



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

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:—

**IMPROVERS.\***

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
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 16 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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.



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[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*.	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 ems 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.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.			
		A*.	B*.		
		£ s. d.	£ s. d.		
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..	14 14 0	14 12 0		
6	Hand compositor .. .. .				
7	Sluggger .. .. .				
8	Bulk hand .. .. .				
9	Stonehand .. .. .				
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 transferrer and/or pressman .. .. .				
15	Stone and/or plate preparer .. .. .				
16	Ink grinder and/or varnisher .. .. .				
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) .. .. .				
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 .. .. .	14 14 0	14 12 0		
30	Operator of a duplicating machine operating from a photographic stencil .. .. .	12 18 0	..		
31	Feeder of any kind of machine .. .. .	13 4 0	..		
32	Storeman, packer and/or despatcher .. .. .	12 12 0	12 10 0		
33	Male employee not otherwise specified .. .. .				

\* 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
Bolgrave	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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[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.
<i>Males.</i>	<i>s. d.</i>
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
<i>Females.</i>	
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
{ 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.
<i>Four and Five-year Terms.</i>			
		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
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>			
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.
<i>I.—Junior Females.</i>			
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
<i>II.—Junior Males.</i>			
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.

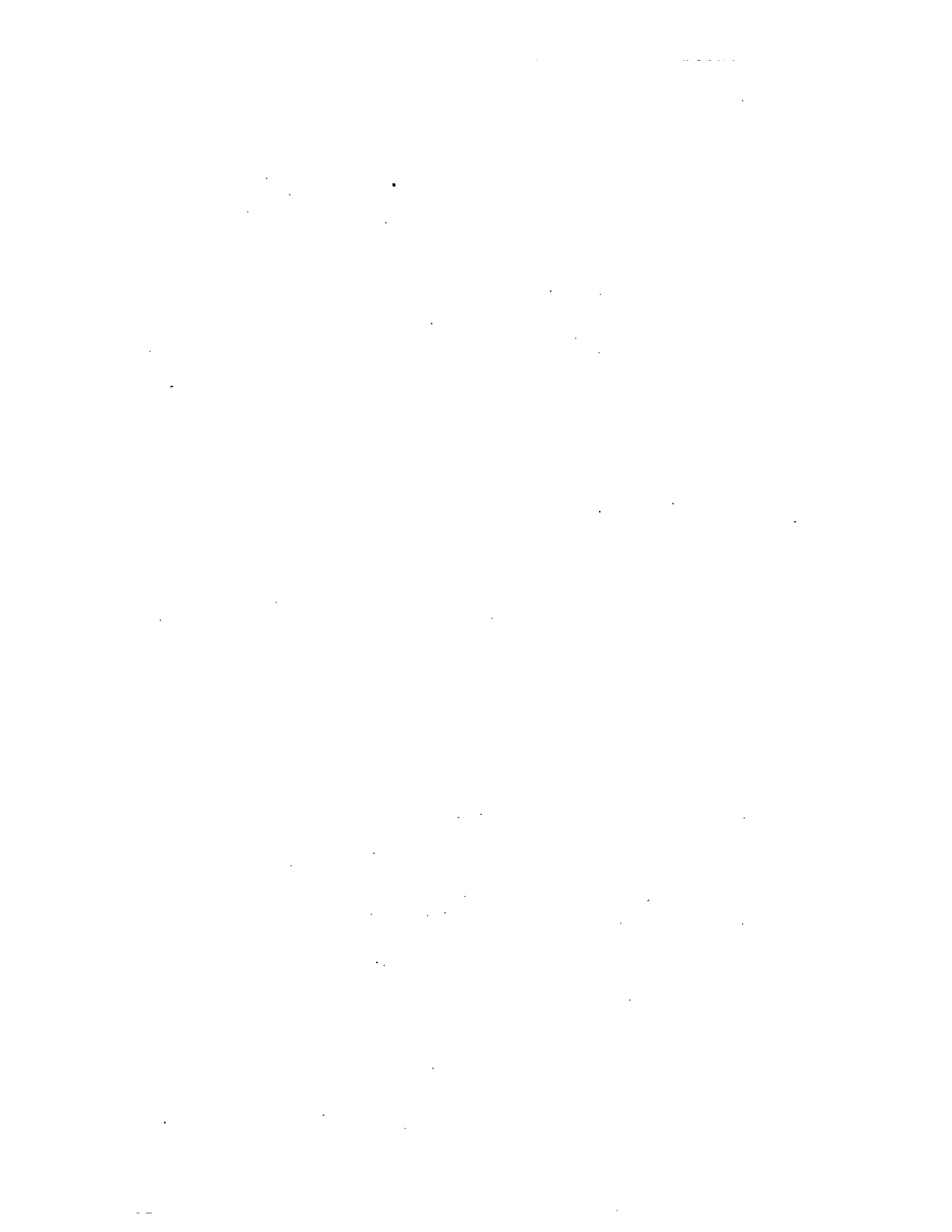
The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(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.





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Factories and Shops Acts.

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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.	Elsewhere in Victoria.
<b>PART I.—ADULT MALES.</b>		
<b>SECTION "A."—WOOD MACHINISTS AND GENERAL.</b>		
<i>Machinist—"A" Grade.</i>		
1. Boul's carver .. .. .	£ s. d. 14 5 0	£ s. d. 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
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer .. .. .	13 15 0	13 12 0
8. Circular sawyer—who sets up and operates .. .. .	13 15 0	13 12 0
9. Dovetailer—who sets up and operates .. .. .	13 15 0	13 12 0
10. Buzzer—who sets up and operates .. .. .	13 15 0	13 12 0
11. Planer—who sets up and operates .. .. .	13 15 0	13 12 0
12. Thicknesser—who sets up and operates .. .. .	13 15 0	13 12 0
13. Glue Jointer—who sets up and operates .. .. .	13 15 0	13 12 0
14. Tenoner—who sets up and operates .. .. .	13 15 0	13 12 0
15. Turner—copying or automatic lathe—who sets up and operates .. .. .	13 15 0	13 12 0
16. Morticer—who sets up and operates .. .. .	13 15 0	13 12 0
17. Sander—Tripledrum—who sets up and operates .. .. .	13 15 0	13 12 0
18. Belt sander on veneers .. .. .	13 15 0	13 12 0
19. Multiple Borer—three or more bits—who sets up and operates .. .. .	13 15 0	13 12 0
20. Moulder—who sets up and operates .. .. .	13 15 0	13 12 0

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.	Elsewhere in Victoria.
PART I.—Adult Male.—continued.		
<i>Machinist—"C" Grade.</i>		
21. Sander—others .. .. .	£ s. d. 13 5 0	£ s. d. 13 2 0
22. Borer—less than three bits .. .. .	13 5 0	13 2 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6, and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	13 5 0	13 2 0
<i>General.</i>		
24. Timber bender .. .. .	13 5 0	13 2 0
25. Timber stacker .. .. .	12 10 0	12 7 0
26. Yardman .. .. .	12 10 0	12 7 0
27. Tailor 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, gluing 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.		
<i>(a) Bedding.</i>		
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
<i>(b) Bedsteads and Wire Mattresses.</i>		
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 Murrumbidgee and Gippsland Districts.	Elsewhere in Victoria.
PART I.—Adult Males.—continued.		
(c) <i>Bedstead Assembly.</i>		
57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	£ s. d. 13 5 0	£ s. d. 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
<p>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.</p>		
PART III.—SAVING.		
<p>No employee shall have his or her rate reduced merely as a result of this Determination.</p>		

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.
<i>Male Apprentices.</i>		
Five-year Term—	£ s. d.	£ s. d.
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
<i>Female Apprentices.</i>		
1st year's experience .. .. .	4 1 0	4 0 0
2nd year's experience .. .. .	5 16 0	5 14 6
3rd year's experience .. .. .	7 15 0	7 13 6
4th year's experience .. .. .	8 17 0	8 15 6
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	2 16 6	2 15 6
16 and under 17 .. .. .	3 9 0	3 8 0
17 and under 18 .. .. .	4 12 6	4 11 6
18 and under 19 .. .. .	6 3 6	6 2 0
19 and under 20 .. .. .	9 15 0	9 12 6
20 and under 21 .. .. .	12 0 0	11 17 0
<i>Female Improvers.</i>		
16 years and under .. .. .	2 18 0	2 17 6
17 years .. .. .	4 1 0	4 0 0
18 years .. .. .	5 16 0	5 14 6
19 years .. .. .	7 15 0	7 13 6
20 years .. .. .	8 17 0	8 15 6

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



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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.					(b) Other Employees.	
Age.	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		
		<i>s. d.</i>		<i>s. d.</i>		
16 years of age and under .. .. .	45	105 6	60	105 6	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	
17 years of age .. .. .	54	127 0	66	116 0	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.	
18 years of age .. .. .	67	157 6	72	128 6	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
19 years of age .. .. .	81	190 6	78	137 6		
20 years of age .. .. .	96	225 6	90	158 6	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".	

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.

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

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[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.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	48	113 0	2 9	115 9	<i>(a) MILL EMPLOYEES.</i>			
17 years of age ..	63	148 0	3 9	151 9	Calciner .. ..	282 6	6 0	288 6
18 " " ..	78	183 6	4 6	188 0	Mechanical shovel attendant ..	272 6	6 0	278 6
19 " " ..	93	218 6	5 6	224 0	Bagger .. ..	268 0	6 0	274 0
20 " " ..	100 + 3s.	238 0	6 0	244 0	All others .. ..	268 6	6 0	264 6
<b>PROPORTION (IN ANY PLACE).</b>					<i>(b) GYPSUM WORKERS.</i>			
One improver to every five or fraction of five workers receiving not less than 264s. 6d. per week.					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.

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Factories and Shops Acts.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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.
	£ <i>s. d.</i>	£ <i>s. d.</i>
(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

	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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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.			Improvers.			Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.			WAGES.				s. d.	s. d.
—	Percentage of Basic Wage.	—	Age.	Percentage of Basic Wage.	—			
		s. d.			s. d.			
1st year ..	39	91 6	Under 18..	58	136 6	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	295 6	292 6
2nd " ..	54	127 0	18 ..	77	181 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	282 6	279 6
3rd " ..	68	160 0	19 ..	99	232 6	Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..	282 0	279 0
4th " ..	90	211 6	20 ..	100 +	260 6	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
5th " ..	100 +	252 6		25/6		All others ..	272 0	269 0
	17/6							
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.			PROPORTION (within any factory or place).  One improver to every seven or fraction of seven employees receiving not less than 269s. per week.			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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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
	<i>s. d.</i>			<i>s. d.</i>		
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 "		
	<i>s. d.</i>			<i>s. d.</i>		
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.



# VICTORIA GOVERNMENT GAZETTE.

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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 :—

### APPRENTICES AND IMPROVERS.

*Rates per Week of 40 Hours.*

2. (a)

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	3 1 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.

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.
<i>Journeymen.</i>	£ 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 marring 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.





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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 more than three female apprentices or improvers shall be employed to every journeywoman.  
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

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

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

**FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.**

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

**PERSONS ELIGIBLE FOR APPRENTICESHIP.**

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by 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.
<i>Journeymen.</i>	
	<i>£ s. d.</i>
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.
	<i>£ s. d.</i>
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.



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Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION  
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in 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.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
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.

Male Improvers.

Female Improvers.

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

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

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

OTHER EMPLOYEES.		Wages Per Week of 40 Hours.
<i>Males.</i>		
<i>(a) Employees in Warehouses.</i>		<i>s. d.</i>
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
 <i>(b) Employees (other than in Warehouses).</i>		
<i>(i) In Alkaloid Extraction Department.</i>		
Foreman in charge of one or more persons	.. .. .	301 0
First assistant	.. .. .	283 0
Second assistant	.. .. .	277 0
 <i>(ii) In Alkaloid Refining Department.</i>		
Person in charge of refining operations and records	.. .. .	291 0
Refinery operator purifying alkaloids	.. .. .	283 0
Refinery operator (other)	.. .. .	277 0
 <i>(iii) In Other Places.</i>		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	.. .. .	290 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:—		
<i>(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery</i>		
<i>(b) Granulating</i>		275 0
<i>(c) Pill and Tablet Coating</i>		
All others	.. .. .	268 0
 <i>Females.</i>		
<i>Alkaloid Refinery Department.</i>		
Person in charge of refining operations and records	.. .. .	240 0
Person filling and wrapping	.. .. .	209 6
 <i>Other Places.</i>		
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.