VICTORIA

# GOVERNMENT GAZETTE.

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**No. 848] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## JAM TRADE BOARD.

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

ADULT EMPLOYEES.

2. (*a*) *Males—Weekly Hands.*

| — | Wages Per Week. £ | s. | d. |
|---|---|---|---|
| GENERAL PRODUCTION SECTION. | | | |
| Foreman (first jam maker) | 14 | 13 | 0 |
| Assistant jam maker (as defined) and/or assistant pickle maker | 14 | 1 | 0 |
| Foreman sauce, chutney, pickles or condiment maker (as defined) | 14 | 3 | 0 |
| Fruit preserver (as defined) | 14 | 3 | 0 |
| Assistant fruit preserver | 13 | 13 | 0 |
| Fruit crystalizer | 13 | 18 | 0 |
| Candy peel-maker in charge | 13 | 18 | 0 |
| Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine | 13 | 10 | 0 |
| Leading hand, bottle department | 13 | 13 | 0 |
| Leading hand, pulp department | 13 | 13 | 0 |
| Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables | 13 | 13 | 0 |
| Operator of apple-peeling machine | 13 | 10 | 0 |
| Operator of labelling machine labelling canned goods | 13 | 10 | 0 |
| Operator of fruit or vegetable lye machine | 13 | 10 | 0 |
| Syrup maker, i.e., a person who actually boils the syrup | 13 | 10 | 0 |
| Operator of sauce-labelling machine | 13 | 10 | 0 |
| Employees engaged in inspecting fruit for acceptance or rejection | 13 | 9 | 0 |
| Employee in fruit crystallizing department, (other than fruit crystallizer) | 13 | 9 | 0 |
| Employed engaged peeling melons | 13 | 8 | 0 |
| Employees operating can-closing machine | 13 | 10 | 0 |
| Employee engaged feeding into and/or taking from laquer machine | 13 | 6 | 0 |
| Employee feeding into and/or taking from bottle-washing machine | 13 | 10 | 0 |
| Employee engaged in bottle-washing department | 13 | 6 | 0 |
| Retort hand | 13 | 6 | 0 |
| Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) | 13 | 6 | 0 |
| Man in charge of and operating retorts | 13 | 13 | 0 |
| Employee operating jam-filling machine | 13 | 10 | 0 |
| Employee operating sauce-filling machine | 13 | 10 | 0 |
| Employee operating bottle-capping or bottle-closing machine | 13 | 10 | 0 |
| An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line | 13 | 6 | 0 |
| An employee not elsewhere classified, who is directly employed on the line of production (as defined) | 13 | 3 | 0 |
| Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory | 13 | 6 | 0 |

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ADULT EMPLOYEES.

(a) *Males—Weekly Hands*—continued.

| — | Wages Per Week. |
|---|---|
| | £ s. d. |
| DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION | |
| Leading hand | 14 1 0 |
| Man in charge of prunes or tree fruits | 13 16 0 |
| Man in charge of dehydrator | 13 14 0 |
| Man in charge of steam retorts on drying ovens | 13 13 0 |
| Man working in or in connexion with drier, kiln or sulphur box | 13 10 0 |
| All others working in dehydration tunnel | 13 10 0 |
| Operator of blancher which included spray washing | 13 8 0 |
| Unloader of trays from blancher | 13 3 0 |
| General hands | 13 1 0 |
| STORING SECTION. | |
| Foreman packer in charge of despatch and packing department | 14 8 0 |
| Foreman packer's assistant | 13 16 0 |
| Storeman and packer (as defined) | 13 10 0 |
| MISCELLANEOUS SECTION. | |
| Man working in connexion with freezing chambers | 14 0 0 |
| Man working in connexion with cooling chambers | 13 10 0 |
| Tapper | 13 10 0 |
| Driver of power-driven factory truck | 13 9 0 |
| General hands, i.e., persons not otherwise classified | 13 1 0 |
| Leading hand, 10s. per week additional to the class of employee over whom he exercises control | |

Provided that—

(i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;

(ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;

(iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

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

(c) *Females—Weekly Hands.*

| — | Wages Per Week. |
|---|---|
| | £ s. d. |
| Head forewoman | 11 2 9 |
| Forewoman's assistant | 10 12 9 |
| Head woman supervisor | 10 9 9 |
| Supervisor (as defined) | 10 7 9 |
| Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine | 10 7 9 |
| Employees engaged in— | |
| (i) clipping piecework tickets | |
| (ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines | |
| (iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. | |
| (iv) operating can-closing machine | |
| (v) packing clear mixed pickles into glass containers | |
| (vi) pouring out or filling jam by hand | |
| (vii) pouring out pulp by hand | |
| (viii) stirring jam, sauce, or pulp | |
| (ix) washing bags | |
| (x) working at a fruit press | 10 4 9 |
| (xi) feeding into and/or taking from lacquer machine | |
| (xii) feeding into and/or taking from bottle-washing machine | |
| (xiii) bottle-washing department | |
| (xiv) pouring out soups, chutneys, pickles or other preparations | |
| (xv) operator jam filling machine | |
| (xvi) Operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature | |
| (xvii) operator bottle-capping or bottle-closing machine | |
| (xviii) operator sauce-labelling machine | |
| (xix) feeding peach-slicing machine | |
| (xx) operator of apple-peeling machine | |
| All other adult females, i.e., females 18 years of age or over | 9 15 9 |

Provided that—

(i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;

(ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

(iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

| — | Percentage of Male Basic Wage. | Wages Per Week. |
|---|---|---|
| | | £ s. d. |
| (i) Males— | | |
| Under 17 years of age | 45 | 5 8 6 |
| 17 years of age and under 18 years of age | 56 | 6 15 0 |
| 18 years of age and under 19 years of age | 67 | 8 1 6 |
| 19 years of age and under 20 years of age | 79 | 9 10 6 |
| 20 years of age and under 21 years of age | 95 | 11 9 0 |
| Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates. | | |
| | Percentage of Female Basic Wage. | |
| (ii) Females— | | |
| Under 18 years of age | 83 | 7 10 0 |
| Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate. | | |

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

PIECEWORK RATES.

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

| Fruit or Vegetable. | Work Performed. | Purpose for Which prepared. Jam. | Canning. |
|---|---|---|---|
| | | Price Per Standard Case Except Where Otherwise Specified. | |
| | | s. d. | s. d. |
| Apricots | Cutting and stoning by hand | 2 1·011 | 2 9·348 |
| Peaches | Cutting and stoning unpeeled peaches 2½" and over by hand | .. | 1 4·674 |
| Peaches | Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2¼" and over in diameter | .. | 1 7.651 |
| Peaches | Cutting and stoning peaches under 2¼" in diameter | .. | 1 10·182 |
| Peaches | Triming or specking per bucket | .. | 0 4.168 |
| Peaches | Feeding into peach pitting machine—per thousand | .. | 2 10·687 |
| Pears (large and medium) | Peeling, cutting and coring (not into water) | .. | 3 5·685 |
| Pears (small) | Peeling, cutting and coring (not into water) | .. | 3 9·853 |
| Pears | Feeding into pear preparation machine—per thousand | .. | 3 0·325 |
| Pears | Trimming or specking—per bucket | .. | 0 4·168 |
| Quinces | Peeling, cutting and coring by machines | 1 6·013 | 1 6·013 |
| Quinces | Peeling by hand (not topping or tailing) | 1 9·14 | 1 9·14 |
| Quinces | Peeling by hand and topping and tailing | 2 3·095 | 2 3·095 |
| Quinces | Cutting by hand | 1 6·013 | 1 6·013 |
| Quinces | Coring by hand (quarters) | 1 6·013 | 1 6·013 |
| Quinces | Coring by hand (halves) | 1 1·547 | 1 1·547 |
| Quinces | Sorting and picking over machine-cored slices (per bucket) | 0 6·252 | 0 6·252 |
| Tomatoes | Peeling (per bucket) by hand | 0 9·081 | 0 9·081 |

| | Per tray of twelve cans—Open tops. |
|---|---|
| | s. d. |
| Apricots—grading or placing in No. 2½ cans— | |
| Halves | 0 4·466 |
| Whole | 0 2·828 |
| Peaches—grading and placing in No. 2½ cans | 0 2·382 |
| Pears—grading and placing in No. 2½ cans | 0 2·977 |
| Any other fruits or tomatoes—grading and placing in No. 2½ cans | 0 2·382 |
| Asparagus grading and placing in 10–11 oz. cans, 24 tins per tray | 0 11·463 |
| 14–16 oz. cans, 24 tins per tray | 0 8·337 |
| 28–30 oz. cans, 15 tins per tray | 0 8·337 |
| Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles | 1 7·502 |
| Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles | 1 11·968 |
| Pickles—Cutting up vegetables for mustard pickles by knife per cwt | 7 5·473 |
| Pickles—Cutting up vegetables for mustard pickles by chopper per cwt. | 5 11·46 |
| Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation | 22 4·272 |
| Onions—when weighed after the operation | 29 9·448 |
| Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation | 17 10·528 |
| Onions—per cwt. when weighed after the operation | 23 10·286 |

| Tomato Sauce or Chutney—Preparation for Sale. | Price Per Gross of Ordinary Pint Bottles. | Price Per Gross of Ordinary Quart Bottles. |
|---|---|---|
| Class of Work— | s. d. | s. d. |
| Labelling with one label .. .. .. .. .. .. .. .. .. | 1 6·013 | 1 8·098 |
| Wrapping .. .. .. .. .. .. .. .. .. .. | 0 7·443 | 0 7·443 |

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

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

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

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

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

VICTORIA

# GOVERNMENT GAZETTE.

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No. 849] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## KNITTING TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 479 of the 26th May, 1953, shall be replaced by the following clauses :—

JUNIORS.

2. (*a*)

| Males. | Percentage of Male Basic Wage. | Wages per Week of 40 Hours. | Females. | Percentage of Female Basic Wage. | Wages per Week of 40 Hours. |
|---|---|---|---|---|---|
| | | £ s. d. | | | £ s. d. |
| Under 16 years of age .. | 37 | 4 9 0 | Under 16 years of age .. .. | 49 | 4 8 6 |
| 16 years of age .. .. | 43 | 5 3 6 | At 16 years of age .. .. | 54 | 4 17 6 |
| 16½ years of age .. .. | 47 | 5 13 6 | At 16½ years of age .. .. | 60 | 5 8 6 |
| 17 years of age .. .. | 51 | 6 3 0 | At 17 years of age .. .. | 66 | 5 19 0 |
| 17½ years of age .. .. | 56 | 6 15 0 | At 17½ years of age .. .. | 73 | 6 12 0 |
| 18 years of age .. .. | 67 | 8 1 6 | At 18 years of age .. .. | 78 | 7 1 0 |
| 18½ years of age .. .. | 74 | 8 18 6 | At 18½ years of age .. .. | 84 | 7 11 6 |
| 19 years of age .. .. | 80 | 9 13 0 | At 19 years of age .. .. | 89 | 8 0 6 |
| 19½ years of age .. .. | 90 | 10 17 0 | At 19½ years of age .. .. | 96 | 8 13 6 |
| 20 years of age .. .. | 95 | 11 9 0 | At 20 years of age .. .. | 100 | 9 0 6 |
| 20½ years of age .. .. | 100 | 12 1 0 | | | |

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(*b*) The total wage shall be claculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

(*c*) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(*d*) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

*Proportion of Juniors.*

(*e*) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (*a*) ADULT MALES.

| — | Wages per Week of 40 Hours. £ s. d. |
|---|---|
| *Full-fashioned Hosiery.* | |
| Assistant foreman | 14 16 0 |
| Mechanic on full-fashioned machines | 14 11 0 |
| Plierer | 14 2 0 |
| Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)— | |
| 1st year's experience | 14 2 0 |
| Thereafter | 14 11 0 |
| Welt turner and/or assistant operator on full-fashioned machines | 13 11 0 |
| Topper | 13 4 0 |
| *Circular Hosiery and Half-hose.* | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Mechanic | 14 2 0 |
| Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter) | 13 10 0 |
| *Underwear and Outerwear.* | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines) | 14 2 0 |
| Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines) | 13 10 0 |
| Electric machine cutter | 13 16 0 |
| Hand cutter | 13 12 0 |
| Layer-up | 13 4 0 |
| Hand knitter on flat machines | 13 11 0 |
| Warper and/or creeler | 13 10 0 |
| *All Sections.* | |
| Throwing and Winding— | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Mechanic | 14 2 0 |
| Yarn conditioning and/or yarn testing | 13 4 0 |
| Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler | 13 8 0 |
| Dye-house Bleach House and Scouring— | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Man responsible for weighing dye-stuffs | 13 11 0 |
| Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant | 13 8 0 |
| Man employed on unshrinkable process | 13 8 0 |
| Press Room— | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Board and/or press hands (including pre-boarding) | 13 10 0 |
| Finishing— | |
| Assistant foreman | 14 6 0 |
| Leading hand | 13 14 0 |
| Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine) | 13 8 0 |
| General— | |
| Sulphur house hand (for time engaged on sulphur house work) | 13 13 0 |
| Recorder | 13 4 0 |
| Yarn supplier and/or storeman | 13 4 0 |
| Storeman and/or packer | 13 4 0 |
| Trucker and/or wheeler | 13 4 0 |
| Warehouseman | 13 4 0 |
| Oiler and/or cleaner | 13 4 0 |
| All other adult males in any section not elsewhere specified | 12 4 0 |

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

ADULT FEMALES.

3. (b)

| — | Wages per Week of 40 Hours. First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
|---|---|---|---|
| | Per Week. £ s. d. | Per Week. £ s. d. | Per Week. £ s. d. |
| *Full-fashioned Hosiery.* | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Linker | 9 3 0 | 9 9 0 | 9 18 0 |
| Seamer | 9 3 0 | 9 9 0 | 9 18 0 |
| Clocker | 9 3 0 | 9 9 0 | 9 18 0 |
| Mender | 9 3 0 | 9 9 0 | 9 18 0 |
| Invisible mender | 9 3 0 | 9 9 0 | 9 18 0 |
| Topper | 9 3 0 | 9 9 0 | 9 18 0 |
| *Circular Hosiery and Half-hose.* | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Linker | 9 3 0 | 9 9 0 | 9 18 0 |
| Seamer | 9 3 0 | 9 9 0 | 9 18 0 |
| Welter and/or overlocker | 9 3 0 | 9 9 0 | 9 18 0 |
| Mender | 9 3 0 | 9 9 0 | 9 15 0 |
| Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter)) | 9 3 0 | 9 9 0 | 9 15 0 |
| Clocker | 9 3 0 | 9 9 0 | 9 18 0 |
| Trimmer | 9 3 0 | 9 9 0 | 9 15 0 |
| *Underwear and Outerwear.* | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Electric machine cutter | 9 3 0 | 10 1 0 | 10 16 0 |
| Hand cutter | 9 3 0 | 9 18 0 | 10 13 0 |
| Layer-up | 9 3 0 | 9 9 0 | 9 15 0 |
| Trimmer (hand or machine) | 9 3 0 | 9 9 0 | 9 15 0 |
| Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines) | 9 3 0 | 9 9 0 | 9 15 0 |
| Hand knitter on flat machines | 9 3 0 | 9 9 0 | 9 18 0 |
| Warper and/or creeler | 9 3 0 | 9 9 0 | 9 18 0 |
| Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell) | 9 3 0 | 9 9 0 | 9 18 0 |
| Mender | 9 3 0 | 9 9 0 | 9 15 0 |
| Hand embroiderer | 9 3 0 | 9 9 0 | 9 18 0 |
| *All Sections.* | | | |
| Throwing and Winding— | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Yarn conditioning and/or yarn testing | 9 3 0 | 9 9 0 | 9 15 0 |
| Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler | 9 3 0 | 9 9 0 | 9 15 0 |
| Press Room— | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Board and/or press hand (including pre-boarding) | 9 3 0 | 9 9 0 | 9 18 0 |
| Presser and/or ironer | 9 9 0 | 9 15 0 | 9 18 0 |
| Operator of steam press (namely, female employed on a steam-pressing machine) | 9 11 0 | 10 1 0 | 10 11 0 |
| Finishing— | | | |
| Assistant forewoman | 10 18 0 | 10 18 0 | 10 18 0 |
| Examiner (including fabrics) | 9 3 0 | 9 9 0 | 9 15 0 |
| Folder | 9 3 0 | 9 9 0 | 9 15 0 |
| Grader | 9 3 0 | 9 9 0 | 9 15 0 |
| Pairer | 9 3 0 | 9 9 0 | 9 15 0 |
| Sorter | 9 3 0 | 9 9 0 | 9 15 0 |
| Parceller | 9 3 0 | 9 9 0 | 9 15 0 |
| Boxer | 9 3 0 | 9 9 0 | 9 15 0 |
| Finisher | 9 3 0 | 9 9 0 | 9 15 0 |
| General— | | | |
| Recorder | 9 3 0 | 9 9 0 | 9 15 0 |
| Warehousewoman | 9 3 0 | 9 9 0 | 9 15 0 |
| All other adult females in any section not elsewhere specified | 9 3 0 | 9 3 0 | 9 3 0 |

The wages of adult females include a loading of 2s. 6d.

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

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

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 850] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## PLASTIC MOULDING BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 762 of the 26th August, 1953, shall be replaced by the following clauses :—

2. APPRENTICES OR IMPROVERS.

| — | Wages per Week of 40 Hours. | | — |
|---|---|---|---|
| | Males. | Females. | |
| | *s. d.* | *s. d.* | |
| Under 16 years of age .. .. | 74 0 | 62 0 | No junior shall be employed until he or she attains the age of fifteen years |
| 16 years of age .. .. .. | 98 0 | 74 0 | |
| 17 years of age .. .. .. | 121 6 | 86 0 | |
| 18 years of age .. .. .. | 157 0 | 109 6 | |
| 19 years of age .. .. .. | 180 6 | 121 6 | |
| 20 years of age .. .. .. | 204 6 | 133 6 | |
| And thereafter the minimum wage | | | |

*Proportion.*

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 250s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 250s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 185s. 6d. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 185s. 6. per week of 40 hours.

(*a*) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is make.

(*b*) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

No. 850.—10618/53.—PRICE 6D.

3. PLASTIC SECTION.

| — | Wages per Week of 40 Hours. £ s. d. |
|---|---|
| *Adult Males.* | |
| 1. Employee engaged on any operation other than those set out hereunder | 12 10 0 |
| 2. Weigher and/or assembler of compounds for mixing, calendering, &c. | 12 17 0 |
| 3. Brusn machine operator | 12 16 0 |
| 4. Silk screen operator | 12 16 0 |
| 5. Wire winding machine operator | 12 14 0 |
| 6. Bunching machine operator | 12 14 0 |
| 7. Spark testing machine operator | 12 16 0 |
| 8. Lacquering machine operator | 12 16 0 |
| 9. Examiner of materials—part finished or finished products | 12 16 0 |
| 10. Operator employed on spreading machine | 12 17 0 |
| 11. Operator of embosser, plate or roller machine | 12 18 0 |
| 12. Assistant operator of embosser, plate or roller machine | 12 10 0 |
| 13. Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products | 12 16 0 |
| 14. Plastic injection press operator | 12 19 0 |
| 15. Operator on clicking press and/or mechanically operated punching press | 12 10 0 |
| 16. Operator using a spray gun | 12 16 0 |
| 17. Operator on warming and/or masticating mill | 12 16 0 |
| 18. Operator on mixing mill | 13 3 0 |
| 19. Operator in charge of forcing or extruding machine | 12 18 0 |
| 20. First assistant on calender, 48 inches and over | 13 0 6 |
| 21. First assistant on calender under 48 inches | 12 14 0 |
| 22. Operator in charge of calender, 72 inches and under | 13 12 0 |
| 23. Operator in charge of calender, over 72 inches | 13 17 0 |
| 24. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing | 13 14 0 |
| 25. Plastic press operator, other | 13 1 0 |
| 26. Process worker, i.e., a person employed— | |
| (a) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types and paste moulding operators | 12 19 0 |
| (b) in the powder room | 12 19 0 |
| *Adult Females.* | |
| All classifications | 9 5 6 |
| CASEIN SECTION. | |
| *Adult Males.* | |
| 27. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe | 13 14 0 |
| 28. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz.; pressure, temperature, and time of curing | 13 14 0 |
| 29. Plastic press operator, other | 13 1 0 |
| 30. Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines | 12 19 0 |
| 31. Employee engaged in any operation not set out above | 12 10 0 |
| *Adult Females.* | |
| All classifications | 9 5 6 |

SPECIAL RATES.

4. (a) Employees handling carbon black before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(b) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (a) Male employees engaged on continuous work shifts shall be paid an additional 4s. per shift on afternoon and night shift.

(b) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 6 of this Determination shall be paid an additional 4s. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances :—

*Continuous Shifts—*

| | s. d. |
|---|---|
| Morning shift | 2 0 |
| Afternoon shift | 3 0 |
| Night shift | 4 0 |

*Rotating Shifts—*

| | |
|---|---|
| Afternoon shift | 3 0 |
| Night shift | 4 0 |

(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

(i) during a period of engagement on shift works night shift only ; or
(ii) remains on night shift for a longer period than four consecutive weeks ; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (*a*), (*b*), (*c*) or (*d*) hereof.

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.

Published by Authority.

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

No. 851] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## PLUMBERS BOARD.

Clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 564 of the 17th July, 1952, shall be replaced by the following clauses:—

### PART 1.

**This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.**

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

| — | Percentage of Basic Wage. | Adjustable Wage. | Loading. | Total Wage. |
|---|---|---|---|---|
| | | s. d. | s. d. | s. d. |
| 1st year .. | 29 | 68 6 | 2 8 | 71 2 |
| 2nd year .. | 38 | 90 0 | 5 4 | 95 4 |
| 3rd year .. | 53 | 125 6 | 8 0 | 133 6 |
| 4th year .. | 76 | 180 0 | 10 8 | 190 8 |
| 5th year .. | 98 | 232 6 | 13 4 | 245 10 |
| 6th year .. | 100 plus 27s. | 264 0 | 16 0 | 280 0 |

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 16s. 9d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

| | s. d. |
|---|---|
| 1st year .. .. .. .. .. | 81 9 |
| 2nd year .. .. .. .. .. | 105 3 |
| 3rd year .. .. .. .. .. | 140 10 |
| 4th year .. .. .. .. .. | 208 9 |
| 5th year .. .. .. .. .. | 270 5 |

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four .. .. / Two improvers to fifteen .. .. / Three improvers to thirty .. / and thereafter one additional improver to every seven additional workers receiving not less than £15 16s. 9d. per week.

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

No. 851.—10619/53.—PRICE 3D.

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

| Person employed— | Wages Per Week. £ s. d. | Wages Per Hour. s. d. |
|---|---|---|
| (a) Where the artificial temperature is— | | |
| Over 130° F. .. .. | 20 2 11 | 10 0¾ |
| 115° F., but not exceeding 130° F. .. .. | 19 6 1 | 9 7¾ |
| 50° F. or lower .. .. | 20 2 11 | 10 0¾ |
| (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. .. | 18 4 5 | 9 1¼ |
| (c) Lead burning or at lead work connected therewith .. | 17 7 7 | 8 8¼ |
| (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. | 16 3 4 | 8 1 |
| (e) In fixing any material used instead of metal for pipes, guttering, or roof covering .. | 16 3 4 | 8 1 |
| (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) .. | 16 3 4 | 8 1 |

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

| Person employed— | Wages Per Week. £ s. d. | Wages Per Hour s. d. |
|---|---|---|
| (a) Where the artificial temperature is— | | |
| Over 130° F. .. .. | 19 16 4 | 9 11 |
| 115° F., but not exceeding 130° F. .. .. | 18 19 6 | 9 5¾ |
| 50° F. or lower .. | 19 16 4 | 9 11 |
| (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower .. | 17 17 10 | 8 11¼ |
| (c) Lead burning or at lead work connected therewith .. | 17 1 0 | 8 6¼ |
| (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) .. | 15 16 9 | 7 11 |
| (e) In fixing any material used instead of metal for pipes, guttering, or roof covering .. | 15 16 9 | 7 11 |
| (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) | 15 16 9 | 7 11 |

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

## Part II.

**This Part applies to all persons employed by Gas Companies.**

1. WAGES.

| Nature of Employment. | Wages per Week of 40 Hours. |
|---|---|
| Persons employed— | £ s. d. |
| (a) Leadburning or at lead work connected therewith .. .. .. .. .. .. | 15 18 9 |
| (b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power) .. .. .. .. | 14 14 6 |
| (c) In fixing any material used instead of metal for pipes, guttering, or roof covering .. .. .. | 14 14 6 |
| (d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) .. .. .. .. .. .. .. .. .. .. | 14 14 6 |

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 14s. 6d. per week of 40 hours.

(b) IMPROVERS.*

| (i) WAGES. Per Week of 40 Hours. | s. | d. | (ii) PROPORTION (within any factory or place.) |
|---|---|---|---|
| 1st year | 81 | 9 | One improver to four<br>Two improvers to fifteen<br>Three improvers to thirty and thereafter one additional improver to every seven additional<br>workers receiving not less than £14 14s. 6d. per week |
| 2nd year | 105 | 3 | |
| 3rd year | 140 | 10 | |
| 4th year | 208 | 9 | |
| 5th year | 270 | 5 | |
| and thereafter the minimum wage. | | | |

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

Clauses, other than clause 1 of Part I., and clauses 1 and 2 of Part II. of the said Determination, as amended by the Industrial Appeals Court, shall remain in force.

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

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 852]** **TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 501 of the 11th June, 1953, shall be replaced by the following clauses :—

2. All Classes of Workers (other than those Employed in Daily Newspaper Offices)—

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---|---|---|
| | Table "A"—Adult Males. | £ s. d. |
| 1 | Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) .. .. | 15 5 6 |
| 2 | Probationary machine compositor— | |
| | (a) For a first period of six months' probation .. .. .. | 14 15 0 |
| | (b) For a second period of six months' probation .. .. .. | 14 18 6 |
| | (c) Thereafter the rate for a machine compositor. | |

No. 852.—10620/53.—Price 3d.

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. £ s. d. |
|---|---|---|
| | TABLE "A"—ADULT MALES—*continued.* | |
| 3 | Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 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 shall be paid .. .. .. .. | 15 5 6 |
| 4 | Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .. .. .. | 14 15 0 |
| 5 | Operator of a Wells' cross-rule form machine .. .. .. .. | 15 5 6 |
| 6 | Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .. .. .. .. .. .. | 13 12 6 |
| 7 | Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine .. .. .. .. .. | 14 15 0 |
| 8 | Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .. .. .. .. .. .. | 13 12 6 |
| 9 | Proof reader and/or reviser .. .. .. .. .. .. | 14 18 6 |
| 10 | Copy holder .. .. .. .. .. .. .. .. | 13 3 0 |
| 11 | Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor) .. .. .. | 14 15 0 |
| 12 | Electrotyper (which shall include an employee preparing lead for matrix moulding purposes) .. .. .. .. .. .. .. .. | 14 15 0 |
| 13 | Stereotyper .. .. .. .. .. .. .. .. | 14 15 0 |
| 14 | Engraver on wood or metal .. .. .. .. .. .. | 14 15 0 |
| 15 | Letterpress machinist .. .. .. .. .. .. .. | 14 15 0 |
| 16 | Railway ticket printer—single machine .. .. .. .. .. | 13 18 6 |
| 17 | Railway ticket printer—multiple machine .. .. .. .. | 14 0 6 |
| 18 | Machinist working a flat-bed machine printing from a reel .. .. | 14 15 0 |
| 19 | Letterpress rotary machinist .. .. .. .. .. .. | 14 15 0 |
| 20 | Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper .. | 13 15 6 |
| 21 | Collapsible tube printing machinist .. .. .. .. .. | 14 15 0 |
| 22 | Universal process machine operator .. .. .. .. .. | 14 15 0 |
| 23 | Lithography— | |
| | (*a*) Artist and/or designer .. .. .. .. .. .. | 15 1 6 |
| | (*b*) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate | 14 17 0 |
| | (*c*) Lithographic pressman and/or lithographic manual transferer .. | 14 15 0 |
| | (*d*) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. .. | 13 5 0 |
| | (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) | |
| | (*e*) Lithographic machinist, including lithographic tin printer .. .. | 14 15 0 |
| 24 | Photogravure machinist .. .. .. .. .. .. .. | 14 15 0 |
| 25 | Bookbinder .. .. .. .. .. .. .. .. | 14 15 0 |
| 26 | Marbler .. .. .. .. .. .. .. .. | 14 15 0 |
| 27 | Hand indexer .. .. .. .. .. .. .. .. | 14 15 0 |
| 28 | Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) .. .. | 14 15 0 |
| 29 | Finisher .. .. .. .. .. .. .. .. | 14 15 0 |
| 30 | Pocket-book maker .. .. .. .. .. .. .. | 14 15 0 |
| 31 | Ticket maker, turned-in work .. .. .. .. .. .. | 14 15 0 |
| 32 | Blotting pad maker .. .. .. .. .. .. .. | 14 15 0 |
| 33 | Portfolio maker .. .. .. .. .. .. .. | 14 15 0 |
| 34 | Person engaged in sawing and/or rolling books .. .. .. .. | 14 15 0 |
| 35 | Loose sheet cover maker .. .. .. .. .. .. | 14 15 0 |
| 36 | Edge-gilder .. .. .. .. .. .. .. .. | 14 15 0 |
| 37 | Leather cutter .. .. .. .. .. .. .. .. | 14 15 0 |
| 38 | Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work | 13 8 6 |
| | (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37) | |
| 39 | Embossing machinist .. .. .. .. .. .. .. | 14 15 0 |
| 40 | Map and plan mounter and/or varnisher .. .. .. .. .. | 14 15 0 |
| 41 | Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine .. .. .. .. .. .. | 14 15 0 |
| 42 | Guillotine machine operator .. .. .. .. .. .. | 14 15 0 |
| 43 | Employee operating a milk bottle wad making machine .. .. .. | 13 12 0 |
| 44 | Waxer .. .. .. .. .. .. .. .. | 13 10 0 |
| 45 | Sheet varnishing and/or sheet gumming machinist .. .. .. | 13 5 0 |
| 46 | Rotary reel gumming machinist .. .. .. .. .. .. | 13 8 6 |
| 47 | Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping .. .. .. .. .. .. | 13 1 0 |
| 48 | Printing ink mixer and/or maker .. .. .. .. .. | 13 2 0 |
| 49 | Bronzing machine operator .. .. .. .. .. .. | 13 5 0 |
| 50 | Roller maker .. .. .. .. .. .. .. .. | 13 2 0 |
| 51 | Feeder on any kind of machine .. .. .. .. .. .. | 12 17 0 |

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. £ s. d. |
|---|---|---|
| | TABLE "A"—ADULT MALES—*continued.* | |
| 52 | Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance) .. .. .. .. .. .. .. .. | 14 8 0 |
| 53 | Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance) .. .. .. .. | 14 8 0 |
| 54 | Storeman .. .. .. .. .. .. .. .. | 13 5 0 |
| 55 | Packer and/or despatcher .. .. .. .. .. .. | 13 5 0 |
| 56 | Any other adult male .. .. .. .. .. .. .. | 12 13 0 |
| 57 | An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.<br>Provided that until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of day-time light or power restrictions, shall be 12s. | |
| | TABLE "B"—ADULT FEMALES:<br>(*Including non-adult females of at least five years' experience.*) | |
| 1 | Female head packer when employed as such .. .. .. .. | 10 3 6 |
| 2 | Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in :—<br>(*a*) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together .. .. .. .. .. .. .. | 10 3 6 |
| | (*b*) When engaged on work which does not exceed both the measurements before mentioned .. .. .. .. .. .. | 10 2 6 |
| 3 | Female bookbinder—that is, an employee engaged in :—<br>(*a*) Making blotting pads without corners, paper bound around four edges, or<br>(*b*) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or<br>(*c*) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather. cloth or similar material, or<br>(*d*) Affixing projecting index tabs made of paper and not reinforced, or<br>(*e*) Making letter or other types of files, or<br>(*f*) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or<br>(*g*) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done .. .. | 10 1 6 |
| 4 | Female hand or machine sewer and taker down or repairer of letterpress work .. | 10 1 6 |
| 5 | Female employee of more than five years' experience employed on any one or more of the following operations :—<br>Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) .. .. .. .. .. .. .. | 10 1 6 |
| 6 | Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A" .. .. .. .. .. .. | 10 1 6 |
| 7 | Female copy holder .. .. .. .. .. | 10 1 6 |
| 8 | Female embosser .. .. .. .. .. .. .. | 10 2 6 |
| 9 | Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine .. .. .. | 10 1 6 |
| 10 | A female employee in charge of or who supervises, directs, or is responsible for the work of—<br>(*a*) from 3 to 8 employees (both inclusive) .. .. .. .. | 10 5 6 |
| | (*b*) from 9 to 15 employees (both inclusive) .. .. .. | 10 17 0 |
| | (*c*) over 15 employees .. .. .. .. .. .. | 11 4 6 |
| 11 | Female employees not otherwise specified .. .. .. .. | 9 10 0 |

NOTE.—See clause 36 (*g*) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: Provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

| — | Third Column. Weekly Wage. |
|---|---|
| | £ s. d. |
| Where the work is performed by a male junior, not being an apprentice: | |
| Under 15 years of age | 2 15 6 |
| Between 15 and 16 years of age | 3 8 6 |
| Between 16 and 17 years of age | 4 8 6 |
| Between 17 and 18 years of age | 5 19 0 |
| Between 18 and 19 years of age | 7 9 6 |
| Between 19 and 20 years of age | 9 2 0 |
| Between 20 and 21 years of age | 10 15 0 |
| Where the work is performed by a male apprentice: | |
| First year | 3 6 6 |
| Second year | 4 16 0 |
| Third year | 5 10 6 |
| Fourth year | 6 12 6 |
| Fifth year | 8 2 0 |
| Sixth year | 11 1 0 |
| A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him. | |
| 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. | |
| Where the work is performed by a female junior— | |
| First year's experience | 3 0 6 |
| Second year's experience | 4 0 6 |
| Third year's experience | 5 0 6 |
| Fourth year's experience | 6 1 0 |
| Fifth year's experience | 7 11 0 |
| And thereafter the minimum wage prescribed for females for the class of work she is doing. | |
| A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing. | |
| In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement. | |

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, provided that the words "In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 114s. 9d. for each full week or a pro rata amount according to the time actually worked if less than a full week be worked" in the first paragraph of Schedule "A"—Machine Composition shall be amended by the substitution of the amount of 120s. 4d. for the said amount of 114s. 9d.

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

# VICTORIA

# GOVERNMENT GAZETTE.

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**No. 853]** **TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## 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 7 6 | 15 5 6 |
| 2 | Probationary machine compositor— | | |
| | (a) For a first period of six months' probation .. .. .. .. | 14 17 0 | 14 15 0 |
| | (b) For a second period of six months' probation .. .. .. .. | 15 0 6 | 14 18 6 |
| | (c) Thereafter the rate for a machine compositor .. .. .. .. | 15 7 6 | 15 5 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 7 6 | 15 5 6 |
| 4 | Proof reader and/or reviser | | |
| | (a) In newspaper and commercial printing offices .. .. .. .. | 15 0 6 | 14 18 6 |
| | (b) Commercial printing only .. .. .. .. .. .. | 15 0 6 | 14 18 6 |

* See clause 3 for definition of grades.

No. 853.—10621/53.—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 17 0 | 14 15 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 17 0 | 14 15 0 |
| 15 | Stone and/or plate preparer .. .. .. .. .. .. | 13 7 0 | 13 5 0 |
| 16 | Ink grinder and/or varnisher .. .. .. .. .. .. | 13 2 0 | 13 0 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 17 0 | 14 15 0 |
| 18 | Marbler .. .. .. .. .. .. .. .. .. | 14 17 0 | 14 15 0 |
| 19 | Hand Indexer .. .. .. .. .. .. .. .. | 14 17 0 | .. |
| 20 | Finisher .. .. .. .. .. .. .. .. .. | 14 17 0 | .. |
| 21 | Pocket-book maker .. .. .. .. .. .. .. .. | 14 17 0 | .. |
| 22 | Loose-sheet cover maker .. .. .. .. .. .. .. | 14 17 0 | .. |
| 23 | Ticket maker, turned in work .. .. .. .. .. .. | 14 17 0 | .. |
| 24 | Blotting-pad maker .. .. .. .. .. .. .. | 14 17 0 | .. |
| 25 | Portfolio maker .. .. .. .. .. .. .. .. | 14 17 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 17 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 17 0 | 14 15 0 |
| 29 | Guillotine machine operator .. .. .. .. .. .. .. | | |
| 30 | Operator of a duplicating machine operating from a photographic stencil .. | 14 17 0 | 14 15 0 |
| 31 | Feeder of any kind of machine .. .. .. .. .. .. | 13 1 0 | .. |
| 32 | Storeman, packer and/or despatcher .. .. .. .. .. .. | 13 7 0 | .. |
| 33 | Male employee not otherwise specified .. .. .. .. .. | 12 15 0 | 12 13 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 6 6 |
| 2 | Female employee not otherwise specified .. .. .. .. .. .. .. | 9 10 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 8 6 |
| | (b) From 9 to 15 employees (both inclusive) .. .. .. .. .. | 10 17 6 |
| | (c) Over 15 employees .. .. .. .. .. .. .. .. | 11 3 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 6 |
| 2 | Between 15 and 16 years of age .. .. .. .. .. .. | 27 | 3 9 6 |
| 3 | Between 16 and 17 years of age .. .. .. .. .. .. | 35 | 4 10 0 |
| 4 | Between 17 and 18 years of age .. .. .. .. .. .. | 47 | 6 1 0 |
| 5 | Between 18 and 19 years of age .. .. .. .. .. .. | 59 | 7 11 6 |
| 6 | Between 19 and 20 years of age .. .. .. .. .. .. | 72 | 9 5 0 |
| 7 | Between 20 and 21 years of age .. .. .. .. .. .. | 85 | 10 18 6 |

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 7 6 |
| 2 | Second year | 32½ | 4 17 0 |
| 3 | Third year | 37½ | 5 12 0 |
| 4 | Fourth year | 45 | 6 14 6 |
| 5 | Fifth year | 55 | 8 4 6 |
| 6 | Sixth year | 75 | 11 4 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 1 6 |
| 2 | Between 17 and 18 years of age | 40 | 4 2 0 |
| 3 | Between 18 and 19 years of age | 50 | 5 2 0 |
| 4 | Between 19 and 20 years of age | 60 | 6 2 6 |
| 5 | Between 20 and 21 years of age | 75 | 7 13 6 |
| 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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# VICTORIA

# GOVERNMENT GAZETTE.

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**No. 854] TUESDAY, NOVEMBER 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, 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 9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## RUBBER TRADE BOARD.

Clauses 2 3, 4 and 5 of the Determination published in *Government Gazette* No. 761 of the 26th August 1953, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

| — | Wages per Week of 40 Hours. | | — |
|---|---|---|---|
| | Males. | Females. | |
| | s. d. | s. d. | |
| Under 16 years of age .. | 74 0 | 62 6 | No junior shall be employed until he or she attains the age of fifteen years. |
| 16 years of age .. .. | 98 0 | 74 0 | |
| 17 years of age .. .. | 121 6 | 86 0 | |
| 18 years of age .. .. | 157 0 | 109 6 | |
| 19 years of age .. .. | 180 6 | 121 6 | |
| 20 years of age .. .. | 204 6 | 133 6 | |
| And thereafter the minimum wage | | | |

*Proportion.*

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 250s. per week 40 hours.

No. 854 .—10627/53.—PRICE 3D.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 250s. per week of 40 hours.

FEMALE APPRENTICES.

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 185/6 per week of 40 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 185/6 per week of 40 hours.

FEMALE IMPROVERS.

*Fancy Goods Section.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 185/6 per week of 40 hours.

*All Other Sections.*

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 185/6 per week of 40 hours.

(*a*) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(*b*) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3. OTHER THAN CABLE MAKING.

| — | Wages per Week of 40 Hours. £ s. d. |
|---|---|
| *Adult Males.* | |
| 1. Employee engaged on any operation other than those set out hereunder | 12 10 0 |
| 2. Sifter and/or drier of compounding ingredients | 12 12 0 |
| 3. Operator in charge of drying machine | 12 14 0 |
| 4. Weigher and/or assembler of compounds for mixing, calendering, &c. | 12 17 0 |
| 5. Storeman and packer as defined herein not working in raw materials store | 12 14 0 |
| 5A. Storeman and packer as defined herein working in raw materials store | 12 19 0 |
| 6. Wrapper of goods made by wrapped process | 12 12 0 |
| 7. Operator in charge of lead-covered hose stripping machine | 12 14 0 |
| 8. Operator in charge of hose-making machine (wrapped process) | 12 16 0 |
| 9. Helper on hose-making machine (wrapped process) | 12 14 0 |
| 10. Lead-covering machine helper | 12 14 0 |
| 11. Operator in charge of lead-covering machine (hose) | 13 0 6 |
| 11A. Maker of vacuum-cleaner hose | 12 16 0 |
| 12. Maker of wrapped hose by hand-made process | 13 3 0 |
| 13. Dough mixer working on mill and/or enclosed mixer for solution or cement | 12 14 0 |
| 14. Operator on washing mill and/or grinding waste | 12 14 0 |
| 15. Operator on warming and/or masticating mill and/or reclaim refining mill | 12 16 0 |
| 16. Operator on cracker mill | 12 14 0 |
| 17. Operator on mixing mill | 13 3 0 |
| 18. Reclaimer or employee engaged on acid tank | 12 14 0 |
| 19. Employee on digestor machine | 12 16 0 |
| 20. Spreader in charge of machine (not otherwise classified) | 12 17 0 |
| 21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting | 13 3 0 |
| 22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing | 13 13 0 |
| 22A. Operator employed on impregnating machine and/or pre-dipping machine | 12 14 0 |
| 23. Operator engaged on motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified) | 12 14 0 |
| 24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing | 12 16 0 |
| 25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyres 14-in. diameter and over) | 12 18 0 |
| 25A. Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on flat and/or crown drum and/or flat top core | 13 0 6 |
| 26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyre 14-in. diameter and over) | 13 0 6 |
| 26A. Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on core | 13 3 0 |
| 27. Inspector and/or examiner and/or tyre tester | 12 16 0 |
| 28. Tester with water | 12 10 0 |
| 28A. Operator employed on hand-skiving machine used in tyre construction | 12 12 0 |
| 28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres | 12 12 0 |
| 29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire | 12 16 0 |
| 30. Operator in charge of cotton creels | 12 16 0 |
| 31. Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine | 12 14 0 |
| 32. Maker of packing | 12 16 0 |
| 33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine | 12 16 0 |

OTHER THAN CABLE MAKING—*continued.*

| — | Wages per Week of 40 Hours. £ s. d. |
|---|---|
| 34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— | |
| First year | 12 14 0 |
| Second and third year | 13 0 6 |
| Thereafter | 13 5 0 |
| 35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise) | 12 18 0 |
| 36. Operator employed fitting pneumatic tyre to rim and/or wheel | 12 14 0 |
| 37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press | 12 16 0 |
| 37A. Operator lasting up leather shoes | 12 12 0 |
| 38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length | 12 16 0 |
| 39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) | 13 0 6 |
| 40. Operator on lathe engaged fashioning biased bowls | 13 0 6 |
| 41. Operator dipping balloons and/or other dipped goods | 12 16 0 |
| 42. Operator of rubber-thread cutting lathe | 12 18 0 |
| 43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater | 12 16 0 |
| 44. Helper on self-contained mould and/or curing pan and/or dry heater | 12 10 0 |
| 45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) | 13 0 6 |
| 46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) | 12 18 0 |
| 47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press) | 12 16 0 |
| 48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres | 13 3 0 |
| 49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags | 13 0 6 |
| 50. Operator in charge of person engaged in making and/or moulding solid motor tyres | 13 0 6 |
| 51. Operator engaged in making and/or moulding solid motor tyres | 12 14 0 |
| 51A. Operator racking green motor tyres | 12 12 0 |
| 52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags | 12 16 0 |
| 53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding | 12 18 0 |
| 54. Operator in charge hand-making transmission conveyor and/or elevator belting | 13 0 6 |
| 54A. Repairer of used transmission conveyor and/or elevator belting | 13 0 6 |
| 55. Operator engaged hand-making transmission conveyor and/or elevator belting | 12 17 0 |
| 56. Operator engaged on belt-making machine | 12 14 0 |
| 57. Operator laying rubber mats, tiles, flooring and/or other compositions | 13 3 0 |
| 58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags | 13 3 0 |
| 59. Repairer of new motor and/or motor cycle and/or bicycle tyre and/or tubes | 12 16 0 |
| 60. Operator re-treading new tyres | 12 14 0 |
| 61. Maker of air bags with extruded material | 12 16 0 |
| 62. Maker of air bags (not otherwise classified) | 13 3 0 |
| 62A. Operator buffing air bags | 12 13 0 |
| 62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres | 12 12 0 |
| 63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine) | 12 18 0 |
| 64. Operator in charge of forcing machine straining rubber | 12 14 0 |
| 65. Operator in charge of textile cutting machine | 12 16 0 |
| 66. Operator of electric cutting machine (other than cutter in waterproof) or operator cutting textile by hand | 12 14 0 |
| 67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article | 13 8 0 |
| 68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts | 12 16 0 |
| 69. First assistant on calender 48 inches and over | 13 0 6 |
| 70. First assistant on calender under 48 inches | 12 14 0 |
| 71. Operator in charge of calender 72 inches and under | 13 12 0 |
| 72. Operator in charge of calender over 72 inches | 13 17 0 |
| 73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) | 13 1 0 |
| 74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tieing, table hand and the manufacture of sponge rubber by any similar process | 12 16 0 |
| 75. Storeman in charge of moulds | 12 12 0 |
| 76. Operator engaged in mould burning | 12 12 0 |
| 77. Operator engaged on sand-blasting— | |
| (a) who operates from outside a properly-enclosed cabinet | 12 14 0 |
| (b) other | 12 16 0 |
| 78. Operator joining and/or repairing fabric liners | 12 12 0 |
| 79. Operator cutting raw rubber by machine or press | 12 12 0 |
| 80. Operator of trans-stacker or swifter-lifter or similar machines | 12 16 0 |
| 80A. Operator in charge of rotocure | 13 0 6 |
| ***Adult Females.*** | |
| All classifications | 9 5 6 |

CABLE MAKING.

| | | Wages per Week of 40 Hours. |
|---|---|---|
| | | £ s. d. |
| | *Adult Males.* | |
| 81. | Operator engaged in any operation other than those for which a margin is fixed hereunder | 12 10 0 |
| 82. | Operator on mixing mill | 13 3 0 |
| 83. | Operator on warming and/or masticating and/or reclaim refining mill | 12 16 0 |
| 84. | Heaterman in charge of curing pan and/or dry heater | 12 16 0 |
| 85. | Operator in charge of forcing machine | 12 18 0 |
| 86. | First assistant on calender 48 inches and over | 13 0 6 |
| 87. | First assistant on calender under 48 inches | 12 14 0 |
| 88. | Operator in charge of calender 72 inches and under | 13 12 0 |
| 89. | Operator in charge of calender over 72 inches | 13 17 0 |
| 90. | Fine wiredrawing machine operator | 12 16 0 |
| 91. | Medium wiredrawing machine operator | 12 16 0 |
| 92. | Wiredrawing (tandem) machine operator | 12 16 0 |
| 93. | Annealing furnace operator | 12 16 0 |
| 94. | Pickling plant operator | 12 14 0 |
| 95. | Wire-winding machine operator | 12 14 0 |
| 96. | Fine wire-tinning machine operator | 12 14 0 |
| 97. | Medium wire-tinning machine operator | 12 16 0 |
| 98. | Assisting tinning-machine operator | 12 14 0 |
| 99. | Bunching machine operator | 12 14 0 |
| 100. | Stranding and/or armouring machine operator | 12 16 0 |
| 101. | Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables | 12 14 0 |
| 102. | Lapping machine operator | 12 16 0 |
| 103. | Longitudinal machine operator | 12 16 0 |
| 104. | Longitudinal machine assistant | 12 14 0 |
| 105. | Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator | 12 14 0 |
| 106. | Laying up machine operator | 12 16 0 |
| 107. | Laying up machine assistant | 12 14 0 |
| 108. | Repairer of cables | 12 16 0 |
| 109. | Spark testing machine operator | 12 16 0 |
| 110. | Tank test attendant | 12 14 0 |
| 111. | Operator employed jointing cables | 12 16 0 |
| 112. | Operator on waxing and/or compounding and/or impregnating machine | 12 16 0 |
| 113. | Helper on waxing and/or compounding and/or impregnating machine | 12 14 0 |
| 114. | Lacquering and/or enamelling machine operator | 12 16 0 |
| 115. | Lacquering and/or enamelling machine helper | 12 14 0 |
| 116. | Lead press operator for cables | 13 0 6 |
| 117. | Lead press assistant for cables | 12 14 0 |
| 118. | Lead stripping machine operator for cables | 12 14 0 |
| 119. | Marking machine operator | 12 16 0 |
| 120. | Rubber slitting machine operator | 12 16 0 |
| 121. | Rubber slitting machine helper | 12 14 0 |
| 122. | Taping and/or de-taping machine operator | 12 14 0 |
| 123. | Inspector and/or examiner of cables | 12 16 0 |
| 124. | Small cable reel assembler | 12 16 0 |

Provided that where work is performed in the Cable Making Section of the industry for which no classification is contained in the Cable Making Section of this clause, but which is classified in the "Other Than Cable Making Section," then the classification in the latter section shall apply with the appropriate wage.

| | | |
|---|---|---|
| | *Adult Females.* | |
| | All classifications | 9 5 6 |

SPECIAL RATES.

4. (*a*) Any female or junior (male or female) employed in any way in the making, finishing, or packing of preventatives, pessaries, or sheaths, shall receive the male basic wage provided herein, and in addition thereto shall receive the wages provided for a male operator engaged in the individual making of surgical goods.

(*b*) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause 20 hereof) shall be paid the sum of 1s. 3d. per hour in addition to the rate herein fixed for the class of work performed.

(*c*) Storemen and packers handling carbon black in a bulk store, employees handling carbon black elsewhere before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(*d*) Employees engaged in slicking and/or spraying motor and/or motor cycle tyres or actually working on acid vats in reclaiming shall be paid 1s. per day in addition to the rate herein fixed for the class of work performed.

(*e*) Employees using a spray gun for the purpose of spraying motor and/or motor cycle and/or bicycle tyres and/or finished mats shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payment shall include any payment made under sub-clause (*d*) hereof.

(*f*) Employees required to install or repair any tyre of belting underground in mines shall be paid 2s. per day in addition to the rate herein fixed for the class of work performed.

(*g*) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (*a*) Male employees engaged on continuous work shifts shall be paid an additional 4s. per shift on afternoon and night shift.

(*b*) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 31 of this Determination shall be paid an additional 4s. per shift.

(*c*) Females employed on continuous or rotating shifts shall be paid the following shift allowances :—

| | *s.* | *d.* |
|---|---|---|
| *Continuous Shifts*— | | |
| Morning shift | 2 | 0 |
| Afternoon shift | 3 | 0 |
| Night shift | 4 | 0 |
| *Rotating Shifts*— | | |
| Afternoon shift | 3 | 0 |
| Night shift | 4 | 0 |

(*d*) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(*e*) An employee (not having requested his employer to so work) who—

(i) during a period of engagement on shift works night shift only ; or

(ii) remains on night shift for a longer period than four consecutive weeks ; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (*a*), (*b*), (*c*) or (*d*) hereof.

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.

Published by Authority.

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

No. 855] TUESDAY, NOVEMBER 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, 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.

## HORSEHAIR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1012 of the 12th October, 1951, shall be replaced by the following clause:—

2.

### Apprentices.

WAGES.

| | Percentage of Basic Wage | Per Week. s. | d. |
|---|---|---|---|
| 1st year .. | 35 | 83 | 0 |
| 2nd year .. | 44 | 104 | 6 |
| 3rd year .. | 53 | 125 | 6 |
| 4th year .. | 64 | 151 | 6 |
| 5th year .. | 88 | 208 | 6 |

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 261s. per week.

### Improvers and Juvenile Workers.

WAGES.

| | Percentage of Basic Wage | Per Week. s. | d. |
|---|---|---|---|
| 1st year .. | 35 | 83 | 0 |
| 2nd year .. | 53 | 125 | 6 |
| 3rd year .. | 88 | 208 | 6 |
| 4th year .. | 100 + 6d. | 237 | 6 |

PROPORTION (by any employer).

One improver to every five workers receiving not less than 261s. per week.

*Juvenile Workers.*

One juvenile worker to every Hand Spinner.

### Other Employees.

*Preparing Body Hair.*

WAGES.

| | Per Week s. | d. |
|---|---|---|
| Person in charge of hair-washing machine .. .. .. | 272 | 0 |
| Persons engaged on hair-washing machines .. .. .. | 265 | 0 |
| Persons engaged on hair-drying machines .. .. .. | 265 | 0 |
| Persons who press washed and dried hair into bales .. | 265 | 0 |
| All others .. .. .. | 261 | 0 |

*Preparing any other kind of Hair.*

WAGES.

| | Per Week s. | d. |
|---|---|---|
| Hand Spinners .. .. | 278 | 0 |
| Machine Spinners— | | |
| 1st year .. .. .. | 268 | 0 |
| 2nd year .. .. .. | 274 | 0 |
| And thereafter .. .. | 278 | 0 |
| Drafters .. .. .. | 278 | 0 |
| Wet or dry hacklers .. | 278 | 0 |
| Operators of teasing machine .. | 265 | 0 |
| Tail pullers .. .. | 265 | 0 |
| Dyers or Scalders .. .. | 262 | 0 |
| All others .. .. .. | 261 | 0 |

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of one hundred and twenty-four shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and twenty-four shillings shall be added in lieu thereof.

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

No. 855.—10331/53.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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**No. 856] TUESDAY, NOVEMBER 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, 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.

## 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.

| | Percentage of Basic Wage. | Wages per Week of 40 Hours. s. d. |
|---|---|---|
| 1st Year | 28 | 66 6 |
| 2nd Year | 37 | 87 6 |
| 3rd Year | 42 | 99 6 |
| 4th Year | 59 | 140 0 |
| 5th Year | 71 | 168 6 |
| 6th Year | 90 | 213 6 |
| And thereafter the minimum wage | | |

Feather Duster or Mop Sections.

Males.

| | Percentage of Basic Wage. | Wages per Week of 40 Hours. s. d. |
|---|---|---|
| 1st Year | 28 | 66 6 |
| 2nd Year | 37 | 87 6 |
| 3rd Year | 42 | 99 6 |
| 4th Year | 59 | 140 0 |
| 5th Year | 71 | 168 6 |
| 6th Year | 90 | 213 6 |
| And thereafter the minimum wage. | | |

Females.

| | Percentage of Female Basic Wage. | Wages per Week of 40 Hours. s. d. |
|---|---|---|
| 1st Year | 38 | 67 6 |
| 2nd Year | 50 | 88 6 |
| 3rd Year | 55 | 97 6 |
| 4th Year | 65 | 115 6 |
| 5th Year | 76 | 135 0 |
| 6th Year | 90 | 159 6 |
| 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 253s. 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 253s. 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) .. .. | 277 0 |
| Second sorter .. .. .. | 272 0 |
| Maker or sewer .. .. | 277 0 |
| Cutter off . .. .. | 267 6 |
| All others .. .. .. | 253 6 |

*Feather Duster Making.*

| | Wages per Week of 40 Hours. s. d. |
|---|---|
| Males .. .. .. | 253 6 |
| Females .. .. .. | 185 0 |

*Mop Making.*

| | Wages per Week of 40 Hours. s. d. |
|---|---|
| Males .. .. .. | 253 6 |
| Females .. .. .. | 185 0 |

PROPORTION IN ANY FACTORY OR PLACE (*continued*)

IMPROVERS.

*Feather Duster Making Section.*

Two male improvers to every worker receiving not less than 253s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 185s. 0d. per week of 40 hours.

IMPROVERS.

*Mop Making Section.*

Two male improvers to every worker receiving not less than 253s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 185s. 0d. per week of 40 hours.

*Broom Section.*

One improver to every three or fraction of three workers receiving not less than 253s. 6d. per week of 40 hours, or the prescribed piece-work prices.

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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 155s. 6d.

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

# VICTORIA
# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 857] TUESDAY, NOVEMBER 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, 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.

## 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 | 106 6 | 60 | 106 6 |
| 17 years of age .. | 54 | 128 0 | 66 | 117 0 |
| 18 years of age .. | 67 | 159 0 | 72 | 128 0 |
| 19 years of age .. | 81 | 192 0 | 78 | 138 6 |
| 20 years of age .. | 96 | 227 6 | 90 | 159 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 .. .. .. | 264 6 |
| All others .. .. .. .. .. | 256 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 .. .. .. .. .. | 181 0 |

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. 857.—10338/53.—PRICE 3D.

# VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 858]** **TUESDAY, NOVEMBER 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, 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

## PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I., II., III., and IV., of the Determination made on the 23rd October, 1953, and in force on the 19th September, 1953, shall be replaced by the following clauses:—

### PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (*a*) WAGES PER WEEK.

| | £ s. d. |
|---|---|
| Fireman .. .. .. .. .. .. .. .. .. .. .. | 14 3 6 |
| A.B. .. .. .. .. .. .. .. .. .. .. .. | 13 13 6 |

(*b*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

### PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

| — | Ordinary Wage. | Sea-Going Allowance. | Total Wage. |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| Fireman .. .. .. .. .. .. | 12 5 6 | 1 17 0 | 14 2 6 |
| A.B. .. .. .. .. .. .. | 11 16 3 | 1 17 0 | 13 13 3 |
| Ordinary Seaman .. .. .. .. .. | 10 13 10 | 1 8 0 | 12 1 10 |

No. 858.—10339/53.—PRICE 3D.

## PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

1. (a) *Day Workers* :—

WAGES PER WEEK.

| | £ | s. | d. |
|---|---|---|---|
| A.B. | 13 | 3 | 0 |
| Deck Hand | 12 | 14 | 0 |
| Fireman | 13 | 12 | 0 |
| Greaser | 13 | 13 | 0 |
| Winchman | 13 | 9 | 6 |
| Coal Gang Hand | 13 | 3 | 0 |
| Diver | 16 | 3 | 0 |

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, clearing inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

## PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

1. (a) *Day Workers* :—

WAGES PER WEEK.

| | £ | s. | d. |
|---|---|---|---|
| A.B. | 13 | 3 | 0 |
| Deck Hand | 12 | 14 | 0 |
| Fireman | 13 | 12 | 0 |
| Greaser | 13 | 13 | 0 |
| Winchman | 13 | 9 | 6 |
| Coal Gang Hand | 13 | 3 | 0 |

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B's or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Parts I., II., III., and IV., of the said Determination shall remain in force.

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

[5249]

# VICTORIA
# GOVERNMENT GAZETTE.

Published by Authority.

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**No. 859] TUESDAY, NOVEMBER 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, 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.

## SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 563 of the 17th July, 1952, shall be replaced by the following clause:—

2.

**Apprentices or Improvers.**

| Wages. | Per Week of 40 Hours. Males. Percentage of Basic Wage. | Males. s. d. | Females. Percentage of Female Basic Wage. | Females. s. d. |
|---|---|---|---|---|
| 15 years of age or under .. | 33 | 78 0 | 41 | 73 0 |
| 16 years of age .. | 42 | 99 6 | 51 | 90 6 |
| 17 years of age .. | 60 | 142 0 | 69 | 122 6 |
| 18 years of age .. | 74 | 175 6 | 81 | 144 0 |
| 19 years of age .. | 90 | 213 6 | 100 plus 1/6 | 179 0 |
| 20 years of age .. | 100 plus 6/6 | 243 6 | 100 plus 25/6 | 203 0 |

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

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 every two or fraction of two workers receiving not less than the minimum wage.

**Other Employees.**

| Wages. | Per Week of 40 Hours. s. d. |
|---|---|
| Departmental Manager or Manageress, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department .. | 289 0 |
| First assistant male or female, 25 years of age, where two or more persons over the age of 19 years are employed .. | 284 0 |
| *All others Male | 274 0 |
| *All others Female | 205 0 |

* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

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

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

No. 859.—10343/53.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 860] TUESDAY, NOVEMBER 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, 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.

## UMBRELLA BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 1223 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. | |
|---|---|---|---|
| | | First Commencing at the Trade when Under the Age of 18 Years. | First Commencing at the Trade Between the Ages of 18 Years and 21 Years. |
| | £ s. d. | £ s. d. | £ s. d. |
| 1st six months .. .. .. .. | 3 2 0 | 3 17 0 | 6 3 6 |
| 2nd six months .. .. .. .. | 3 11 6 | 4 6 0 | 6 16 0 |
| 3rd six months .. .. .. .. | 4 3 6 | 4 15 0 | 7 15 6 |
| 4th six months .. .. .. .. | 5 3 0 | 5 9 0 | 8 13 6 |
| 5th six months .. .. .. .. | 5 14 6 | 6 3 6 | .. |
| 6th six months .. .. .. .. | 6 9 0 | 6 16 0 | .. |
| 7th six months .. .. .. .. | 9 4 0 | 7 15 6 | .. |
| 8th six months .. .. .. .. | 10 12 6 | 8 13 6 | .. |
| 9th six months .. .. .. .. | 11 19 0 | .. | .. |
| 10th six months .. .. .. .. | 12 3 6 | .. | .. |

and thereafter the minimum 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 journeywomen.
(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.

No. 860.—10347/53.—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 this 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 rate 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 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 laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols | 14 3 0 |
| Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine | 13 15 0 |
| Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols | 13 8 0 |
| Frame makers or repairers, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting slotting and springing handles or sticks and/or assembling ribs and/or drilling notches | 13 10 0 |
| All other adult males not herein classified | 12 7 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. | £ s. d. |
| Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine | 10 2 0 |
| Tippers and/or finishers and/or machinists and/or tablehands namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or branding umbrellas or parasols | 9 17 0 |
| All other adult females not herein classified | 9 5 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 piece-work 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.

# VICTORIA
# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 861]** **TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination published in *Government Gazette* No. 482 of the 26th May, 1953, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.

Wages—Per Week of 40 Hours.

| — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
|---|---|---|---|---|---|---|
| | Commencing Age. | | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st 6 months | 73 6 | 85 6 | 102 0 | 156 6 | 206 0 | 245 0 |
| 2nd 6 months .. | 85 6 | 102 0 | 156 6 | 206 0 | 245 0 | .. |
| 2nd year .. | 102 0 | 156 6 | 206 0 | 245 0 | .. | .. |
| 3rd year .. | 156 6 | 206 0 | 245 0 | .. | .. | .. |
| 4th year .. | 206 0 | 245 0 | .. | .. | .. | .. |
| 5th year .. | 245 0 | .. | .. | .. | .. | .. |

PROPORTION.

*Males.*

One male improver to every three or fraction of three male workers receiving not less than 265s. per week of 40 hours.

IMPROVERS AND JUVENILE WORKERS—FEMALES.

Wages—Per Week of 40 Hours.

| — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
|---|---|---|---|---|---|---|
| | Commencing Age. | | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st 6 months | 74 6 | 87 0 | 103 0 | 120 6 | 133 0 | 149 0 |
| 2nd 6 months .. | 87 0 | 103 0 | 120 6 | 133 0 | 149 0 | .. |
| 2nd year .. | 103 0 | 120 6 | 133 0 | 149 0 | .. | .. |
| 3rd year .. | 120 6 | 133 0 | 149 0 | .. | .. | .. |
| 4th year .. | 133 0 | 149 0 | .. | .. | .. | .. |
| 5th year .. | 149 0 | .. | .. | .. | .. | .. |

PROPORTION.

*Females Improvers.*

Two female improvers to every six or fraction of six female workers receiving not less than 184s. 0d. per week of 40 hours.

JUVENILE WORKERS.

Two juvenile workers to every six or fraction of six female workers receiving not less than 184s. 0d. per week of 40 hours.

NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.

No. 861.—10298/53.—PRICE 3D.

OTHER EMPLOYEES.

| | Per Week of 40 Hours. s. | d. |
|---|---|---|
| *Males.* | | |
| Combination bag-making machine attendant | 265 | 0 |
| Repairers by hand | 265 | 0 |
| Repairers by machine | 265 | 0 |
| Machinist on combination bag-making machine | 252 | 0 |
| All others | 247 | 0 |
| *Females.* | | |
| Bag-making machinist | 188 | 6 |
| Repairers by hand | 195 | 9 |
| Repairers by machine | 195 | 9 |
| Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade— | | |
| 1st 3 months | 179 | 9 |
| 2nd 3 months | 179 | 9 |
| Persons over 21 years of age repairing (hand or machine) without previous experience at the trade— | | |
| 1st 3 months | 179 | 9 |
| All others | 184 | 0 |

NOTE.—The Board determines that no person shall be employed as an apprentice.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

| | | | |
|---|---|---|---|
| Machine repairing wool packs (employer to provide twine) | 2d. each. | Plus 10 per cent. | With 219¼ per cent. added. |
| Machine repairing first selection washed sugar bags, by darning (employer to provide twine) | 4½d. per dozen. | | |
| Machine repairing washed sugar bags (employer to provide twine) | 5½d. ,, | | |
| Machine repairing ordinary bags (employer to provide twine) | 4½d. ,, | | |
| Machine repairing mill or coal bags (employer to provide twine) | 11d. ,, | | |
| Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine) | 11d. ,, | | |
| Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches. | | | |
| Hand repairing ordinary bags (employee to provide twine) | 10d. per dozen. | | |
| Hand repairing mill, coal, lime, or hide bags (employee to provide twine) | 1s. 6d. ,, | | |
| Hands repairing wool packs (employee to provide twine) | 4½d. each. | | |

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.

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

VICTORIA

# GOVERNMENT GAZETTE.

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

No. 862] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## BRICK TRADE BOARD.

Clauses 2 (*a*) and 19 of the Determination published in *Government Gazette* No. 552 of the 26th June, 1953, shall be replaced by the following clauses:—

2. (*a*)

| Improvers. | | |
|---|---|---|
| **Wages.** | | |
| Firebricks and Texture Bricks. | Percentage of Basic Wage | Per Week of 40 Hours. s. d. |
| 14 years of age .. | 42 | 99 6 |
| 15 years of age .. | 43 | 102 0 |
| 16 years of age .. | 46 | 109 0 |
| 17 years of age .. | 52 | 123 0 |
| 18 years of age .. | 63 | 149 6 |
| 19 years of age .. | 83 | 196 6 |
| 20 years of age .. | 86 | 204 0 |
| Other Bricks. | | |
| 14 years of age .. | 43 | 102 0 |
| 15 years of age .. | 45 | 106 6 |
| 16 years of age .. | 48 | 114 0 |
| 17 years of age .. | 54 | 128 0 |
| 18 years of age .. | 65 | 154 0 |
| 19 years of age .. | 86 | 204 0 |
| 20 years of age .. | 90 | 213 6 |

| Other Employees. | Per Hour. | Wages per Week of 40 Hours. |
|---|---|---|
| Firebricks and Texture Bricks. | s. d. | s. d. |
| Burners .. .. .. .. .. .. | 6 10¾ | 278 0 |
| Crusher attendants who also haul .. .. .. | 6 7 7/20 | 264 6 |
| Crusher attendants who do not haul .. .. .. | 6 6¾ | 262 0 |
| Wet or dry pan attendants who do not haul .. .. | 6 7½ | 265 0 |
| Machine drivers* .. .. .. .. .. | 6 8 17/20 | 269 6 |
| Wire cut attendant, column man, or off-bearers from wire-cut machine .. .. .. .. .. | 6 7 7/20 | 264 6 |
| Hand moulders, dressers, and cutters with not less than twelve months' experience at the work .. .. | 7 2¾ | 288 9 |
| Other hand moulders, dressers, and cutters .. .. | 6 10½ | 275 0 |
| Drawers* .. .. .. .. .. .. | 6 9 | 270 0 |
| Setters* .. .. .. .. .. .. | 7 3 | 290 0 |
| Facemen working in a clayhole 25 feet or less in depth* .. | 7 2¼ | 287 6 |
| All other facemen* .. .. .. .. .. | 7 2 17/20 | 289 6 |
| Wheelers of green or burnt bricks .. .. .. | 6 8 17/20 | 269 6 |
| Clayhole men (employer to provide tools)* .. .. | 6 10 7/20 | 274 6 |
| Pressers .. .. .. .. .. .. | 6 7 7/20 | 264 6 |
| Loftmen .. .. .. .. .. .. | 6 7 1/20 | 263 6 |
| Dampermen or kiln cleaners* .. .. .. .. | 6 9 3/20 | 270 6 |
| Yardmen and wastemen .. .. .. .. | 6 6¾ | 262 0 |

The Board has determined that no person shall be taken as an apprentice.

* The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.

No. 862.—10303/53.—Price 3d.

| Improvers. | Other Employees. | Per Hour. | Wages per Week of 40 Hours. |
|---|---|---|---|
| | OTHER BRICKS. | s. d. | s. d. |
| Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89 per cent. of the basic wage, i.e., 211s. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather. | Burners | 6 10¾ | 278 0 |
| | Machine drivers or machine riggers* | 6 10 7/20 | 274 6 |
| | Wet or dry pan attendants who do not haul | 6 9 | 270 0 |
| | Crusher attendants who do not haul | 6 8 11/20 | 268 6 |
| | Crusher and wet or dry pan attendants who also haul | 6 10 7/20 | 274 6 |
| | Drawers and setters (employed in Hoffman kilns)* | 7 3 | 290 0 |
| | Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)* | 6 11¼ | 277 6 |
| | Other drawers* | 7 0 | 280 0 |
| | Other setters* | 7 3 | 290 0 |
| Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers. | Facemen working in a clayhole 25 feet or less in depth* | 7 3¾ | 292 6 |
| | All other facemen* | 7 5 11/20 | 298 6 |
| | Clayhole men (employer to provide tools)* | 6 11 17/20 | 279 6 |
| | Lime grinders, lime crushers, pressers, sand and lime mixers, or silomen* | 7 0 | 280 0 |
| PROPORTION (in any factory or place). | Hand moulders | 6 9¾ | 272 6 |
| | Off-bearers from wire cut machine | 6 8 17/20 | 269 6 |
| | Truckers* | 6 9¾ | 272 0 |
| One improver to every eight or fraction of eight employees receiving not less than 262s. per week of 40 hours. | Adults taking off-bricks machines | 6 8 17/20 | 269 6 |
| | Dampermen or kiln cleaners* | 6 10 13/20 | 275 6 |
| | Loftmen | 6 8¾ | 268 0 |
| | Yardmen and wastemen | 6 8 1/10 | 267 0 |

The Board has determined that no person shall be taken as an apprentice.

* The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.

PIECEWORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piecework prices to be paid for bricks, other than firebricks, shall be—

| | In Yards where Railway Trucks are Used. | | In Yards where Railway Trucks are not Used. | |
|---|---|---|---|---|
| | Ordinary Bricks, per 1,000. | Radial or Culvert or Bull-nosed Bricks, per 1,000. | Ordinary Bricks, per 1,000. | Radial or Culvert or Bull-nosed Bricks, per 1,000. |
| | s. d. | s. d. | s. d. | s. d. |
| Drawing, wheeling, and stacking where the distance wheeled, commencing from the outside wall of kiln at the wicket from which the bricks are drawn, is— | | | | |
| Not more than 26 yards | 7 1 | 7 4½ | 6 11¼ | 7 3¼ |
| 26 to 36 yards | 7 5¾ | 7 10¼ | 7 4¼ | 7 8 |
| 36 to 46 yards | 7 8¼ | 7 11¾ | 7 6¾ | 7 10¼ |
| Over 46 yards | 8 3¼ | 8 6¾ | 8 2 | 8 5½ |

Drawing, wheeling, and loading on railway trucks:—

| | On Level Surface. | | On Up-grade Planks. | |
|---|---|---|---|---|
| | Ordinary Bricks, per 1,000. | Radial or Culvert or Bull-nosed Bricks, per 1,000. | Ordinary Bricks, per 1,000. | Radial or Culvert or Bull-nosed Bricks, per 1,000. |
| | s. d. | s. d. | s. d. | s. d. |
| Not more than 26 yards | 8 4½ | 8 7¾ | 8 8¼ | 8 11¼ |
| 26 to 36 yards | 8 9¼ | 9 0½ | 9 1 | 9 4 |
| 36 to 46 yards | 8 11¾ | 9 2½ | 9 3½ | 9 6½ |
| Over 46 yards | 9 7 | 9 10 | 9 10½ | 10 1½ |

| | Per Thousand. s. d. |
|---|---|
| Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks | 59 4 |
| " " " in sheds | 51 2 |
| " " " from bowling stool and placing on grass hacks (where material is placed on the table) | 41 5 |
| " " " from bowling stool in sheds (where material is placed on the table) | 38 5 |
| " " fancy bricks and off-bearing to hacks or in sheds | 59 4 |
| " " " " from bowling stool | 53 8 |
| Setting | 10 3 |
| Picking blues | 20 10 |

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of pieceworkers as compensation for time lost through wet weather.

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

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

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 863] TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## SHOPS BOARD No. 12 (FUEL AND FODDER).

Clause 2 of the Determination published in *Government Gazette* No. 781 of the 25th September, 1953, shall be replaced by the following clause :—

2. (i).

*Improvers.*

Wages per Week of 40 Hours.

| — | Percentage of Basic Wage. | — | |
|---|---|---|---|
| | | s. d. | |
| Under 17 years of age .. .. | 49 | 116 0 | PROPORTION. |
| 17 years of age .. .. .. | 57 | 135 0 | |
| 18 years of age .. .. .. | 70 | 166 0 | One improver to the first four or fraction of four workers receiving not less than 253s. per week of 40 hours, and thereafter one improver to each additional four such workers. |
| 19 years of age .. .. .. | 78 | 185 0 | |
| 20 years of age .. .. .. | 85 | 201 6 | |

No. 863.—10341/53.—PRICE 3D.

*Other Employees.*

| — | Within the cities of Ballarat and Bendigo and the Boroughs of Eaglehawk and Sebastopol. | All other Parts of Victoria where this Determination Applies. | |
|---|---|---|---|
| WAGES. | | | |
| (*a*) *In Hay, Corn, or Chaff Stores.* (*b*) *Employed handling or distributing brewers' or distillers' grains.* | | | |
| | *s. d.* | *s. d.* | |
| Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store.. .. .. .. .. | 262 0 per week of 40 hours | 265 0 per week of 40 hrs. | See also Clauses 2 (ii) and 3. |
| Drivers of motor waggons— | | | |
| (*a*) having a capacity of 2 tons or less .. .. | 257 0 ,, 40 ,, | 260 0 ,, 40 ,, | |
| (*b*) having a capacity exceeding 2 tons, but not exceeding 4 tons .. .. .. .. .. .. | 263 0 ,, 40 ,, | 266 0 ,, 40 ,, | |
| (*c*) having a capacity exceeding 4 tons with 1s. per day extra for each trailer .. .. .. .. .. | 269 0 ,, 40 ,, | 272 0 ,, 40 ,, | |
| Carters driving one horse .. .. .. .. | 253 0 ,, 40 ,, | 256 0 ,, 40 ,, | |
| Carters driving two horses .. .. .. .. | 258 0 ,, 40 ,, | 261 0 ,, 40 ,, | |
| And for every additional horse .. .. .. | 0 6 extra per day .. | 0 6 extra per day | |
| All others .. .. .. .. .. .. | 255 0 per week of 40 hours | 258 0 per week of 40 hrs. | |
| *Wood Yards, or Wood, Coal, and Coke (Combined) Yards.* | | | |
| Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard .. .. | 255 0 per week of 40 hours | 258 0 per week of 40 hours | See also Clauses 2 (ii) and 3. |
| Drivers of motor wagons— | | | |
| (*a*) having a capacity of 2 tons or less .. .. | 257 0 ,, 40 ,, | 260 0 ,, 40 ,, | |
| (*b*) having a capacity exceeding 2 tons, but not exceeding 4 tons .. .. .. .. .. | 263 0 ,, 40 ,, | 266 0 ,, 40 ,, | |
| (*c*) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer .. .. .. .. | 269 0 ,, 40 ,, | 272 0 ,, 40 ,, | |
| Carters driving one horse .. .. .. .. | 253 0 ,, 40 ,, | 256 0 ,, 40 ,, | |
| Carters driving two horses .. .. .. .. | 258 0 ,, 40 ,, | 261 0 ,, 40 ,, | |
| And for every additional horse .. .. .. | 0 6 extra per day .. | 0 6 extra per day | |
| All others .. .. .. .. .. .. | 253 0 per week of 40 hours | 256 0 per week of 40 hours | |
| *Coal Yards* (i.e., *Places where at least* 80 *per cent. of the Business is done in Coal*) *or Coke Yards.* | | | |
| Drivers of motor wagons— | | | |
| (*a*) having a capacity of 2 tons or less .. .. | 257 0 per week of 40 hours | 260 0 per week of 40 hours | |
| (*b*) having a capacity exceeding 2 tons, but not exceeding 4 tons .. .. .. .. .. | 263 0 ,, 40 ,, | 266 0 ,, 40 ,, | |
| (*c*) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer .. .. .. .. | 269 0 ,, 40 ,, | 272 0 ,, 40 ,, | |
| Carters driving one horse .. .. .. .. | 253 0 ,, 40 ,, | 256 0 ,, 40 ,, | |
| Carters driving two horses .. .. .. .. | 258 0 ,, 40 ,, | 261 0 ,, 40 ,, | |
| And for every additional horse .. .. .. | 0 6 extra per day .. | 0 6 extra per day | |
| All others .. .. .. .. .. .. | 266 0 per week of 40 hours | 269 0 per week of 40 hours | |
| *Firewood Saw Mills* (i.e., *Places where Mechanical Power is used to saw Firewood*). | | | |
| Benchmen .. .. .. .. .. .. | 259 0 per week of 40 hours | 262 0 per week of 40 hours | |
| Drivers of motor wagons— | | | |
| (*a*) having a capacity of 2 tons or less .. .. | 257 0 ,, 40 ,, | 260 0 ,, 40 ,, | |
| (*b*) having a capacity exceeding 2 tons, but not exceeding 4 tons capacity .. .. .. .. | 263 0 ,, 40 ,, | 266 0 ,, 40 ,, | |
| (*c*) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer .. .. .. .. | 269 0 ,, 40 ,, | 272 0 ,, 40 ,, | |
| Carters driving one horse .. .. .. .. | 253 0 ,, 40 ,, | 256 0 ,, 40 ,, | |
| Carters driving two horses .. .. .. .. | 258 0 ,, 40 ,, | 261 0 ,, 40 ,, | |
| And for every additional horse .. .. .. | 0 6 extra per day .. | 0 6 extra per day | |
| All others .. .. .. .. .. .. | 255 0 per week of 40 hours | 258 0 per week of 40 hours | |

(ii) EXTRA RATES.

| | Per Week *s. d.* |
|---|---|
| **Further additional account for a person employed handling or distributing brewers' or distillers' grains** .. | 3 0 |
| **Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear** .. .. .. .. .. .. .. .. | 3 0 |
| **Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties** .. .. .. .. .. .. .. .. .. .. .. | 2 0 |

NOTE—To the weekly earnings of each pieceworker the sum of 2s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

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. 864]** **TUESDAY, NOVEMBER 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, 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
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 537, of the 14th 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 6 |
| 16 years of age | 36 | 85 6 |
| 17 years of age | 51 | 121 0 |
| 18 years of age | 55 | 130 6 |
| 19 years of age | 68 | 161 0 |
| 20 years of age | 81 | 192 0 |
| | Percentage of Female Basic Wage. | |
| **Females.** | | |
| 15 years of age or under | 39 | 69 0 |
| 16 years of age | 44 | 78 0 |
| 17 years of age | 55 | 97 6 |
| 18 years of age | 62 | 110 0 |
| 19 years of age | 69 | 122 6 |
| 20 years of age | 74 | 131 6 |

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.

No. 864.—10499/53.—PRICE 3D.

| 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 .. .. .. .. .. .. .. | 254 0 | 3 0 | 257 0 |
| **FEMALES.** | | | |
| Washers employed on washing machine or hydro extractor .. .. | 235 0 | 3 0 | 238 0 |
| Glad ironers .. .. .. .. .. .. .. .. | 184 3 | 1 9 | 186 0 |
| Hand washers .. .. .. .. .. .. .. .. | 184 3 | 1 9 | 186 0 |
| Employees on treadle shirt or collar ironing machines .. .. .. | 184 3 | 1 9 | 186 0 |
| Employees on treadle press machines .. .. .. .. .. | 184 3 | 1 9 | 186 0 |
| Employees backing shirts off treadle shirt ironing machines .. .. | 184 3 | 1 9 | 186 0 |
| Starched clothes ironers who completely iron any starched clothes articles by hand | 184 3 | 1 9 | 186 0 |
| Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor .. .. .. .. .. .. .. | 184 3 | 1 9 | 186 0 |
| Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from .. .. .. .. .. .. | 184 3 | 1 9 | 186 0 |
| Employees on automatic air-driven presses .. .. .. .. | 184 3 | 1 9 | 186 0 |
| All others .. .. .. .. .. .. .. .. | 177 6 | 1 6 | 179 0 |

* 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.

VICTORIA

# GOVERNMENT GAZETTE.

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**No. 865] TUESDAY, NOVEMBER 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, 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
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 126 of the 2nd February, 1951, shall be replaced by the following clause:—

2.

**Apprentices or Improvers.**

| Wages. | Per Week of 40 Hours. Males. Percentage of Basic Wage. | Males. — s. d. | Females. Percentage of Female Basic Wage. | Females. — s. d. |
|---|---|---|---|---|
| 15 years of age or under | 22 | 52 0 | 29 | 51 6 |
| 16 years of age .. | 28 | 66 6 | 31 | 55 0 |
| 17 years of age .. | 39 | 92 6 | 45 | 80 0 |
| 18 years of age .. | 54 | 128 0 | 62 | 110 0 |
| 19 years of age .. | 64 | 151 6 | 77 | 136 6 |
| 20 years of age .. | 88 | 208 6 | 90 | 159 6 |

PROPORTION.

*Apprentices.*

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

*Improvers.*

One improver to every three or fraction of three workers receiving not less than 246s. per week of 40 hours.

**Other Employees.**

| Wages. | Per Week of 40 Hours. s. d. |
|---|---|
| Propagators in charge of one or more employees working under glass .. .. .. | 273 0 |
| General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing .. .. .. .. | 262 6 |
| Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding .. .. .. .. | 177 6 |
| Nursery labourers .. .. .. .. | 246 0 |

Clauses, other than clause 2, of the said Determination as amended on the 13th March, 1951, shall remain in force

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

No. 865.—10503/53.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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No. 866] TUESDAY, NOVEMBER 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, 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
4th day of November, 1953

H. N. JONES,
Acting Secretary for Labour.

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## 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 | 114 0 | 2 9 | 116 9 |
| 17 years of age .. | 63 | 149 6 | 3 9 | 153 3 |
| 18 " " .. | 78 | 185 0 | 4 6 | 189 6 |
| 19 " " .. | 93 | 220 6 | 5 6 | 226 0 |
| 20 " " .. | 100 + 3s. | 240 0 | 6 0 | 246 0 |

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 266s. 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 .. .. .. | 284 6 | 6 0 | 290 6 |
| Mechanical shovel attendant .. | 274 6 | 6 0 | 280 6 |
| Bagger .. .. .. | 270 0 | 6 0 | 276 0 |
| All others .. .. .. | 260 6 | 6 0 | 266 6 |
| (b) GYPSUM WORKERS. | | | |
| Manager in charge of gypsum pit | 304 6 | .. | 304 6 |
| Gypsum raisers .. .. | 250 6 | .. | 250 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. 866.—10506/53.—PRICE 3D.

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

No. 867] TUESDAY, NOVEMBER 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, 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
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 720 of 27th July, 1951, shall be replaced by the following clauses:—

2. ADULT MALES.

| — | Wages Per Week. £ s. d. |
|---|---|
| Persons engaged shaving on upright knife and/or rotary shaving knife— | |
| 1st year's experience | 13 11 0 |
| 2nd year's experience | 13 16 0 |
| Thereafter | 14 5 6 |
| Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife— | |
| 1st year's experience | 13 9 0 |
| Thereafter | 14 0 6 |
| Machine flesher | 13 8 0 |
| Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators | 13 0 0 |
| Persons engaged as dry drum operators | 13 0 0 |
| Persons engaged in spraying stencilling or tipping by machine or by hand | 13 3 0 |
| Persons engaged as buffing machinists | 13 6 6 |
| Persons engaged as fluffing machinists | 13 1 0 |
| Persons engaged as fluffing machinists on suede wheel | 13 5 0 |
| Persons engaged as staking machine operators | 13 1 0 |
| Persons engaged as carding and/or combing machine operators (sheep skins) | 13 1 0 |
| Persons engaged as setting out and/or stretching machine operators | 13 0 0 |
| Persons engaged ripping by hand or by machine | 12 19 0 |
| Persons engaged as clipping and/or epilating machine operators | 13 0 0 |
| Table hands | 12 19 0 |
| Males not elsewhere included | 12 3 0 |
| Men employed at 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 | |

WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

No. 867.—10510/53.—PRICE 3D.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

| | £ s. d. |
|---|---|
| All others .. .. .. .. .. .. .. .. .. .. .. .. .. | 9 3 0 |

3.

| | Wages Per Week. |
|---|---|
| *Males.* | £ s. d. |
| Under 16 years of age .. .. .. .. .. .. .. .. .. .. | 3 11 0 |
| 16 and under 17 years of age .. .. .. .. .. .. .. .. .. | 4 15 0 |
| 17 and under 18 years of age .. .. .. .. .. .. .. .. .. | 5 18 6 |
| 18 and under 19 years of age .. .. .. .. .. .. .. .. .. | 7 2 0 |
| 19 and under 20 years of age .. .. .. .. .. .. .. .. .. | 9 9 6 |
| 20 and under 21 years of age .. .. .. .. .. .. .. .. .. | 11 17 0 |
| *Females.* | |
| Under 16 years of age; .. .. .. .. .. .. .. .. .. .. | 3 5 6 |
| 16 and under 17 years of age .. .. .. .. .. .. .. .. .. | 4 3 6 |
| 17 and under 18 years of age .. .. .. .. .. .. .. .. .. | 4 14 0 |
| 18 and under 19 years of age .. .. .. .. .. .. .. .. .. | 5 6 6 |
| 19 and under 20 years of age .. .. .. .. .. .. .. .. .. | 5 19 0 |
| 20 and under 21 years of age .. .. .. .. .. .. .. .. .. | 7 7 6 |
| and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2 | |

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

Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows :—

*Female Improvers.*

| | |
|---|---|
| One female to one .. .. .. .. .. .. .. | Female workers receiving not less than the minimum wage. |
| Three female improvers to two .. .. .. .. .. .. | |
| and thereafter, three additional female improvers to every two additional .. | |

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

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

VICTORIA

# GOVERNMENT GAZETTE.

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No. 868] TUESDAY, NOVEMBER 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, 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
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

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## 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. | | | |
| Age. | Males. | | Females. | | Males. | | Females. | |
| | 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 | 121 0 | 68 | 120 6 | 51 | 121 0 | 68 | 120 6 |
| 17 years and under 18 years .. | 69 | 163 6 | 80 | 142 0 | 69 | 163 6 | 80 | 142 0 |
| 18 years and under 19 years .. | 87 | 206 0 | 93 | 165 0 | | | | |
| 19 years and under 20 years .. | 100 plus 5s. | 242 0 | 100 plus 4s. | 181 6 | | | | |
| 20 years and under 21 years .. | 100 plus 24s. 6d. | 261 6 | 100 plus 16s. 6d. | 194 0 | | | | |

No. 868.—10511/53.—Price 3d.

| | | |
|---|---|---|
| PROPORTION (IN ANY PLACE).<br>*Apprentices.*<br>One apprentice to every three or fraction of three workers receiving not less than 302s. 6d. per week of 40 hours.<br>*Improvers (Males).*<br>Four improvers to each male worker receiving not less than 302s. 6d. per week of 40 hours.<br>*Females.*<br>Two improvers to each female worker receiving not less than 210s. 9d. per week of 40 hours. | *Definition of Juvenile Workers.*<br>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—<br>(*a*) picking out or selecting;<br>(*b*) making in the raw state;<br>(*c*) twisting in the dry state.<br>PROPORTION (IN ANY PLACE).<br>*Males.*<br>Six juvenile workers to each worker receiving not less than 302s. 6d. per week of 40 hours.<br>*Females.*<br>Three juvenile workers to each worker receiving not less than 210s. 9d. per week of 40 hours. | OTHER EMPLOYEES.<br>Wages per Week of 40 Hours.<br>*Males.* — *s.* *d.*<br>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 .. .. 311 6<br>All others .. .. .. 302 6<br>*Females.*<br>All adults .. .. .. 210 9 |

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

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

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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**No. 869]** **TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting 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 3 6 |
| All others .. .. | 75 | 7 0 | 9 4 6 |
| *II.—Junior Females.* | | | |
| | Percentage of Female Basic Wage. | | |
| 17 years of age and under | 52 | 3 6 | 4 16 0 |
| 18 years of age .. .. | 62 | 4 0 | 5 14 0 |
| 19 years of age .. .. | 72 | 4 6 | 6 12 6 |
| 20 years of age .. .. | 82 | 5 0 | 7 10 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 .. | 300 6 | 3 0 | 303 6 |
| Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. .. | 281 6 | 3 0 | 284 6 |
| Press operator (heavy) .. | 258 0 | 3 0 | 261 0 |
| Press operator (light) .. | 256 0 | 3 0 | 259 0 |
| Process worker (as defined) | 256 0 | 3 0 | 259 0 |

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

No. 869.—10615/53.—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 19 0 | |
| 16 years of age .. .. | 34 | 3 0 | 4 3 6 | |
| 17 years of age .. .. | 46 | 4 0 | 5 13 0 | |
| 18 years of age .. .. | 58 | 5 0 | 7 2 6 | |
| 19 years of age .. .. | 73 | 6 0 | 8 19 0 | |
| 20 years of age .. .. | 88 | 7 0 | 10 15 6 | |

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 | 71 0 | Foreman, *i.e.*, man in charge of two or more employees | 300 6 | 3 0 | 303 6 |
| 1st year .. | 25 | 71 0 | 2nd year .. | 35 | 99 6 | Optical tradesman | 287 6 | 3 0 | 290 6 |
| 2nd year .. | 35 | 99 6 | 3rd year .. | 45 | 128 0 | Optical workers and repairers .. | 281 6 | 3 0 | 284 6 |
| 3rd year .. | 45 | 128 0 | 4th year .. | 65 | 185 0 | | | | |
| 4th year .. | 65 | 185 0 | 5th year .. | 80 | 227 6 | | | | |
| 5th year .. | 80 | 227 6 | | | | | | | |
| Four Year Terms:— | | | | | | | | | |
| 1st year .. | 30 | 85 6 | | | | | | | |
| 2nd year .. | 45 | 128 0 | | | | | | | |
| 3rd year .. | 65 | 185 0 | | | | | | | |
| 4th year .. | 80 | 227 6 | | | | | | | |

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 284s. 6d. per week
An indentures of apprenticeship prescribed was approved on 15th December, 1914.

PROPORTION (in any factory, shop, or place).
One improver to every three journeymen receiving not less than 284s. 6d. per week.

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.

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

VICTORIA

# GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 870]** **TUESDAY, NOVEMBER 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, 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
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

## PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 343 of the 22nd March, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

The wages and conditions of apprentices shall be those prescribed from time to time by the Apprenticeship Commission of Victoria.

Male Juniors, not being Apprentices, and Female Juniors.

Male.

| — | Percentage of Rate Prescribed for "Any Other Adult Male". | Total Wage Payable. |
|---|---|---|
| | % | £ s. d. |
| Under 15 years of age | 22 | 2 15 6 |
| Between 15 and 16 years of age | 27 | 3 8 6 |
| Between 16 and 17 years of age | 35 | 4 8 6 |
| Between 17 and 18 years of age | 47 | 5 19 0 |
| Between 18 and 19 years of age | 59 | 7 9 6 |
| Between 19 and 20 years of age | 72 | 9 2 0 |
| Between 20 and 21 years of age | 85 | 10 15 0 |

A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week, he shall be paid *pro rata* for the hours worked by him.

Female.

| — | Percentage of an Adult Female Rate of £10 1s. 6d. (Adjustable). | Total Wage Payable. |
|---|---|---|
| | % | £ s. d. |
| First year's experience | 30 | 3 0 6 |
| Second year's experience | 40 | 4 0 6 |
| Third year's experience | 50 | 5 0 6 |
| Fourth year's experience | 60 | 6 1 0 |
| Fifth year's experience | 75 | 7 11 0 |

And thereafter the minimum wage prescribed for females for the class of work which she is doing.

A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

No. 870.—10622/53.—PRICE 3D.

(b) Other Employees.

| Male. | Per Week. £ s. d. |
|---|---|
| (i) Photo Engraving— | |
| (a) Artist and/or designer .. .. | 15 1 6 |
| (b) Camera operator .. .. .. | 15 1 6 |
| (c) Half-tone etcher .. .. .. | 15 1 6 |
| (d) Line etcher .. .. .. .. | 14 17 0 |
| (e) Photo imposer .. .. .. .. | 14 17 0 |
| (f) Engraver .. .. .. .. | 14 17 0 |
| (g) Router and/or mounter and/or proofer .. | 14 15 0 |
| (ii) Photo Lithography— | |
| (a) Artist and/or designer .. .. .. | 15 1 6 |
| (b) Camera operator .. .. .. | 15 1 6 |
| (c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate .. .. .. .. | 14 17 0 |
| (d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) | 13 5 0 |
| (iii) Photogravure— | |
| (a) Artist and/or designer .. .. .. | 15 1 6 |
| (b) Camera operator .. .. .. | 15 1 6 |
| (c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher .. .. | 15 1 6 |
| (iv) Any other adult male .. .. .. | 12 13 0 |

An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

| Female. | Per Week. £ s. d. |
|---|---|
| A female employee in charge of or who supervises, directs or is responsible for the work of— | |
| (a) from 3 to 8 employees (both inclusive) .. | 10 5 6 |
| (b) from 9 to 15 employees (both inclusive) .. | 10 17 0 |
| (c) over 15 employees.. | 11 4 6 |
| Female employee not otherwise specified .. .. | 9 10 0 |

*Female to be Paid Male Rate.*

Where a female is employed to do any work specifically named or described or of the class mentioned in the classification for a male, she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.

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

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