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**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.

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

**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.
<i>Adult Males.</i>		
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, calendaring, &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 10 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 digester 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 tying, 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.
<i>Adult Males.</i>	
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 wire-drawing machine operator .. .. .	12 16 0
91. Medium wire-drawing machine operator .. .. .	12 16 0
92. Wire-drawing (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
<p>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.</p>	
<i>Adult Females.</i>	
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 :—

<i>Continuous Shifts—</i>		<i>s. d.</i>
Morning shift .. .. .	.. .. .	2 0
Afternoon shift .. .. .	.. .. .	3 0
Night shift .. .. .	.. .. .	4 0
<i>Rotating Shifts—</i>		
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.

