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Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1953.

Dated at Melbourne, this  
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. 6d. 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 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.

PLASTIC SECTION.

	Wages per Week of 40 Hours.
<i>Adult Males.</i>	
	<i>£ s. d.</i>
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. Bruen 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
<i>Adult Females.</i>	
All classifications .. .. .	9 5 6
CASEIN SECTION.	
<i>Adult Males.</i>	
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
<i>Adult Females:</i>	
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—*

	<i>s. d.</i>
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.

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