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

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

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No. 672] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 832 of the 17th October, 1952, shall be replaced by the following clause:—

2. WAGES.

Apprentices.			Improvers.		
—	Males. Per Week.	Females. Per Week.	—	Males. Per Week.	Females. Per Week.
	s. d.	s. d.		s. d.	s. d.
1st year	68 0	56 6	Under 16 years of age ..	68 0	56 6
2nd year	82 0	68 6	16 years of age	82 0	68 6
3rd year	113 0	79 0	17 years of age	113 0	79 0
4th year	152 6	91 6	18 years of age	152 6	91 6
5th year	190 6	112 6	19 years of age	190 6	112 6
			20 years of age	235 0	139 0

NUMBER (in any place).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.

Male Improvers.

One male improver to every three or fraction of three male workers receiving 268s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 186s. 6d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

672.—7197/53.—PRICE 3D.

OTHER EMPLOYEES.	Wages Per Week of 40 Hours. s.	d.
Males.		
(a) Employees in Warehouses.		
Foreman of any Department in which six or more workers are employed	299	0
Foreman of any Department in which three to five workers are employed	290	0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	288	0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	281	0
Drug Department employee who is required only to weigh and/or measure under supervision	275	0
Salesman in any Department under supervision	272	6
All others	268	0
(b) Employees (other than in Warehouses).		
(i) In Alkaloid Extraction Department.		
Foreman in charge of one or more persons	301	0
First assistant	283	0
Second assistant	277	0
(ii) In Alkaloid Refining Department.		
Person in charge of refining operations and records	291	0
Refinery operator purifying alkaloids	283	0
Refinery operator (other)	277	0
(iii) In Other Places.		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	299	0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	290	0
First Assistant where five or more workers are employed	282	0
Ether stillman	280	0
Assistant including operators of machines engaged in any of the following processes under supervision :— (a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery (b) Granulating (c) Pill and Tablet Coating	275	0
All others	268	0
Females.		
Alkaloid Refinery Department.		
Person in charge of refining operations and records	240	0
Person filling and wrapping	209	6
Other Places.		
Forewoman in charge of one to five workers	205	0
Forewoman in charge of six or more workers	209	9
Other adults	186	6

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

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

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No. 673] **MONDAY, AUGUST 10.** **[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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1207 of the 23rd November, 1951, shall be replaced by the following clause :—

2. (*a*) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

—	Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ *s. d.*
I.—Adult Females.			
Under three months' experience	75	6 0	9 2 0
All others	75	7 0	9 2 0
II.—Junior Females.	Percentage of Female Basic Wage.		
17 years of age and under	52	3 6	4 15 0
18 years of age	62	4 0	5 13 0
19 years of age	72	4 6	6 11 0
20 years of age	82	5 0	7 9 6

Other Employees.

—	Wages Per Week.		
	Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	*s. d.*	*s. d.*
Foreman i.e., man in charge of two or more employees ..	298 6	3 0	301 6
Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames	279 6	3 0	282 6
Press operator (heavy) ..	256 0	3 0	259 0
Press operator (light) ..	254 0	3 0	257 0
Process worker (as defined)	254 0	3 0	257 0

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

No. 673.—7266/53.—PRICE 3D.

EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.—*continued.*

—	Wages Per Week.			—
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	
		s. d.	£ s. d.	
III.—Junior Males.				
Under 16 years of age ..	24	2 0	2 18 6	
16 years of age	34	3 0	4 3 0	
17 years of age	46	4 0	5 12 0	
18 years of age	58	5 0	7 1 6	
19 years of age	73	6 0	8 17 6	
20 years of age	88	7 0	10 14 0	

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

(ii) 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 needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

(*b*) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Percentage of Journeyman's Total Wage.	Total Wage Payable.	—	Wages Per Week. Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	70 6	Foreman, *i.e.*, man in charge of two or more employees	298 6	3 0	301 6
1st year ..	25	70 6	2nd year ..	35	99 0	Optical tradesman	285 6	3 0	288 6
2nd year ..	35	99 0	3rd year ..	45	127 0	Optical workers and repairers ..	279 6	3 0	282 6
3rd year ..	45	127 0	4th year ..	65	183 6				
4th year ..	65	183 6	5th year ..	80	226 0				
5th year ..	80	226 0							
Four Year Terms:—			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 282s. 6d. per week.						
1st year ..	30	84 6							
2nd year ..	45	127 0							
3rd year ..	65	183 6							
4th year ..	80	226 0							
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 282s. 6d. per week An indentures of apprenticeship prescribed was approved on 15th December, 1914.									

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.

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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

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GOVERNMENT GAZETTE.

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[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 674] **MONDAY, AUGUST 10.** **[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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Abrasives Section.)

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

2. WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Amount. s. d.
Males.		
1st years' experience	22	51 6
2nd years' experience	31	73 0
3rd years' experience	42	98 6
4th years' experience	57	134 0
5th years' experience	73	171 6
6th years' experience	84	197 6
7th years' experience	90	211 6
and thereafter the minimum wage.		

—	Percentage of Female Basic Wage.	Amount. s. d.
Females.		
1st six months' experience	23	40 6
2nd six months' experience	30	53 0
3rd six months' experience	34	60 0
4th six months' experience	41	72 0
5th six months' experience	45	79 0
6th six months' experience	52	91 6
7th six months' experience	57	100 6
8th six months' experience	65	114 6
and thereafter the minimum wage.		

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

PROPORTION.

(*a*) *Abrasive Paper or Cloth.*

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

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

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

(*b*) Other Employees.

Abrasive Paper or Cloth.

Males.

	s. d.
Machine operators	244 0
All others	238 0

Females.

All adults	176 0

Abrasive Articles (other than Abrasive Paper or Cloth).

	s. d.
Head burners	248 0
Other burners	244 0
Surfacers of abrasive articles	241 0
All others	238 0

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

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

No. 674.—7491/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 675] **MONDAY, AUGUST 10.** **[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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

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

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.

Males.

	s.	d.
1st year's experience..	51	6
2nd " " ..	73	0
3rd " " ..	98	6
4th " " ..	134	0
5th " " ..	171	6
6th " " ..	197	6
7th " " ..	211	6

Females.

Experience.	Commencing Age. 15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	44 0	53 0	56 6	68 6	84 6	98 6
2nd " ..	65 0	72 0	79 0	98 6	109 0	..
3rd " ..	84 6	93 6	100 6	128 6	..	..
4th " ..	107 6	116 0	128 6	..	..	..
5th " ..	128 6	128 6	..	..	..	..

and thereafter the rate prescribed for adults.

PROPORTION.

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

(b) ADULTS.

	s.	d.
Females ..	176	0
Males—		
Cutters ..	241	0
All others..	238	0

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

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

No. 675.—7492/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 676] MONDAY, AUGUST 10. [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 7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

	Percentage of Basic Wage.	s.	d.
Under 17 years of age ..	23	54	0
17 years of age	35	82	0
18 years of age	47	110	6
19 years of age	63	148	0
20 years of age	77	181	0

Proportion (*in any place*).

One improver to every three adult employees.

(b) Other Employees.

Males.

	s.	d.
Oven hands	242	0
Machine attendants	242	0
All others of 3 months' or more experience ..	238	0
All others of less than 3 months' experience ..	236	0

Females.

All adults	176	0

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

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

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

No. 676.—7493/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 677] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

—	Percentage of Basic Wage.	Amount. s.	Amount. d.
Males.			
1st year's experience	22	51	6
2nd year's experience	31	73	0
3rd year's experience	42	98	6
4th years' experience	57	134	0
5th years' experience	73	171	6
6th years' experience	84	197	6
7th years' experience	90	211	6

and thereafter the minimum wage

—	Percentage of Female Basic Wage.	Amount. s.	Amount. d.
Females.			
1st six months' experience	23	40	6
2nd six months' experience	30	53	0
3rd six months' experience	34	60	0
4th six months' experience	41	72	0
5th six months' experience	45	79	0
6th six months' experience	52	91	6
7th six months' experience	57	100	6
8th six months' experience	65	114	6

and thereafter the minimum wage.

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

PROPORTION.

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

(b) Other Employees.

—	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. s.	d.	Other Parts of Victoria where this Determination Applies. s.	d.
Operators of blue-printing machines—				
Males—				
(i) with 3 months' or more experience ..	241	0	238	0
(ii) with less than 3 months' experience	238	0	235	0
Females	176	0	176	0
All other persons—				
Males	238	0	235	0
Females	176	0	176	0

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

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

No. 677.—7494/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 678] **MONDAY, AUGUST 10.** **[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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Buttons and Buckles Section.)

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

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

Experience.	Percentage of Basic Wage.	— s.	— d.
1st year ..	22	51	6
2nd „ ..	30	70	6
3rd „ ..	41	96	6
4th „ ..	56	131	6
5th „ ..	71	167	0
6th „ ..	82	192	6
7th „ ..	87	204	6

Females.

Experience.	Percentage of Female Basic Wage.	— s.	— d.
1st six months	23	40	6
2nd „ „	29	51	0
3rd „ „	34	60	0
4th „ „	41	72	0
5th „ „	45	79	0
6th „ „	52	91	6
7th „ „	57	100	6
8th „ „	65	114	6

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

(*b*) ADULTS.

	s.	d.
Males	238	0
Females	176	0

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

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

No. 678.—7495/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 679] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 142 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.		
Males.			*Females.*					
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s.	d.
1st year's experience ..	22	51 6	1st six months' experience ..	23	40½ 6			
2nd " " ..	32	75 0	2nd " " " ..	30	53½ 0			
3rd " " ..	42	98 6	3rd " " " ..	34	60½ 0			
4th " " ..	57	134 0	4th " " " ..	41	72 0			
5th " " ..	73	171 6	5th " " " ..	45	79½ 0			
6th " " ..	84	197 6	6th " " " ..	52	91 6	Males	238	0
7th " " ..	90	211 6	7th " " " ..	57	100 6	Females	176	0
			8th " " " ..	65	114 6			
and thereafter the rate prescribed for adults.								

PROPORTION.

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

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

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

No. 679.—7497/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 680] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette*, No 141 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

	Percentage of Basic Wage.	s.	d.
Under 16 years of age	24	56	6
16 years of age and under 17 years	34	80	0
17 years of age and under 18 years	61	143	6
18 years of age and under 19 years	77	181	0
19 years of age and under 21 years	92	216	0

PROPORTION (in any place.)

One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.

(b) Other Employees.

	s.	d.
Foreman in charge	264	0
(i) All others of three months' or more experience	249	0
(ii) All others of less than three months' experience	238	0

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

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

No. 680.—7498/53.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 681] MONDAY, AUGUST 10. [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
7th day of August, 1953.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 140 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s. d.	*Females.*	Percentage of Female Basic Wage.	s. d.
1st year's experience	22	51 6	1st six months' experience	23	40 6
2nd ,,	31	73 0	2nd ,,	30	53 0
3rd ,,	42	98 6	3rd ,,	34	60 0
4th ,,	57	134 0	4th ,,	41	72 0
5th ,,	73	171 6	5th ,,	45	79 0
6th ,,	84	197 6	6th ,,	52	91 6
5th ,,	90	211 6	7th ,,	57	100 6
			8th ,,	65	114 6

and thereafter the minimum wage.

Proportion.

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

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

(b) Other Employees.

	s. d.
Grinding mill attendant	242 0
Person engaged in testing and/or checking formulae	248 0
Person in charge of mixing ingredients and making chalks from given formulae ..	243 0
Persons not provided for—	
Males	238 0
Females	176 6

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

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

No. 681.—7499/53.—PRICE 3D.