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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, Henry Norman Jones, Acting 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 November, 1953.

Dated at Melbourne, this
2nd day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of Part I., and clause 1 of Part II. of the Determination published in *Government Gazette* No. 538 of the 14th July, 1953, shall be replaced by the following clauses:—

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (a)	Wages* (see Footnote).	£	s.	d.
First year		5	7	0
Second year		5	12	0

HOSPITAL AIDS IN TRAINING.

(b)	Wages* (see Footnote).	£	s.	d.
During training		5	5	3
Juniors—				
First year of service after obtaining certificate		6	17	0
Second year of service after obtaining certificate		7	5	6
And thereafter the adult female rate.				

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).
Employed at Clerical Work.

	Males.		Females.	
	s.	d.	s.	d.
Under 16 years of age	117	9	108	0
16 years of age	124	3	114	0
17 " "	131	3	121	6
18 " "	154	0	128	3
19 " "	172	0	137	9
20 " "	194	0	148	9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. 3d. per week less than the rate fixed.

All Other Classes of Work.

	Males.		Females.	
	s.	d.	s.	d.
Under 16 years of age	127	9	128	6
16 years of age	134	3	137	0
17 years of age	142	9	145	6
18 years of age	152	6		
19 years of age	162	0		
20 years of age	177	6		
			First year's experience	128 6
			Second year's experience	137 0
			Third year's experience	145 6
			And thereafter the adult female rate.	

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be:—

	Per Week.* (See Footnote)	
	£	s. d.
First year	5	18 6
Second year	6	14 9
Third year	7	18 3
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
<p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 25s. per week.</p> <p>FEMALES.</p> <p>One female apprentice to every three or fraction of three adult kitchen employees.</p>	<p>MALES.</p> <p>One male improver to every eight or fraction of eight male workers receiving not less than 25s. per week.</p> <p>FEMALES.</p> <p>One female improver to every six or fraction of six female workers receiving not less than 190s. 9d. per week.</p>

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

4. (a.) OTHER EMPLOYEES.

Males.		Females.	
WAGES.* (See footnote.)	Per Week s. d.	WAGES.* (See footnote.)	Per Week s. d.
Clerks	276 6	Clerks	204 3
Cook; where there is only one employed ..	281 6	Cook; where there is only one employed ..	205 3
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	281 6	One to three kitchen employees	205 3
Four to seven kitchen employees	288 6	Four to seven kitchen employees	212 9
Eight or more kitchen employees	298 6	Eight or more kitchen employees	222 9

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 3d. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.	WAGES. *(See footnote)— <i>continued.</i>	Per Week s. d.
Cooks—Second	278 6	Second cooks	202 9
Other cooks	275 6	Other cooks	200 3
Person in charge of instrument room and/or sharpening and adjusting instruments	296 0	Housekeeper or Supervisor (however styled)	228 3
Assistant to person in charge of instrument room	267 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed	298 0	One to three persons	202 9
Deputy chief dresser, where five or more dressers are employed	293 6	Four or more persons	207 9
Dressers doing venereal diseases work	289 0	Second laundresses	197 9
Other dressers and/or steriliser room attendant	266 6	Laundresses where only one employed	197 9
Chief theatre attendant	292 0	Laundress employed on pressing machines or as iron hands	197 9
Foreman in charge of—		Other laundresses	190 9
One to nine employees	284 6	Sorters	197 9
Ten to nineteen employees	302 0	Washing machine hands	205 9
Twenty or more employees	322 0	Storekeeper in charge of one or more store hands or where there is only one employed	200 3
Assistant foreman	272 0	Storekeeper's assistants	190 9
Gardener in charge of one or more garden employees	272 0	Stenographers and/or typistes	204 3
Gardeners	264 0	Telephonists	211 9
Gardener's Labourer	259 0	Waitresses	190 9
Incinerator attendants	264 0	Wardmaids	190 9
Kitchenmen or scullerymen	264 0	X-ray technicians—	
Laboratory assistants	267 6	1st year's experience as such	220 3
Laundry Washing machine hands	267 0	2nd year's experience as such	225 3
Laundrymen other	262 0	Thereafter	230 3
Mortuary-men employed solely on post-mortem work	297 0	Laboratory assistants	205 9
Other mortuary-men	262 0	Certificated hospital aids:—	
And 10s. extra for each post-mortem.		In charge of a ward	207 9
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate	281 6	All others	202 9
Other motor ambulance drivers or assistants	276 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor driver of vehicles 30 cwt. or more	276 6	(i) In charge of a ward	202 9
Other motor driver	266 6	(ii) Other than in charge of a ward	195 9
Operating theatre attendants	272 0	First-aid attendant employed in connexion with an industrial or commercial undertaking	205 9
Casualty porters engaged on preparations and theatre work	267 0	Seamstresses who cut out and fit garments, in charge of—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulæ	267 0	One to three employees	209 9
Other dispensary porters	262 0	Four to seven employees	214 9
Relieving porters	261 6	Eight or more employees	220 9
X-ray porters	259 0	Other Seamstresses who cut out and fit garments	204 9
Night porters who in the course of their duties patrol the hospital	262 6	All other seamstresses	192 9
Other porters	259 0	All others	190 9
Recording attendants	270 6		
Splint makers	272 0		
Splint makers' assistants	262 0		
Storemen in charge of one or more storemen or where there is only one employed	270 0		
Other storemen	264 0		
Telephone attendants	262 0		
Cleaners handling sputum mugs	272 0		
Other cleaners	259 0		
X-ray attendants	267 0		
X-ray technicians—			
1st year's experience as such	289 6		
2nd year's experience as such	304 6		
Thereafter	314 6		
First-aid attendant employed in connexion with an industrial or commercial undertaking	272 0		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	264 0		
All others	254 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or Improver 41s. 3d. per week less than the rate fixed.

(b) Additional payments for all employees in clause 4 (a) (except x-ray technicians):—

Males.

- During the second year's service 5s. more than the prescribed rate.
- During the third year's service 7s. 6d. more than the prescribed rate.
- During the fourth year's service 10s. more than the prescribed rate.
- During the fifth year's service 12s. 6d. more than the prescribed rate.
- During the sixth year's service 15s. more than the prescribed rate.
- During the seventh year's service 17s. 6d. more than the prescribed rate.
- During the eighth year's service 20s. more than the prescribed rate.
- During the ninth year's service 22s. 6d. more than the prescribed rate.
- and thereafter 25s. more than the prescribed rate.

Females.

- During the second year's service 2s. 6d. more than the prescribed rate.
- During the third year's service 5s. more than the prescribed rate.
- During the fourth year's service 7s. 6d. more than the prescribed rate.
- During the fifth year's service 10s. more than the prescribed rate.
- During the sixth year's service 12s. 6d. more than the prescribed rate.
- and thereafter 15s. more than the prescribed rate.

(c) Females in charge of other employees in any section or department (other than those classified as such in clause 4 (a) hereof) shall be paid as follows:—

- In charge of 1 to 3 employees—7s. per week above the "All others".
- In charge of 4 to 7 employees—12s. per week above the "All others".
- In charge of 8 or more employees—18s. per week above the "All others".

PART II.
(This Part applies to all persons employed by an Ambulance Service.)

1. WAGES.

		Per Week.
		£ s. d.
Deputy Superintendent—		
1st year's experience as such	16 1 6
2nd year's experience as such	16 6 6
Thereafter	16 11 6
Station Officer—		
1st year's experience as such	15 1 6
2nd year's experience as such	15 6 6
Thereafter	15 11 6
Ambulance driver qualified in first-aid—		
1st year's experience as such	14 1 6
2nd year's experience as such	14 6 6
Thereafter	14 11 6
Ambulance driver not qualified in first-aid		13 16 6

Clauses, other than clauses 2, 3 and 4, of Part I., and clause 1 of Part II., of the said Determination shall remain in force.