



# VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 1048]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 161 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>STOVEMAKING SECTION.</b>		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width .. .. .	262 0	259 0
Between 3 ft. 6 in. and 5 feet in width .. .. .	265 0	262 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods .. .. .	279 6	276 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling .. .. .	265 0	262 0
Tester not engaged as fitter .. .. .	254 0	251 0
Pattern and moulding box fitter and filer .. .. .	265 0	262 0
Painter, brush .. .. .	255 0	252 0
Painter, spray .. .. .	258 0	255 0
Press operator .. .. .	256 0	253 0
Other power machinist .. .. .	253 0	250 0
Polisher and grinder .. .. .	262 0	259 0
Stove blacksmith .. .. .	259 0	256 0
Electroplater in charge .. .. .	271 0	268 0
Electroplater's assistant .. .. .	257 0	254 0
Labourer delivering material to and taking finished articles from fitters .. .. .	251 0	248 0
Stove blacksmith's striker .. .. .	254 0	251 0
Labourer directly assisting workmen whose margins exceed 26s. per week .. .. .	257 0	254 0
Other employees with not less than three months' experience in the industry .. .. .	243 0	240 0
All others .. .. .	237 0	234 0

WAGES PER WEEK OF 40 HOURS.

PORCELAIN ENAMELLING SECTION. *	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
Fuser .. .. .	266 0	263 0
Fuser's assistant .. .. .	257 0	254 0
Mill hand and mixer .. .. .	257 0	254 0
Sprayer .. .. .	258 0	255 0
Shot and sand-blast dresser .. .. .	263 0	260 0
Other dresser .. .. .	258 0	255 0
Swiller, gripper, and brusher .. .. .	254 0	251 0
Pickler .. .. .	254 0	251 0
Rackman .. .. .	252 0	249 0
Other employees with not less than three months' experience in the industry .. .. .	243 0	240 0
All others .. .. .	237 0	234 0

JUNIOR MALE AND FEMALE LABOUR.

3. Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
				Per Week.	Per Week.
		s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	..	175 6	173 0
All others .. .. .	75	..	16 0	191 6	189 0
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	52	..	3 6	95 0	93 6
18 years of age .. .. .	62	..	4 0	113 0	111 6
19 years of age .. .. .	72	..	4 6	131 0	129 0
20 years of age .. .. .	82	..	5 0	149 0	147 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. .. .	24	..	2 0	58 0	57 6
16 years of age .. .. .	34	..	3 0	82 6	81 6
17 years of age .. .. .	46	..	4 0	111 6	110 6
18 years of age .. .. .	58	..	5 0	140 6	139 0
19 years of age .. .. .	73	..	6 0	177 0	174 6
20 years of age .. .. .	88	..	7 0	213 0	210 6
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age .. .. .	24	1 0	2 0	59 0	58 6
16 years of age .. .. .	32	1 9	2 6	79 0	78 0
17 years of age .. .. .	58	3 0	5 0	143 6	142 0
18 years of age .. .. .	73	4 0	6 0	181 0	178 6
19 years of age and over .. .. .	88	4 6	7 0	217 6	215 0

\* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.  
 Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.  
 Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 1049]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**PAINT AND COLOUR BOARD.**

Clause 2 of the Determination, published in *Government Gazette* No. 174 of the 6th April, 1954 shall be replaced by the following clause—

2.

IMPROVERS.\*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
15 years of age ..	44	103 0	16 years of age ..	48	84 0
16 years of age ..	48	112 6	17 years of age ..	58	102 0
17 years of age ..	58	135 6	18 years of age ..	69	121 0
18 years of age ..	69	161 6	19 years of age ..	80	140 6
19 years of age ..	80	187 0	20 years of age ..	95	166 6
20 years of age ..	95	222 6			

\*NOTE.—The board has determined, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

## OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 40 Hours.		
	Adjustable Weekly Wage.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead—			
Employee engaged on lead filters .. .. .	..	..	266 0
Employee engaged on carbonators .. .. .	..	..	265 0
Employee engaged on lead dryers .. .. .	..	..	264 0
Employee engaged on lead melting kettles .. .. .	..	..	263 6
General process worker .. .. .	..	..	261 0
All others .. .. .	..	..	256 0
Elsewhere—			
Varnish maker or natural gum runner .. .. .	283 0	3 0	286 0
Oil boiler or burner or chemical colour maker .. .. .	277 0	3 0	280 0
Tinter of paint, lacquer or enamel .. .. .	273 0	3 0	276 0
Varnish maker's assistant .. .. .	262 0	3 0	265 0
Employee selecting, handling, weighing, and/or distributing pigments or resins .. .. .	262 0	3 0	265 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker .. .. .	260 0	3 0	263 0
All other males .. .. .	253 0	3 0	256 0
All other females .. .. .	177 6	3 0	180 3

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 1050]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### PLATE GLASS BOARD.

Clauses 2 and 5 of the Determination published in *Government Gazette* No. 233 of the 12th April, 1954, shall be replaced by the following clauses:—

2.

WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>PART I.—ADULT MALES.</b>		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass .. .. .	14 11 0	14 8 0
Pencil hand-embosser .. .. .	14 4 0	14 1 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker .. .. .	14 4 0	14 1 0
<b>Trainee Tradesman—</b>		
First year .. .. .	13 8 0	13 5 0
Second year .. .. .	13 12 0	13 9 0
Third year .. .. .	13 16 0	13 13 0
Fourth year .. .. .	14 0 0	13 17 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass .. .. .	13 4 0	13 1 0
Rubber-out embosser .. .. .	13 4 0	13 1 0
Cementer .. .. .	13 4 0	13 1 0
Employee turning out lead from mill for leadlight glazier .. .. .	13 4 0	13 1 0
Silk Screen maker .. .. .	13 4 0	13 1 0
Silk Screen operator .. .. .	12 16 0	12 13 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	12 12 0	12 9 0

## WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>PART I.—ADULT MALES—continued.</b>		
<i>Section "B"—Safety Glass.</i>		
Cutter .. .. .	14 4 0	14 1 0
Beveller .. .. .	14 4 0	14 1 0
Employee in charge of laminating room .. .. .	14 4 0	14 1 0
Edge grinders (including allowance for wet work) .. .. .	14 4 0	14 1 0
Autoclave attendant .. .. .	13 14 0	13 11 0
Furnace operator—		
(a) First three months .. .. .	13 14 0	13 11 0
(b) After three months' service .. .. .	14 4 0	14 1 0
Furnace operator's assistant .. .. .	13 14 0	13 11 0
Employees on cornering .. .. .	13 14 0	13 11 0
Scratch polisher .. .. .	13 4 0	13 1 0
Edge workers employed on automatic or semi-automatic machines .. .. .	13 4 0	13 1 0
Edge sealer .. .. .	13 4 0	13 1 0
Employee packing, unpacking, or issuing glass .. .. .	13 4 0	13 1 0
Employee working automatic cutting machine .. .. .	13 4 0	13 1 0
Employee breaking out after automatic cutting machine .. .. .	13 4 0	13 1 0
<b>PART II.—ADULT FEMALES.</b>		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines .. .. .	9 7 6	9 5 0
Females engaged on inspecting and testing .. .. .	9 3 6	9 1 0
All other work .. .. .	8 19 6	8 17 0

## APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<i>Apprentices.</i>		
<b>Five-year Term—</b>		
1st year's experience .. .. .	3 15 0	3 14 0
2nd year's experience .. .. .	5 0 6	4 19 6
3rd year's experience .. .. .	6 6 6	6 4 6
4th year's experience .. .. .	9 14 0	9 11 6
5th year's experience .. .. .	12 0 0	11 17 0
<b>Four-year Term—</b>		
1st year's experience .. .. .	3 19 6	3 18 6
2nd year's experience .. .. .	6 6 6	6 4 6
3rd year's experience .. .. .	9 14 0	9 11 6
4th year's experience .. .. .	12 0 0	11 17 0
<i>Improvers (Males).</i>		
Under 16 years of age .. .. .	2 16 0	2 15 6
16 and under 17 .. .. .	3 8 6	3 7 6
17 and under 18 .. .. .	4 12 6	4 11 0
18 and under 19 .. .. .	6 3 0	6 1 6
19 and under 20 .. .. .	9 14 0	9 11 6
20 and under 21 .. .. .	11 19 0	11 16 0
<i>Female Apprentices.</i>		
1st year's experience .. .. .	4 0 6	3 19 6
2nd year's experience .. .. .	5 15 6	5 14 0
3rd year's experience .. .. .	7 14 6	7 12 6
4th year's experience .. .. .	8 16 6	8 14 6
<i>Female Improvers.</i>		
16 years and under .. .. .	2 18 0	2 17 0
17 years .. .. .	4 0 6	3 19 6
18 years .. .. .	5 15 6	5 14 0
19 years .. .. .	7 14 6	7 12 6
20 years .. .. .	8 16 6	8 14 6

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



# VICTORIA GOVERNMENT GAZETTE.

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**No. 1051]**

**MONDAY, NOVEMBER 29.**

**[1954**

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
25th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### PORT PHILLIP SEAMEN'S BOARD.

Clause 1 of Parts I, II, III., and IV., of the Determination published in *Government Gazette* No. 117 of the 26th March, 1954, shall be replaced by the following clauses:—

1. (a) WAGES PER WEEK.

	£ s. d.
Fireman .. .. .	.. 14 0 6
A.B. .. .. .	.. 13 10 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 2 6	1 17 0	13 19 6
A.B. .. .. .	11 13 3	1 17 0	13 10 3
Ordinary Seaman .. .. .	10 10 10	1 8 0	11 18 10

## 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.

## WAGES PER WEEK.

## 1. (a) Day workers :—

	£	s.	d.
A.B. .. .. .	13	0	0
Deck Hand .. .. .	12	11	0
Fireman .. .. .	13	9	0
Greaser .. .. .	13	10	0
Winchman .. .. .	13	6	6
Coal Gang Hand .. .. .	13	0	0
Diver .. .. .	16	0	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, 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.

(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.

## WAGES PER WEEK.

## 1. (a) Day Workers :—

	£	s.	d.
A.B. .. .. .	13	0	0
Deck Hand .. .. .	12	11	0
Fireman .. .. .	13	9	0
Greaser .. .. .	13	10	0
Winchman .. .. .	13	6	6
Coal Gang Hand .. .. .	13	0	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.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1052]

MONDAY, NOVEMBER 29.

[1954

Labour and Industry Act 1953.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
25th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 188 of the 6th April, 1954, shall be replaced by the following clause:—

2.

#### WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.	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 0
	Between 15 and 16 years of age .. .. .	27	3 7 6
	Between 16 and 17 years of age .. .. .	35	4 7 6
	Between 17 and 18 years of age .. .. .	47	5 17 6
	Between 18 and 19 years of age .. .. .	59	7 7 6
	Between 19 and 20 years of age .. .. .	72	9 0 0
	Between 20 and 21 years of age .. .. .	85	10 12 6
	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 <i>pro rata</i> for the hours worked by him.		
	Female.		
		Percentage of an Adult Female Rate of £9 19s. 6d. (Adjustable).	Total Wage Payable.
		%	£ s. d.
	First year's experience .. .. .	30	3 0 0
	Second year's experience .. .. .	40	4 0 0
	Third year's experience .. .. .	50	4 19 6
	Fourth year's experience .. .. .	60	5 19 6
	Fifth year's experience .. .. .	75	7 9 6
	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.		

(b) Other Employees.			
Male.	Per Week.	Female.	Per Week.
	£ s. d.		£ s. d.
(i) Photo Engraving—		A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) Artist and/or designer .. .. .	14 18 6	(a) from 3 to 8 employees (both inclusive) ..	10 3 6
(b) Camera operator .. .. .	14 18 6	(b) from 9 to 15 employees (both inclusive) ..	10 15 0
(c) Half-tone etcher .. .. .	14 18 6	(c) over 15 employees ..	11 2 6
(d) Line etcher .. .. .	14 14 0	Female employee not otherwise specified .. .. .	9 8 0
(e) Photo imposer .. .. .	14 14 0		
(f) Engraver .. .. .	14 14 0		
(g) Router and/or moulder and/or proofer ..	14 12 0		
(ii) Photo Lithography—		<i>Female to be Paid Male Rate.</i>	
(a) Artist and/or designer .. .. .	14 18 6	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.	
(b) Camera operator .. .. .	14 18 6		
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate .. .. .	14 14 0		
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. .	13 2 0		
(Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 6s. in addition.)			
(iii) Photogravure—			
(a) Artist and/or designer .. .. .	14 18 6		
(b) Camera operator .. .. .	14 18 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 .. .. .	14 18 6		
(iv) Any other adult male .. .. .	12 10 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.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 1053]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### RADIO BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 191 of the 6th April 1954, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Radio serviceman .. .. .	14 2 6	14 9 0	13 19 6
Radio repairer (Factory) .. .. .	13 3 0	13 9 6	13 0 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	12 18 0	13 4 6	12 15 0
Power tube operative—			
1st six months' experience .. .. .	12 18 0	13 4 6	12 15 0
Thereafter .. .. .	13 2 0	13 8 6	12 19 0
Tradesmen (radio) .. .. .	14 6 0	14 12 6	14 3 0
Radio tester .. .. .	13 13 0	13 19 6	13 10 0
Final tester and fault finder .. .. .	14 2 6	14 9 0	13 19 6
Process worker .. .. .	12 16 0	13 2 6	12 13 0
Other employees with not less than three months' experience in this industry .. .. .	12 3 0	12 9 6	12 0 0
All others .. .. .	11 17 0	12 3 6	11 14 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid an additional allowance as follows:—

	Per Week
	£ s. d.
Motor car .. .. .	5 0 0

#### LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than 20 employees, 27s. per week extra.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warranbool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	8 15 6	9 0 6	8 13 0
All others .. .. .	75	16 0	9 11 6	9 16 6	9 9 0

When employed in a classification for which the corresponding margin in clause 23 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

<i>Additional Amount.</i>					
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	52	3 6	4 15 0	4 17 6	4 13 6
18 years of age .. .. .	62	4 0	5 13 0	5 16 0	5 11 6
19 years of age .. .. .	72	4 6	6 11 0	6 14 6	6 9 0
20 years of age .. .. .	82	5 0	7 9 0	7 13 0	7 7 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. .. .	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age .. .. .	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 18 6	10 10 6

\* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

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

(b) 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 basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 1054]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
25th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination published in *Government Gazette* No. 201 of the 12th April, 1954, shall be replaced by the following clauses:—

**PART 1.**—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a)			WAGES PER WEEK.	
Improvers.			Other Employees.	
	Percentage of Basic Wage.			s. d.
		s. d.		
Under 17 years of age .. .. .	67	157 0	Persons trimming or spreading coal that is heated or on fire .. .. .	347 0
17 years of age .. .. .	79	185 0	Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines .. .. .	291 0
18 years of age .. .. .	91	213 0	Persons employed trimming coal and/or feeding coal to and from coal loaders .. .. .	281 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees".			Persons trimming coal from the "Grab" .. .. .	288 4
			Other coal trimmers .. .. .	281 0
			Coal baggers or loaders .. .. .	281 0
			Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles .. .. .	281 0
			Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks .. .. .	303 0
			Persons loading by shovel or fork loose coal from the ground into railway trucks .. .. .	314 0
			Coke stackers at wharf coal yards .. .. .	290 2
			Coke yard employees .. .. .	251 8
			Carters driving one horse .. .. .	257 6
			Carters driving two horses .. .. .	265 6
			Carters driving three horses .. .. .	270 0
			Carters driving four horses .. .. .	273 0
			Carters driving five horses .. .. .	274 6
			And 6d. extra per day for every additional horse.	
			Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
			(a) 25 cwt. or less .. .. .	265 6
			(b) Over 25 cwt., but not over 3 tons .. .. .	271 6
			(c) Over 3 tons, but under 6 tons .. .. .	276 0
			Further tonnage—for each complete ton over 5 an extra 1s. per week.	
			All other coal yard employees .. .. .	274 0

**NOTE.**—The Board has determined, that the trade is so unskilled that no apprentices shall be taken in the trade  
No. 1054.—11380/54.—PRICE 3d.

(b) *Gas Producer Units*.—The following provisions shall apply to drivers of gas producer units :—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, *ls. extra.*
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, *ls. extra.*
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

**PART 2.**—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units ; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a)			WAGES PER WEEK OF 40 HOURS.	
Improvers.			Other Employees.	
—	Percentage of Basic Wage.	—	<i>s. d.</i>	
		<i>s. d.</i>	Wood cutters, using axe, power crosscut circular saw, or other method	261 8
			Carters driving one horse .. .. .	257 6
			Carters driving two horses .. .. .	265 6
			Carters driving three horses .. .. .	270 0
			Carters driving four horses .. .. .	273 0
			Carters driving five horses .. .. .	274 6
			And 6d. extra per day for every additional horse.	
			Drivers of vehicle (including girlinger) having maker's capacity of—	
			(a) 25 cwt. or less .. .. .	265 6
			(b) Over 25 cwt., but not over 3 tons .. .. .	271 6
			(c) Over 3 tons, but under 6 tons .. .. .	276 0
			Further tonnage—for each complete ton over 5 an extra <i>ls.</i> per week.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant .. .. .	276 8
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .	266 8
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision .. .. .	286 8
			(ii) With three or fewer persons under his supervision .. .. .	282 8
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .	276 8
Under 17 years of age ..	65	152 0		
17 years of age .. .. .	77	180 0		
18 years of age .. .. .	87	203 6		
19 years of age or over—the appropriate rate prescribed under the heading "other employees".				
<b>PROPORTION (BY ANY EMPLOYER).</b>				
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 257s. 6d. per week.				
NOTE.—The Board determines that no person shall be employed as an apprentice.				

Clauses, other than clause 2 of Part 1 and clause 1 of Part 2, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 1055]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry

**DISPENSARIES BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 226 of the 12th April, 1954, shall be replaced by the following clause:—

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	19	44 6	0 6	45 0	Chief Pharmaceutical Chemist	358 0	6 0	364 0
2nd six months' experience	29	68 0	1 0	69 0	Assistant Pharmaceutical			
3rd six months' experience ..	39	91 6	1 3	92 9	Chemist .. .. .	318 0	6 0	324 0
4th six months' experience ..	49	114 6	1 9	116 3	Unqualified Assistant ..	300 0	6 0	306 0
5th six months' experience ..	59	138 0	2 0	140 0	Female Shop Assistant not en- gaged in dispensing or com- pounding medicines, drugs, or medicinal preparations			
6th six months' experience ..	69	161 6	2 3	163 9	(i) With less than 3½ years experience in a dispensary	191 0	3 0	194 0
7th six months' experience ..	78	182 6	2 6	185 0	(ii) All others .. .. .	202 0	3 0	205 0
8th six months' experience ..	97	227 0	3 0	230 0				

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

WAGES PER WEEK OF 40 HOURS.				
(b) Juvenile Workers.				
	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	19	44 6	0 6	45 0
2nd six months' experience ..	24	56 0	1 0	57 0
3rd six months' experience ..	33	77 0	1 3	78 3
4th six months' experience ..	42	98 6	1 9	100 3
5th six months' experience ..	48	112 6	2 0	114 6
6th six months' experience ..	57	133 6	2 3	135 9
7th six months' experience ..	66	154 6	2 6	157 0
8th six months' experience ..	75	175 6	3 0	178 6

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

## PROPORTION (IN ANY PLACE).

## (a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 324s. per week.

## (b) Juvenile Workers.

One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

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





VICTORIA

## GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

## GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 99 of the 1st March, 1954, shall be replaced by the following clause:—

2.

ADULT MALES.

	Per Week.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores .. .. .	£ s. d. 12 19 6
2. Men working raw materials cutting machine .. .. .	13 0 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant .. .. .	13 5 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants .. .. .	12 19 6
5. Men working at lime pits .. .. .	13 5 6
6. Men in charge of and actually operating dollies .. .. .	13 9 6
7. Men assisting in dolly shed .. .. .	13 0 6
8. Men in charge of and actually working at boiling pans .. .. .	13 5 6
9. Men assisting in boiling shed .. .. .	12 19 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers .. .. .	13 9 6
11. Men assisting (including emptying collers) .. .. .	12 19 6
12. Men operating gelatine and/or glue outters .. .. .	13 3 6
13. Men assisting .. .. .	12 19 6
14. Men in charge of and actually operating Cube Drying Plant .. .. .	13 7 6
15. Men assisting .. .. .	12 19 6
16. Men working at other drying plants .. .. .	12 19 6
17. Men engaged at gelatine and/or glue grinding .. .. .	13 0 6
18. Men engaged in treating frames .. .. .	12 19 6
19. Men engaged in assembling and repairing frames .. .. .	12 19 6
20. Blenders—Gelatine and/or glue .. .. .	13 5 6
21. Gelatine and/or glue store hands .. .. .	13 0 6
22. Men in charge of and actually working at scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones .. .. .	13 5 6
23. Men assisting .. .. .	12 19 6
24. Men working in roller driers and associated grinders .. .. .	13 0 6
25. Men in charge of and actually working at vegetable and prepared glue vats .. .. .	13 5 6

ADULT MALES—continued.

	Per Week.
	£ s. d.
<i>Gelatine and Glue—continued.</i>	
26. Men assisting and store hands including calves feet jelly .. .. .	13 0 6
27. Men operating residue driers .. .. .	13 7 6
28. Men crushing and/or bagging dried residues .. .. .	13 0 6
29. Men receiving and passing on bones .. .. .	13 5 6
30. Men actually operating de-greasing plant .. .. .	13 9 6
31. Men assisting at de-greasing plant and bone polishing .. .. .	13 0 6
32. Men engaged in washing and neutralizing vats .. .. .	13 3 6
33. Men engaged in crushing bone residues .. .. .	13 0 6
34. Men in charge of and actually operating pearl plant .. .. .	13 7 6
35. Men assisting .. .. .	12 19 6
36. Men assisting in laboratory work .. .. .	13 3 6
37. Men not elsewhere included .. .. .	12 3 6
38. Men employed actually 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	
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work	
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	
<i>Agar Agar.</i>	
1. Men in charge of and actually washing raw materials and seaweed .. .. .	13 5 6
2. Men assisting .. .. .	12 19 6
3. Men in charge of and actually working at boiling vats .. .. .	13 5 6
4. Men assisting in boiling shed .. .. .	12 19 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers .. .. .	13 9 6
6. Men assisting including emptying coolers .. .. .	12 19 6
7. Men operating agar agar cutters .. .. .	13 3 6
8. Men assisting .. .. .	12 19 6
9. Men engaged at agar agar freezing plant .. .. .	13 3 6
10. Men engaged sawing frozen agar agar .. .. .	13 0 6
11. Men working at Infra-red drying plant .. .. .	13 9 6
12. Men working at other drying plants .. .. .	12 19 6
13. Men engaged at spreading and stripping agar agar .. .. .	12 19 6
14. Men engaged at agar agar grinding, and milling, store hands .. .. .	13 0 6
15. Men not elsewhere included .. .. .	12 3 6
16. Men employed actually 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	
ADULT FEMALES.	
Adult female employees—	
after three months' experience in the industry .. .. .	9 8 6
of less than three months but more than one month's experience in the industry .. .. .	9 2 6
of less than one month's employment in the industry .. .. .	8 15 0
JUNIORS.	
<i>Males.</i>	
Under 16 years of age .. .. .	4 17 6
16 and under 17 years of age .. .. .	6 1 6
17 and under 18 years of age .. .. .	7 6 0
18 and under 19 years of age .. .. .	8 10 6
19 and under 20 years of age .. .. .	9 15 0
20 and under 21 years of age .. .. .	10 19 0
<i>Females.</i>	
Under 16 years of age .. .. .	4 2 0
16 and under 17 years of age .. .. .	5 5 0
17 and under 18 years of age .. .. .	6 3 3
18 and under 19 years of age .. .. .	6 16 9
19 and under 20 years of age .. .. .	7 15 0
20 and under 21 years of age .. .. .	8 8 9

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2. Clauses, other than clause 2, of the said Determination shall remain in force.



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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### IRON AND STEEL ROLLING BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 167 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

#### WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.			Other Employees.	Day Shift Wages per Week of 40 Hours.		
		£	s.	d.		£	s.	d.
17 to 19 years of age ..	85	9	19	0	Roller .. .. .	16	15	3
19 to 21 years of age ..	100 plus 1s. 6d.	11	15	6	Furnaceman .. .. .	16	3	6
					Rougher .. .. .	15	16	0
					Catcher (three high roughing Rolls) ..	15	16	0
					Catcher who is responsible for adjusting guards .. .. .	13	12	0
					Other catchers .. .. .	13	11	0
					Annealer or heat treatment hand ..	13	18	6
					Roller's assistant .. .. .	13	17	0
					Charger .. .. .	13	10	0
					Shearsman of scrap Crocodile Shears ..	13	10	0
					Yard shearsman .. .. .	13	10	0
					Billet shearsman .. .. .	13	10	0
					Scrap bar and/or scrap shearsman ..	13	7	0
					Shearsman (small mill Brooklyn) ..	13	7	0
					Other shearsmen .. .. .	13	3	6
					Setter up .. .. .	13	7	6
					Carrier up (large mill) .. .. .	13	0	0
					Carrier up (small mill) .. .. .	13	0	0
					Underhand, second, handling up to 300-lb. blooms .. .. .	13	6	10
					Underhand who also assists to feed furnace .. .. .	13	6	0
					Underhand .. .. .	13	3	6
					Hookman .. .. .	13	6	0
					Middleman .. .. .	13	9	0
					Straightener .. .. .	13	6	0
					Straightener's assistant .. .. .	13	3	6
					Chipper .. .. .	13	6	0
					Heater .. .. .	13	9	6
					Assistant furnaceman .. .. .	13	0	0
					Plate hand .. .. .	13	3	6
					Furnaceman at electric furnace ..	14	1	6
					Pitman at electric furnace .. .. .	13	12	0
					Ladleman at electric furnace ..	13	12	0
					Assistant at electric furnace ..	13	4	0
					Assistant to shearsman .. .. .	13	3	6
					Other employees with not less than three months' experience in this industry	12	6	0
					All others .. .. .	12	0	0

NOTE.—The Board has determined that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

No. 1057.—11442/54.—PRIOR 3D.

**PIECEWORK.**

18. The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the 4th December, 1953.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	s. d.	
		* Four Roll—18-in. Mill.
Roller ..	8 0½	Per ton of finished bars of iron and steel
	7 7	Per ton of scrap iron bars
Rougher ..	6 0½	Per ton of finished bars of iron and steel
	10 10½	Per ton of scrap iron bars
Catcher ..	4 7	Per ton of finished bars of iron and steel
	6 9½	Per ton of scrap iron bars
Middleman ..	4 5½	Per ton of finished bars of iron and steel
Large Hook	4 4	Per ton of finished bars of iron and steel
Small Hook	6 2½	Per ton of scrap iron bars
Platehand	4 4	Per ton of finished bars of iron and steel
	4 5	Per ton of finished bars of iron and steel
Leading Platehand	4 5½	Per ton of finished bars of iron and steel
	6 6½	Per ton of scrap iron bars
Furnaceman	12 11	Per ton of finished bars of iron and steel
	18 9	Per ton of scrap iron bars
Underhand	8 10½	Per ton of finished bars of iron and steel
	12 10	Per ton of scrap iron bars
Carrier Up	4 6½	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 5	Per ton of finished bars of iron and steel
		* Ten Roll—10-in. Mill.
Roller ..	12 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	10 1½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 5½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11 2½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 8½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 5½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7 6½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 11½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 5½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 2	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 7	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Furnaceman	20 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	17 11	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	16 1½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12 11	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Underhand	13 8½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	11 8	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 7½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	10 2	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Plateman	7 9	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 9½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 5½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 1058]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**LIMEBURNERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 119 of the 26th March, 1954, shall be replaced by the following clause:—

2.

WAGES.

(a) *Apprentices or Improvers (Day Shift).*

Wages Per Week of 40 Hours.	Percentage of Basic Wage.	—
16 years of age or under	49	s. d. 114 6
17 years of age	57	133 6
18 years of age	70	164 0
19 years of age	88	201 0
20 years of age	100	254 6
	plus 20s. 6d.	

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 262s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

*(b) Other Employees (Day Shift).*

Wages Per Week of 40 Hours.		—
	Group 1.	<i>s. d.</i>
Hydrator Attendant .. .. .	.. .. .	284 0
	Group 2.	
Operator of a mechanical bagging machine .. .. .	.. .. .	279 6
	Group 3.	
Lime burner or feeder, Drawer, or Attendant .. .. .	.. .. .	272 0
	Group 4.	
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment) .. .. .	.. .. .	265 0
	Group 5.	
All others .. .. .	.. .. .	262 0

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



VICTORIA  
GOVERNMENT GAZETTE.

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No. 1059]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**MILLET BROOM BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 1st March, 1954, shall be replaced by the following clause:—

2.

(a) APPRENTICES OR IMPROVERS.									(b) Other Employees.	
Broom Section.			Feather Duster or Mop Sections.							
	Percent- age of Basic Wage.	Wages per Week of 40 Hours.	Males.			Females.				
				Percent- age of Basic Wage.	Wages per Week of 40 Hours.		Percent- age of Female Basic Wage.	Wages per Week of 40 Hours.		
		<i>s. d.</i>			<i>s. d.</i>			<i>s. d.</i>		
1st Year	28	65 6	1st Year	28	65 6	1st Year	38	66 6	<i>Broom Making.</i> Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) .. .. . 274 0 Second sorter .. .. . 269 0 Maker or sewer .. .. . 274 0 Cutter off .. .. . 264 6 All others .. .. . 250 6	Wages per Week of 40 Hours. <i>s. d.</i>
2nd Year	37	86 6	2nd Year	37	86 6	2nd Year	50	87 6		
3rd Year	42	98 6	3rd Year	42	98 6	3rd Year	55	96 6		
4th Year	59	138 0	4th Year	59	138 0	4th Year	65	114 0		
5th Year	71	166 0	5th Year	71	166 0	5th Year	76	133 6		
6th Year	90	210 6	6th Year	90	210 6	6th Year	90	153 0		
And thereafter the minimum wage.			And thereafter the minimum wage.			And thereafter the minimum wage.				

(a) APPRENTICES OR IMPROVERS.	(b) Other Employees.			
<p>PROPORTION IN ANY FACTORY OR PLACE.</p> <p>APPRENTICES.</p> <p><i>Broom Section.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 250s. 6d. per week of 40 hours, or the prescribed piecework prices.</p>	<p><i>Feather Duster Making.</i></p>			
			Wages per	
			Week of	
			40 Hours	
			s. d.	
	Males	.. ..	..	250 6
	Females	.. ..	..	183 0
	<p><i>Mop Making.</i></p>			
			Wages per	
			Week of	
			40 Hours.	
			s. d.	
	Males	.. ..	..	250 6
	Females	.. ..	..	183 0

IMPROVERS.

*Feather Duster Making Section.*

Two male improvers to every worker receiving not less than 250s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 183s. per week of 40 hours.

IMPROVERS.

*Mop Making Section.*

Two male improvers to every worker receiving not less than 250s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 183s. per week of 40 hours.

*Broom Section.*

One improver to every three or fraction of three workers receiving not less than 250s. 6d. per week of 40 hours, or the prescribed piece-work prices.

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 152s. 6d.





# VICTORIA GOVERNMENT GAZETTE.

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No. 1060]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### MINERAL EARTHS BOARD.

Clause 2 of Part 1 and clause 20 of Part 2 of the Determination published in *Government Gazette* No. 26 of the 28th January, 1954, shall be replaced by the following clauses:—

#### PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

#### 2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.		
		Percentage of Basic Wage.	s.	d.	s.	d.
Under 17 years of age	..	36	84	0	Ball mill attendant and/or employee milling silica	.. 285 0
17 to 18 years of age	..	62	145	0	Other Mill attendants	.. 274 0
18 to 19 years of age	..	81	189	6	Persons not otherwise provided for, including mill	
19 to 21 years of age	..	96	224	6	feeders, baggers, and crusher hands	.. 267 0
<i>Proportions (in any place).</i>				Leading Hands—		
One improver to every six adult employees.				Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.		
				<i>Note:—The above rates include an amount of 3s. as a clothing allowance.</i>		

#### PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

20.

\* WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.				s. d.
<i>Males.</i>				<i>Males.</i>			
Under 17 years of age	.. ..	36	84 0	Leading charging hand	.. ..	279	0
17 to 18 years of age	.. ..	62	145 0	Assistant charging hand	.. ..	263	0
18 to 19 years of age	.. ..	81	189 6	Notcher	.. ..	279	0
19 to 21 years of age	.. ..	96	224 6	Oven hands	.. ..	271	0
		Percentage of Female Basic Wage.		Process worker (including taker off conveyor or granulator attendant)	.. ..	259	0
<i>Females.</i>				<i>Females.</i>			
Under 16 years of age	.. ..	38	66 6	Leading Hands—			
16 to 17 years of age	.. ..	51	89 6	Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.			
17 to 18 years of age	.. ..	54	95 0				
18 to 19 years of age	.. ..	64	112 6				
19 to 20 years of age	.. ..	73	128 0				
20 to 21 years of age	.. ..	83	145 6				
PROPORTION (IN ANY PLACE).				NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.			
<i>Males.</i>				<i>Females.</i>			
One male improver to every six adult employees.				Adult females			
<i>Females.</i>				.. ..			
One female improver to every four or fraction of four female workers receiving not less than the adult female rate.				.. .. 185 0			

\* These wages are loaded to compensate for industry disabilities.

Clauses, other than clause 2 of Part 1, and clause 20 of Part 2, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 1061]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
25th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**NON-FERROUS METALS BOARD**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 122 of the 26th March, 1954, shall be replaced by the following clauses:—

2.

Adulla.	Wages per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—caster tilting furnace .. .. .	14 0 0	14 6 6	13 17 0
Furnaceman remelt other .. .. .	13 18 0	14 4 6	13 15 0
Assistant remelt furnaceman .. .. .	13 11 0	13 17 6	13 8 0
Leading chargemaker .. .. .	13 19 0	14 5 6	13 18 0
Chargemaker .. .. .	13 0 0	13 6 6	12 17 0
Metal sorter .. .. .	13 0 0	13 6 6	12 17 0
Bundler, baler, and/or Briquetter .. .. .	13 0 0	13 6 6	12 17 0
Press operator (Automatic with dual control) .. .. .	14 6 0	14 12 6	14 3 0
Press operator .. .. .	14 0 0	14 6 6	13 17 0
Butt handler .. .. .	13 0 0	13 6 6	12 17 0
Leader out .. .. .	12 19 0	13 5 6	12 16 0
Draw bench leading hand .. .. .	13 12 0	13 18 6	13 9 0
Draw bench operator .. .. .	12 19 0	13 5 6	12 16 0
Die attendant .. .. .	13 8 0	13 14 6	13 5 0
Pointer, Hammer, and Swager .. .. .	13 2 0	13 8 6	12 19 0
Stretcher and/or straightener .. .. .	13 2 0	13 8 6	12 19 0
Copper wire drawing machine operator .. .. .	13 0 0	13 6 6	12 17 0
Butt welder .. .. .	12 18 0	13 4 6	12 15 0
Furnaceman other .. .. .	13 14 0	14 0 6	13 11 0
Furnaceman assistant .. .. .	12 16 0	13 2 6	12 13 0
Other machine operator .. .. .	13 0 0	13 6 6	12 17 0
Machine assistant .. .. .	12 16 0	13 2 6	12 13 0
Mill assistant .. .. .	12 16 0	13 2 6	12 13 0
Examiner .. .. .	13 2 0	13 8 6	12 19 0
Pickler .. .. .	13 0 0	13 6 6	12 17 0
Weighman .. .. .	13 4 0	13 10 6	13 1 0
Sawyer .. .. .	13 4 0	13 10 6	13 1 0
Saw Sharpener .. .. .	13 6 0	13 12 6	13 3 0
Crane chaser .. .. .	12 19 0	13 5 6	12 16 0
Labourer (yard) .. .. .	12 10 0	12 16 6	12 7 0
Labourer sweeper and cleaner .. .. .	12 4 0	12 10 6	12 1 0

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

**JUNIOR LABOUR.**

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

**WAGES PER WEEK OF 40 HOURS.**

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrambbool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Foundries.</i>					
Under 16 years of age .. .. .	24	3 0	2 19 0	3 0 6	2 18 6
16 years of age .. .. .	32	4 3	3 19 0	4 1 0	3 18 0
17 years of age .. .. .	58	8 0	7 3 6	7 7 6	7 2 0
18 years of age .. .. .	73	10 0	9 1 0	9 5 6	8 18 6
19 years of age and over .. .. .	88	11 6	10 17 6	11 3 0	10 15 0
<i>Elsewhere.</i>					
Under 16 years of age .. .. .	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age .. .. .	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 18 6	10 10 6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading prescribed for such an employee.

*Prohibited Occupations.*

(c) Junior employees shall not be employed—

- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles. or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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



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GOVERNMENT GAZETTE.

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No. 1062

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
12th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**ANIMAL MANURE BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 22 of the 28th January, 1954, shall be replaced by the following clause:—

2.

**WAGES.**

Apprentices or Improvers.			Other Employees.		
	Percentage of Basic Wage.	Wages For Week.			Wages Per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age .. .. .	87	157 0	Carcass skimmers .. .. .		311 6
16 years of age and under 17 years of age	73	171 0	All others .. .. .		305 6
17 years of age and under 19 years of age	94	220 0			
19 years of age and under 20 years of age	100 plus 10s. 6d.	244 6	Afternoon shift employees shall receive an additional 10 per cent. per week.		
20 years of age and under 21 years of age	100 plus 26s. 6d.	260 6	Night shift employees shall receive an additional 10 per cent. per week.		
PROPORTION (by any Employer).			Leading hands on afternoon or night shift shall receive an additional 3s. per shift.		
<p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 30s. 6d. per week. An indenture of apprenticeship has been prescribed by the Board.</p>					
<p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every four workers receiving not less than 30s. 6d. per week.</p>					

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

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

No. 1062.—11356/54.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE

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No. 1063

MONDAY, NOVEMBER 29.

[1954

Labour and Industry Act 1953.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 23 of the 28th January, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.		Minimum Wage.	
<i>s. d.</i>		<i>s. d.</i>				<i>s. d.</i>	
1st year .. .. .	61 6	1st year .. .. .	51 89 6	Dentist's Surgical Assistant .. .. .	366 0		
2nd year .. .. .	85 0	2nd year .. .. .	71 124 6	Dentist's Mechanic .. .. .	299 0		
3rd year .. .. .	109 6	3rd year .. .. .	93 163 0	Dentist's Attendant .. .. .	198 0		
4th year .. .. .	171 0						
5th year .. .. .	214 0						
6th year .. .. .	262 0						

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

\*NOTE.—Clause 8. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.  
(Dentists' Attendants.)

One improver to every ten or fraction of ten workers receiving not less than the minimum wage.

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

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

No. 1063.—11388/54.—PRICE 3d.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 1064**

**MONDAY, NOVEMBER 29.**

**[1954**

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 1954.

Dated at Melbourne, this  
17th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### FROZEN GOODS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 49 of the 16th February, 1954, shall be replaced by the following clause:—

2.

#### WAGES.

Improvers and Juvenile Workers.				Other Employees.			
		Per Week.	Per Hour.			Per Week.	Per Hour.
		£ s. d.	s. d.			£ s. d.	s. d.
16 years of age and under 17	.. ..	6 12 11	3 3 $\frac{1}{2}$	Chamber hands	.. ..	16 7 6	8 2 $\frac{1}{2}$
17 " " " 18	.. ..	7 8 1	3 8 $\frac{17}{40}$				
18 " " " 19	.. ..	8 16 1	4 4 $\frac{33}{40}$				
19 " " " 20	.. ..	10 6 1	5 1 $\frac{33}{40}$	All others	.. ..	15 14 10	7 10 $\frac{9}{20}$
20 " " " 21	.. ..	12 9 4	6 2 $\frac{1}{2}$				

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.  
One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

**NOTE.**—The Wages Board has determined that the trade is so unskilful that no person should be taken as an apprentice to the trade.

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

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





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No. 1065

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
17th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 669 of the 23rd July, 1954, shall be replaced by the following clause:—

#### WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	86 6	49	86 0	<i>Males.</i> Packers, graders or sizers of fruit by hand .. 270 0 Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. 270 0 Persons bringing fruit from and putting fruit into cool-store chambers .. 265 0 Case lidders and nailers—machine .. 265 0 Case lidders and nailers—hand .. 265 0 Case wipers .. 265 0 Persons stacking and unstacking cases of fruit, but not in cool chambers .. 260 0 Persons feeding grading, washing, or sizing machines .. 260 0 Empty case hands or case yardsmen .. 260 0 Case labellers or persons engaged in branding and marking cases .. 260 0 Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 260 0 Persons sweeping up and removing debris in or around a packing shed .. 260 0 All others .. 247 0  <i>Females.</i> Packers, graders or sizers of fruit by hand .. 270 0 Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 195 0 All others .. 189 9
16 to 17 years of age ..	45	105 6	60	105 6	
17 to 18 years of age ..	55	128 6	66	116 0	
18 to 19 years of age ..	73	171 0	95	166 6	
19 to 20 years of age ..	93	217 6	98	172 0	
20 to 21 years of age ..	100 + 11s.	245 0	100 + 10s.	185 6	
* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.					
<i>Proportion (in any Place).</i>					
One improver to every two or fraction of two workers receiving not less than the minimum wage.					

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 22s. 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.

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 1066

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### HORSEHAIR BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 78 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

Apprentices.			Improvers and Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			<i>Preparing Body Hair.</i>		
	Percentage of Basic Wage.	Per Week. <i>s. d.</i>		Percentage of Basic Wage.	Per Week. <i>s. d.</i>		WAGES.	Per Week. <i>s. d.</i>
1st year ..	35	82 0	1st year ..	35	82 0	Person in charge of hair-washing machine .. .. .		269 0
2nd year ..	44	103 0	2nd year ..	53	124 0	Persons engaged on hair-washing machines .. .. .		262 0
3rd year ..	53	124 0	3rd year ..	88	206 0	Persons engaged on hair-drying machines .. .. .		262 0
4th year ..	64	150 0	4th year ..	100 + 6d.	234 6	Persons who press washed and dried hair into bales ..		262 0
5th year ..	88	206 0				All others .. .. .		258 0
PROPORTION (by any employer).			PROPORTION (by any employer).			<i>Preparing any other kind of Hair.</i>		
One apprentice to every three or fraction of three workers receiving not less than 25s. per week.			One improver to every five workers receiving not less than 25s. per week.			WAGES.		
			<i>Juvenile Workers.</i>			Per Week. <i>s. d.</i>		
			One juvenile worker to every Hand Spinner.			Hand Spinners .. .. .		275 0
						Machine Spinners—		
						1st year .. .. .		265 0
						2nd year .. .. .		271 0
						And thereafter .. .. .		275 0
						Drafters .. .. .		275 0
						Wet or dry hacklers ..		275 0
						Operators of teasing machine ..		262 0
						Tail pullers .. .. .		262 0
						Dyers or Scalders .. .. .		259 0
						All others .. .. .		268 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-one 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-one shillings shall be added in lieu thereof.

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No. 1067

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**HOSPITAL PHARMACISTS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 579 of the 31st July, 1953, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.		£ s. d.	
1st year's experience .. .. .	26	3 1 0	<i>Chief Pharmaceutical Chemist—</i> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " .. .. .	47	5 10 0	(a) Where four or more full time pharmaceutical chemists are normally employed .. .. .	25	2 0
3rd " " .. .. .	68	7 19 0	(b) Where two or three full time pharmaceutical chemists are normally employed .. .. .	23	7 0
4th " " .. .. .	88	10 6 0	(c) Where he is the only pharmaceutical chemist employed .. .. .	22	12 0
5th " " .. .. .	100 plus 15s.	12 9 0	<i>Senior Pharmaceutical Chemist</i> .. .. .	21	2 0
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<i>Other Hospital Pharmaceutical Chemist—</i>		
When the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and Industry and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such .. .. .	17	12 0
			2nd " " " " .. .. .	18	7 0
			3rd " " " " .. .. .	19	2 0
			Thereafter " " " " .. .. .	20	2 0

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

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No. 1068

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**ICE BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 70 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.

	Wages per Week.			
	Per-centage of Basic Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
16 years of age ..	63	147 6	1 6	149 0
17 years of age ..	68	159 0	1 9	160 9
18 years of age ..	81	189 6	2 0	191 6
19 years of age ..	93	217 6	2 3	219 9

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 305s. 6d. per week.

Other Employees.

	Wages per Week.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
All Employees ..	301 6	4 0	305 6

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

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





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No. 1069

MONDAY, NOVEMBER 29.

[1954]

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**LIFT BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 28th January, 1954, shall be replaced by the following clause:—

2.

## EMPLOYEES.

	Weekly Wage. s. d.	Note.
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts .. ..	276 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female) .. ..	264 0	

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

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





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No. 1070]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
25th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

PRINTERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 162 of the 2nd April, 1954, 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 2 6
2	Probationary machine compositor— (a) For a first period of six months' probation .. .. (b) For a second period of six months' probation .. .. (c) Thereafter the rate for a machine compositor.	14 12 0 14 15 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>TABLE "A"—ADULT MALES—continued.</i>		
	<i>£ s. d.</i>	
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid . . . . .	15 2 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine . . . . .	14 12 0
5	Operator of a Wells' cross-rule form machine . . . . .	15 2 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 9 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine . . . . .	14 12 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 9 6
9	Proof reader and/or reviser . . . . .	14 15 6
10	Copy holder . . . . .	13 0 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor) . . . . .	14 12 0
12	Electrotypier (which shall include an employee preparing lead for matrix moulding purposes) . . . . .	14 12 0
13	Stereotypier . . . . .	14 12 0
14	Engraver on wood or metal . . . . .	14 12 0
15	Letterpress machinist . . . . .	14 12 0
16	Railway ticket printer—single machine . . . . .	13 15 6
17	Railway ticket printer—multiple machine . . . . .	13 17 6
18	Machinist working a flat-bed machine printing from a reel . . . . .	14 12 0
19	Letterpress rotary machinist . . . . .	14 12 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 12 6
21	Collapsible tube printing machinist . . . . .	14 12 0
22	Universal process machine operator . . . . .	14 12 0
23	Lithography—	
	(a) Artist and/or designer . . . . .	14 18 6
	(b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer—down on lithographic metal plate . . . . .	14 14 0
	(c) Lithographic pressman and/or lithographic manual transferer . . . . .	14 12 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 . . . . . (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	13 2 0
	(e) Lithographic machinist, including lithographic tin printer . . . . .	14 12 0
24	Photogravure machinist . . . . .	14 12 0
25	Bookbinder . . . . .	14 12 0
26	Marbler . . . . .	14 12 0
27	Hand indexer . . . . .	14 12 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 12 0
29	Finisher . . . . .	14 12 0
30	Pocket-book maker . . . . .	14 12 0
31	Ticket maker, turned-in work . . . . .	14 12 0
32	Blotting pad maker . . . . .	14 12 0
33	Portfolio maker . . . . .	14 12 0
34	Person engaged in sawing and/or rolling books . . . . .	14 12 0
35	Loose sheet cover maker . . . . .	14 12 0
36	Edge-gilder . . . . .	14 12 0
37	Leather cutter . . . . .	14 12 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 (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)	13 5 6
39	Embossing machinist . . . . .	14 12 0
40	Map and plan moulder and/or varnisher . . . . .	14 12 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 12 0
42	Guillotine machine operator . . . . .	14 12 0
43	Employee operating a milk bottle wad making machine . . . . .	13 9 0
44	Waxer . . . . .	13 7 0
45	Sheet varnishing and/or sheet gumming machinist . . . . .	13 2 0
46	Rotary reel gumming machinist . . . . .	13 5 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping . . . . .	12 18 0
48	Printing ink mixer and/or maker . . . . .	12 19 0
49	Bronzing machine operator . . . . .	13 2 0
50	Roller maker . . . . .	12 19 0
51	Feeder on any kind of machine . . . . .	12 14 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		£ s. d.
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 5 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	14 5 0
54	Storeman	13 2 0
55	Packer and/or despatcher	13 2 0
56	Any other adult male	12 10 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 <i>pro rata</i> for the hours worked by him. Provided that the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
TABLE "B"—ADULT FEMALES: <i>(Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	10 1 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:— (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 (b) When engaged on work which does not exceed both the measurements before mentioned	10 1 6 10 0 6
3	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (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 (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 (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (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	9 19 6 9 19 6
4	Female hand or machine sewer and taker down or repairer of letterpress work	9 19 6
5	Female employee of more than five years' experience employed on any one or more of the following operations:— 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)	9 19 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"	9 19 6
7	Female copy holder	9 19 6
8	Female embosser	10 0 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	9 19 6
10	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) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	10 3 6 10 15 0 11 2 6
11	Female employees not otherwise specified	9 8 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.
<b>Where the work is performed by a male junior, not being an apprentice :</b>	
Under 15 years of age .. .. .	£ s. d. 2 15 0
Between 15 and 16 years of age .. .. .	2 7 6
Between 16 and 17 years of age .. .. .	4 7 6
Between 17 and 18 years of age .. .. .	5 17 6
Between 18 and 19 years of age .. .. .	7 7 6
Between 19 and 20 years of age .. .. .	9 0 0
Between 20 and 21 years of age .. .. .	10 12 6
<b>Where the work is performed by a male apprentice :</b>	
First year .. .. .	3 5 6
Second year .. .. .	4 15 0
Third year .. .. .	5 9 6
Fourth year .. .. .	6 11 6
Fifth year .. .. .	8 0 6
Sixth year .. .. .	10 19 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 <i>pro rata</i> 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.	
<b>Where the work is performed by a female junior—</b>	
First year's experience .. .. .	3 0 0
Second year's experience .. .. .	4 0 0
Third year's experience .. .. .	4 19 6
Fourth year's experience .. .. .	5 19 6
Fifth year's experience .. .. .	7 9 6
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 120s. 4d. 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 118s. 11d. for the said amount of 120s. 4d.





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[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry..

**GROCERS SUNDRIES BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 213 of the 12th April, 1954, shall be replaced by the following clause:—

2. (a) **APPRENTICES, IMPROVERS AND JUVENILE WORKERS.**

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age .. .. .	41	96 0	Under 16 years of age .. .. .	51	89 6
16 years of age and under 17 years of age	46	107 6	16 to 17 years of age .. .. .	53	93 0
17 years of age and under 18 years of age	54	126 6	17 to 18 years of age .. .. .	65	114 0
18 years of age and under 19 years of age	64	150 0	18 to 19 years of age .. .. .	72	126 6
19 years of age and under 20 years of age	75	175 6	19 to 20 years of age .. .. .	84	147 6
20 years of age and under 21 years of age	89	208 6	20 to 21 years of age .. .. .	95	166 6

PROPORTION (within any Factory or Place).

Apprentices.

*Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.*

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

*Candle Section.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

## Improvers.

*Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.*

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.  
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

*Candle or Soap and Soda Sections.*

One improver to every five or fraction of five workers receiving not less than the minimum wage.  
Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—  
At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.  
In the Starch, Starch Products and Cornflour section of the industry—  
At any class of work filling, weighing, labelling and casing starch.  
In the Soap and Soap Powders and Soap Extract sections of the industry—  
At wrapping or packing washing soap or soap extract.  
In the Candles section of the industry—  
At packing candles in boxes or wrapping or labelling candles.  
In the Polishing Materials section of the industry—  
At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

## OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers .. .. .	13 13 6	13 10 6
Honey blenders .. .. .	13 8 6	13 5 6
Men roasting and/or grinding and who mix or blend coffee or chicory .. .. .	13 8 6	13 5 6
Assistant millers .. .. .	13 6 0	13 3 0
Coffee essence makers .. .. .	13 6 0	13 3 0
Bagged goods carriers and/or stackers .. .. .	13 6 0	13 3 0
Cellarmen in charge and working at loading, unloading and despatching by-products .. .. .	13 6 0	13 3 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory .. .. .	13 3 0	13 0 0
Roasters of other commodities than coffee or chicory .. .. .	13 3 0	13 0 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance) .. .. .	13 3 0	13 0 0
Mixers or blenders .. .. .	13 3 0	13 0 0
Kilmen and/or bleachers .. .. .	12 18 6	12 15 6
Mill hands .. .. .	12 16 0	12 13 0
Men engaged drawing off finished products and/or by-products in cereal mills .. .. .	12 16 0	12 13 0
Men engaged at oat cleaning and/or grading .. .. .	12 16 0	12 13 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional .. .. .		
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers .. .. .	13 13 6	13 10 6
Assistant millers .. .. .	13 6 0	13 3 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	13 6 0	13 3 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .	13 6 0	13 3 0
Steepmen .. .. .	13 1 0	12 18 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance) .. .. .	12 19 0	12 16 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs .. .. .	12 18 6	12 15 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	12 16 0	12 13 0
Men grinding starch and/or cornflour .. .. .	12 16 0	12 13 0
Mill hands .. .. .	12 16 0	12 13 0
Starch and/or cornflour shovellers .. .. .	12 16 0	12 13 0
Leading hand—10s. per week additional .. .. .		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers .. .. .	13 13 6	13 10 6
Assistant millers .. .. .	13 6 0	13 3 0
Mill hands .. .. .	12 16 0	12 13 0
Men engaged drawing off broken rice, bran, straw, and/or rice .. .. .	12 16 0	12 13 0
Men engaged taking off and/or sewing and/or stacking rice .. .. .	12 16 0	12 13 0
Rice meal rammers .. .. .	12 16 0	12 13 0
Rice hull packers .. .. .	12 16 0	12 13 0
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men .. .. .	13 6 0	13 3 0
Convertor men .. .. .	13 6 0	13 3 0
Flour mixers or men feeding mixers and/or bagging dry gluten .. .. .	13 1 0	12 18 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .	12 18 6	12 18 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	12 18 6	12 15 6
Pumpmen .. .. .	12 16 0	12 13 0
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products .. .. .	13 11 0	13 8 0
Paste makers .. .. .	12 17 0	12 14 0
Hydraulic press attendants .. .. .	12 17 0	12 14 0
Women working in dough room and vermicelli twisting and spaghetti spreading .. .. .	9 13 0	9 10 6
All other male adults .. .. .	12 11 0	12 8 0
All other female adults .. .. .	9 8 0	9 5 6
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers .. .. .	13 6 0	13 3 0
Men in charge of and working rollers .. .. .	13 6 0	13 3 0
Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .	13 6 0	13 3 0
Grinding and milling machinists .. .. .	12 17 0	12 14 0
Fillers and/or makers .. .. .	12 17 0	12 14 0
Pressmen .. .. .	12 17 0	12 14 0
Conveyor workers .. .. .	12 17 0	12 14 0
Leading hands—10s. per week additional .. .. .		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants .. .. .	13 13 6	13 10 6
Vacuum pan attendants .. .. .	13 6 0	13 3 0
Men operating and in charge of grain crushers, mixing and filling machines .. .. .	13 3 6	13 0 6
Men working at and in charge of dehydrators .. .. .	13 3 6	13 0 6
Man working at and in charge of store .. .. .	13 2 0	12 19 0
Man working at and in charge of spent grain bins .. .. .	13 2 0	12 19 0
All other adult males .. .. .	12 18 0	12 15 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers .. .. .	13 13 6	13 10 6
Man engaged on cornflour packing machine .. .. .	13 6 0	13 3 0
Convertor men .. .. .	13 6 0	13 3 0
Man in charge of and working at macerators .. .. .	13 6 0	13 3 0
Vacuum pans men .. .. .	13 6 0	13 3 0
Men in charge of and working in drip rooms .. .. .	13 6 0	13 3 0
Dextrine and/or custard mixer and/or blender .. .. .	13 3 0	13 0 0
Weighbridge attendants .. .. .	13 3 0	13 0 0
Steepmen .. .. .	13 1 0	12 18 0
Millers' assistants .. .. .	13 1 0	12 18 0
Feed dryers .. .. .	13 1 0	12 18 0
Silk reel repairers .. .. .	12 18 6	12 15 6
Men engaged on char filters .. .. .	12 18 6	12 15 6
Char kilnmen .. .. .	12 18 6	12 15 6
Oliver filtermen .. .. .	12 18 6	12 15 6
Oil expeller men .. .. .	12 18 6	12 15 6
Reels and cracker men .. .. .	12 18 6	12 15 6
Neutralizer men .. .. .	12 18 6	12 15 6
Drip room men .. .. .	12 18 6	12 15 6
Maize receiving and cleaning operators .. .. .	12 16 0	12 13 0
Sample men .. .. .	12 16 0	12 13 0
Liquor presses .. .. .	12 16 0	12 13 0
Feed press valve men .. .. .	12 16 0	12 13 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men .. .. .	12 16 0	12 13 0
Flushing system men .. .. .	12 16 0	12 13 0
Paddlers .. .. .	12 16 0	12 13 0
Pumpmen .. .. .	12 16 0	12 13 0
Starch-house kilnmen .. .. .	12 16 0	12 13 0
Polly feed and/or oil meal baggers and sewers	12 16 0	12 13 0
Bulk cornflour baggers and sewers .. .. .	12 16 0	12 13 0
Assistant operators on macerators .. .. .	12 16 0	12 13 0
Yardmen .. .. .	12 16 0	12 13 0
Women employed at scraping starch .. .. .	9 13 0	9 10 6
Women employed on custard powder filling machines	9 13 0	9 10 6
Leading hands—10s. per week additional		
All other male adults .. .. .	12 11 0	12 8 0
All other female adults .. .. .	9 8 0	9 5 6
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers .. .. .	12 16 0	12 13 0
Man in charge of liquefying tallow .. .. .	13 3 0	13 0 0
Assistant liquefying tallow .. .. .	12 19 6	12 16 6
Operator of bleaching plant .. .. .	12 18 6	12 15 6
Operator of pumps and/or blowers .. .. .	12 16 0	12 13 0
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats .. .. .	13 7 6	13 4 6
Operator of filter presses and/or reagent-making plant .. .. .	13 7 6	13 4 6
Operator of fatty acid stills .. .. .	13 7 6	13 4 6
Stillman's assistant and/or pumpman .. .. .	12 18 6	12 15 6
Cupboard runners .. .. .	13 1 0	12 18 0
Press room ganger (or charge hand in press room)	13 7 6	13 4 6
Operator in charge of black acid presses .. .. .	12 16 0	12 13 0
Operator of oiler filters .. .. .	13 7 6	13 4 6
Pumpman .. .. .	12 18 6	12 15 6
Storeman in oliene store .. .. .	12 17 0	12 14 0
Vatmen treating stearine .. .. .	13 1 0	12 18 0
Candle moulder—after 12 months' experience .. .. .	13 1 0	12 18 0
Candle moulder with less than 12 months' experience	12 16 0	12 13 0
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture) .. .. .	13 1 6	12 18 6
Soda crystal maker .. .. .	13 1 0	12 18 0
Assistant soda crystal maker .. .. .	12 16 0	12 13 0
Assistant soap maker .. .. .	13 8 6	13 5 6
Soap pumpmen .. .. .	13 1 0	12 18 0
Lye runner .. .. .	12 16 0	12 13 0
Operator of power mixers and/or crutchers .. .. .	13 1 0	12 18 0
Soap crutcher by hand .. .. .	12 18 0	12 15 0
Soap cutting machinist .. .. .	12 18 0	12 15 0
Head soap cutter by hand .. .. .	12 18 0	12 15 0
Soap cutter by hand .. .. .	12 13 6	12 10 6
Stampers by foot or hand .. .. .	12 16 0	12 13 0
Operator of automatic stamping, wrapping, or packing machines	12 16 0	12 13 0
Operator of automatic soap dryers .. .. .	12 16 0	12 13 0
Leading hands—10s. per week additional		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
Milling of Toilet Soap—		
Milling room foreman .. .. .	13 1 6	12 18 6
Man in charge of, and actually milling soap	13 1 6	12 18 6
Soap miller .. .. .	12 16 0	12 13 0
Mixing and/or blending toilet soap chips .. .. .	12 16 0	12 13 0
Pulverising and/or dressing pulverized soap .. .. .	12 16 0	12 13 0
Leading hands—10s. per week additional		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6

OTHER EMPLOYEES—continued

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutcher .. .. .	13 1 0	12 18 0
Operator of soap powder mill .. .. .	13 1 0	12 18 0
Truckers and assistants to operators of mixers, crutchers or mills .. .. .	12 14 0	12 11 0
Leading hands—10s. per week additional		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 13.—Glycerine.</i>		
Operator of evaporators .. .. .	13 7 6	13 4 6
Assistant operator of evaporators .. .. .	12 18 6	12 15 6
Operator of glycerine stills .. .. .	12 7 6	12 4 6
Men preparing charcoal for refining glycerine .. .. .	12 18 6	12 15 6
Filter press hand .. .. .	12 16 0	12 13 0
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. .. .	13 11 0	13 8 0
Mill hands as defined .. .. .	13 3 6	13 0 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain .. .. .	12 18 0	12 15 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge .. .. .	13 8 6	13 5 6
Cooker, man in charge .. .. .	13 6 0	13 3 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers .. .. .	12 18 6	12 15 6
Skillet and/or splint choppers .. .. .	12 17 0	12 14 0
Paste makers .. .. .	12 16 0	12 13 0
Wax mixers .. .. .	12 16 0	12 13 0
Slitters .. .. .	12 16 0	12 13 0
Gum grinders .. .. .	12 16 0	12 13 0
Dogmen .. .. .	12 16 0	12 13 0
Painting machine attendants (men) .. .. .	12 16 0	12 13 0
Men operating two-way scorers .. .. .	12 16 0	12 13 0
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	12 11 0	12 8 0
All female adults .. .. .	9 8 0	9 5 6
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons .. .. .	13 3 9	12 0 9
(ii) seven or more such persons .. .. .	13 17 9	13 14 9
(b) Works singly .. .. .	13 1 6	12 18 6
(c) Storemen and/or packers .. .. .	12 17 0	12 14 0

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

Employees stacking soda ash from lorry to stack .. .. .	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash) .. .. .	3d. Extra per hour
Employees carrying pulverized pumice or silicate .. .. .	3d. Extra per hour
Employees cleaning evaporator tubes .. .. .	6d. Extra per hour
Employees mixing Coocoe cleaner by present methods .. .. .	9d. Extra per hour
Employees carrying bags in excess of 200 lbs. .. .. .	6d. Extra per hour
Skimming tallow recovery pits .. .. .	1½d. Extra per hour

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

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the various methods and tools used to collect and analyze data. This includes both traditional manual methods and modern digital technologies, highlighting the benefits of each approach.

3. The third part focuses on the challenges faced in data collection and analysis, such as data quality issues, privacy concerns, and the need for skilled personnel. It provides strategies to overcome these challenges and ensure the reliability of the data.

4. The fourth part discusses the integration of data with other organizational systems and processes. It explains how this integration can lead to more efficient operations and better decision-making.

5. The fifth part addresses the ethical considerations surrounding data collection and analysis. It stresses the importance of protecting individual privacy and ensuring that data is used responsibly and in compliance with relevant laws and regulations.

6. The sixth part provides a summary of the key findings and recommendations from the study. It offers practical advice on how to implement the discussed concepts and methods in a real-world setting.

7. The final part of the document includes a conclusion and a list of references. The conclusion reiterates the main points and expresses the authors' hope that the document will be a valuable resource for anyone interested in data management and analysis.



VICTORIA

## GOVERNMENT GAZETTE

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No. 1072]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.***DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**HAM AND BACON CURERS BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 328 of the 22nd March, 1951, shall be replaced by the following clauses:—

**IMPROVERS.**

2.

*Wages.*

	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.	
			<i>s.</i>	<i>d.</i>
First year .. .. .	43	1 0	101	6
Second year .. .. .	53	1 0	125	0
Third year .. .. .	67	2 0	159	0
Fourth year .. .. .	91	2 3	216	3
Fifth year and until reaching the age of 21 years .. .. .	100 plus 9s.	3 0	246	0

*Proportion (in any place)*—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

OTHER EMPLOYEES.  
Wages.

3.	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
<i>(a) Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	14 4 0	3 0	14 7 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department .. .. .	13 11 6	3 0	13 14 6
First assistant in the curing department .. .. .	13 11 6	3 0	13 14 6
Other assistants in the curing department .. .. .	13 6 6	3 0	13 9 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	13 2 0	3 0	13 5 0
Yardmen { For 48 hours per week .. .. .	13 5 6	3 0	13 8 6
{ For 40 hours per week .. .. .	12 19 6	3 0	13 2 6
All others .. .. .	12 16 6	3 0	12 19 6
<i>(b) Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods) .. .. .	13 17 0	3 0	14 0 0
Filler-man .. .. .	13 7 6	3 0	13 10 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers .. .. .	13 11 6	3 0	13 14 6
Packing room hands .. .. .	13 1 6	3 0	13 4 6
Linkers and table hands .. .. .	13 0 6	3 0	13 3 6
All others .. .. .	12 14 0	3 0	12 17 0

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



[7775]



# VICTORIA GOVERNMENT GAZETTE.

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No. 1073]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 354 of 14th May, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

		Males.	Females.
		£ s. d.	£ s. d.
<i>Secretary.</i>			
Where the adjusted bed capacity is—			
under	25 .. .. .	17 5 0	14 1 3
25 to	35 .. .. .	17 11 0	14 5 9
36 "	45 .. .. .	17 19 6	14 12 3
40 "	55 .. .. .	18 8 3	14 18 9
56 "	65 .. .. .	18 19 9	15 7 9
66 "	75 .. .. .	19 11 3	15 16 6
76 "	85 .. .. .	20 2 9	16 1 9
86 "	95 .. .. .	20 17 3	16 13 3
96 "	105 .. .. .	21 17 6	17 9 6
106 "	125 .. .. .	22 17 9	18 5 6
126 "	150 .. .. .	23 18 0	19 1 9
151 "	175 .. .. .	26 2 0	20 17 0
176 "	200 .. .. .	27 3 0	21 14 0
201 "	250 .. .. .	28 4 3	22 11 0
251 "	300 .. .. .	29 5 6	23 7 9
301 "	350 .. .. .	30 6 9	24 4 9
351 "	400 .. .. .	31 8 0	25 1 9
401 "	450 .. .. .	32 12 0	26 1 0
451 "	500 .. .. .	33 16 3	27 0 6
501 "	550 .. .. .	35 0 6	27 19 9
551 "	600 .. .. .	36 4 9	28 19 0
601 "	650 .. .. .	37 9 0	29 18 6
651 "	700 .. .. .	38 13 0	30 18 0
701 "	750 .. .. .	39 17 0	31 17 0

WAGES PER WEEK.

	Males.	Females.
	£ s. d.	£ s. d.
<i>Assistant Secretary.</i>		
Where the adjusted bed capacity is—		
under 150 .. .. .	19 17 0	15 17 0
151 " 175 .. .. .	20 3 3	16 2 0
176 " 200 .. .. .	20 9 6	16 7 0
201 " 250 .. .. .	21 2 0	16 17 0
251 " 300 .. .. .	21 14 6	17 7 0
301 " 350 .. .. .	22 7 0	17 17 0
351 " 400 .. .. .	22 19 6	18 7 0
401 " 450 .. .. .	23 12 0	18 17 0
451 " 500 .. .. .	24 4 6	19 7 0
501 " 550 .. .. .	24 17 0	19 17 0
551 " 600 .. .. .	25 9 6	20 7 0
601 " 650 .. .. .	26 2 0	20 17 0
651 " 700 .. .. .	26 14 6	21 7 0
701 " 750 .. .. .	27 7 0	21 17 0
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95 .. .. .	17 7 0	13 17 0
96 " 105 .. .. .	17 9 6	13 19 0
106 " 125 .. .. .	17 14 0	14 2 9
126 " 150 .. .. .	17 19 6	14 7 0
151 " 175 .. .. .	18 5 0	14 11 6
176 " 200 .. .. .	18 10 6	14 16 0
201 " 250 .. .. .	19 2 0	15 5 0
251 " 300 .. .. .	19 13 6	15 14 3
301 " 350 .. .. .	20 5 0	16 3 6
351 " 400 .. .. .	20 16 6	16 12 9
401 " 450 .. .. .	21 8 0	17 2 0
451 " 500 .. .. .	21 19 6	17 11 0
501 " 550 .. .. .	22 11 0	18 0 3
551 " 600 .. .. .	23 2 6	18 9 6
601 " 650 .. .. .	23 14 0	18 18 9
651 " 700 .. .. .	24 5 6	19 8 0
701 " 750 .. .. .	24 17 0	19 17 0
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105 .. .. .	15 7 0	12 5 0
106 to 125 .. .. .	15 9 6	12 7 9
126 " 150 .. .. .	15 13 0	12 11 9
151 " 175 .. .. .	15 16 6	12 16 0
176 " 200 .. .. .	16 0 0	13 0 0
201 " 250 .. .. .	16 7 0	13 4 3
251 " 300 .. .. .	16 14 0	13 8 3
301 " 350 .. .. .	17 1 0	13 12 6
351 " 400 .. .. .	17 8 0	13 18 0
401 " 450 .. .. .	17 15 0	14 3 6
451 " 500 .. .. .	18 2 0	14 9 0
501 " 550 .. .. .	18 9 0	14 14 9
551 " 600 .. .. .	18 16 0	15 0 3
601 " 650 .. .. .	19 3 0	15 5 9
651 " 700 .. .. .	19 10 0	15 11 6
701 " 750 .. .. .	19 17 0	15 17 0

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



ADULT EMPLOYEES.

Wages per Week of 40 Hours.

		Per Week.
		<i>s. d.</i>
Pasteurizer .. .. .	} Machine operator .. .. .	283 0
Mixer .. .. .		
Cooling, or .. .. .		
Freezer .. .. .		
Assistant to any of the above-mentioned operators .. .. .		276 0
Cup filling machine .. .. .	} Operator .. .. .	277 6
Cut wrap machine .. .. .		
Chocolate bar machine .. .. .		
Brick filling machine .. .. .		
Mould filling for above machines .. .. .		277 6
Persons cutting and wrapping dry ice .. .. .		283 0
Mould cutter, by machine .. .. .		277 6
Mould cutter, by hand .. .. .		281 0
Can washer, floor hand, or person handling crushed ice .. .. .		276 0
All other adult males .. .. .		273 0
All other adult females .. .. .		204 0

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



VICTORIA  
GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
23rd day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**LAUNDRY WORKERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 98 of the 1st March, 1954, shall be replaced by the following clause:—

2.

Apprentices and Improvers.						Wages Per Week of 40 Hours.	
MALES.						Percentage of Basic Wage.	s. d.
15 years of age or under	..	..	..	..	..	31	72 6
16 years of age	..	..	..	..	..	36	84 0
17 years of age	..	..	..	..	..	51	119 6
18 years of age	..	..	..	..	..	55	128 6
19 years of age	..	..	..	..	..	68	159 0
20 years of age	..	..	..	..	..	81	189 6
FEMALES.						Percentage of Female Basic Wage.	s. d.
15 years of age or under	..	..	..	..	..	39	68 6
16 years of age	..	..	..	..	..	44	77 0
17 years of age	..	..	..	..	..	55	96 6
18 years of age	..	..	..	..	..	62	109 0
19 years of age	..	..	..	..	..	69	121 0
20 years of age	..	..	..	..	..	74	130 0

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. 1075.—11445/54.—PRICE 3d.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>MALES.</b>			
Laundry Workers .. .. .	251 0	3 0	254 0
<b>FEMALES.</b>			
Washers employed on washing machine or hydro extractor .. .. .	233 0	3 0	236 0
Glad ironers .. .. .	182 3	1 9	184 0
Hand washers .. .. .	182 3	1 9	184 0
Employees on treadle shirt or collar ironing machines .. .. .	182 3	1 9	184 0
Employees on treadle press machines .. .. .	182 3	1 9	184 0
Employees backing shirts off treadle shirt ironing machines .. .. .	182 3	1 9	184 0
Starched clothes ironers who completely iron any starched clothes articles by hand .. .. .	182 3	1 9	184 0
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor .. .. .	182 3	1 9	184 0
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from .. .. .	182 3	1 9	184 0
Employees on automatic air-driven presses .. .. .	182 3	1 9	184 0
All others .. .. .	175 6	1 6	177 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.



# VICTORIA GOVERNMENT GAZETTE.

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No. 1076]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 352 of the 14th May, 1954, shall be replaced by the following clause:—

2.

#### WAGES.

Apprentices.			Improvers.		
	Males. Per Week.	Females. Per Week.		Males. Per Week.	Females. Per Week.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year .. .. .	68 0	56 0	Under 16 years of age .. .. .	68 0	56 0
2nd year .. .. .	82 0	68 6	16 years of age .. .. .	82 0	68 6
3rd year .. .. .	112 6	79 0	17 years of age .. .. .	112 6	79 0
4th year .. .. .	152 0	91 6	18 years of age .. .. .	152 0	91 6
5th year .. .. .	189 6	112 6	19 years of age .. .. .	189 6	112 6
			20 years of age .. .. .	234 0	138 6

#### NUMBER (in any place).

##### *Apprentices.*

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

##### *Male Improvers.*

One male improver to every three or fraction of three male workers receiving 267s. per week.

##### *Female Improvers.*

One female improver to every two or fraction of two female workers receiving 186s. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.		Wages Per Week of 40 Hours.
<i>Males.</i>		
(a) <i>Employees in Warehouses.</i>		<i>s. d.</i>
Foreman of any Department in which six or more workers are employed .. .. .	.. .. .	298 0
Foreman of any Department in which three to five workers are employed .. .. .	.. .. .	289 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs .. .. .	.. .. .	287 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision .. .. .	.. .. .	280 0
Drug Department employee who is required only to weigh and/or measure under supervision .. .. .	.. .. .	274 0
Salesman in any Department under supervision .. .. .	.. .. .	271 6
All others .. .. .	.. .. .	267 0
(b) <i>Employees (other than in Warehouses).</i>		
(i) In Alkaloid Extraction Department.		
Foreman in charge of one or more persons .. .. .	.. .. .	300 0
First assistant .. .. .	.. .. .	282 0
Second assistant .. .. .	.. .. .	276 0
(ii) In Alkaloid Refining Department.		
Person in charge of refining operations and records .. .. .	.. .. .	290 0
Refinery operator purifying alkaloids .. .. .	.. .. .	282 0
Refinery operator (other) .. .. .	.. .. .	276 0
(iii) In Other Places.		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers .. .. .	.. .. .	298 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers .. .. .	.. .. .	289 0
First Assistant where five or more workers are employed .. .. .	.. .. .	281 0
Other stillman .. .. .	.. .. .	279 0
Assistant including operators of machines engaged in any of the following processes under supervision:—		
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	}	
(b) Granulating .. .. .		274 0
(c) Pill and Tablet Coating .. .. .		
All others .. .. .	.. .. .	267 0
<i>Females.</i>		
Alkaloid Refinery Department.		
Person in charge of refining operations and records .. .. .	.. .. .	239 6
Person filling and wrapping .. .. .	.. .. .	209 0
Other Places.		
Forewoman in charge of one to five workers .. .. .	.. .. .	204 6
Forewoman in charge of six or more workers .. .. .	.. .. .	209 3
Other adults .. .. .	.. .. .	186 0

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





VICTORIA

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 222 of the 12th April, 1954, shall be replaced by the following clause:—

2. (a)—

*Adult Males.*

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	12 19 0	12 16 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees .. ..	13 5 0	13 2 0

*Adult Female and Male Junior Rates.*

(b) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
			Per Week.	Per Week.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
(i) Adult Females .. .. .	75	7 0	9 2 6	9 0 0
(ii) Junior Males—				
Under 17 years of age .. .. .	34	3 0	4 2 6	4 1 6
17 years of age .. .. .	46	4 0	5 11 6	5 10 6
18 years of age .. .. .	58	5 0	7 0 6	6 19 0
19 years of age .. .. .	73	6 0	8 17 0	8 14 6
20 years of age .. .. .	88	7 0	10 13 0	10 10 6

The total wage shall be calculated to the nearest sixpence.

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



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**GOVERNMENT GAZETTE.**

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**MONDAY, NOVEMBER 29.**

**[1954**

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**MEAT PRESERVERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 51 of the 16th February, 1954, shall be replaced by the following clause:—

2.

**WAGES PER WEEK.**

**APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.**

	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		<i>s. d.</i>		<i>s. d.</i>
Under 16 years .. .. .	72	168 6	72	126 6
16 years and under 17 years .. .. .	80	187 0	80	140 6
17 years and under 18 years .. .. .	90	210 6	90	158 0
18 years and under 19 years .. .. .	100+2/-	236 0	100+1/6	177 0
19 years and under 20 years .. .. .	100+17/6	251 6	100+13/-	188 6
20 years and under 21 years .. .. .	100+40/6	274 6	100+32/6	208 0

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 298s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 223s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 298s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 223s. 9d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 298s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 223s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 298s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 223s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 299s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 223s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 299s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 223s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.		(b) EGG PULPING OR DRYING SECTION.	
	Wages Per Week.		Wages Per Week.
	s. d.		s. d.
Leading hand, i.e., a person in charge of a department or shift .. .. .	304 0	Spray operator .. .. .	302 0
Assistant preserver .. .. .	304 0	Filter (Chalaza) .. .. .	301 0
Leading hand extract maker .. .. .	308 0	Pump operator .. .. .	299 0
Smoke kiln attendant whilst employed solely as such .. .. .	308 0	Furnaceman .. .. .	299 0
Sausage smoke room attendant .. .. .	303 0	Solderer and/or sealer .. .. .	298 0
Retort hand, i.e., a person who loads and unloads retorts .. .. .	304 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	
Scalder or braiser .. .. .	302 0	Storeman packer .. .. .	298 0
Doughmaker .. .. .	302 0	All others .. .. .	298 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such .. .. .	302 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Lacquer hands (i.e., employees feeding into and/or taking off machine) .. .. .	302 0	Adult females engaged—	s. d.
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) .. .. .	302 0	as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers .. .. .	223 9
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers .. .. .	302 0	No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Operator engaged for more than half a day in any one day operating a labelling machine .. .. .	302 0		
Females engaged—		(c) ALL OTHER SECTIONS.	
Taking away from automatic stuffing machine .. .. .	253 3		Wages Per Week.
Running sausage skins for canning purposes .. .. .	239 6		s. d.
Stamping, or branding .. .. .	223 9	Leading hand, i.e., a person in charge of a department or shift .. .. .	305 0
Labelling, keying, wiping tins, and carrying off from filling table .. .. .		Mixer .. .. .	306 0
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. .. .		Potman .. .. .	306 0
Preparing for, placing in, taking away from machines and placing in trays .. .. .		Females engaged—	
Cutting Sausages .. .. .	298 0	Patting, wrapping, stamping, or branding .. .. .	223 9
All others .. .. .		Labelling, wiping tins, and carrying off from filling tables .. .. .	
		Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. .. .	
		Taking away from automatic machines .. .. .	
		Wrapping premier jus for oleo presses .. .. .	
		All others .. .. .	299 0

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



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MONDAY, NOVEMBER 29.

[1954

Labour and Industry Act 1953.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

## MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 198 of the 12th April, 1954, shall be replaced by the following clause:—

## WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.			Other Employees.		
			Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandillogong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.		All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
If under 16 years of age ..	47	110 0	Winding and haulage engine-drivers—		
16 and under 18 years of age	59	138 0	(a) If they sometimes or always raise or lower human beings ..	293 6	290 6
18 and under 19 years of age	73	171 0	(b) If they do not raise or lower human beings ..	287 6	284 6
19 and under 20 years of age	95	222 6	Winch drivers—		
20 years of age, minimum rate for class of work done.			(a) If working underground or on surface of mines, and they raise or lower human beings ..	273 6	270 6
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	269 0	266 0
			(c) On dredges ..	269 0	266 0

WAGES PER WEEK OF 40 HOURS—*continued.*

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
<b>PROPORTION.</b>	Other drivers—	<i>s. d.</i>	<i>s. d.</i>
<i>Apprentices.</i>	(a) Attending to a steam engine with condenser attached .. ..	279 6	276 6
One apprentice to every three or fraction of three workers receiving not less than 252s. per week.	Attending to a steam engine without condenser .. ..	273 0	270 0
<i>Improvers.</i>	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 252s. per week.	(i) if 50 h.p. or over .. ..	273 0	270 0
	(ii) if under 50 h.p. .. ..	268 0	265 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power .. ..	273 0	270 0
	On motors 100 horse power to 250 horse power inclusive .. ..	265 0	262 0
	On motors under 100 horse power .. ..	259 0	256 0
	Fireman .. ..	263 0	260 0
	Fireman—First class .. ..	268 0	265 0
	Greasers .. ..	259 0	256 0
	Engine cleaner .. ..	255 0	252 0
	Boiler cleaner .. ..	255 0	252 0
	Trimmer and/or Fuelman .. ..	255 0	252 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b)

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	Percentage of Basic Wage.	<i>s. d.</i>
17 years of age .. ..	71	166 0 per week
18 " " .. ..	85	199 0 "
19 " " .. ..	94	220 0 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 252s. per week of 40 hours. Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages. Clauses, other than clause 2, of the said Determination shall remain in force.



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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 230 of the 12th April, 1954, shall be replaced by the following clause:—

2.

#### WAGES.

##### *Apprentices or Improvers.*

Apprentices.		Improvers.			
Wages per Week.		(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
<i>s. d.</i>		1st year's experience as such .. 199s. 0d. per week.			
1st year's experience .. .. 58 6		Thereafter .. .. The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			
2nd " .. .. 77 0					
3rd " .. .. 96 0					
4th " .. .. 112 6					
And thereafter the minimum wage.					
<b>PROPORTION.</b>		(b) Other Improvers—			
		Wages per Week.			
		Commencing Age—			
		17 Years or Under.	18 Years.	19 Years.	20 Years.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience .. ..		77 0	96 0	128 6	150 0
2nd " .. ..		96 0	128 6	150 0	..
3rd " .. ..		128 6	150 0	..	..
4th " .. ..		150 0	..	..	..
And thereafter the minimum wage.					
<b>PROPORTION.</b>					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		One improver to every seven or fraction of seven workers receiving not less than the minimum wage.			

## OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancos) engaged on regular services—	s. d.
In which the licensed passenger seating capacity exceeds 18 persons .. .. .	271 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons .. .. .	267 0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons .. .. .	263 0*
In which the licensed passenger seating capacity does not exceed 7 persons .. .. .	261 0*

\* These rates include a special war loading of 8s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancos) not engaged on regular services—	s. d.
In which the licensed passenger seating capacity exceeds 23 persons .. .. .	266 0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons .. .. .	261 0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street .. .. .	255 0
All other drivers .. .. .	251 0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor .. .. .	284 0
---------------------------	-------

(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females) .. .. .	256 0
Greasers .. .. .	261 0
Cleaners .. .. .	249 0
All others—	
Males .. .. .	249 0
Females .. .. .	186 6

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transmittee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

## (a) For drivers of vehicles on regular services—

After not less than two years, but less than five years of such service, an additional 5s. per week;  
After five years or more of such service, an additional 10s. per week.

## (b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

## (c) For all other employees—

After two years or more of such service, an additional 5s. per week.

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





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1081]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### PASTRYCOOKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 75 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

#### APPRENTICES OR IMPROVERS—MALE OR FEMALE.

*Wages Per Week of 40 Hours.*

Experience.	Commencing Age.				Overtime— For overtime rates for Apprentices and Improvers, see clause 7.
	Under 17 Years.		17 Years and Over.		
	Percentage of Basic Wage.	Total Weekly Rate.	Percentage of Basic Wage.	Total Weekly Wage.	
		<i>s. d.</i>		<i>s. d.</i>	
First Year .. .. .	32	75 0	43	100 6	
Second Year .. .. .	43	100 6	54	126 6	
Third Year .. .. .	54	126 6	72	168 6	
Fourth Year .. .. .	72	168 6	95	222 6	
Fifth Year .. .. .	95	222 6	..	..	

NOTE.—The Apprenticeship Commission has provided that after 18th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

#### PROPORTIONATE NUMBER.

##### *Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An indenture of apprenticeship has been prescribed by the Board.

##### *Improvers.*

One improver to the first three workers receiving not less than 293s. per week of 40 hours, and thereafter one improver to every six additional such workers.

**JUVENILE WORKERS.**  
*Wages Per Week of 40 Hours.*

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Basic Wage.	Weekly Wage.
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
14 years of age .. ..	26	61 0	..	..	..	..
15 years of age .. ..	30	70 0	33	58 0	40	70 0
16 years of age .. ..	34	79 6	35	61 6	45	79 0
17 years of age .. ..	40	93 6	45	79 0	53	93 0
18 years of age .. ..	45	105 6	40	86 0	61	107 0
19 years of age .. ..	50	117 0	54	95 0	69	121 0
20 years of age .. ..	59	138 0	58	102 0	76	133 6

**OTHER EMPLOYEES.**  
*Wages Per Week of 40 Hours.*

	Weekly Wage.
	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	306 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge .. ..	301 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers .. ..	293 0
All other males .. ..	248 0
Females engaged in general work .. ..	175 6

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40.

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



VICTORIA

## GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

## PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 3 of the 5th January, 1954, shall be replaced by the following clause:—

2.

## WAGES.

APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.		
	Wages per Week.					Wages per Week.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 years of age or under ..	35	82 0	47	82 6	Operator of a camera other than—		
17 years of age..	46	107 6	55	96 6	(i) An operator of an enlarging camera, and/or		
*18 years of age..	62	145 0	69	121 0	(ii) An operator making copy negatives from flat originals—		
*19 years of age..	78	182 6	82	144 0	*21 years of age ..	240 0	187 6
*20 years of age..	97	227 0	94	165 0	*22 years of age ..	254 0	216 0
					23 years of age or over ..	276 0	238 6
					Artists colouring or working up ..	255 6	185 0
					Retouchers ..	259 6	191 0
					Printers or developers—		
					(a) Developing plates or films exposed by amateurs, or		
					(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	259 6	186 6
					Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	259 6	200 0
					All others (including spotters) ..	253 0	176 6

\* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age and may be paid accordingly.

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. 1083]

MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### PLASTERERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 190 of the 6th April, 1954, shall be replaced by the following clauses:—

#### PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (I) to 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  
(II) to employment in workshops.

2.

#### WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	68 0	2 8	70 8	15 years of age	29	68 0	2 8	70 8
2nd year ..	38	89 0	5 4	94 4	16 years of age	38	89 0	5 4	94 4
3rd year ..	53	124 0	8 0	132 0	17 years of age	53	124 0	8 0	132 0
4th year ..	76	178 0	10 8	188 8	18 years of age	76	178 0	10 8	188 8
5th year ..	98	229 6	13 4	242 10	19 years of age	98	229 6	13 4	242 10
6th year ..	100 plus 27s.	261 0	16 0	277 0	20 years of age	100 plus 27s.	261 0	16 0	277 0
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of three workers receiving not less than 320s. per week of 40 hours.					One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 320s. per week of 40 hours.				

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on swings, bosun's chairs, lifts, or any other suspended platform .. .. .	8 3½	331 8
All other plasterers .. .. .	8 0	320 0

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	68 0	2 8	70 8	15 years of age	29	68 0	2 8	70 8
2nd year ..	38	89 0	5 4	94 4	16 years of age	38	89 0	5 4	94 4
3rd year ..	53	124 0	8 0	132 0	17 years of age	53	124 0	8 0	132 0
4th year ..	76	178 0	10 8	188 8	18 years of age	76	178 0	10 8	188 8
5th year ..	98	229 6	13 4	242 10	19 years of age	98	229 6	13 4	242 10
6th year ..	100 plus 27s.	261 0	16 0	277 0	20 years of age	100 plus 27s.	261 0	16 0	277 0

PROPORTION (by any employer).  
 One apprentice to every three or fraction of three workers receiving not less than 313s. 4d. per week.

PROPORTION (by any employer).  
 One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 313s. 4d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Men employed on under-ground sewer or tunnel plastering .. .. .	7 11½	317 2*
All other plasterers .. .. .	7 10	313 4*

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

\* Rates include 6s. war loading.

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



(b)

Other Employees.\*

Day Shift.

Wages Per Week.

	Adjustable	Plus War	Total Wage.	Wages
	Rate.	Loading (Non- adjustable).		
	s. d.	s. d.	s. d.	s. d.
Powder monkey † .. .. .	297 6	6 0	303 6	7 7 <sup>1</sup> / <sub>20</sub>
Assistant powder monkey † .. .. .	276 9	6 0	282 9	7 0 <sup>25</sup> / <sub>40</sub>
Hammerman .. .. .	288 6	6 0	294 6	7 4 <sup>7</sup> / <sub>40</sub>
Dresser of pitchers or cubes, or scabblers .. .. .	283 6	6 0	289 6	7 2 <sup>17</sup> / <sub>20</sub>
Spaller .. .. .	278 0	6 0	284 0	7 1 <sup>1</sup> / <sub>5</sub>
Faceman .. .. .	277 6	6 0	283 6	7 1 <sup>1</sup> / <sub>20</sub>
Feeder of a stone crushing machine .. .. .	280 0	6 0	286 0	7 1 <sup>4</sup> / <sub>5</sub>
Dust hole man .. .. .	275 0	6 0	281 0	7 0 <sup>3</sup> / <sub>10</sub>
Persons boring holes by hand or machine .. .. .	273 0	6 0	279 0	6 11 <sup>7</sup> / <sub>10</sub>
Borer's assistant .. .. .	273 0	6 0	279 0	6 11 <sup>7</sup> / <sub>10</sub>
Blacksmith .. .. .	292 6	6 0	298 6	7 5 <sup>11</sup> / <sub>20</sub>
Tool sharpener .. .. .	276 0	6 0	282 0	7 0 <sup>3</sup> / <sub>5</sub>
Loader .. .. .	268 0	6 0	274 0	6 10 <sup>1</sup> / <sub>5</sub>
Carters or drivers driving—				
One horse .. .. .	265 6	6 0	271 6	6 9 <sup>9</sup> / <sub>20</sub>
Two horses .. .. .	273 0	6 0	279 0	6 11 <sup>7</sup> / <sub>10</sub>
Three horses .. .. .	279 0	6 0	285 0	7 1 <sup>1</sup> / <sub>2</sub>
Four or five horses .. .. .	282 0	6 0	288 0	7 2 <sup>2</sup> / <sub>5</sub>
And 6d. extra per day for each additional horse.				
Drivers of motor vehicles of the following carrying capacity:—				
Not exceeding 25 cwt. .. .. .	270 0	6 0	276 0	6 10 <sup>1</sup> / <sub>5</sub>
Exceeding 25 cwt., but not exceeding 3 tons .. .. .	271 3	6 0	277 3	6 11 <sup>7</sup> / <sub>40</sub>
Exceeding 3 tons .. .. .	278 9	6 0	284 9	7 1 <sup>17</sup> / <sub>40</sub>
Dumper driver .. .. .	283 0	6 0	289 0	7 2 <sup>3</sup> / <sub>10</sub>
All others .. .. .	265 0	6 0	271 0	6 9 <sup>9</sup> / <sub>10</sub>

\* See clause 3 re hours.

† See clause 10 re definition.

‡ See clause 11 re definition.

When an employee is working in water to a depth of 2 inches or more, he shall, in addition to the ordinary rate of pay, receive 1s. 6d. extra per day or portion of a day whilst he is so employed.

The wages rates herein prescribed for a "Feeder of a stone crushing machine" and a "Dust hole man" were determined after due consideration had been given to the dirty and dusty conditions of the work.

(c) Employees on afternoon and/or night shift shall be paid at the appropriate rate prescribed in sub-clause (b) hereof plus 20 per cent.

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





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### RABBIT PROCESSING BOARD.

Clauses 2 and 22 of the Determination published in *Government Gazette* No. 53 of the 16th February, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers (Males).	Percentage of Basic Wage.		Total Wage.
	%	s. d.	s. d.
Under 16 years of age .. .. .	42		98 6
16 years of age .. .. .	57		133 6
17 years of age .. .. .	69		161 6
18 years of age .. .. .	90		210 6
19 years of age .. .. .	100	+ 29 0	263 0
20 years of age .. .. .	100	+ 35 6	269 6

PROPORTION.

*Males.*

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners .. .. .	15 13 0
Grader who grades for the export trade .. .. .	15 18 6
Females washing, processing and/or packing rabbits .. .. .	15 4 6
All others .. .. .	15 4 6

PIECEWORK.

22. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skimming rabbits (heads off) .. .. .	6s. 9d. per 100
Skimming rabbits (heads on) .. .. .	8s. 11d. per 100
Skimming hares .. .. .	26s. 3-7d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber) .. .. .	2-857d. per lb.

Clauses, other than clauses 2 and 22, of the said Determination shall remain in force.

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

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes both manual data entry and the use of specialized software tools. The goal is to ensure that the data is both accurate and easy to interpret.

The third section provides a detailed breakdown of the results. It shows that there is a significant correlation between the variables being studied. This finding is supported by statistical analysis and is consistent with previous research in the field.

Finally, the document concludes with a series of recommendations for future research. It suggests that further studies should be conducted to explore the underlying causes of the observed trends. This will help to develop more effective strategies for addressing the issues at hand.



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

### SCIENTIFIC AND TECHNICAL WORKERS' BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 158 of the 2nd April, 1954, shall be replaced by the following clause:—

#### WAGES PER WEEK OF 40 HOURS.

2. (a)		<i>Trainees.</i>	
Age.	* Percentage of Basic Wage.	Weekly Wage.	
		Male.	Female.
		£ s. d.	£ s. d.
16 years .. .. .	45	5 6 6	3 19 0
17 years .. .. .	60	7 0 6	5 5 6
18 years .. .. .	75	8 15 6	6 11 6
19 years .. .. .	90	10 10 6	7 18 0
20 years .. .. .	100 plus 5s.	11 19 0	9 0 6
21 years .. .. .	100 plus 27s. 6d.	13 1 6	10 3 0
22 years .. .. .	100 plus 42s. 6d.	13 16 6	10 18 0
23 years or over ..	100 plus 57s. 6d.	14 11 6	11 13 0

\* The percentages set out in the case of male trainees are related to the male basic wage, and in the case of female trainees to the female basic wage.

Proportion:—The proportion of trainees in any establishment shall not exceed one trainee to every three or fraction of three chemists who are at least graduate chemists.

Notwithstanding anything contained in this Determination, any person who on the 1st November, 1951, was employed and whose engagement or continued employment as a trainee, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for a trainee of like age.

No. 1086.—11492/54.—PRICE 3d.

(b)

*Female Technical Assistants.*

Age.	Percentage of Female Basic Wage.	Weekly Wage.
		£ s. d.
16 years .. .. .	45	3 19 0
17 years .. .. .	60	5 5 6
18 years .. .. .	75	6 11 6
19 years .. .. .	90	7 18 0
20 years .. .. .	100 plus 5s.	9 0 6
21 years or over .. .. .	100 plus 27s. 6d.	10 3 0

(c)

*Other Employees.*

	Weekly Wage.	
	Male.	Female.
	£ s. d.	£ s. d.
(i) Graduate chemist (as defined)—		
1st year of experience as such .. .. .	15 4 0	12 5 6
Thereafter .. .. .	15 19 0	13 0 6
(ii) Qualified chemist (as defined)—		
1st year of experience as such .. .. .	16 14 0	13 15 6
Thereafter .. .. .	17 9 0	14 10 6
(iii) Adult male technical assistant (as defined) .. .. .	13 17 0	..

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



VICTORIA  
GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 29.

[1954

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this  
24th day of November, 1954.

H. N. JONES,  
Secretary for Labour and Industry.

**SHOPS BOARD No. 2 (BOOT REPAIRERS).**

Clauses 2 and 3 of the Determination made on the 23rd August, 1954, and in force on the 1st September, 1954, shall be replaced by the following clauses:—

2.

**APPRENTICES OR IMPROVERS.**

Males.					Females (see clause 4).					
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.					
	Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>					<i>s. d.</i>	
1st year .. .. .	79 6	114 6	114 6	140 6	Under 16 years of age .. .. .				89 6	
2nd year .. .. .	114 6	140 6	140 6	175 6	16 and under 17 years of age .. .. .				100 0	
3rd year—					17 and under 18 years of age .. .. .				109 0	
1st 6 months .. .. .	140 6	175 6	175 6	227 0	18 and under 19 years of age .. .. .				119 6	
2nd 6 months .. .. .	164 0	187 0	187 0	239 0	19 and under 20 years of age .. .. .				131 6	
4th year—					20 and under 21 years of age .. .. .				142 0	
1st 6 months .. .. .	175 6	199 0	227 0	Minimum wage	<b>PROPORTION (BY ANY EMPLOYER).</b>					
2nd 6 months .. .. .	187 0	210 6	239 0	Minimum wage	<i>Apprentices.</i>					
5th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.					
1st 6 months .. .. .	199 0	227 0	Minimum wage		<i>Improvers.</i>					
2nd 6 months .. .. .	210 6	239 0	Minimum wage		Two female improvers to every female adult worker receiving not less than the minimum wage.					
6th year—					<b>PROPORTION (IN ANY PLACE).</b>					
1st 6 months .. .. .	227 0	Minimum wage			<i>Apprentices.</i>					
2nd 6 months .. .. .	239 0	Minimum wage			One apprentice to every three or fraction of three workers receiving not less than 277s. per week of 40 hours.					
Thereafter .. .. .	Minimum wage				<i>Improvers.</i>					
					One improver to every four workers receiving not less than 277s. per week of 40 hours.					

8.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.		Wages per Week of 40 Hours.			
			Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
<i>Females (see Clause 4).</i>		<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Adult females	.. .. . 182 6	Males	274 0	3 0	277 0

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