



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 244]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of—

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire wire nails, or wire mattresses."

has made the following Determination, viz.:—

1. That as from the 3rd December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Wages per week of 40 hours.

Apprentices or Improvers.		Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).		Other Employees.																																																													
<p style="text-align: center;">Wages Per Week, Apprentices and Improvers.</p> <table><tr><td></td><td>£</td><td>s.</td><td>d.</td></tr><tr><td>Under 16 years</td><td>3</td><td>6</td><td>6</td></tr><tr><td>16 to 17 years</td><td>4</td><td>10</td><td>0</td></tr><tr><td>17 to 18 years</td><td>5</td><td>11</td><td>6</td></tr><tr><td>18 to 19 years</td><td>7</td><td>0</td><td>0</td></tr><tr><td>19 to 20 years</td><td>8</td><td>13</td><td>0</td></tr><tr><td>20 to 21 years</td><td>10</td><td>18</td><td>0</td></tr><tr><td>Thereafter, Minimum Wage</td><td></td><td></td><td></td></tr></table>			£	s.	d.	Under 16 years	3	6	6	16 to 17 years	4	10	0	17 to 18 years	5	11	6	18 to 19 years	7	0	0	19 to 20 years	8	13	0	20 to 21 years	10	18	0	Thereafter, Minimum Wage				<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p style="text-align: center;">Wages Per Week.</p> <table><tr><td></td><td>£</td><td>s.</td><td>d.</td></tr><tr><td>Under 16 years</td><td>3</td><td>6</td><td>6</td></tr><tr><td>16 to 17 years</td><td>4</td><td>10</td><td>0</td></tr><tr><td>17 to 18 years</td><td>5</td><td>11</td><td>6</td></tr><tr><td>18 to 19 years</td><td>7</td><td>0</td><td>0</td></tr><tr><td>19 to 20 years</td><td>8</td><td>13</td><td>0</td></tr><tr><td>20 to 21 years</td><td>10</td><td>18</td><td>0</td></tr></table>			£	s.	d.	Under 16 years	3	6	6	16 to 17 years	4	10	0	17 to 18 years	5	11	6	18 to 19 years	7	0	0	19 to 20 years	8	13	0	20 to 21 years	10	18	0	WAGES.	
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		Wire-workers or Weavers	6 7½	266	0																																																												
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| PROPORTION. (In any factory or place.) *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than 266s. per week. An indenture of apprenticeship prescribed has been approved. *Improvers.* One improver to every two workers receiving not less than 266s. per week. | | (b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire— Wages Per Week | | | | | |----------------|----|----|----| | | £ | s. | d. | | Under 16 years | 3 | 6 | 6 | | 16 to 17 years | 4 | 10 | 0 | | 17 to 18 years | 5 | 11 | 6 | | 18 to 19 years | 7 | 0 | 0 | | 19 to 20 years | 8 | 13 | 0 | | 20 to 21 years | 10 | 18 | 0 | | | PROPORTION. One juvenile worker to every six workers receiving not less than 266s. per week. | |
| | | | | One juvenile worker to every adult weaver receiving not less than 266s. per week. | |

3.

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending.

- 7.45 a.m. .. 5.30 p.m. on each of five days of the week.
 7.45 a.m. .. 12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

EMERGENCY PROVISIONS.

3A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

- (4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

4. (a) For work done within the times of beginning and ending work in excess of 40 hours in any week, time and a half.

(b) For all work done outside the times of beginning and ending work the wages rates shall be time and a half for the first four hours and double time thereafter. In computing overtime each day's work shall stand alone.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MEAL ALLOWANCE.

5. Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a reasonable meal by the employer or paid an allowance of four shillings.

SPECIAL RATES.

6. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day and Queen's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. Ordinary rates shall be paid, if not worked, for the following days:—New Year's Day, Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and Queen's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse, or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

7A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clauses 6 and 7 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946 No. 5111* and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

Definition.

(e) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

ALLOWANCES.

10. Any employee engaged on work away from the workshop shall be—

- (a) conveyed to and from work free or allowed the fares necessarily expended in going to and from;
- (b) paid the ordinary rate of wages for time occupied in travelling.

PROHIBITION OF EMPLOYMENT.

11. No person under the age of 16 years shall be engaged in the operation of paint-spraying.

PIECWORK.

12. The lowest piecework prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

SCHEDULE.

Baskets—		<i>s. d.</i>
Fry-baskets, 2 inches deep, long or drop handles	0 3½ per inch.	
Vegetable baskets, 4½ inches deep, long or drop handles	0 4½ "	
(To be made in not less than one dozen lots, assorted sizes.)		
Cages, cockatoo—		<i>s. d.</i>
18-in.	6 0 each	
20 "	6 7 "	
22 "	9 8 "	
24 "	11 9 "	
(To be made in lots of not less than half-a-dozen of each size.)		
Cages, canary (common)—		<i>s. d.</i>
9-in., with bell-tops	12 0 per dozen.	
9 " without bell tops	11 2 "	
(To be made in three (3) dozen lots.)		
Cages, parrot (common)—		<i>s. d.</i>
12-in.	14 9 per dozen.	
14 "	16 9 "	
16 "	19 6 "	
18 "	22 3 "	
20 "	29 9 "	
(To be made in not less than four (4) dozen lots, assorted or otherwise.)		
Cages, parrot (galvanized)—		<i>s. d.</i>
12-in.	14 9 per dozen.	
14 "	16 9 "	
16 "	19 6 "	
18 "	22 3 "	
20 "	29 9 "	
(To be galvanized after made and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11½d. each extra.)		
Cage fronts—		<i>s. d.</i>
Wiring fronts, wood frames provided	7 10 per dozen.	
Wire fronts (all wire)	15 5 "	
Diamond Work—		<i>s. d.</i>
4-in. mesh, 9 gauge wire	23 3 per 100 square ft.	
3 " 9 "	23 3 "	
2½ " 10 "	31 0 "	
1½ " 10 "	38 8 "	
1 " 12 "	35 0 "	
1 " 13 and 14 gauge wire	58 0 "	
1½ sq. crimped mesh, 12 gauge wire	23 3 "	
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.		
(To be made in quantities of not less than 100 square feet.)		
Dog muzzles, complete, with binding and straps		<i>s. d.</i>
(To be made in quantities of not less than one gross, assorted.)		12 0 per dozen.
Door mats		<i>s. d.</i>
Fender sheets—		0 7½ per square foot
1-in. mesh	0 4½ per square foot.	
1 "	0 5½ "	
(To be made in not less than one (1) dozen lots.)		
Fixing sheets on frames	1 4½ each.	
Making frames, brass tops and plates, all sizes	5 6 "	
" " without brass top and plates, all sizes	4 7 "	
Fern baskets—		<i>s. d.</i>
8-in.	5 6 per dozen.	
10 "	6 7 "	
12 "	8 4 "	
(To be made in lots of not less than one (1) gross.)		
Floral designs—		<i>s. d.</i>
8-in.	4 7 per dozen.	
10 "	4 7 "	
12 "	4 7 "	
14 "	7 5 "	
16 "	7 5 "	
Flowerstands—		<i>s. d.</i>
1 round, 3 steps	16 9 each	
" 4 "	25 11 "	
Oblong Gothic	9 4 "	
Flat back, 3 steps	16 9 "	
" 4 "	25 11 "	
Gridirons—		<i>s. d.</i>
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70 0 per gross.	
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch size	78 7 "	
(To be made in lots of not less than one (1) gross.)		
Rat traps, patent, 1-in. mesh, finished		<i>s. d.</i>
" " flat bottomed		78 2 per dozen.
(To be made in not less than one (1) dozen lots.)		85 6 "
Rat traps (square)—		<i>s. d.</i>
12-in. finished	22 3 per dozen.	
14 "	27 10 "	
16 "	31 9 "	
(To be made in three (3) dozen lots, assorted.)		

With an addition of 7½ per cent.

PIECEWORK PRICES—continued.

				s.	d.	
Riddles—						
20-in., 1-in. mesh, 17 gauge wire or one gauge heavier	2	2½	each.
" " " 16 " " " " " " " "	1	10½	"
" " " 15 " " " " " " " "	1	10½	"
" " " 14 " " " " " " " "	1	8½	"
" " " 13 " " " " " " " "	1	8½	"
22-in., 1 " " 17 " " " " " " " "	2	2½	"
" " " 16 " " " " " " " "	1	10½	"
" " " 15 " " " " " " " "	1	10½	"
" " " 14 " " " " " " " "	1	8½	"
" " " 13 " " " " " " " "	1	8½	"
(To be made in not less than four (4) dozen lots, assorted meshes.)						
Screens—				s.	d.	
5 feet x 2 ft. 6 in.	15	11	each for all meshes.
6 " x feet	18	8	" "
(To be made in not less than six lots, assorted meshes.)						
Sewer vent pipe covers—				s.	d.	
1½-in.	7	0	per dozen.
2 " "	7	5	"
2½ " "	8	4	"
3 " "	9	2	"
3½ " "	10	1	"
4 " "	12	0	"
Sieves—				s.	d.	
18-in.	8	4	per dozen.
20 " "	8	4	"
22 " "	8	4	"
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)						
Straight work—				s.	d.	
1-in. mesh, 16 and 12 gauge wire laced with 22 gauge	0	4½	per square foot.
" " 14 " 10 " " 20 " "	0	4½	" "
" " 12 " 8 " " 18 " "	0	6½	" "
Wall ties—				s.	d.	
6-gauge wire	7	5	per cwt.
8-gauge wire	9	4	"
Wall ties (dimple)—				s.	d.	
6-gauge wire	10	2	per cwt.
8-gauge wire	12	0	"
Wall ties (simplex), 10-gauge wire				s.	d.	
..	15	11	per gross.
Weaving (sieve cloth)—				s.	d.	
1-in. mesh, 17 and 18 gauge wire	13	8	per 100 square feet.
1-in. " 17 " 18 " "	13	8	"
3 mesh, 3 holes to inch, 18 gauge wire	13	8	"
4 " 20 gauge wire	13	8	"
5 " 21 " "	13	8	"
6 " 22 " "	13	8	"
7 " 23 " "	13	8	"
8 " 24 " "	15	6	"
9 " 25 " "	15	6	"
10 " 25 and 26 gauge wire	15	6	"
12 " 26 " 27 " "	19	6	"
14 " 27 " 28 " "	23	3	"
16 " 28 " 29 " "	23	3	"
18 " 29 " 30 " "	31	0	"
20 " 30 to 32 " "	31	0	"
24 " 32 and 33 " "	38	8	"
Weaving (medium cloth)—				s.	d.	
1-in. mesh, 15 and 16 gauge wire	23	3	per 100 square feet.
3 " 15 " 16 " "	23	3	"
4 " 16 to 18 " "	23	3	"
5 " 17 and 18 " "	23	3	"
6 " 18 " 19 " "	23	3	"
7 " 19 " 20 " "	23	3	"
8 " 19 " 20 " "	23	3	"
9 " 19 " 20 " "	23	3	"
10 " 19 to 21 " "	27	0	"
12 " 23 and 24 " "	31	0	"
14 " 25 " 26 " "	31	0	"
16 " 26 " 27 " "	38	8	"
18 " 27 " 28 " "	38	8	"
20 " 28 " 29 " "	42	6	"
24 " 28 " 29 " "	46	6	"
(To be made in lengths of not less than fifty (50) yards.)						
Weaving (stick work)—				s.	d.	
7 and 8 mesh, 17 and 18 gauge wire	31	0	per 100 square feet.
9 " 10 " 18 " "	31	0	"
12 to 14 " 20 to 22 " "	46	6	"
16 " 18 " 23 and 24 " "	46	6	"
20 " 23 " 24 " "	46	6	"
24 " 25 " 26 " "	54		"
(To be made in lengths of not less than thirty (30) yards.)						

With an addition of 7½ per cent.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 are based upon the following basic wage for adult males, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased as prescribed in clause 14.

(a)

BASIC WAGE.

Place:	Basic Wage (Adjustable.)	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of all junior employees shall be adjusted at the same time as adjustments are made to the basic wage. Such wages shall be the under-mentioned percentages of the basic wage calculated to the nearest 6d., half or less than half of 6d., in a result, to be disregarded.

	Percentage Per Week.
Under 16 years	28
16 to 17 years	38
17 to 18 years	47
18 to 19 years	59
19 to 20 years	73
20 to 21 years	92
Thereafter, Minimum Wage	

15. In addition to the basic wage provided in clause 13, the margins set out in this clause shall be the minimum rate payable to employees therein named:

Classification.	Margin Per Week.
	s. d.
Wire-workers or Weavers	29 0
Tinners	33 6
Oxy-Welders	29 0
Storemen	29 0
Paint spraying operators	29 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd December, 1953.



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

No. 245]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CIGAR TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 792 of the 5th September, 1952, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars:—

APPRENTICES.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

37 1

14

43 1

16½

61 7

23½

92 1

34½

116 7

44

or in lieu of weekly wages the work may be paid at the following piece-work prices:—

Making Cigars.

2nd year

One-third of the piece-work prices

3rd year

Two-thirds of the piece-work prices

4th year

Three-quarters of the piece-work prices.

} See also
clause 13,
sub-clause (m)

Sorting and Packing Cigars.

In Boxes of—

500 cigars.

250 cigars.

100 cigars.

50 cigars.

25 cigars.

10 cigars.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

per 1,000.

s. d.

s. d.

s. d.

s. d.

s. d.

s. d.

1st year ..

1 1·2

1 1·2

1 1·2

1 4·5

1 7·8

2 2·4

2nd year ..

1 4·5

1 4·5

1 4·5

1 7·8

2 5·7

2 9

3rd year ..

1 7·8

1 7·8

1 11·1

2 2·4

3 0·3

3 3·6

4th year ..

2 2·4

2 2·4

2 5·7

2 9

3 6·9

3 10·2

} Plus 3 per centum.
See also clause 13,
sub-clause (m).

IMPROVERS.

s. d.

*Percentage.

18 years

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19 years

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92 1

31½

20 years

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128 6

48½

20 years

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159 8

60½

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All others (males)."

No. 245.—1356/54.—PRICE 3D.

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a)

Males.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	43 1	16½	43 1	16½	49 0	18½	49 0	18½
Turning bunches	43 1	16½	43 1	16½	49 0	18½	49 0	18½
Stripping fillers	43 1	16½	43 1	16½	49 0	18½	55 0	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	73 6	27½	79 6	30	109 4	41½	141 1	53½
Turning bunches	73 6	27½	79 6	30	109 4	41½	141 1	53½
Stripping fillers	Piecework prices		Piecework prices		Piecework prices		Piecework prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<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>	%
Any other class of work for which the rate of wages fixed does not exceed 265s. per week of 40 hours	54 4	20½	60 3	22½	73 6	27½	92 9	35	115 11	43½	151 1	57	191 6	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	46 5	26	54 0	30½	62 0	34½	69 7	39
Stripping and booking cigar bunch wrapper leaf	100 5	56½	100 5	56½	100 5	56½	100 5	56½
Ringed cigars	46 5	26	54 0	30½	62 0	34½	69 7	39
Stripping fillers	46 5	26	54 0	30½	62 0	34½	69 7	39
Packing cigars, viz.:—								
Havanette	46 5	26	54 0	30½	62 0	34½	69 7	39
Royal Bengals	46 5	26	54 0	30½	62 0	34½	69 7	39
Bonanzas	46 5	26	54 0	30½	62 0	34½	69 7	39
Gem of East Cigarillos	46 5	26	54 0	30½	62 0	34½	69 7	39
Swiss	46 5	26	54 0	30½	62 0	34½	69 7	39
Cartons or parcels	46 5	26	54 0	30½	62 0	34½	69 7	39
Machine work, viz.:—								
Making bunches	46 5	26	54 0	30½	62 0	34½	69 7	39
Covering cigars	46 5	26	54 0	30½	62 0	34½	69 7	39
Swiss	46 5	26	54 0	30½	62 0	34½	69 7	39
Lucky Hit	46 5	26	54 0	30½	62 0	34½	69 7	39
Havanettes	46 5	26	54 0	30½	62 0	34½	69 7	39
Senoritas	46 5	26	54 0	30½	62 0	34½	69 7	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in--	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
	s. d.	%	s. d.	%		
Trimming cigar boxes	77 2	43½	92 10	52	Piece-work prices	Piece-work prices
Stripping and hooking cigar bunch wrapper leaf	131 2	73½	139 3	78	Minimum wage	Minimum wage
Ringling cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—						
Havanotte	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—						
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<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>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 178s. 6d. per week of 40 hours	58 6	32½	73 2	41	87 11	49½	98 2	55	112 5	63	129 0	72½	146 4	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	<i>£ s. d.</i>	
Strippers and bookers of cigar covering leaf (males)	13 9 5	
Strippers and bookers of cigar covering leaf (females)	9 16 6	
Strippers and bookers of cigar bunch wrapper leaf (females)	9 6 0	
Cigar box makers (males)	13 12 6	
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	9 2 0	
Stripping fillers (males)	13 5 0	
All others (males)	13 5 0	
" " (females) 75 per cent. of the Basic Wage	8 18 6	

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force, except that for sub-clause (m) of clause 13 the following shall be substituted:—

(m) The weekly earnings of pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

	Age.	Males.		Females.	
		Per Week.		Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
Adults		146 0		104 2	
14 years of age		30 1		33 11	
15 " "		33 1		42 3	
16 " "		40 5		51 0	
17 " "		51 1		56 10	
18 " "		63 9		64 11	
19 " "		83 3		74 8	
20 " "		105 7		84 8	



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 246]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April 1954.

H. N. JONES,
Acting Secretary for Labour.

PLASTIC MOULDING BOARD.

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

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	74 6	62 6	No junior shall be employed until he or she attains the age of fifteen years
16 years of age	98 0	74 6	
17 years of age	122 0	86 6	
18 years of age	157 6	110 0	
19 years of age	181 6	122 0	
20 years of age	205 6	134 0	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 25s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 25s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 18s. 6d. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 186s. 6. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3.

PLASTIC SECTION.

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

SPECIAL RATES.

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

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

SHIFT RATES.

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

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

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

Continuous Shifts—

										<i>s. d.</i>
Morning shift	2 0
Afternoon shift	3 0
Night shift	4 0

Rotating Shifts—

Afternoon shift	3 0
Night shift	4 0

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

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

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle.

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

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 247]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination made on the 7th December, 1953, and in force on that date, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		s. d.			s. d.	s. d.
1st year's experience ..	52	123 9	1st year's experience ..	48	114 3	50 3
2nd year's experience ..	59	140 6	2nd year's experience ..	64	152 3	
3rd year's experience ..	68	161 9	3rd year's experience ..	74	176 0	
4th year's experience ..	76	181 0	4th year's experience ..	86	204 9	
5th year's experience ..	82	195 3	until reaching the age of 21 years			
and thereafter the minimum adult wage or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	66 9	Under 15 years of age ..	34	60 9
16 years, but under 17 years of age	32	76 3	15 years, but under 16 years of age	36	64 3
17 years, but under 18 years of age	41	97 6	16 years, but under 17 years of age	47	84 0
18 years, but under 19 years of age	57	135 9	17 years, but under 18 years of age	52	92 9
19 years, but under 20 years of age	67	159 6	18 years, but under 19 years of age	56	100 0
20 years, but under 21 years of age	76	181 0	19 years, but under 20 years of age	66	117 9
			20 years, but under 21 years of age	75	133 9

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
<i>Males.</i>	£ s. d.
Furnacemen	13 15 6
Lehr attendants	12 16 0
Stickers-up to melter press shop (3 stickers-up)	13 4 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift.	
Operators on dip and blow and Y machines	12 16 0
Crackers-off on Dip and Blow and Y machines	12 16 0
Melters on side Lever press glazers and battery jar press	12 18 6
Ball blowers 1st year	12 16 0
Ball blowers 2nd year	13 3 6
Ball blowers 3rd year	13 11 0
Taker-out on side lever press	12 18 6
Assistants to journeymen	12 11 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers	13 3 0
Batch mixers' Assistants	12 17 0
Handlers of raw materials (as defined)	12 16 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	13 7 0
Packers doing other packing (as defined)	12 15 0
Packers doing nested cartons (as defined)	12 15 0
Packers doing partitioned cartons (as defined)	13 0 0
Headers-up packed case	12 15 0
Warehouse Assemblers	12 15 0
Warehousemen	12 16 6
Loaders in delivery section	13 4 0
Stackers in delivery section	13 0 0
Sorters	13 2 0
Mould paster	13 0 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels	12 15 0
Cutters-off	12 15 0
Operators on glazing machines	12 15 0
Operators on searing-off machines	12 17 0
Operators on sandblast booth	13 6 0
Acid dippers	12 19 0
Gilster colour handlers	12 19 0
Sprayer	13 4 0
Other adult labour except where hereafter specified	12 11 0
<i>Females.</i>	
Adult females	8 18 6

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely:—

Journeyman.										Per Day.	
										s.	d.
Blowers—											
12" and under	59	9
Over 12" and up to 18"	62	8
Over 18"	67	8
Press workers—											
Press workers on general ware up to 2 lb.	57	6
Press workers on general ware 2 lb. to 5 lb.	58	6
Press workers on general ware over 5 lb.	61	6
Dip mould workers—											
Blowers	57	0
Gatherers	57	0

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following:—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

										Percentage of Basic Wage.		Wages per Week.	
												s.	d.
15 years of age	35		83	3
16 years of age	43		102	3
17 years of age	55½		132	0
18 years of age	70		166	6
19 years of age	77		183	3
20 years of age	93		221	3

and thereafter the minimum wage or piecework price.

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.	
										£	s. d.
Furnacemen	11	0 0
Salt cake burners	11	0 0
Lehrmen	10	14 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10	14 6
Salt cake burners' assistants	10	14 6
Packers packing in bags or straw	10	13 6
Sorters	10	13 6
Lister truck hands and assistants	10	12 6
All others	10	11 0

NOTES.

(1) Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section 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. 248]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clauses 2, 3 and 4 of Part I., and clause 1 of Part II. of the Determination made on the 8th December, 1953, and in force on that date, shall be replaced by the following clauses:—

PART I.

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

TRAINERS IN OR ABOUT A BABIES' HOME.

2. (a)

Wages* (see Footnote).

											£	s.	d.
First year	5	7	6
Second year	5	12	6

HOSPITAL AIDS IN TRAINING.

(b)

Wages* (see Footnote).

											£	s.	d.
During training	5	5	9
Juniors—													
First year of service after obtaining certificate	6	17	6
Second year of service after obtaining certificate	7	6	0
And thereafter the adult female rate.													

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. 6d. per week less than the rate fixed.

APPRENTICES OR IMPROVERS.

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

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

	Males.	Females.
	s. d.	s. d.
Under 16 years of age	118 3	108 6
16 years of age	124 9	114 6
17 " "	131 9	122 0
18 " "	154 6	128 9
19 " "	172 6	138 3
20 " "	194 6	149 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. 6d. per week less than the rate fixed.

All Other Classes of Work.

Males.		Females.	
	s. d.		s. d.
Under 16 years of age	128 3	First year's experience	129 0
16 years of age	134 9	Second year's experience	137 6
17 years of age	143 3	Third year's experience	146 0
18 years of age	163 0		
19 years of age	162 6		
20 years of age	178 0		

And thereafter the adult female rate.

(ii) Apprentices.—

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

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be :—
- (i) The Emily McPherson College of Domestic Economy, Melbourne, and
- (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be :—
- | | Per Week.* (See Footnote) |
|---------------------|---------------------------|
| | £ s. d. |
| First year | 5 19 0 |
| Second year | 6 15 3 |
| Third year | 7 18 9 |
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii)

PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES. One male apprentice to every three or fraction of three male workers receiving not less than 255s. per week.	MALES. One male improver to every eight or fraction of eight male workers receiving not less than 255s. per week.
FEMALES. One female apprentice to every three or fraction of three adult kitchen employees.	FEMALES. One female improver to every six or fraction of six female workers receiving not less than 191s. 6d. per week.

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

WAGES.

4. (a.)

OTHER EMPLOYEES.

Males.	Per Week	Females.	Per Week
WAGES.* (See footnote.)	s. d.	WAGES.* (See footnote.)	s. d.
Clerks	277 6	Clerks	205 0
Cook; where there is only one employed	282 6	Cook; where there is only one employed	206 0
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	282 6	One to three kitchen employees	206 0
Four to seven kitchen employees	289 6	Four to seven kitchen employees	213 6
Eight or more kitchen employees	299 6	Eight or more kitchen employees	223 6

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 6d. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)—continued.		WAGES. *(See footnote)—continued.	
	Per Week s. d.		Per Week s. d.
Cooks—Second	279 6	Second cooks	203 6
Other cooks	276 6	Other cooks	201 0
Person in charge of instrument room and/or sharpening and adjusting instruments ..	297 0	Housekeeper or Supervisor (however styled) ..	227 0
Assistant to person in charge of instrument room ..	268 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed ..	299 0	One to three persons	203 6
Deputy chief dresser, where five or more dressers are employed ..	294 6	Four or more persons	208 6
Dressers doing venereal diseases work ..	290 0	Second laundresses	198 6
Other dressers and/or steriliser room attendant ..	287 6	Laundresses where only one employed ..	198 6
Chief theatre attendant	293 0	Laundress employed on pressing machines or as iron hands ..	198 6
Foreman in charge of—		Other laundresses	191 6
One to nine employees	285 6	Sorters	198 6
Ten to nineteen employees	303 0	Washing machine hands	206 6
Twenty or more employees	323 0	Storekeeper in charge of one or more store hands or where there is only one employed ..	201 0
Assistant foreman	273 0	Storekeeper's assistants	191 6
Gardener in charge of one or more garden employees ..	273 0	Stenographers and/or typists	205 0
Gardeners	265 0	Telephonists	212 6
Gardener's Labourer	260 0	Waitresses	191 6
Incinerator attendants	265 0	Wardmaids	191 6
Kitchenmen or scullerymen	265 0	X-ray technicians—	
Laboratory assistants	268 6	1st year's experience as such	221 0
Laundry Washing machine hands	268 0	2nd year's experience as such	226 0
Laundrymen other	263 0	Thereafter	231 0
Mortuary-men employed solely on post-mortem work ..	298 0	Laboratory assistants	206 6
Other mortuary-men	263 0	Certificated hospital aids:—	
And 10s. extra for each post-mortem.		In charge of a ward	208 6
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate ..	282 6	All others	203 6
Other motor ambulance drivers or assistants ..	277 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor driver of vehicles 30 cwt. or more ..	277 6	(i) In charge of a ward	203 6
Other motor driver	267 6	(ii) Other than in charge of a ward	196 6
Operating theatre attendants	273 0	First-aid attendant employed in connexion with an industrial or commercial undertaking ..	206 6
Casualty porters engaged on preparations and theatre work	268 0	Seamstresses who cut out and fit garments, in charge of—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	268 0	One to three employees	210 6
Other dispensary porters	263 0	Four to seven employees	215 6
Relieving porters	262 6	Eight or more employees	221 6
X-ray porters	260 0	Other Seamstresses who cut out and fit garments ..	205 6
Night porters who in the course of their duties patrol the hospital	263 6	All other seamstresses	193 6
Other porters	260 0	All others	191 6
Recording attendants	271 6		
Splint makers	273 0		
Splint makers' assistants	263 0		
Storemen in charge of one or more storemen or where there is only one employed	280 0		
Other storemen	265 0		
Telephone attendants	263 0		
Cleaners handling sputum mugs	273 0		
Other cleaners	260 0		
X-ray attendants	268 0		
X-ray technicians—			
1st year's experience as such	290 6		
2nd year's experience as such	305 6		
Thereafter	315 6		
First-aid attendant employed in connexion with an industrial or commercial undertaking ..	273 0		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons ..	265 0		
All others	255 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. 4d. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 6d. per week less than the rate fixed.

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

Males.

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

Females.

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

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

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

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

1. WAGES.										Per Week.		
										£ s. d.		
Deputy Superintendent—												
1st year's experience as such	16	2	6
2nd year's experience as such	16	7	6
Thereafter	16	12	6
Station Officer—												
1st year's experience as such	15	2	6
2nd year's experience as such	15	7	6
Thereafter	15	12	6
Ambulance driver qualified in first-aid—												
1st year's experience as such	14	2	6
2nd year's experience as such	14	7	6
Thereafter	14	12	6
Ambulance driver not qualified in first-aid										13	17	6

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 249]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

RUBBER TRADE BOARD.

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

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	74 6	62 6	No junior shall be employed until he or she attains the age of fifteen years.
16 years of age	98 0	74 6	
17 years of age	122 0	86 6	
18 years of age	157 6	110 0	
19 years of age	181 6	122 0	
20 years of age	205 6	134 0	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 25s. per week of 40 hours.

No. 249.—1469/54.—PRICE 3D.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 251s. per week of 40 hours.

FEMALE APPRENTICES.**Fancy Goods Section.**

Three female apprentices to every adult female worker receiving not less than 186/6 per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 186/6 per week of 40 hours.

FEMALE IMPROVERS.**Fancy Goods Section.**

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 186/6 per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 186/6 per week of 40 hours.

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

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

3.

OTHER THAN CABLE MAKING.

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

OTHER THAN CABLE MAKING—continued.

	Wages per Week of 40 Hours.
	£ s. d.
24. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—	
First year	12 15 0
Second and third year	13 1 6
Thereafter	13 6 0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12 19 0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12 15 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12 17 0
37A. Operator lasting up leather shoes	12 13 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12 17 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	13 1 6
40. Operator on lathe engaged fashioning biased bowls	13 1 6
41. Operator dipping balloons and/or other dipped goods	12 17 0
42. Operator of rubber-thread cutting lathe	12 19 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	12 17 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	12 11 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	13 1 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 19 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 17 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	13 4 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	13 1 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	13 1 6
51. Operator engaged in making and/or moulding solid motor tyres	12 15 0
51A. Operator racking green motor tyres	12 13 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 17 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	12 19 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	13 1 6
54A. Repairer of used transmission conveyor and/or elevator belting	13 1 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 18 0
56. Operator engaged on belt-making machine	12 15 0
57. Operator laying rubber mats, tiles, flooring and/or other compositions	13 4 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	13 4 0
59. Repairer of new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 17 0
60. Operator re-treading new tyres	12 15 0
61. Maker of air bags with extruded material	12 17 0
62. Maker of air bags (not otherwise classified)	13 4 0
62A. Operator buffing air bags	12 14 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 13 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 19 0
64. Operator in charge of forcing machine straining rubber	12 15 0
65. Operator in charge of textile cutting machine	12 17 0
66. Operator of electric cutting machine (other than cutter in waterproof) or operator cutting textile by hand	12 15 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	13 9 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	12 17 0
69. First assistant on calender 48 inches and over	13 1 6
70. First assistant on calender under 48 inches	12 15 0
71. Operator in charge of calender 72 inches and under	13 13 0
72. Operator in charge of calender over 72 inches	13 18 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	13 2 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tying, table hand and the manufacture of sponge rubber by any similar process	12 17 0
75. Storeman in charge of moulds	12 13 0
76. Operator engaged in mould burning	12 13 0
77. Operator engaged on sand-blasting—	
(a) who operates from outside a properly-enclosed cabinet	12 15 0
(b) other	12 17 0
78. Operator joining and/or repairing fabric liners	12 13 0
79. Operator cutting raw rubber by machine or press	12 13 0
80. Operator of trans-stacker or swifter-lifter or similar machines	12 17 0
80A. Operator in charge of rotocure	13 1 6

Adult Females.

All classifications

9 6 6

CABLE MAKING.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Adult Males.</i>		
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	12 11 0
82. Operator on mixing mill	13 4 0
83. Operator on warming and/or masticating and/or reclaim refining mill	12 17 0
84. Heaterman in charge of curing pan and/or dry heater	12 17 0
85. Operator in charge of forcing machine	12 19 0
86. First assistant on calender 48 inches and over	13 1 6
87. First assistant on calender under 48 inches	12 15 0
88. Operator in charge of calender 72 inches and under	13 13 0
89. Operator in charge of calender over 72 inches	13 18 0
90. Fine wiredrawing machine operator	12 17 0
91. Medium wiredrawing machine operator	12 17 0
92. Wiredrawing (tandem) machine operator	12 17 0
93. Annealing furnace operator	12 17 0
94. Pickling plant operator	12 15 0
95. Wire-winding machine operator	12 15 0
96. Fine wire-tinning machine operator	12 15 0
97. Medium wire-tinning machine operator	12 17 0
98. Assisting tinning-machine operator	12 15 0
99. Bunching machine operator	12 15 0
100. Stranding and/or armouring machine operator	12 17 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	12 15 0
102. Lapping machine operator	12 17 0
103. Longitudinal machine operator	12 17 0
104. Longitudinal machine assistant	12 15 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	12 15 0
106. Laying up machine operator	12 17 0
107. Laying up machine assistant	12 15 0
108. Repairer of cables	12 17 0
109. Spark testing machine operator	12 17 0
110. Tank test attendant	12 15 0
111. Operator employed jointing cables	12 17 0
112. Operator on waxing and/or compounding and/or impregnating machine	12 17 0
113. Helper on waxing and/or compounding and/or impregnating machine	12 15 0
114. Lacquering and/or enamelling machine operator	12 17 0
115. Lacquering and/or enamelling machine helper	12 15 0
116. Lead press operator for cables	13 1 6
117. Lead press assistant for cables	12 15 0
118. Lead stripping machine operator for cables	12 15 0
119. Marking machine operator	12 17 0
120. Rubber slitting machine operator	12 17 0
121. Rubber slitting machine helper	12 15 0
122. Taping and/or de-taping machine operator	12 15 0
123. Inspector and/or examiner of cables	12 17 0
124. Small cable reel assembler	12 17 0
Provided that where work is performed in the Cable Making Section of the industry for which no classification is contained in the Cable Making Section of this clause, but which is classified in the "Other Than Cable Making Section," then the classification in the latter section shall apply with the appropriate wage.		
<i>Adult Females.</i>		
All classifications	9 6 6

SPECIAL RATES.

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

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

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

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

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

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

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

SHIFT RATES.

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

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

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

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

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

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

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

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

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 250]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination made on the 10th December, 1953, and in force on that date, shall be replaced by the following clauses:—

2.

WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	13 12 0	13 9 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 18 0	13 15 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	13 12 0	13 9 0
All other Journeymen	13 18 0	13 15 0
Journeywomen engaged in machining industrial spindle polishing mops	9 14 6	9 12 0
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 7 0	9 4 6
All other Journeywomen	9 14 6	9 12 0

In addition to the above rates the following shall be paid:—

(a) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—3d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

(b) Females working on large machines (7·5, 45K, 7·27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 250.—1514/54.—Price 3d.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience	71 6	70 6
Second year's experience	83 6	82 0
Third year's experience	119 0	117 6
Fourth year's experience	190 6	188 0
Fifth year's experience	238 0	235 0
Four year terms—		
First year's experience	71 6	70 6
Second year's experience	119 0	117 6
Third year's experience	190 6	188 0
Fourth year's experience	238 0	235 0

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination:—

- (1) Sail, tent and canvas goods maker;
- (2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision:—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

(n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(o) *Tools of Trades*:—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay:—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 6	70 6
16 and under 17 years of age	95 0	94 0
17 and under 18 years of age	119 0	117 6
18 and under 19 years of age	143 0	141 0
19 and under 20 years of age	190 6	188 0
20 and under 21 years of age	238 0	235 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 6	70 6
16 and under 17 years of age	89 0	88 0
17 and under 18 years of age	101 6	100 6
18 and under 19 years of age	114 0	112 6
19 and under 20 years of age	125 0	123 0
20 and under 21 years of age	155 6	153 0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult female rate prescribed in clause 2.

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

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, 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. 251]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force as from the 8th December, 1953, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.					Other Employees.			
Wages.					Wages.			
Per Week of 40 Hours.					Per Week of 40 Hours.			
Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 and under 17 years of age	50	119 0	1 0	120 0	Wet sheet machine leading hand ..	261 0	5 0	266 0
17 and under 18 years of age	58	138 0	1 2	139 2	Wet sheet machine operator ..	257 0	5 0	262 0
18 and under 19 years of age	69	164 0	1 4	165 4	Mixer operator—in sole charge of Tide mill ..	257 0	5 0	262 0
19 and under 20 years of age	85	202 6	1 7	204 1	Mixer operator—other ..	254 0	5 0	259 0
20 and under 21 years of age	100+2s.	240 0	2 1	242 1	Asbestos treatment operator ..	256 0	5 0	261 0
					Cutter-off in charge ..	261 0	5 0	266 0
					Cutter-off ..	253 6	5 0	258 6
					Plateman or stacker ..	254 0	5 0	259 0
					Corrugating machine operator ..	254 0	5 0	259 0
					Hand corrugator ..	252 6	5 0	257 6
					Wet trimmer (Power guillotine only) ..	254 0	5 0	259 0
					Leading hand in charge of dry trimming ..	261 0	5 0	266 0
					Dry trimmer—operating power cutting machine ..	254 0	5 0	259 0
					Accessories hand moulder—welded or grafted mouldings ..	256 0	5 0	261 0
					Accessories hand moulder—plain mouldings ..	254 0	5 0	259 0

No apprentices or improvers under the age of sixteen years to be engaged.

WAGES—continued.

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
Per Week of 40 Hours.				Per Week of 40 Hours.			
Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	
PROPORTION (IN ANY PLACE).				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
<i>Apprentices and Improvers.</i>							
Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".				Operator cement bulk handling ..	256 0	5 0	261 0
				Pipe machine leading hand ..	265 0	5 0	270 0
				Mazza machine control operator ..	256 0	5 0	261 0
				Pressure pipe curing tank hand ..	253 6	5 0	258 6
				Operator pressure pipe turning and socket boring machine ..	253 6	5 0	258 6
				Operator pressure pipe turning and socket boring machine (who sets up machine) ..	258 6	5 0	263 6
				Pressure pipe socket fitter ..	253 6	5 0	258 6
				All others ..	251 0	5 0	256 0

(b) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

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. 252]**MONDAY, APRIL 26.****[1954**

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

BRUSHMAKERS BOARD.

Clause 2 of the Determination made on the 8th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.					(b) OTHER EMPLOYEES.					Wages per week of 40 hours.		
Experience.		Wages per week of 40 hours.				Males.					s. d.	
		Males.		Females.		Males.						
		Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	Persons employed at—						
1st year	..	24	57 0	38	68 0	Paint brush making	284	3	
2nd year	..	32	76 0	50	89 0	Hair pan work	278	0	
3rd year	..	47	112 0	70	125 0	Bass pan work	278	0	
4th year	..	1 } minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.		88	157 0	Hair dressing and mixing	278	0	
5th year	..						Making twisted brushes	278	0
6th year	..						Making wire brushes	278	0
						Bass broom drawing	278	0	
						Finishing	278	0	
						Boring (hand)	278	0	
						Lacquering or ducoing	272	0	
						Trimming machine (when employed solely at such machine)	263	0	
						Automatic boring and filling machinists	263	0	
						Filling machinists	263	0	
						Boring machinists	263	0	
						Females.						
						Automatic boring and filling machinists	163	0	
						Filling machinists	183	0	
						Trimming machinists	183	0	
						Boring machinists	163	0	
						Bench drawing	186	0	
						Treadle knot-sizing machinists	183	0	
						Persons employed at lacquering or ducoing	183	0	

(a) APPRENTICES OR IMPROVERS.				(b) OTHER EMPLOYEES.		Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.					
	Males.		Females.			
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.		
PROPORTION. (Within any factory or place.)						
APPRENTICES.						
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.						
IMPROVERS.						
Males.						
One male improver to one or two	Male workers receiving not less than 27s. per week of 40 hours or earning full piecework prices.			
Two to three				
Three to five				
Four to nine				
Six to twelve				
Seven to fifteen				
Nine to eighteen				
Females.						
One female improver to one or two	Female workers receiving not less than 18s. per week of 40 hours or earning full piecework prices.			
Two to three				
Three to five				
Four to nine				
Six to twelve				
Seven to fifteen				
Nine to eighteen				

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 26s. in the case of males and 19s. 6d. in the case of females for each full week worked (or a pro-rata amount according to the time actually worked if less than a full week is worked).



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 253]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CORK TRADE BOARD.

Clause 2 of the Determination made on the 9th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. (a)

WAGES.

	Per Week.
<i>Adult Males.</i>	
Cork Cutting:—	<i>£ s. d.</i>
Rounding; drawing off; bench hand reclaiming waste and/or clean ending by hand—	
First six months	12 17 6
Thereafter	13 7 6
Feeders and/or operators of machines, i.e., employees backing down; notching; boring; pressing; knurling; assembling; and/or capping or closing	12 15 6
All others	12 12 6
Cork Board:—	
Oven hand in charge (curing)	13 7 6
All others	12 12 6
Compressed Cork:—	
Oven hand in charge (curing)	13 7 6
Splitting with band knife and/or mixing granules with adhesive by machinery	13 0 6
All others	12 15 6
Fishing Requisites:—	
Rounding and/or drawing off—	
First six months	12 17 6
Thereafter	13 7 6
Employees notching; boring; threading; and/or attaching wire ferrules to sticks	12 15 6
All others	12 12 6
<i>Adult Females.</i>	
Under three months' experience	8 18 6
All others	9 1 6

(b)

APPRENTICES OR IMPROVERS.

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		£ s. d.			£ s. d.
Under 16 years of age	25	2 19 6	17 years of age and under ..	54	4 18 6
16 years of age	35	4 3 6	18 years of age	64	5 14 0
17 years of age	48	5 14 0	19 years of age	74	6 12 0
18 years of age	60	7 3 0	20 years of age	85	7 11 6
19 years of age	76	9 1 0			
20 years of age	91	10 16 6			

PROPORTION (in any place).

APPRENTICES.

Males.

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

Females.

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

IMPROVERS.

Males.

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

Females.

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

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. 254]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this

12th day of April, 1954.

H. N. JONES,

Acting Secretary for Labour.

BULK GRAIN WORKERS BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force as from the 8th December, 1953, shall be replaced by the following clause :—

2.

WAGES.

(i) Junior Employees.

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows :—

Age.	Percentage of the Minimum Wage Prescribed for " Other Employees ".	Weekly Wage.
		£ s. d.
16 years	30	4 0 0
17 years	40	5 6 6
18 years	50	6 13 0
19 years	70	9 6 0
20 years	90	11 19 6

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment.
	per week.	per hour.
	£ s. d.	s. d.
<i>Group 1.</i>		
Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing	13 0 0	7 3 ¹ / ₄₀
<i>Group 2.</i>		
Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers: attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors	13 11 10	7 5 ⁷ / ₁₀
<i>Group 3.</i>		
Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	13 17 8	7 7 ¹ / ₂

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

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. 255]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination made on the 7th December, 1953, and in force on that date, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.							Males.	Females.
							£ s. d.	£ s. d.
Under 16 years of age	4 6 6	4 6 6
16 years of age	4 19 0	4 19 0
16½ years of age	5 8 6	5 8 6
17 years of age	6 1 0	6 1 0
17½ years of age	6 11 0	6 11 0
18 years of age	7 3 6	7 1 0
18½ years of age	8 0 6	7 13 0
19 years of age	8 13 0	8 0 6
19½ years of age	9 17 6	8 8 0
20 years of age	10 10 0	8 13 0
20½ years of age	11 14 6	9 0 6

Provided that after a junior employee had had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 30 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)	Wages per Week.	
	Males.	Females.
	£ s. d.	£ s. d.
Bagging binder twine	12 18 0	9 15 6
Balling binder twine	12 19 0	9 16 6
Balling lashing	12 19 0	9 16 6
Belt repairing	13 1 0	..
Dye house and flax boiling operatives	12 18 0	9 15 6
Employees pinning hackles gills and card staves	12 18 0	9 15 6
Feeder of first spreader	13 1 0	9 18 6
Feeder of softeners or batchers	13 0 0	9 17 6
Feeder of tow breaker card (see sub-clause (c) hereof)	12 18 0	9 15 6
Feeding breaker card with clock	12 19 0	9 16 6
Feeding spreaders (soft fibre)	12 19 0	9 16 6
Foreman in charge of spinning and preparing departments	13 17 0	10 14 6
Hand hackling flax	12 18 0	..
Hand reeler	12 18 0	9 15 6
Lashing yarn in store	12 15 0	..
Layer of lines or cords in walk	13 4 0	10 1 6
Liquid batch making or mixing	13 1 0	..
Liquid hand batching	13 0 0	..
Lumping, loading or unloading raw materials and manufactured goods in store or factory in excess of 45 lb.	12 18 0	..
Lumping hemp, flax or binder twine on wharf	13 1 0	..
Maker of blasting mats	13 1 0	..
Maker of camouflage nets	12 18 0	9 15 6
Maker of fishing lines	13 0 0	9 17 6
Maker of pig nets	13 0 0	9 17 6
Maker of rope fenders from rope 2 inches and over	13 1 0	..
Making up liquors containing alkali or acid	13 0 0	..
Mat finisher	13 0 0	9 17 6
Matting weavers	13 0 0	9 17 6
Oiling and greasing bearings	13 1 0	..
Opening Manila hemp	12 18 0	9 15 6
Packer working press (hand or power), pressing 45 lb. weight or under	13 3 0	10 0 6
Packer working press (hand or power), pressing over 45 lb.	13 3 0	..
Packing and balling shop twine	13 0 0	9 17 6
Pin setter, setting pins 30 per inch and finer	13 0 0	9 17 6
Pin setter, other	12 18 0	9 15 6
Power coiler or finisher of rope over 1 inch (not spooling)	13 0 0	..
Power coiler or finisher of rope 1 inch and under (not spooling)	13 0 0	9 17 6
Heavy type 12-strand machine, power coiler or finisher	13 3 0	..
Ring frame operative	12 19 0	9 16 6
Rope house machinist making over 4 inches	13 6 0	..
Rope house machinist 2 inches up to and including 4 inches	13 3 0	..
Rope house machinist up to 2 inches and over 1 inch	13 0 0	9 17 6
Rope layer, first, on heavy type 12-strand machine	13 17 0	..
Rope layer on heavy type 9-strand machine	13 12 0	..
Rope layer, other, in walk with travellers	13 8 0	..
Rope splicer on driving ropes and springs 2 inches and over	13 7 0	..
Roping bales or coils in excess of 45 lb.	12 15 0	..
Scutcher	12 18 0	9 15 6
Spinning	13 4 0	10 1 6
Storeman	13 0 0	9 17 6
Storeman in charge	13 10 0	..
Storeworker, other than storemen	12 15 0	9 12 6
Traveller driver on heavy type 12-strand machine	13 1 0	..
Traveller driver other (except on light travellers for cords and lines not exceeding 1½ inches circumference)	12 18 0	..
Twister or layer of yarn in walk	13 0 0	9 17 6
Weighing shop twine	12 18 0	9 15 6
Wet spinning	13 5 0	10 2 6
Winder and warper in tarring department, winding, oiling and tarring yarn	13 1 0	..
All other machine operators or employees feeding or taking from machines	12 18 0	9 15 6
All others	13 2 0	9 9 6

(c) Employees engaged on the breaker cards and finishing cards, and operating flax scutcher tow shall be paid 1s. per day in addition to the above-mentioned rates.

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. 256]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

HORSEHAIR BOARD.

Clause 2 of the Determination made on the 9th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2.

Apprentices.			Improvers and Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			Preparing Body Hair.		
	Percentage of Basic Wage.	Per Week. s. d.		Percentage of Basic Wage.	Per Week. s. d.		Per Week. s. d.	
1st year ..	35	83 6	1st year ..	35	83 6	Person in charge of hair-washing machine ..	273 0	
2nd year ..	44	104 6	2nd year ..	53	126 0	Persons engaged on hair-washing machines ..	266 0	
3rd year ..	53	126 0	3rd year ..	88	209 6	Persons engaged on hair-drying machines ..	266 0	
4th year ..	64	152 6	4th year ..	100 + 6d.	238 6	Persons who press washed and dried hair into bales ..	266 0	
5th year ..	88	209 6				All others ..	262 0	
PROPORTION (by any employer).			PROPORTION (by any employer).			Preparing any other kind of Hair.		
One apprentice to every three or fraction of three workers receiving not less than 262s. per week.			One improver to every five workers receiving not less than 262s. per week.			WAGES.		
			Juvenile Workers.				Per Week. s. d.	
			One juvenile worker to every Hand Spinner.			Hand Spinners ..	279 0	
						Machine Spinners—		
						1st year ..	269 0	
						2nd year ..	275 0	
						And thereafter ..	279 0	
						Drafters ..	279 0	
						Wet or dry hacklers ..	279 0	
						Operators of teasing machine ..	266 0	
						Tail pullers ..	266 0	
						Dyers or Scalders ..	263 0	
						All others ..	262 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-five 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-five shillings shall be added in lieu thereof.

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

No. 256.—1405/54.—Price 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 257]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this

12th day of April, 1954.

H. N. JONES,

Acting Secretary for Labour.

INDUSTRIAL GASES BOARD.

Clause 2 of the Determination made on the 2nd December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO ₂ , and Hydrogen.	
		s. d.	£ s. d.		£ s. d.
Under 16 years of age ..	24	2 0	2 19 0	Acetylene plant attendant	14 5 6
16 years of age ..	34	3 0	4 4 0	Acetylene generator attendant	14 0 6
17 years of age ..	46	4 0	5 13 6	Operator of dry-ice machine	13 2 0
18 years of age ..	58	5 0	7 3 0	Cylinder tester and/or valve hand	13 17 0
19 years of age ..	73	6 0	8 19 6	Cylinder filler	13 15 0
20 years of age ..	88	7 0	10 16 6	Other employees with not less than three months' experience in the industry	13 2 0
The total wage shall be calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three-pence to be disregarded.				All others	12 1 0

The Board has determined that no apprentice shall be taken to the trade.

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.

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

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

Published by Authority.

No. 258]

MONDAY, APRIL 26.

[1954]

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

Dated at Melbourne, this

12th day of April, 1954.

H. N. JONES,

Acting Secretary for Labour.

MILLET BROOM BOARD.

Clause 2 of the Determination made on the 8th December, 1953, and in force on that date, shall be replaced by the following clause:—

No. 258.—1422/54.—PRICE 3D.

PROPORTION IN ANY FACTORY OR PLACE (*continued*).

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 25s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 18s. 6d. per week of 40 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 25s. 6d. per week of 40 hours.

Two female improvers to every female worker receiving not less than 18s. 6d. per week of 40 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 25s. 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 15s. 6d. wherever appearing shall be increased to 16s. 6d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 259]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

ANIMAL MANURE BOARD.

Clause 2 of the Determination made on the 25th November, 1953, and in force on the 1st December, 1953, shall be replaced by the following clause:—

2.

WAGES.

Apprentices or Improvers.			Other Employees.		
	Percentage of Basic Wage.	Wages Per Week.			Wages Per Week.
		s. d.			s. d.
Under 16 years of age	67	159 6	Carcass skimmers		315 6
16 years of age and under 17 years of age	73	173 6	All others		309 6
17 years of age and under 19 years of age	94	223 6			
19 years of age and under 20 years of age	100 plus 10s. 6d.	248 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.	264 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.		
<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 309s. 6d. per week. An indenture of apprenticeship has been prescribed by the Board.					
<i>Improvers.</i> One improver to every four workers receiving not less than 309s. 6d. per week.					

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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1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840. 84

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18



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 260]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination made on the 10th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

| Apprentices, or Improvers. | | | | | Other Employees | | |
|-----------------------------|-------------------------|--------------------------------|-----------------------------------|----------------------------------|--|----------------------|----|
| WAGES PER WEEK OF 40 HOURS. | | | | | WAGES. | | |
| | Per-centage Basic Wage. | Male Apprentices or Improvers. | Per-centage of Female Basic Wage. | Female Apprentices or Improvers. | | Per week of 40 hours | |
| | | s. d. | | s. d. | | s. | d. |
| Under 16 years of age | 38 | 90 6 | 63 | 112 6 | Bakers (including Wafer Bakers and Branette Bakers) | 277 | 0 |
| 16 years of age | 40 | 95 0 | 63 | 112 6 | Brakesman | 273 | 0 |
| 17 years of age | 56 | 133 6 | 70 | 125 0 | Machine Attendant | 270 | 0 |
| 18 years of age | 64 | 152 6 | 81 | 144 6 | Men carrying and stacking flour | 272 | 0 |
| 19 years of age | 75 | 178 6 | 88 | 157 0 | Mixers (including Wafer Mixers and Sugar Cream Mixers) | 276 | 0 |
| 20 years of age | 85 | 202 6 | 96 | 171 6 | Oven firemen | 271 | 0 |
| | | | | | Adult males operating "Enroba" chocolate dipping machine | 263 | 0 |
| | | | | | Despatch hands | 263 | 0 |
| | | | | | All other males | 255 | 0 |
| | | | | | All other females | 198 | 3 |

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 25s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 19s. 3d. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 25s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 19s. 3d. per week of 40 hours.

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

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

No. 260.—1338/54.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 261]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1006 of the 4th October, 1951, shall be replaced by the following clause:—

2.

| Improvers* (Male or Female). | | | | Other Employees. | | | |
|------------------------------|------------------------------|-----|----|--------------------------------|----|-----|----|
| Wages per Week of 40 Hours. | | | | Wages per Week of 40 Hours. | | | |
| | Percentage of
Basic Wage. | s. | d. | | | s. | d. |
| Under 17 years of age | 38 | 90 | 6 | Male adults | .. | 260 | 0 |
| 17 years of age | 49 | 116 | 6 | Female adults— | | | |
| 18 years of age | 66 | 157 | 0 | Under six weeks' experience .. | .. | 208 | 0 |
| 19 years of age | 76 | 181 | 0 | Thereafter | .. | 234 | 0 |
| 20 years of age | 87 | 207 | 0 | | | | |

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

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 fifty shillings. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and fifty shillings shall be added in lieu thereof.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 262]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 2 and 24 of the Determination made on the 3rd December, 1953, and in force on that date shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS. Wages per Week.

| | Males. | | | | Females. | | | |
|-----------------------------|---------------------------|---------|--------------|-------------|----------------------------------|---------|--------------|-------------|
| | Ordinary Wage. | | War Loading. | Total Wage. | Ordinary Wage. | | War Loading. | Total Wage. |
| | Percentage of Basic Wage. | Amount. | | | Percentage of Female Basic Wage. | Amount. | | |
| | | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| Under 16 years of age | 35 | 83 6. | 0 9 | 84 3 | 37 | 66 0 | 0 9 | 66 9 |
| 16 years of age | 45 | 107 0 | 1 0 | 108 0 | 46 | 82 0 | 0 9 | 82 9 |
| 17 years of age | 60 | 143 0 | 1 3 | 144 3 | 56 | 100 0 | 1 0 | 101 0 |
| 18 years of age | 74 | 176 0 | 1 9 | 177 9 | 71 | 126 6 | 1 3 | 127 9 |
| 19 years of age | 84 | 200 0 | 2 0 | 202 0 | 78 | 139 0 | 1 3 | 140 3 |
| 20 years of age | 100 plus 1s. 6d. | 239 6 | 2 3 | 241 9 | 85 | 151 6 | 1 6 | 153 0 |

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 272s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 272s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 209s. 3d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 209s. 3d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

| | Ordinary
Wage. | War
Loading. | Total
Wage. |
|---|-------------------|-----------------|----------------|
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) | 298 6 | 3 0 | 301 6 |
| Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) | 230 0 | 2 0 | 232 0 |
| Foreman having the supervision of four or more workers | 289 6 | 3 0 | 292 6 |
| Shop hands (males) or salesmen | 276 6 | 3 0 | 279 6 |
| Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers | 279 6 | 3 0 | 282 6 |
| Wet chain pluckers | 287 0 | 3 0 | 290 0 |
| Labourers assisting— | | | |
| (a) Wholesale fish salesmen | 284 6 | 3 0 | 287 6 |
| (b) Wholesale poultry salesmen | 274 6 | 3 0 | 277 6 |
| Persons employed grading and/or placing plucked poultry in boxes | 279 6 | 3 0 | 282 6 |
| Females employed— | | | |
| (a) As shop hands | 212 6 | 1 9 | 214 3 |
| (b) At weighing, grading, washing, stamping, branding, or filling cartons moulds, or boxes of poultry | 215 0 | 1 9 | 216 9 |
| (c) At weighing, grading, washing, stamping, branding, or filling cartons moulds, or boxes of fish | 207 6 | 1 9 | 209 3 |
| All others | 269 6 | 3 0 | 272 6 |

PIECEWORK PRICES.

24. The lowest piecework price payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

| | | |
|---|--------------------|--|
| | <i>s. d.</i> | |
| (i) Roughing fowls by hand | 0 3½ per pair | |
| Roughing fowls by machine | 0 3 per pair | |
| Stumping fowls the same day as they are roughed by hand | 0 3½ per pair | |
| Stumping fowls, which have been put away overnight, or for a longer period, after being roughed | 0 4 per pair | |
| Stumping fowls which have been roughed by a machine | 0 4 per pair | |
| Plucking fowls | 0 7 per pair | |
| Plucking ducks, where wings are not plucked right out | 0 7½ per pair | |
| Plucking ducks, where wings are required to be plucked right out | 0 11½ per pair | |
| Plucking Muscovy drakes (redheads) | 1 3 per pair | |
| Plucking turkey hens | 0 8½ per pair | |
| Plucking turkey cocks | 1 1 per pair | |
| Plucking geese | 1 1 per pair | |
| Plucking teal | 0 4 per pair | |
| Plucking black duck | 0 5 per pair | |
| Plucking blue wing | 0 4 per pair | |
| Plucking mountain duck | 0 5 per pair | |
| Plucking pigeons and small birds | 0 3 per pair | |
| Plucking quail | 0 3 per pair | |
| Plucking pheasants | 0 7 per pair | |
| Drawing and trussing fowls or ducks | 0 3 per pair extra | |
| Drawing and trussing geese | 0 6 per pair extra | |
| Drawing and trussing turkeys | 0 9 per pair extra | |
| (ii) *Blooding cotta | 0 9 per large box | |
| *Splitting cotta | 1 0 per large box | |
| *Scaling and cleaning salmon | 1 6 per large box | |
| *Scaling and cleaning bream, flathead, trout, and all other medium fish | 2 6 per large box | |
| *Cleaning garfish, flathead, mullet, and all other very small fish | 3 0 per large box | |
| *Cleaning whiting | 0 3 per dozen | |
| *Filleting whiting | 0 6 per dozen | |
| *Cleaning flounders | 0 3 per dozen | |
| Trimming shark | 0 6 per box | |
| Skimming and trimming shark | 2 0 per box | |

Plus 204 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 24, sub-clause (a) with the addition of 50 per cent.

Clauses, other than clauses 2 and 24, 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. 263]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination made on the 8th December, 1953, and in force on that date, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages.

| Males. | | | Females. | | |
|--|----|-------|---------------------------------|----|-------|
| | | s. d. | | | s. d. |
| <i>(Assisting the Storeman and Packer.)</i> | | | | | |
| 18 years of age and under 19 years | .. | 162 0 | 16 years of age and under | .. | 78 6 |
| 19 years of age and under 20 years | .. | 202 6 | 17 years of age | .. | 102 6 |
| 20 years of age and under 21 years | .. | 241 0 | 18 years of age | .. | 124 0 |
| <i>All Other Males.</i> | | | 19 years of age | .. | 147 6 |
| 16 years of age and under | .. | 104 6 | 20 years of age | .. | 171 6 |
| 17 years of age | .. | 128 6 | | | |
| 18 years of age | .. | 173 6 | | | |
| 19 years of age | .. | 200 0 | | | |
| 20 years of age | .. | 221 6 | | | |
| | | | | | |
| <i>PROPORTION.</i> | | | | | |
| <i>(Assisting the Storeman and Packer.)</i> | | | | | |
| One male apprentice to every three or fraction of three male workers receiving not less than 268s. per week. | | | | | |
| One male improver to every four or fraction of four male workers receiving not less than 268s. per week. | | | | | |
| <i>Other Males.</i> | | | | | |
| Two male juniors to every three male adult workers receiving not less than the adult minimum rate. | | | | | |

3.

OTHER EMPLOYEES.

| <i>Wages per Week.</i> | | | | | | | | | |
|--|----|----|----|----|----|----|----|----|-------|
| <i>Males.</i> | | | | | | | | | |
| Confectioners, Group 1 | .. | .. | .. | .. | .. | .. | .. | .. | 250 0 |
| Confectioners, Group 2 | .. | .. | .. | .. | .. | .. | .. | .. | 274 0 |
| Confectioners, Group 3 | .. | .. | .. | .. | .. | .. | .. | .. | 268 0 |
| Confectioners, Group 4 | .. | .. | .. | .. | .. | .. | .. | .. | 262 0 |
| Confectioners, Group 5 | .. | .. | .. | .. | .. | .. | .. | .. | 256 0 |
| Storeman or packer— | | | | | | | | | |
| (a) Who works singly | .. | .. | .. | .. | .. | .. | .. | .. | 272 6 |
| (b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.: | | | | | | | | | |
| (i) 1, 2, 3, 4, 5, or 6 such persons | .. | .. | .. | .. | .. | .. | .. | .. | 274 9 |
| (ii) 7 or more such persons | .. | .. | .. | .. | .. | .. | .. | .. | 288 9 |
| Other storeman or packer engaged in the despatch or bulk receiving stores | .. | .. | .. | .. | .. | .. | .. | .. | 268 0 |
| <i>Females.</i> | | | | | | | | | |
| All adult females | .. | .. | .. | .. | .. | .. | .. | .. | 192 0 |

Clauses, other than clauses 2 and 3, 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. 264]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

FLOCK BOARD.

Clauses 2, of the Determination made on 8th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2.

| IMPROVERS. | | | | | OTHER EMPLOYEES. | | | | |
|---|---------------------------|-------|----------------------------------|-------|-----------------------------|--|--|--|--|
| Wages per Week of 40 Hours. | | | | | Wages per Week of 40 Hours. | | | | |
| Age. | Males. | | Females. | | | | | | |
| | Percentage of Basic Wage. | | Percentage of Female Basic Wage. | | | | | | |
| | | s. d. | | s. d. | | | | | |
| Under 16 years .. | 30 | 71 6 | 35 | 62 6 | | | | | |
| 16 years .. | 38 | 90 6 | 39 | 69 6 | | | | | |
| 17 years .. | 51 | 121 6 | 46 | 82 0 | | | | | |
| 18 years .. | 56 | 133 6 | 55 | 98 0 | | | | | |
| 19 years .. | 73 | 173 6 | 66 | 118 0 | | | | | |
| 20 years .. | 83 | 197 6 | 75 | 134 0 | | | | | |
| PROPORTION (IN ANY PLACE). | | | | | | | | | |
| Improvers. | | | | | | | | | |
| One improver to every worker receiving not less than the minimum wage. | | | | | | | | | |
| Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination. | | | | | | | | | |

| MALES. | | | | | s. d. |
|---|----|----|----|----|------------------|
| Persons employed in the cotton wool bleaching department | .. | .. | .. | .. | 271 0 |
| Woollen pickers | .. | .. | .. | .. | 268 0 |
| Feeders of— | | | | | |
| Rag machines | .. | .. | .. | .. | 266 0 |
| Other machines | .. | .. | .. | .. | 266 0 |
| Rippers | .. | .. | .. | .. | 266 0 |
| Persons operating milling machine, hardening machine, or tentering machine | .. | .. | .. | .. | 266 0 |
| Persons operating other machines | .. | .. | .. | .. | 266 0 |
| Assistant to persons operating milling machine, hardening machine, or tentering machine | .. | .. | .. | .. | 264 0 |
| Assistant to persons operating other machines | .. | .. | .. | .. | 264 0 |
| Cotton pickers | .. | .. | .. | .. | 263 0 |
| All others | .. | .. | .. | .. | 262 0 |
| Leading hands, in charge of four or more workers | .. | .. | .. | .. | 5s. a week extra |
| FEMALES. | | | | | |
| Feeders of rag machines | .. | .. | .. | .. | 200 9 |
| Feeders of machines other than rag machines | .. | .. | .. | .. | 184 9 |
| Rippers | .. | .. | .. | .. | 180 0 |
| Woollen pickers | .. | .. | .. | .. | 186 6 |
| Cotton pickers | .. | .. | .. | .. | 180 0 |
| Weighers and wrappers of cotton wool | .. | .. | .. | .. | 180 0 |
| All others | .. | .. | .. | .. | 180 0 |
| Leading hands, in charge of four or more workers | .. | .. | .. | .. | 5s. a week extra |



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 265]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

FROZEN GOODS BOARD.

Clause 2 of the Determination made on the 3rd December, 1953, and in force on that date, 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. | | |
| 16 | years of age and under 17 | .. | .. | 6 | 15 | 3 | 3 | 4 ³³ / ₆₀ | Chamber hands | | | | | | 16 | 11 | 6 | 8 | 3 ⁹ / ₂₀ |
| 17 | " | " | " | 18 | .. | .. | 3 | 9 ¹ / ₅ | | | | | | | | | | | |
| 18 | " | " | " | 19 | .. | .. | 8 | 5 ²⁵ / ₄₀ | | | | | | | | | | | |
| 19 | " | " | " | 20 | .. | .. | 1 | 5 ²⁵ / ₁₀ | | | | | | | | | | | |
| 20 | " | " | " | 21 | .. | .. | 4 | 6 | | | | | | | | | | | |
| | | | | | | | 4 | 2 ⁸ / ₁₀ | All others | | | | | | 15 | 18 | 10 | 7 | 11 ¹² / ₂₀ |
| | | | | | | | 4 | 4 | | | | | | | | | | | |

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.

1500



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 266]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

ICE BOARD.

Clause 2 of the Determination made on the 3rd December, 1953, and in force as from that date, 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. | | | | | Other Employees. | | | |
|---|----------------------------|------------------|-------------------------------------|-------------|------------------|------------------|-------------------------------------|-------------|
| Wages per Week. | | | | | Wages per Week. | | | |
| | Per-centage of Basic Wage. | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. |
| | | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| 16 years of age .. | 63 | 150 0 | 1 6 | 151 6 | All Employees .. | 305 6 | 4 0 | 309 6 |
| 17 years of age .. | 68 | 162 0 | 1 9 | 163 9 | | | | |
| 18 years of age .. | 81 | 193 0 | 2 0 | 195 0 | | | | |
| 19 years of age .. | 93 | 227 6 | 2 3 | 229 9 | | | | |
| PROPORTION (in any factory or place). | | | | | | | | |
| One juvenile worker to every three or fraction of three workers employed and receiving not less than 309s. 6d. per week. | | | | | | | | |

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 267]

MONDAY. APRIL 26

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination made on the 9th December, 1953, and in force on that date, 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 | 74 0 |
| 16 years of age | .. | .. | .. | .. | .. | 36 | 85 6 |
| 17 years of age | .. | .. | .. | .. | .. | 51 | 121 6 |
| 18 years of age | .. | .. | .. | .. | .. | 55 | 131 0 |
| 19 years of age | .. | .. | .. | .. | .. | 68 | 162 0 |
| 20 years of age | .. | .. | .. | .. | .. | 81 | 193 0 |
| FEMALES. | | | | | | Percentage of
Female Basic Wage. | s. d. |
| 15 years of age or under | .. | .. | .. | .. | .. | 39 | 69 6 |
| 16 years of age | .. | .. | .. | .. | .. | 44 | 78 6 |
| 17 years of age | .. | .. | .. | .. | .. | 55 | 98 0 |
| 18 years of age | .. | .. | .. | .. | .. | 62 | 110 6 |
| 19 years of age | .. | .. | .. | .. | .. | 69 | 123 0 |
| 20 years of age | .. | .. | .. | .. | .. | 74 | 132 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. 267.—1415/54.—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> |
| MALES. | | | |
| Laundry Workers | 255 0 | 3 0 | 258 0 |
| FEMALES. | | | |
| Washers employed on washing machine or hydro extractor | 236 0 | 3 0 | 239 0 |
| Glad ironers | 185 3 | 1 9 | 187 0 |
| Hand washers | 185 3 | 1 9 | 187 0 |
| Employees on treadle shirt or collar ironing machines | 185 3 | 1 9 | 187 0 |
| Employees on treadle press machines | 185 3 | 1 9 | 187 0 |
| Employees backing shirts off treadle shirt ironing machines | 185 3 | 1 9 | 187 0 |
| Starched clothes ironers who completely iron any starched clothes articles by hand | 185 3 | 1 9 | 187 0 |
| Starchers by hand, or machine, or attending to collar or shirt starching | | | |
| hydro extractor | 185 3 | 1 9 | 187 0 |
| Employees engaged on heated flat work machines, i.e., shaking out, | | | |
| feeding into or taking from | 185 3 | 1 9 | 187 0 |
| Employees on automatic air-driven presses | 185 3 | 1 9 | 187 0 |
| All others | 178 6 | 1 6 | 180 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.

Published by Authority.

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

No. 268]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.
**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

OPTICIANS BOARD.

Clause 2 of the Determination made on the 26th November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

| Female and Unapprenticed Junior Labour. | | | | Other Employees. | | | |
|--|----------------------------------|--------------------|---------------------|--|--------------|---------------|--------------------|
| (i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:— | | | | | | | |
| Wages Per Week. | | | | Wages Per Week. | | | |
| | Percentage of Basic Wage. | Additional Amount. | Total Wage Payable. | | Weekly Rate. | War* Loading. | Total Weekly Wage. |
| | | s. d. | £ s. d. | | s. d. | s. d. | s. d. |
| I.—Adult Females. | | | | Foreman i.e., man in charge of two or more employees .. | | | |
| Under three months' experience | 75 | 6 0 | 9 4 6 | | 301 6 | 3 0 | 304 6 |
| All others | 75 | 7 0 | 9 5 6 | Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. | | | |
| II.—Junior Females. | | | | | 282 6 | 3 0 | 285 6 |
| | Percentage of Female Basic Wage. | | | Press operator (heavy) .. | 259 0 | 3 0 | 262 0 |
| 17 years of age and under | 52 | 3 6 | 4 16 6 | Press operator (light) .. | 257 0 | 3 0 | 260 0 |
| 18 years of age | 62 | 4 0 | 5 14 6 | Process worker (as defined) | 257 0 | 3 0 | 260 0 |
| 19 years of age | 72 | 4 6 | 6 13 0 | | | | |
| 20 years of age | 82 | 5 0 | 7 11 6 | | | | |

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

EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES—*continued.*

| | Wages Per Week. | | |
|---------------------------|---------------------------|--------------------|---------------------|
| | Percentage of Basic Wage. | Additional Amount. | Total Wage Payable. |
| | | | |
| | | s. d. | £ s. d. |
| <i>III.—Junior Males.</i> | | | |
| Under 16 years of age .. | 24 | 2 0 | 2 19 0 |
| 16 years of age .. | 34 | 3 0 | 4 4 0 |
| 17 years of age .. | 46 | 4 0 | 5 13 6 |
| 18 years of age .. | 58 | 5 0 | 7 3 0 |
| 19 years of age .. | 73 | 6 0 | 8 19 6 |
| 20 years of age .. | 88 | 7 0 | 10 16 6 |

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

(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby proscribed for a junior employee of his or her age and in addition thereto the constant loading proscribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

| Apprentices. | | | Improvers. | | | Other Employees. | | | |
|--------------------------|--|---------------------|--|--|---------------------|---|-----------------|---------------|--------------------|
| | Percentage of Journeyman's Total Wage. | Total Wage Payable. | | Percentage of Journeyman's Total Wage. | Total Wage Payable. | | Wages Per Week. | | |
| | | | | | | | Weekly Rate. | War* Loading. | Total Weekly Wage. |
| | | Per Week. s. d. | | | Per Week. s. d. | | s. d. | s. d. | s. d. |
| Five Year Terms:— | | | 1st year .. | 25 | 71 6 | Foreman, i.e., man in charge of two or more employees | 301 6 | 3 0 | 304 6 |
| 1st year .. | 25 | 71 6 | 2nd year .. | 35 | 100 0 | Optical tradesman | 288 6 | 3 0 | 291 6 |
| 2nd year .. | 35 | 100 0 | 3rd year .. | 45 | 128 6 | Optical workers and repairers | 282 6 | 3 0 | 285 6 |
| 3rd year .. | 45 | 128 6 | 4th year .. | 65 | 185 6 | | | | |
| 4th year .. | 65 | 185 6 | 5th year .. | 80 | 228 6 | | | | |
| 5th year .. | 80 | 228 6 | | | | | | | |
| Four Year Terms:— | | | PROPORTION (in any factory, shop, or place).
One improver to every three journeymen receiving not less than 285s. 6d. per week. | | | | | | |
| 1st year .. | 30 | 85 6 | | | | | | | |
| 2nd year .. | 45 | 128 6 | | | | | | | |
| 3rd year .. | 65 | 185 6 | | | | | | | |
| 4th year .. | 80 | 228 6 | | | | | | | |

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 285s. 6d. per week.
An indenture of apprenticeship prescribed was approved on 15th December, 1914.

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

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 269]

MONDAY, APRIL 26.

[1954]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SALTWORKERS BOARD.

Clause 2 of the Determination made on the 2nd December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. (a)

WAGES.

| (a) Apprentices, Improvers or Juvenile Workers
(Day Shifts). | | | | Other Employees (Day Shifts). | |
|--|----|--|------------------------------------|---|-----------------------------|
| Males. | | Percentage
of
Basic Wage. | Amount Per
Week of
40 Hours. | MALES. | |
| | | | s. d. | | Per Week
of 40
Hours. |
| 14 years of age | .. | 29 | 69 0 | Employed at any work, gathering, bagging, loading, or
stacking salt in connexion with: (A) Salt lakes; | |
| 15 years of age | .. | 36 | 85 6 | (B) Salt production works:— | s. d. |
| 16 years of age | .. | 45 | 107 0 | Foreman—i.e., one who has the control of more than
six men | 276 6 |
| 17 years of age | .. | 58 | 138 0 | Leading Hand—i.e., one who has (even though he
may be under the direction of a Foreman) the
control of and is responsible for the work done by
not less than three men | 269 0 |
| 18 years of age | .. | 73 | 173 6 | Truckman or brakeman— | |
| 19 years of age | .. | 89 | 212 0 | (a) Power trucks | 268 0 |
| 20 years of age | .. | 100 plus
5s. | 243 0 | (b) Horse trucks or wagons | 263 0 |
| Females. | | Percentage
of Female
Basic Wage. | Amount Per
Week of
40 Hours. | Operator of mechanical salt excavator | 281 0 |
| | | | s. d. | Operator of mechanical harvesting machine and/or
caterpillar mounted conveyors working in conjunction
therewith | 270 6 |
| 16 years of age | .. | 34 | 60 6 | Plate layer in charge of the laying down and/or repairing
of permanent line | 269 0 |
| 17 years of age | .. | 38 | 68 0 | Employee in charge erecting and/or repairing rough timber
work on out works, excluding construction of any
building | 274 0 |
| 18 years of age | .. | 47 | 84 0 | Assistant erecting and/or repairing rough timber work on
out works, excluding construction of any building | 269 0 |
| 19 years of age | .. | 57 | 101 6 | Salt loaders from stacks | 266 0 |
| 20 years of age | .. | 60 | 123 0 | Employees in charge of movement of sea water and
engaged in preparation of brine | 266 0 |
| Apprentices or Improvers. | | | | Thatcher of salt stacks | 266 0 |
| Proportion (in any place). | | | | Stack builder, where mechanical stackers are used | 266 0 |
| One apprentice to every three or fraction of three
workers receiving not less than the minimum wage. | | | | All others | 263 0 |
| One improver to each worker receiving not less than
the minimum wage. | | | | | |
| Juvenile Workers. | | | | | |
| Definition.—A juvenile worker is a person under 21
years of age employed at cleaning, branding, moving,
weighing sewing-up bags, or pressing salt. | | | | | |

WAGES—continued.

| (a) Apprentices, Improvers or Juvenile Workers
(Day Shifts). | Other Employees (Day Shifts). | |
|---|--|-----------------------------|
| | MALES. | |
| | | Per Week
of 40
Hours. |
| | <i>Shed and Factory Hands.</i> | |
| | Persons employed treating, crushing, or refining salt:— | s. d. |
| | Shed hand in charge of seven or more men | 276 0 |
| | Shed hand in charge of six or less men | 269 0 |
| | Shed hand who is required to stack | 263 0 |
| | Shift Foreman— | |
| | In charge of a wet and dry plant | 284 0 |
| | In charge of a dry plant | 276 0 |
| | In charge of a wet plant | 276 0 |
| | Millwrights | 276 0 |
| | Hydro Operator | 266 6 |
| | Tutosal Operator, i.e., an employee responsible for mixing | 261 6 |
| | All Others | 260 0 |
| | <i>By-products Section.</i> | |
| | Employee in charge of one or more employees operating | |
| | by-products plant, i.e., extracting products (other than | |
| | salt) from sea water or from natural brines and biterms | |
| | and treating such products | 270 6 |
| | Employee operating by-products plant, i.e., extracting | |
| | products (other than salt) from sea water or from | |
| | natural brines and biterms and treating such products | 269 0 |
| | All others | 263 0 |
| | FEMALES. | |
| | All Adults | 178 6 |

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of $7\frac{1}{4}$ per cent. for afternoon shift workers and 10 per cent. for night shift workers.

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. 270]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination made on the 26th November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

WAGES PER WEEK.

| | | | | | | | | | | | £ | s. | d. |
|--------|------------------|----|----|----|----|----|----|----|----|----|----|----|----|
| 2. (a) | Leading waterman | .. | .. | .. | .. | .. | .. | .. | .. | .. | 14 | 3 | 0 |
| | Waterman | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 12 | 0 |
| | Groundsman | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 12 | 0 |

Maintenance Work.

| | | | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|----|----|----|---|
| Ganger (i.e., a man in charge of over six men) | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 17 | 0 |
| Leading hand (i.e., a man in charge of from three to six men) | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 11 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 2 | 0 |

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee on maintenance work is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 13s. per week or 2s. 7d. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 35s. per week or 7s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

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

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

No. 270.—1475/54—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 271]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination published in *Government Gazette* No. 68 of the 25th January, 1951, shall be replaced by the following clause:—

2. (a) *Apprentices.*

| WAGES PER WEEK OF 40 HOURS. | | | | | PROPORTION.
(In any shop or place.) |
|-----------------------------|---------------------------|------------------|-------------------------------|--------------|---|
| — | Percentage of Basic Wage. | Adjustable Rate. | War Loading (Non-adjustable). | Total Wage. | |
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | |
| 1st year .. | 21 | 50 0 | 0 6 | 50 6 | One apprentice to one or more than one worker receiving not less than the minimum wage:
Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one. |
| 2nd year .. | 28 | 66 6 | 0 6 | 67 0 | |
| 3rd year .. | 38 | 90 6 | 1 0 | 91 6 | |
| 4th year .. | 47 | 112 0 | 1 0 | 113 0 | |
| 5th year .. | 69 | 164 0 | 2 0 | 166 0 | |

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz.:—

WAGES PER WEEK OF 40 HOURS.

| — | Percentage of Female Basic Wage. | Adjustable Rate. | War Loading (Non-adjustable). | Total Wage. |
|--------------------|----------------------------------|------------------|-------------------------------|--------------|
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 16 years of age .. | 26 | 46 6 | 0 6 | 47 0 |
| 17 years of age .. | 41 | 73 0 | 0 6 | 73 6 |
| 18 years of age .. | 45 | 80 6 | 1 0 | 81 6 |
| 19 years of age .. | 55 | 98 0 | 1 0 | 99 0 |
| 20 years of age .. | 63 | 112 6 | 1 0 | 113 6 |

(c) *Other Employees.*

WAGES PER WEEK OF 40 HOURS.

| | MALES. | | | FEMALES. | | |
|--|------------------|-------------------------------|-------------|------------------|-------------------------------|-------------|
| | Adjustable Rate. | War Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | War Loading (Non-adjustable). | Total Wage. |
| | £ s. d. | s. d. | £ s. d. | £ s. d. | s. d. | £ s. d. |
| Manager Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein | 18 10 0 | 6 0 | 18 16 0 | 15 10 6 | 6 0 | 15 16 6 |
| Chief Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop | 17 3 6 | 6 0 | 17 9 6 | 14 4 0 | 6 0 | 14 10 0 |
| Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist | 15 17 6 | 6 0 | 16 3 6 | 12 18 0 | 6 0 | 13 4 0 |
| Unregistered Pharmaceutical Chemist, i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board | 13 13 0 | 3 0 | 13 16 0 | 10 13 6 | 3 0 | 10 16 6 |
| Shop Assistant, i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same | .. | .. | .. | 9 11 0 | 3 0 | 9 14 0 |

A relieving Pharmaceutical Chemist called upon to relieve the proprietor or manager of a chemist's shop shall be deemed to be, and be paid at the rate provided for a Manager Pharmaceutical Chemist whilst so required to act.

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. 272]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination made on the 8th December, 1953, and in force as from the 23rd December, 1953, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | | Other Employees. | |
|-----------------------------|---------------------------|-------|---------------------------------|-------|--|-------|
| Per Week of 40 Hours. | | | | | Per Week of 40 Hours. | |
| WAGES. | Males. | | Females. | | WAGES. | s. d. |
| | Percentage of Basic Wage. | s. d. | Percentage of Female Basic Wage | s. d. | | |
| | | | | | | |
| 15 years of age or under .. | 33 | 78 6 | 41 | 73 0 | Departmental Manager or Manageress, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department .. | 290 0 |
| 16 years of age .. | 42 | 100 0 | 51 | 91 0 | First assistant male or female, 25 years of age, where two or more persons over the age of 19 years are employed .. | 285 0 |
| 17 years of age .. | 60 | 143 0 | 69 | 123 0 | *All others { Male
Female | 275 0 |
| 18 years of age .. | 74 | 176 0 | 81 | 144 6 | | 206 0 |
| 19 years of age .. | 90 | 214 0 | 100 plus 1/6 | 180 0 | | |
| 20 years of age .. | 100 plus 6/6 | 244 6 | 100 plus 25/6 | 204 0 | | |

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

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

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

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 273]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1226 of the 29th November, 1951, shall be replaced by the following clause:—

2.

WAGES.

(a) Weekly Employees.

| | | | | | | | | | | Per Week. | |
|---|----|----|----|----|----|----|----|----|----|-----------|-------|
| | | | | | | | | | | £ | s. d. |
| First Schedule. | | | | | | | | | | | |
| *Zone Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 20 | 1 0 |
| Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 20 | 1 0 |
| Manager of two theatrettes or manager of one theatre and one theatrette | .. | .. | .. | .. | .. | .. | .. | .. | .. | 24 | 1 0 |
| (Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other) | | | | | | | | | | | |
| Assistant Manager (legitimate or vaudeville theatre and/or concert hall) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 17 | 11 0 |
| Assistant Manager (picture theatre) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 16 | 11 0 |
| Trainee Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 11 0 |
| Treasurer (legitimate or vaudeville and/or concert hall) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 16 | 11 0 |
| Treasurer (picture theatre) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 | 1 0 |
| Second Schedule. | | | | | | | | | | | |
| *Zone Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 19 | 1 0 |
| Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 19 | 1 0 |
| Assistant Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 | 1 0 |
| Trainee Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 11 0 |
| Third Schedule. | | | | | | | | | | | |
| *Zone Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 18 | 1 0 |
| Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 18 | 1 0 |
| Assistant Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 | 1 0 |
| Trainee Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | 11 0 |
| Fourth Schedule. | | | | | | | | | | | |
| *Zone Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 16 | 1 0 |
| Manager | .. | .. | .. | .. | .. | .. | .. | .. | .. | 16 | 1 0 |
| Manager intermittently employed shall be paid:— | | | | | | | | | | | |
| (i) For two days per week of not more than 13 hours 20 minutes | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 | 15 9 |
| (ii) For three days per week of not more than 20 hours | .. | .. | .. | .. | .. | .. | .. | .. | .. | 10 | 0 10 |
| (iii) For four days per week of not more than 26 hours 40 minutes | .. | .. | .. | .. | .. | .. | .. | .. | .. | 12 | 15 4 |
| (iv) For five days per week of not more than 33 hours 20 minutes | .. | .. | .. | .. | .. | .. | .. | .. | .. | 14 | 8 2 |

* Additional Allowances.

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

First Schedule.

£1 per week with a maximum of £1 per week.

Second Schedule.

15s. per week with a maximum of £3 per week.

Third Schedule.

10s. per week with a maximum of £2 per week.

Fourth Schedule.

7s. 6d. per week with a maximum of £1 10s. per week.

(b) *Casual Employees.*

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours. 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. 274]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CEMENT ARTICLES BOARD,

Clause 2 of the Determination made on the 7th December, 1953, and in force as from that date shall be replaced by the following clause:—

| 2. (a) APPRENTICES AND IMPROVERS. | | | | | (b) OTHER EMPLOYEES. | | | |
|--|---|--------------------------|--|----------------|--|---------------------|--|----------------|
| Wages per Week of 40 Hours. | | | | | Wages per Week of 40 Hours. | | | |
| | Per-
centage
of
Basic
Wage. | Ad-
justable
Rate. | Plus
War
Loading
(Non-
ad-
justable). | Total
Wage. | | Adjustable
Rate. | Plus War
Loading
(Non-
adjustable). | Total
Wage. |
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>Group No. 1.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 31 | 74 0 | 0 9 | 74 9 | Moulder on centrifugal or vibrator
pipe machines | 267 0 | 3 0 | 270 0 |
| 16 years of age .. | 42 | 100 0 | 1 0 | 101 0 | | | | |
| 17 " " .. | 53 | 126 0 | 1 6 | 127 6 | <i>Group No. 2.</i> | | | |
| 18 " " .. | 66 | 157 0 | 1 9 | 158 9 | Man operating a machine mixing cement
or concrete | 263 0 | 3 0 | 266 0 |
| 19 " " .. | 76 | 181 0 | 2 0 | 183 0 | Other moulder of cement or concrete
articles, including operator of any
machines not elsewhere included .. | 263 0 | 3 0 | 266 0 |
| 20 " " .. | 88 | 209 6 | 2 3 | 211 9 | Repairer or renderer of cement or
concrete articles | 263 0 | 3 0 | 266 0 |
| PROPORTION (in any Factory or Place).

<i>Apprentices.</i>

One apprentice to every three or fraction of three
workers receiving not less than 258s. per week of
40 hours.
An indenture of apprenticeship prescribed by the
Board was approved on 30th July, 1930. | | | | | Operator of machine making concrete
or cinder-concrete blocks or bricks | 263 0 | 3 0 | 266 0 |
| | | | | | Crusher feeder or attendant where
bricks are crushed | 263 0 | 3 0 | 266 0 |
| | | | | | Hand Vibrator Attendant | 263 0 | 3 0 | 266 0 |

| 2. | | | | | |
|--|--|---|------------------|------------------------------------|--------------|
| (a) APPRENTICES AND IMPROVERS. | | (b) OTHER EMPLOYEES. | | | |
| Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. | | | |
| | | | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. |
| <i>Improvers.</i> | | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Cement Tilemakers' Section. | | Group No. 3. | | | |
| Three improvers to four workers | Receiving not less than 25s. per week of 40 hours. | Tile or ridge maker and the taker off of same | 260 0 | 3 0 | 263 0 |
| Four improvers to five or six workers | | Other mixer of cement or concrete .. | 260 0 | 3 0 | 263 0 |
| Five improvers to seven workers | | Mould assembler | 260 0 | 3 0 | 263 0 |
| Six improvers to eight workers, and thereafter one improver to every two workers | | Operator of cement sprayer | 260 0 | 3 0 | 263 0 |
| | | Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls .. | 260 0 | 3 0 | 263 0 |
| | | Stripper | 260 0 | 3 0 | 263 0 |
| | | Pipe tester (i.e., person operating a pump or pressure apparatus) .. | 260 0 | 3 0 | 263 0 |
| | | Employee carrying away from any concrete or cinder-concrete block or brick-making machine | 260 0 | 3 0 | 263 0 |
| | | Where the load carried per man is of a greater average weight than 70 lb. :— | | | |
| | | (a) Lumper of cement or concrete articles (in and out of tanks) .. | 260 0 | 3 0 | 263 0 |
| | | (b) Loader, unloader, or stacker (by hand) of cement or concrete articles | 260 0 | 3 0 | 263 0 |
| | | Trucker or stacker of concrete or cinder-concrete blocks or bricks .. | 260 0 | 3 0 | 263 0 |
| | | Person fabricating or preparing reinforcements for portable concrete products | 260 0 | 3 0 | 263 0 |
| | | Group No. 4. | | | |
| | | All others | 255 0 | 3 0 | 258 0 |

NOTE.—“Renderer” means a skilled employee facing concrete articles with float and trowel.

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. 275]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination made on the 26th November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

| Apprentices or Improvers. | | | | Other Employees. | | | | |
|---|----|------------------------------|-------|--------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|-------|
| | | Percentage of
Basic Wage. | s. d. | Wages. | | | | |
| | | | | Within the Metropolitan
District. | | All Other Parts of
Victoria. | | |
| | | | | Per Hour. | Per Week. | Per Hour. | Per Week. | |
| | | | | s. d. | s. d. | s. d. | s. d. | |
| 1st year | .. | 27 | 64 6 | (a) In or about a ceme-
tery— | | | | |
| 2nd year | .. | 31 | 74 0 | | | | | |
| 3rd year | .. | 36 | 85 6 | | | | | |
| 4th year | .. | 43 | 102 6 | Grave diggers | 6 8 ¹⁷ / ₃₀ | 269 6 | 6 7 ¹⁸ / ₃₀ | 266 6 |
| 5th year | .. | 53 | 126 0 | All others | 6 6 | 260 0 | 6 5 ¹ / ₁₀ | 257 0 |
| | | | | THROUGHOUT THE STATE. | | | | |
| | | | | Per Hour. | | Per Week. | | |
| | | | | s. d. | | s. d. | | |
| PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or
fraction of three workers receiving not less than the
minimum wage. | | | | (b) In or about a crema-
torium— | | | | |
| | | | | * Operator in charge | 7 0 ⁸ / ₁₀ | 283 0 | | |
| | | | | Other operator | 6 8 ¹⁷ / ₃₀ | 269 6 | | |
| | | | | All others | 6 6 | 260 0 | | |

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed of an Operator in Charge whilst he is so required to act.

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

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

No. 275.—1354/54.—PRICE 3D.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 276]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 572 of the 24th July, 1952, shall be replaced by the following clause:—

2.

Wages.

| Apprentices and Improvers. | | | Other Employees. | |
|--|---------------------------|-------------------------------|---|--|
| | Percentage of Basic Wage. | Total Wage Per Week 40 Hours. | | |
| | | s. d. | | |
| 1st year's experience | 39 | 93 0 | (a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:— | |
| 2nd year's experience | 43 | 102 6 | | |
| 3rd year's experience | 54 | 128 6 | | |
| 4th year's experience | 83 | 197 6 | | |
| 5th year's experience | 100 + 6s. | 244 0 | | |
| PROPORTION (WITHIN ANY PLACE). | | | (b) Employed outside the areas specified in paragraph (a):— | |
| One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage. | | | All Employees 287s. per week of 40 hours. | |
| | | | All Employees 284s. per week of 40 hours. | |

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

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

No. 276.—1374/54—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 277]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

ICE CREAM BOARD.

Clause 2 of the Determination made on the 3rd December, 1933, and in force on that date, shall be replaced by the following clause:—

2.

ORDINARY WORKERS.

| *APPRENTICES OR IMPROVERS. | | | | | JUVENILE WORKERS. | | | | |
|--|--------------------------------------|-------------------|---|----------------|--|--------------------------------------|-------------------|---|----------------|
| Wages per Week of 40 Hours. | | | | | Wages per Week of 40 Hours. | | | | |
| Males. | | | | | Males. | | | | |
| Improvers. | | | | | | | | | |
| | Per-
centage
of Basic
Wage. | Ordinary
Wage. | War
Loading.
(Not Ad-
justable.) | Total
Wage. | | Per-
centage
of Basic
Wage. | Ordinary
Wage. | War
Loading.
(Not Ad-
justable.) | Total
Wage. |
| | | s. d. | s. d. | s. d. | | | s. d. | s. d. | s. d. |
| Under 16 years of age .. | 50 | 119 0 | 1 6 | 120 6 | Under 16 years of age .. | 50 | 119 0 | 1 6 | 120 6 |
| 16-17 years of age .. | 58 | 138 0 | 2 0 | 140 0 | 16-17 years of age .. | 58 | 138 0 | 2 0 | 140 0 |
| 17-18 years of age .. | 63 | 150 0 | 2 6 | 152 6 | 17-18 years of age .. | 63 | 150 0 | 2 6 | 152 6 |
| 18-19 years of age .. | 77 | 183 6 | 3 0 | 186 6 | <i>Females.</i> | | | | |
| 19-20 years of age .. | 99 | 235 6 | 3 6 | 239 0 | Per-
centage of
Female Basic
Wage. | | | | |
| 20-21 years of age .. | 100 +
19s. | 257 0 | 4 6 | 261 6 | Under 16 years of age .. | 64 | 114 0 | 1 6 | 115 6 |
| PROPORTION. | | | | | 16-17 years of age .. | 74 | 132 0 | 1 6 | 133 6 |
| One male apprentice and one male improver to every three or
fraction of three male workers receiving not less than 277s. per
week of 40 hours. | | | | | 17-18 years of age .. | 78 | 139 0 | 2 0 | 141 0 |
| | | | | | 18-19 years of age .. | 88 | 157 0 | 2 0 | 159 0 |
| | | | | | 19-20 years of age .. | 93 | 166 0 | 2 0 | 168 0 |
| | | | | | 20-21 years of age .. | 100 +
5s. 6d. | 184 0 | 2 6 | 186 6 |
| | | | | | PROPORTION. | | | | |
| | | | | | Three female juvenile workers to every two female workers
receiving 207s. per week of 40 hours. | | | | |

* NOTE.—The Board has determined that as from the 1st November, 1949, no apprentice shall be taken to the trade.

ADULT EMPLOYEES.

Wages per Week of 40 Hours.

Males.

| | | | | | Ordinary
Wage. | War
Loading.
(Not
Adjustable.) | Total
Wage. |
|--|----|----|----|------------------|-------------------|---|----------------|
| | | | | | s. d. | s. d. | s. d. |
| Pasteurizer | .. | .. | .. | | | | |
| Mixer | .. | .. | .. | Machine operator | 282 | 0 | 287 |
| Cooling, or | .. | .. | .. | | | | |
| Freezer | .. | .. | .. | | 5 | 0 | 280 |
| Assistant to any of the above-mentioned operators | .. | .. | .. | | 275 | 0 | 280 |
| Dixie | .. | .. | .. | Machine operator | 276 | 6 | 281 |
| Cup, or | .. | .. | .. | | | | |
| Chocolate bar | .. | .. | .. | | 5 | 0 | 287 |
| Persons cutting and wrapping dry ice | .. | .. | .. | | 282 | 0 | 281 |
| Mould cutter, by machine | .. | .. | .. | | 276 | 6 | 285 |
| Mould cutter, by hand | .. | .. | .. | | 280 | 0 | 280 |
| Can washer, floor hand, or person handling crushed ice | .. | .. | .. | | 275 | 0 | 277 |
| All others | .. | .. | .. | | 272 | 0 | |
| <i>Females.</i> | | | | | | | |
| All adults | .. | .. | .. | | 204 | 0 | 207 |

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. 278]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

NURSERYMEN'S BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | | Other Employees. | |
|--|---------------------------|-------|----------------------------------|-------|--|-----------------------|
| Wages. | Per Week of 40 Hours. | | | | Wages. | Per Week of 40 Hours. |
| | Males. | | Females. | | | |
| | Percentage of Basic Wage. | — | Percentage of Female Basic Wage. | — | | |
| | | s. d. | | s. d. | | |
| 15 years of age or under | 22 | 52 6 | 29 | 52 0 | Propagators in charge of one or more employees working under glass | 274 0 |
| 16 years of age .. | 28 | 66 6 | 31 | 55 6 | General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing | 263 6 |
| 17 years of age .. | 39 | 93 0 | 45 | 80 6 | Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding | 178 6 |
| 18 years of age .. | 54 | 128 6 | 62 | 110 6 | Nursery labourers | 247 0 |
| 19 years of age .. | 64 | 152 6 | 77 | 137 6 | | |
| 20 years of age .. | 88 | 209 6 | 90 | 160 6 | | |
| <p style="text-align: center;">PROPORTION.</p> <p style="text-align: center;"><i>Apprentices.</i>
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i>
One improver to every three or fraction of three workers receiving not less than 247s. per week of 40 hours.</p> | | | | | | |

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

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

No. 278.—1452/54.—PRICE 3D.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 279]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination made on the 10th December, 1953, and in force as from that date, 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. | | | | | s. d. |
| | s. d. | s. d. | s. d. | s. d. | Under 16 years of age | .. | .. | .. | 91 0 |
| 1st year | 81 0 | 116 6 | 116 6 | 143 0 | 16 and under 17 years of age | .. | .. | .. | 101 6 |
| 2nd year | 116 6 | 143 0 | 143 0 | 178 6 | 17 and under 18 years of age | .. | .. | .. | 110 6 |
| 3rd year— | | | | | 18 and under 19 years of age | .. | .. | .. | 121 6 |
| 1st 6 months | 143 0 | 178 6 | 178 6 | 231 0 | 19 and under 20 years of age | .. | .. | .. | 134 0 |
| 2nd 6 months | 166 6 | 190 6 | 190 6 | 243 0 | 20 and under 21 years of age | .. | .. | .. | 144 6 |
| 4th year— | | | | | | | | | |
| 1st 6 months | 178 6 | 202 6 | 231 0 | Minimum wage | | | | | |
| 2nd 6 months | 190 6 | 214 0 | 243 0 | | | | | | |
| 5th year— | | | | | | | | | |
| 1st 6 months | 202 6 | 231 0 | Minimum wage | | | | | | |
| 2nd 6 months | 214 0 | 243 0 | | | | | | | |
| 6th year— | | | | | | | | | |
| 1st 6 months | 231 0 | Minimum wage | | | | | | | |
| 2nd 6 months | 243 0 | | | | | | | | |
| Thereafter | Minimum wage | | | | | | | | |

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 28s. per week of 40 hours.

Improvers.

One improver to every four workers receiving not less than 28s. per week of 40 hours.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Two female improvers to every female adult worker receiving not less than the minimum wage.

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 | .. | .. | .. 185 6 | Males | 278 0 | 3 0 | 281 0 |

Clauses, other than clauses 2 and 3, 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. 280]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination made on the 8th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 40 HOURS.

| Improvers. | Per-centage of Basic Wage. | Adjustable Rate. | Plus Conditions and Clothing Allowance (Non-adjustable). | Total Wage. | Other Employees. | Adjustable Rate. | Plus Conditions and Clothing Allowance (Non-adjustable). | 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> |
| Under 19 years of age .. | 82 | 195 0 | 4 6 | 199 6 | Bitumen emulsion maker .. | 265 6 | 4 6 | 270 0 |
| 19 years and under .. | | | | | Bitumen, tar, or pitch kettle attendant (where direct heat by fire is used) .. | 265 6 | 4 6 | 270 0 |
| 20 years .. | 97 | 231 0 | 4 6 | 235 6 | Tar distillate and/or maker of pitch (T.I.C. type of plant) .. | 264 6 | 4 6 | 269 0 |
| 20 years and under .. | | | | | Tar distiller and/or maker of pitch (other types of plants) .. | 267 6 | 4 6 | 272 0 |
| 21 years .. | 100 + 5s. | 243 0 | 4 6 | 247 6 | Tar acid still attendant .. | 267 6 | 4 6 | 272 0 |
| PROPORTION (IN ANY PLACE). | | | | | Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials .. | 265 6 | 4 6 | 270 0 |
| One improver to every five or fraction of five workers receiving not less than 267s. 6d. | | | | | Pitch enamel maker (closed type of plant) .. | 267 6 | 4 6 | 272 0 |
| | | | | | Pitch enamel maker (open type of plant) .. | For rate | see clause | 8 (d) |
| | | | | | All others .. | 263 0 | 4 6 | 267 6 |

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.

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

No. 280.—1500/54.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 281]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination made on the 9th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

WAGES.

| APPRENTICES OR IMPROVERS. | | | | | ADULTS. | | | | |
|---------------------------|---------------------------|--------------------|----------------------------------|--------------------|---------|--|--|--|--|
| — | Males. | | Females. | | | | | | |
| | Percentage of Basic Wage. | Per Week.
s. d. | Percentage of Female Basic Wage. | Per Week.
s. d. | | | | | |
| 14 years | 23 | 54 6 | .. | .. | | | | | |
| 15 years | 30 | 71 6 | 42 | 75 0 | | | | | |
| 16 years | 35 | 83 6 | 47 | 84 0 | | | | | |
| 17 years | 45 | 107 0 | 56 | 100 0 | | | | | |
| 18 years | 56 | 133 6 | 67 | 119 6 | | | | | |
| 19 years | 63 | 150 0 | 74 | 132 0 | | | | | |
| 20 years | 81 | 193 0 | 85 | 151 6 | | | | | |
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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. 282]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination made on the 9th December, 1953, and in force on that date shall be replaced by the following clause:—
2.

| APPRENTICES OR IMPROVERS. | | | | | JUVENILE WORKERS. | | | |
|--------------------------------|---------------------------|--------------|----------------------------------|--------------|-----------------------------|--------------|----------------------------------|--------------|
| Wages per Week of 40 Hours. | | | | | Wages per Week of 40 Hours. | | | |
| Age. | Males. | | Females. | | Males. | | Females. | |
| | Percentage of Basic Wage. | Weekly Wage. | Percentage of Female Basic Wage. | Weekly Wage. | Percentage of Basic Wage. | Weekly Wage. | Percentage of Female Basic Wage. | Weekly Wage. |
| | | s. d. | | s. d. | | s. d. | | s. d. |
| Under 17 years .. | 51 | 121 6 | 68 | 121 6 | 51 | 121 6 | 68 | 121 6 |
| 17 years and under 18 years .. | 69 | 164 0 | 80 | 143 0 | 69 | 164 0 | 80 | 143 0 |
| 18 years and under 19 years .. | 87 | 207 0 | 93 | 166 0 | | | | |
| 19 years and under 20 years .. | 100 plus 5s. | 243 0 | 100 plus 4s. | 182 6 | | | | |
| 20 years and under 21 years .. | 100 plus 24s. 6d. | 262 6 | 100 plus 16s. 6d. | 195 0 | | | | |

| PROPORTION (IN ANY PLACE). | Definition of Juvenile Workers.
Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—
(a) picking out or selecting;
(b) making in the raw state;
(c) twisting in the dry state. | OTHER EMPLOYEES. | |
|---|--|---|----------------|
| | | Wages per Week of 40 Hours. | |
| <i>Apprentices.</i>
One apprentice to every three or fraction of three workers receiving not less than 303s. 6d. per week of 40 hours. | | <i>Males.</i> | |
| <i>Improvers (Males).</i>
Four improvers to each male worker receiving not less than 303s. 6d. per week of 40 hours. | PROPORTION (IN ANY PLACE).
<i>Males.</i>
Six juvenile workers to each worker receiving not less than 303s. 6d. per week of 40 hours. | Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes .. | s. d.
312 6 |
| <i>Females.</i>
Two improvers to each female worker receiving not less than 211s. 9d. per week of 40 hours. | <i>Females.</i>
Three juvenile workers to each worker receiving not less than 211s. 9d. per week of 40 hours. | All others .. | 303 6 |
| | | <i>Females.</i>
All adults .. | 211 9 |

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. 283]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

UNDERTAKERS BOARD.

Clauses 2 and 21 of the Determination made on the 26th November, 1953, and in force on the 1st December, 1953, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.*

| Apprentices. | | | Improvers. | | | Other Employees. | | Within the Metropolitan District. | Outside the Metropolitan District. |
|--|---------------------------|-------|--|---------------------------|-------|---|--|-----------------------------------|------------------------------------|
| WAGES. | | | WAGES. | | | WAGES. | | s. d. | s. d. |
| — | Percentage of Basic Wage. | — | Age. | Percentage of Basic Wage. | — | | | | |
| | | s. d. | | | s. d. | | | | |
| 1st year .. | 39 | 93 0 | Under 18.. | 58 | 138 0 | Workers engaged in making coffins of wrought timber for either polishing or varnishing .. | | 298 6 | 295 6 |
| 2nd " .. | 54 | 128 6 | 18 .. | 77 | 183 6 | Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals | | 285 6 | 282 6 |
| 3rd " .. | 68 | 162 0 | 19 .. | 99 | 235 6 | Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons .. | | 285 0 | 282 0 |
| 4th " .. | 90 | 214 0 | 20 .. | 100 + | 263 6 | Other chauffeurs who drive and may be required to change tyres, oil, and/or plugs, or grease, clean, and/or polish a motor vehicle .. | | 275 0 | 272 0 |
| 5th " .. | 100 + | 255 6 | | 25/6 | | All others .. | | 275 0 | 272 0 |
| | 17/6 | | | | | | | | |
| PROPORTION (within any factory or place). | | | PROPORTION (within any factory or place). | | | Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. | | | |
| One apprentice to every two or fraction of two workers receiving not less than 272s. per week. | | | One improver to every seven or fraction of seven employees receiving not less than 272s. per week. | | | | | | |
| An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915. | | | | | | | | | |

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

No. 283.—1518/54.—PRICE 3D.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be :—

SCHEDULE.

| All Inside Measurements (Head to Heel). | If made Throughout by Hand— | | | If made with the Aid of Machinery
Actually Installed on Employer's
Premises, and Driven by Steam, Gas,
Oil, Water, or Electric Power— | | |
|--|--|--|---------------------------------|--|--|---------------------------------|
| | Not
Exceeding
20 Inches
Wide. | Over
20 Inches,
but not
Exceeding
22 Inches
Wide. | Exceeding
22 Inches
Wide. | Not
Exceeding
20 Inches
Wide. | Over
20 Inches,
but not
Exceeding
22 Inches
Wide. | Exceeding
22 Inches
Wide. |
| | Each.

s. d. | Each.

s. d. | Each.

s. d. | Each.

s. d. | Each.

s. d. | Each.

s. d. |
| Best oak, maple, myrtle, or other wrought hardwood coffins,
over 4 ft. 9 in. long | 107 5 | 114 2 | 120 6 | 94 0 | 101 2 | 109 5 |
| Plain oak, maple, myrtle, or other wrought hardwood coffins,
over 4 ft. 9 in. long (with or without a plinth) .. . | 96 2 | 103 1 | 109 8 | 84 8 | 91 0 | 97 8 |
| Kauri, cedar, white pine, or other wrought soft-wood coffins,
best, over 4 ft. 9 in. long | 80 10 | 83 9 | 90 3 | 71 1 | 75 6 | 79 4 |
| Kauri, cedar, white pine, or other wrought soft-wood coffins,
plain, with or without a plinth, over 4 ft. 9 in. long .. | 64 10 | 69 9 | 75 5 | 57 8 | 62 1 | 69 0 |
| Common coffins, over 4 ft. 9 in. long | 14 6 | 16 3 | 18 2 | 12 8 | 14 3 | 16 3 |
| Common coffins, over 4 ft. 9 in. long, over 1 inch in
thickness | 16 3 | 18 2 | 20 3 | 14 3 | 16 3 | 18 2 |
|
 | | | | | | |
| Oak, maple, myrtle, or other wrought hardwood coffins, up
to 4 ft. 9 in. long | s. d.
59 11 each | | | s. d.
50 10 each | | |
| Kauri, cedar, white pine, or other wrought soft-wood coffins,
up to 4 ft. 9 in. long | 49 2 " | | | 39 7 " | | |
| Common coffins, up to 2 feet long | 64 10 per dozen | | | 50 2 per dozen | | |
| Common coffins, over 2 feet and up to 3 feet long .. | 87 5 " | | | 69 10 " | | |
| Common coffins, over 3 feet and up to 4 ft. 9 in. long .. | 118 7 " | | | 93 3 " | | |
| Inside shells for lead coffins | 43 2 each | | | 29 0 each | | |
| Cover lids, up to 2 feet wide | 60 1 per dozen | | | 40 9 per dozen | | |
| Cover lids, over 2 feet wide | 65 7 " | | | 64 9 " | | |
|
 | | | | | | |
| Extra for common coffins or coverlids if glued | | | | s. d.
3 6 each | | |
| Extra for lids made with two or three decks | | | | 22 10 " | | |

Clauses, other than clauses 2 and 21, 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. 284]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force on the 1st December, 1953, shall be replaced by following clause :—

2.

| Improvers. | | | | | Other Employees. | | | |
|--|----------------------------|------------------|--|-------------|--|------------------|--|-------------|
| — | Per-centage of Basic Wage. | Adjustable Rate. | Plus Loading to Compensate for a 44 Hour Week. | Total Wage. | — | Adjustable Rate. | Plus Loading to Compensate for a 44 Hour Week. | Total Wage. |
| | | £ s. d. | s. d. | £ s. d. | | £ s. d. | £ s. d. | £ s. d. |
| 15 years of age or under .. | 28 | 3 6 6 | 6 9 | 3 13 3 | Foreman gardener, i.e., a gardener in charge of two or more employees
All others .. | | | |
| 16 years of age .. | 37 | 4 8 0 | 8 9 | 4 16 9 | | | | |
| 17 years of age .. | 48 | 5 14 0 | 11 6 | 6 5 6 | | 13 4 0 | 1 6 3 | 14 10 3 |
| 18 years of age .. | 64 | 7 12 6 | 15 3 | 8 7 9 | | 12 9 0 | 1 4 9 | 13 13 9 |
| 19 years of age .. | 84 | 10 0 0 | 20 0 | 11 0 0 | | | | |
| 20 years of age or over, the appropriate rate prescribed under heading "Other Employees". | | | | | | | | |
| <p style="text-align: center;">PROPORTION.</p> <p>One improver to every three or fraction of three workers receiving not less than the minimum wage.</p> | | | | | | | | |

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

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

No. 284.—1519/54.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 285]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

WHOLESALE GROCERS BOARD.

Clause 2 of the Determination made on the 8th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

| APPRENTICES AND IMPROVERS. | | | ALL OTHER EMPLOYEES. | | |
|----------------------------|---------------------------------|--------------------|---|---|---|
| — | Percentage
of
Basic Wage. | Wages per
Week. | | Wages per Week. | |
| | | £ s. d. | | Within the cities
of Ballarat and
Bendigo, and
the boroughs of
Eaglehawk and
Sebastopol. | All other Parts
of Victoria
where this
Determination
applies. |
| Under 16 years of age | 31 | 3 14 0 | Head cellarman, i.e., the principal employee
engaged in testing, blending, reducing, or
fining wines or spirits | £ s. d. | £ s. d. |
| 16 years of age .. | 38 | 4 10 6 | Leading hand in charge of— | 14 4 6 | 14 8 |
| 17 years of age .. | 49 | 5 16 6 | 10 or more persons | 14 4 6 | 14 8 |
| 18 years of age .. | 65 | 7 14 6 | 6, 7, 8, or 9 persons | 13 18 0 | 14 1 6 |
| 19 years of age .. | 83 | 9 17 6 | 1, 2, 3, 4, or 5 persons | 13 9 6 | 13 13 6 |
| 20 years of age .. | 100 + 1s. | 11 19 0 | Storeman employed singly | 13 9 6 | 13 13 6 |
| | | | All others | 13 6 0 | 13 11 0 |

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction
of three workers receiving not less than
266s. per week.

An indenture of apprenticeship prescribed
by the Board was approved on 24th May,
1926.

Improvers.

One improver to every three or fraction
of three workers receiving not less than
266s. per week.

NOTE.—“Leading hand” means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

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

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

No. 285.—1525/54.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority

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

No. 286]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to comence in February, 1954.

Dated at Melbourne, this

14th day of April, 1954.

H. N. JONES,

Acting Secretary for Labour.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 3rd December, 1953, and in force on that date shall be replaced by the following clauses:—

2. Wages per week of 40 hours.

ADULTS.

| | Wages Per Week. |
|--|-----------------|
| | £ s. d. |
| Welder— | |
| Special class (as defined) | 14 14 6 |
| First class | 14 10 0 |
| Second class | 13 6 0 |
| Third class | 13 2 0 |
| Tack welder | 13 4 0 |
| Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines | 13 6 0 |
| Paint spray operator | 13 2 0 |
| Persons employed in attaching chain netting, fabric, or wire cables to gates or frames | 13 3 6 |
| Scroll maker | 13 3 6 |
| Tubular frame maker | 13 6 0 |
| Person engaged in erecting woven wire fence or tubular gates | 13 6 0 |
| Stump hand | 12 19 6 |
| All other adult employees | 12 1 0 |

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 25s. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. 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.

APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be :—

| | | | | | | | Percentage of
Basic Wage. | Additional
Amount. | Wages per
Week of
40 Hours. |
|-----------------------|----|----|----|----|----|----|------------------------------|-----------------------|-----------------------------------|
| | | | | | | | | s. d. | £ s. d. |
| Under 16 years of age | .. | .. | .. | .. | .. | .. | 24 | 2 0 | 2 19 0 |
| 16 years of age | .. | .. | .. | .. | .. | .. | 34 | 3 0 | 4 4 0 |
| 17 years of age | .. | .. | .. | .. | .. | .. | 46 | 4 0 | 5 13 6 |
| 18 years of age | .. | .. | .. | .. | .. | .. | 58 | 5 0 | 7 3 0 |
| 19 years of age | .. | .. | .. | .. | .. | .. | 73 | 6 0 | 8 19 6 |
| 20 years of age | .. | .. | .. | .. | .. | .. | 88 | 7 0 | 10 16 6 |

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

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such 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 further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 18 years, using electric arc or oxy-acetylene blow pipe.

Clauses, other than clauses 2, 3, 4 and 5, 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. 287]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

ENGRAVERS BOARD.

Clause 2 of the Determination made on the 4th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

| Apprentices or Improvers. | | | | |
|---------------------------|-----------------------|----------------------|------------|-------|
| Apprentices. | | | Improvers. | |
| Commencing Age. | | | | |
| Under
16
Years. | 16 or
17
Years. | Over
17
Years. | | |
| | s. d. | s. d. | s. d. | s. d. |
| 1st year's experience .. | 62 0 | 81 0 | 102 6 | 71 6 |
| 2nd year's experience .. | 93 0 | 114 0 | 143 0 | 107 0 |
| 3rd year's experience .. | 124 0 | 154 6 | 195 0 | 135 6 |
| 4th year's experience .. | 164 0 | 204 6 | 251 0 | 181 0 |
| 5th year's experience .. | 204 6 | 251 0 | .. | 216 6 |
| 6th year's experience .. | 251 0 | .. | .. | 257 6 |

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

WAGES PER WEEK OF 40 HOURS—(continued)

| Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working. | | | | | Other Employees. | | | | |
|--|----|----|----|-------|--|----|----|----|-------|
| | | | | s. d. | | | | | s. d. |
| Under 16 years of age .. | .. | .. | .. | 62 0 | Die Sinker, by hand and/or by machine .. | .. | .. | .. | 303 0 |
| 16 years of age .. | .. | .. | .. | 78 6 | Badge Toolmaker .. | .. | .. | .. | 281 0 |
| 17 years of age .. | .. | .. | .. | 97 6 | Steel Stamp Cutter .. | .. | .. | .. | 291 0 |
| 18 years of age .. | .. | .. | .. | 133 6 | Engravers by hand .. | .. | .. | .. | 286 0 |
| 19 years of age .. | .. | .. | .. | 164 0 | Engravers, copperplate .. | .. | .. | .. | 286 0 |
| 20 years of age .. | .. | .. | .. | 204 6 | Pantograph Operator (other than die sinking or steel stamp cutting) .. | .. | .. | .. | 275 0 |
| | | | | | Stencil Plate Cutter .. | .. | .. | .. | 265 0 |
| | | | | | Drop Hammer Stamper who sets dies and makes force .. | .. | .. | .. | 262 0 |
| | | | | | Press Operator .. | .. | .. | .. | 260 0 |
| | | | | | Other Employees with not less than three months' experience in the industry .. | .. | .. | .. | 246 0 |
| | | | | | All Others .. | .. | .. | .. | 240 0 |

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. 288]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CEMENT BOARD.

Clause 2 of the Determination made on the 7th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

| | (a) CEMENT WORKS. | | | |
|-------------------------------|---------------------------|------------------|------------------------------------|-------------|
| | Wages per Week. | | | |
| | Percentage of Basic Wage. | Adjustable Rate. | Plus War Loading (Non-adjustable.) | Total Wage. |
| | % | s. d. | s. d. | s. d. |
| Under 16 years of age | 43 | 102 6 | 2 0 | 104 6 |
| Under 17 years of age | 53 | 126 0 | 2 9 | 128 9 |
| Under 18 years of age | 61 | 145 0 | 3 3 | 148 3 |
| Under 19 years of age | 74 | 176 0 | 4 0 | 180 0 |
| Under 20 years of age | 84 | 200 0 | 4 3 | 204 3 |
| Under 21 years of age | 95 | 226 0 | 5 0 | 231 0 |

QUARRY.

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

| | | *Wages per Week. | | |
|-----|---|------------------|------------------------------------|--------------|
| (a) | Cement Works. | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. |
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| | Cement Burner | 296 0 | 6 0 | 302 0 |
| | Tester on Slurry Controls | 291 0 | 6 0 | 297 0 |
| | Miller | 288 6 | 6 0 | 294 6 |
| | Coal Drier | 288 6 | 6 0 | 294 6 |
| | Potash plant attendant | 284 6 | 6 0 | 290 6 |
| | Loader in railway trucks at bagging sheds | 293 0 | 6 0 | 299 0 |
| | Machine Bag Filler | 293 0 | 6 0 | 299 0 |
| | Electrostatic Precipitator Attendant | 281 0 | 6 0 | 287 0 |
| | Pipe Line Attendant | 271 0 | 6 0 | 277 0 |
| | Slurry Tank Attendant | 281 0 | 6 0 | 287 0 |
| | Mammoth Crusher Attendant | 306 6 | 6 0 | 312 6 |
| | Mammoth Crusher Assistant | 276 6 | 6 0 | 282 6 |
| | Truck Trimmer | 269 0 | 6 0 | 275 0 |
| | Truck Cleaner | 267 0 | 6 0 | 273 0 |
| | Cleaner (other) | 265 0 | 6 0 | 271 0 |
| | Truck Tarper | 273 6 | 6 0 | 279 6 |
| | Mill Room Helper | 272 6 | 6 0 | 278 6 |
| | Centrifuge Operator | 276 6 | 6 0 | 282 6 |
| | Potash Residue Attendant | 273 0 | 6 0 | 279 0 |
| | Experienced Factory Operative | 267 6 | 6 0 | 273 6 |
| | Train Attendant | 276 0 | 6 0 | 282 0 |
| | All others | 244 0 | 6 0 | 250 0 |

| (b) | Quarries. | Adjustable Rate. | Plus War Loading (Non-adjustable.) | Total Wage. |
|-----|-------------------------------|------------------|------------------------------------|--------------|
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| | Powder Monkey | 313 0 | 6 0 | 319 0 |
| | Jack Hammerman | 313 0 | 6 0 | 319 0 |
| | Platelayer | 289 6 | 6 0 | 295 6 |
| | Bankman | 287 0 | 6 0 | 293 0 |
| | Underground Quarryman | 301 0 | 6 0 | 307 0 |
| | Pump Attendant | 292 0 | 6 0 | 298 0 |
| | Signal Attendant | 276 0 | 6 0 | 282 0 |
| | Leverman | 273 6 | 6 0 | 279 6 |
| | Dump Man | 276 0 | 6 0 | 282 0 |
| | String Puller | 271 0 | 6 0 | 277 0 |
| | Switch Attendant | 271 0 | 6 0 | 277 0 |
| | Dray Attendant | 275 6 | 6 0 | 281 6 |
| | All others | 251 0 | 6 0 | 257 0 |

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

| | |
|---------------------------------------|--------------|
| If in charge of 4 or less men | 1/- per day. |
| If in charge of 5 to 8 men | 1/6 per day. |
| If in charge of 9 men or more | 2/- per day. |

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. 289]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination made on the 26th November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

2.

IMPROVERS.

| | Wages. | Proportion (by any Employer). |
|--------------------------------------|------------------------|---|
| | Per Hour. | IMPROVERS. |
| | <i>s. d.</i> | |
| Under 18 years of age | 4 5 | One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others". |
| 18 years of age and under 20 | 5 3 | |
| 20 years of age and under 21 | Appropriate adult rate | |

NOTE.—The Wages Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the trade is so unskilful that no person should be taken as an apprentice to the trade.

No. 289.—1372/54.—PRICE 3d.

OTHER EMPLOYEES.

| | | | | | | | | | | Wages. |
|--|----|----|----|----|----|----|----|----|----|-----------|
| | | | | | | | | | | Per Hour. |
| | | | | | | | | | | s. d. |
| Man operating power rammer | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 2 |
| Pitcher setter, cube setter, or pavior | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Weigher and/or mixer on hot asphaltic mixing plant | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Rigger | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Splicer of Wire Rope or Hemp Rope | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 1 |
| Bitumen pourer or kettle attendant | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Tunnel man or shaft sinker | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Timber man in tunnel or shaft | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Pipe joiner, or pipe layer | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Powder monkey | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Sinker in trenches for storm-water drain | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Finisher in concrete work | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Leading tackle hand | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Skid scoop (tumbling Tommy), filler, and/or driver | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Jack hammerman | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Mixer, gauger spreading or layer on of concrete | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Tar, bitumen or emulsion sprayer operator | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Faceman in gravel pit | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Batterman using batter rule | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Boddler in tunnel | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Fencer | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Sanitary or garbage attendant | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Scabber in tunnel | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Metal or gravel spreader | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Filler of monkey-tail scoop | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Setter out of reinforcements | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Points man on tram or locomotive line | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 11 |
| Cold asphaltic shoveller or forker | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Ploughman's offsider | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Tipper of monkey-tail scoop | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Slurry filler | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 5 |
| Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Driver power grader 35-h.p. or over | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Driver power grader under 35-h.p. | .. | .. | .. | .. | .. | .. | .. | .. | .. | |
| Driver side loader | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 0 |
| Driver tractor (oil) 35-h.p. and over | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 1 |
| Driver tractor (oil) under 35-h.p. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 11 |
| Driver of traction engine or road roller (steam) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 4 |
| Driver road roller (internal combustion) | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 4 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6 10 |

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. 290]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

FRUIT PACKING BOARD.

Clause 2 of the Determination made on the 7th December, 1953, and in force on that date, 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 | 88 0 | 49 | 87 6 | Packers, graders or sizers of fruit by hand .. 274 0 |
| 16 to 17 years of age .. | 45 | 107 0 | 60 | 107 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).. 274 0 |
| 17 to 18 years of age .. | 55 | 131 0 | 66 | 118 0 | Persons bringing fruit from and putting fruit into cool-store chambers .. 269 0 |
| 18 to 19 years of age .. | 73 | 173 6 | 95 | 189 6 | Case ladders and nailers—machine .. 269 0 |
| 19 to 20 years of age .. | 93 | 221 6 | 98 | 175 0 | Case ladders and nailers—hand .. 269 0 |
| 20 to 21 years of age .. | 100 + 11s. | 249 0 | 100 + 10s. | 188 6 | Case wirens .. 269 0 |
| <p>* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.</p> <p style="text-align: center;"><i>Proportion (in any Place).</i></p> <p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p> | | | | | Persons stacking and unstacking cases of fruit, but not in cool chambers .. 264 0 |
| | | | | | <p><i>Males.</i></p> <p>Persons feeding grading, washing, or sizing machines .. 264 0</p> <p>Empty case hands or case yardsmen .. 264 0</p> <p>Case labellers or persons engaged in branding and marking cases .. 264 0</p> <p>Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 264 0</p> <p>Persons sweeping up and removing debris in or around a packing shed .. 264 0</p> <p>All others .. 251 0</p> <p><i>Females.</i></p> <p>Packers, graders or sizers of fruit by hand .. 274 0</p> <p>Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 198 0</p> <p>All others .. 192 9</p> |

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 26s. 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.

No. 290.—1378/54.—PRICE 3d.

[2887]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 291]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
9th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CANTEEN WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 765 of the 9th August, 1951, shall be replaced by the following clause:—

WAGES. Improvers.*

| Male. | | | Female. | | |
|-----------------------------|---------------------------|---------|-----------------------------|----------------------------------|---------|
| | Percentage of Basic Wage. | £ s. d. | | Percentage of Female Basic Wage. | £ s. d. |
| Under 17 years | 41 | 4 17 6 | Under 17 years | 63 | 5 12 6 |
| 17 and under 18 years | 56 | 6 13 6 | 17 and under 18 years | 74 | 6 12 0 |
| 18 and under 19 years | 71 | 8 9 0 | 18 and under 19 years | 79 | 7 1 0 |
| 19 and under 20 years | 88 | 10 9 6 | 19 and under 20 years | 95 | 8 9 6 |
| 20 and under 21 years | 100 + 6/6 | 12 4 6 | 20 and under 21 years | 100 + 6d. | 8 19 0 |

Proportion:—One improver to every three or fraction of three workers receiving not less than the minimum wage.

* The Board has determined that no apprentice shall be taken to the trade.

(b) Adults.

| | Male. | Female. |
|--------------------------|---------|---------|
| | £ s. d. | £ s. d. |
| Cook (Grade 1) | 14 5 0 | 11 8 3 |
| Cook (Grade 2) | 13 5 0 | 9 17 9 |
| Cook working alone | 13 10 0 | 10 8 6 |
| Supervisor | | 9 17 9 |
| Attendant | 12 16 6 | 9 7 6 |

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

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

No. 291.—1349/54.—PRICE 3d.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 292]

MONDAY, APRIL 26.

[1954]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination made on the 3rd December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

| | Wages per Week. | | | | | | | Wages per Week. | | | |
|----------------|--------------------------------------|--|--------------------------------------|--|--------------------------------------|----------------------|----------------|--------------------------------------|-------|--|----------|
| | Shift Workers. | | | | Percent-
age of
Basic
Wage. | Ordinary
Workers. | | Males. | | Females. | |
| | Percent-
age of
Basic
Wage. | Where a
Seven-day
Week is
Worked. | Percent-
age of
Basic
Wage. | Where a
Six-day
Week is
Worked. | | | | Percent-
age of
Basic
Wage. | — | Percent-
age of
Female
Basic
Wage. | — |
| | | s. d. | | s. d. | | s. d. | | | s. d. | | s. d. |
| Under 16 years | .. | .. | .. | .. | 59 | 140 6 | Under 16 years | 50 | 119 0 | 62 | 110 6 |
| 16-17 years .. | .. | .. | .. | .. | 69 | 164 0 | 16-17 years .. | 56 | 133 6 | 70 | 125 0 |
| 17-18 " .. | .. | .. | .. | .. | 78 | 185 6 | 17-18 " .. | 69 | 164 0 | 78 | 139 0 |
| 18-19 " .. | 100 + | 240 0 | 98 | 233 0 | 88 | 209 6 | 18-19 " .. | 76 | 181 0 | 91 | 162 6 |
| | 2s. | | | | | | 19-20 " .. | 89 | 212 0 | 99 | 176 6 |
| 19-20 " .. | 100 + | 252 6 | 100 + | 248 6 | 99 | 235 6 | 20-21 " .. | 100 + | 240 0 | 100 + | 189 0 |
| | 14s. 6d. | | | 10s. 6d. | | | | 2s. | | | 10s. 6d. |
| 20-21 " .. | 100 + | 260 0 | 100 + | 256 6 | 100 + | 246 0 | | | | | |
| | 22s. | | | 18s. 6d. | 8s. | | | | | | |

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 271s. per week.

One improver to every eight or fraction of eight workers receiving not less than 271s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 208s. 9d. per week.

OTHER EMPLOYERS.

| | Wages per Week. | | |
|--|-----------------------------------|---------------------------------|-------------------|
| | Shift Workers. | | Ordinary Workers. |
| | Where a Seven-day Week is Worked. | Where a Six-day Week is Worked. | |
| | s. d. | s. d. | s. d. |
| Cream grader | 301 0 | 298 0 | 290 0 |
| Milk grader | 300 0 | 297 0 | 289 0 |
| Milk or cream tester | 300 0 | 297 0 | 289 0 |
| Creamery manager | 295 0 | 292 0 | 284 0 |
| Milk-or-cream neutralizer | 293 6 | 290 6 | 282 6 |
| Foreman of shift or department or casein plant | 295 0 | 292 0 | 284 0 |
| Butter-maker | 300 0 | 297 0 | 289 0 |
| Re-worker and/or processor (not requiring a buttermaker's certificate) | 285 0 | 282 0 | 274 0 |
| Operators of any of the following machines, viz:— | | | |
| Separator | 286 0 | 283 0 | 275 0 |
| Pasteurizer vacreator, or deodorizer | 286 0 | 283 0 | 275 0 |
| Weighing machine | 283 0 | 280 0 | 272 0 |
| Filling machine for tinning of butter when butter has not been milled | 285 0 | 282 0 | 274 0 |
| Filling machine for tinning of butter when butter has been milled | 284 0 | 281 0 | 273 0 |
| Storeman or packer in butter canning establishments | 284 0 | 281 0 | 273 0 |
| Other storeman or packers | 283 0 | 280 0 | 272 0 |
| Casein-maker | 296 0 | 293 0 | 285 0 |
| Assistant to casein-maker, casein dryers, and millers | 284 6 | 281 6 | 273 6 |
| Cheese-maker | 300 0 | 297 0 | 289 0 |
| Assistant to cheese-maker | 284 6 | 281 6 | 273 6 |
| Cheese storehand | 286 0 | 283 0 | 275 0 |
| Male adult washing or sterilizing cans or bottles | 283 0 | 280 0 | 272 0 |
| Operator of a fork lift truck | 285 0 | 282 0 | 274 0 |
| All other adult males | 282 0 | 279 0 | 271 0 |
| All other adult females | .. | .. | 208 9 |

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

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. 293]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this

12th day of April, 1954.

H. N. JONES,

Acting Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination made on the 4th December, 1953, and in force on that date, shall be replaced by the following clause:—

| Improvers | | | Other Employees. | | Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrnambool, the boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts. | Elsewhere in Victoria. |
|---|---------------------------------|-----------------------|---|--|---|------------------------|
| MALES. | Percentage of Basic Wage. | Per week of 40 hours. | WAGES.* | | Per week of 40 hours. | Per week of 40 hours. |
| WAGES. | | s. d. | Males. | | s. d. | s. d. |
| Under 19 years of age .. | 64 | 152 6 | Office cleaners or general cleaners in charge of— | | | |
| 19 and under 20 years of age .. | 75 | 178 6 | 11 or more office cleaners or general cleaners | | 282 6 | 279 6 |
| 20 years of age .. | 87 | 207 0 | 4 to 10 office cleaners or general cleaners .. | | 275 6 | 272 6 |
| | | | 1, 2, or 3 office cleaners or general cleaners .. | | 264 0 | 261 0 |
| | | | Other office cleaners or general cleaners | | 255 0 | 252 0 |
| PROPORTION. | | | | | Per week of 40 hours. | Per week of 40 hours. |
| Improvers. | | | Females. | | s. d. | s. d. |
| One male improver to every five male workers receiving not less than 251s. per week of 40 hours. | | | Office cleaners or general cleaners in charge of— | | | |
| | | | 11 or more office cleaners or general cleaners | | 257 0 | 254 0 |
| | | | 4 to 10 office cleaners or general cleaners .. | | 252 0 | 249 0 |
| | | | 1, 2, or 3 office cleaners or general cleaners .. | | 241 0 | 238 0 |
| | | | Other office cleaners or general cleaners | | 237 0 | 234 0 |
| FEMALES. | Percentage of Female Basic Wage | Per week of 40 hours. | | | | |
| WAGES. | | s. d. | | | | |
| Under 19 years of age .. | 80 | 143 0 | | | | |
| 19 and under 20 years of age .. | 93 | 166 0 | | | | |
| 20 years of age .. | 100+8/6 | 187 0 | | | | |
| PROPORTION. | | | | | | |
| Improvers. | | | | | | |
| One female improver to every ten female workers receiving not less than 237s. per week of 40 hours. | | | | | | |

NOTE.—The Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 294]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
12th day of April, 1953.

H. N. JONES,
Acting Secretary for Labour.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination made on the 26th November, 1953, and operative from the 1st December, 1953, 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. |
|---|----|-------|--|----|-------|------------------------------|----|---------------|
| s. d. | | | Percentage of
Female Basic
Wage. | | | | | s. d. |
| 1st year | .. | 62 0 | 1st year | 51 | 91 0 | Dentist's Surgical Assistant | .. | 370 0 |
| 2nd year | .. | 86 0 | 2nd year | 71 | 126 6 | Dentist's Mechanic | .. | 303 0 |
| 3rd year | .. | 110 6 | 3rd year | 93 | 166 0 | Dentist's Attendant | .. | 201 0 |
| 4th year | .. | 172 6 | | | | | | |
| 5th year | .. | 216 0 | | | | | | |
| 6th year | .. | 266 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.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and the role of the auditor in ensuring the integrity of the financial statements.

2. It then goes on to describe the various methods used to audit the financial statements, including the use of sampling and the importance of the auditor's independence.

3. The document also discusses the importance of the auditor's communication with the management and the board of directors, and the role of the auditor in the internal control system.

4. Finally, it discusses the importance of the auditor's report and the role of the auditor in the overall financial reporting process.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 295]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

LIFT BOARD.

Clause 2 of the Determination made on the 30th November, 1953, and in force as from the 1st December, 1953, 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 | 280 0 | The Board has determined that no apprentices shall be taken to the trade. |
| Lift attendants (male or female) | 268 0 | |

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

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

No. 295.—1418/54.—Price 3d.

1. The first part of the paper is devoted to the study of the properties of the function $f(x)$ defined by the equation

$$f(x) = \int_0^x \frac{1}{1+t^2} dt$$

It is shown that the function $f(x)$ is increasing and concave down on the interval $(-\infty, \infty)$. The function $f(x)$ is also shown to be bounded on the interval $(-\infty, \infty)$.

2. The second part of the paper is devoted to the study of the properties of the function $g(x)$ defined by the equation

$$g(x) = \int_0^x \frac{1}{1+t^2} dt + \int_0^x \frac{1}{1+t^4} dt$$

It is shown that the function $g(x)$ is increasing and concave down on the interval $(-\infty, \infty)$. The function $g(x)$ is also shown to be bounded on the interval $(-\infty, \infty)$.

3. The third part of the paper is devoted to the study of the properties of the function $h(x)$ defined by the equation

$$h(x) = \int_0^x \frac{1}{1+t^2} dt + \int_0^x \frac{1}{1+t^4} dt + \int_0^x \frac{1}{1+t^6} dt$$

It is shown that the function $h(x)$ is increasing and concave down on the interval $(-\infty, \infty)$. The function $h(x)$ is also shown to be bounded on the interval $(-\infty, \infty)$.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 296]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

MEAT PRESERVERS BOARD.

Clause 2 of the Determination made on the 3rd December, 1953, and in force on that date, 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. |
| | | s. d. | | s. d. |
| Under 16 years | 72 | 171 6 | 72 | 128 6 |
| 16 years and under 17 years | 80 | 190 6 | 80 | 143 0 |
| 17 years and under 18 years | 90 | 214 0 | 90 | 160 6 |
| 18 years and under 19 years | 100+2/- | 240 0 | 100+1/6 | 180 0 |
| 19 years and under 20 years | 100+17/6 | 255 6 | 100+13/- | 191 6 |
| 20 years and under 21 years | 100+40/6 | 278 6 | 100+32/6 | 211 6 |

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 302s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 226s. 9d. per week of 40 hours.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 302s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 226s. 9d. per week of 40 hours.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 303s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 226s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 302s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 226s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 302s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 226s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 303s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 226s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

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 | 308 0 | Spray operator | 306 0 |
| Assistant preserver | 308 0 | Filter (Chalaza) | 305 0 |
| Leading hand extract maker | 312 0 | Pump operator | 303 0 |
| Smoke kiln attendant whilst employed solely as such | 312 0 | Furnaceman | 303 0 |
| Sausage smoke room attendant | 307 0 | Solderer and/or sealer | 302 0 |
| Retort hand, i.e., a person who loads and unloads retorts | 308 0 | (For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed) | |
| Solder or braiser | 306 0 | Storeman packer | 302 0 |
| Doughmaker | 306 0 | All others | 302 0 |
| Cappers, clinchers, and/or vacuum operators whilst employed solely as such | 306 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) | 306 0 | Adult females engaged— | s. d. |
| Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) | 306 0 | as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers | 226 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 | 306 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 | 306 0 | | |
| Females engaged— | | (c) ALL OTHER SECTIONS. | |
| Taking away from automatic stuffing machine | 256 3 | | Wages
Per Week. |
| Running sausage skins for canning purposes | 242 6 | | s. d. |
| Stamping, or branding | | Leading hand, i.e., a person in charge of a department or shift | 309 0 |
| Labelling, keying, wiping tins, and carrying off from filling table | | Mixer | 310 0 |
| Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds | 226 9 | Potman | 310 0 |
| Preparing for, placing in, taking away from machines and placing in trays | | Females engaged— | |
| Cutting Sausages | | Patting, wrapping, stamping, or branding | |
| All others | 302 0 | Labelling, wiping tins, and carrying off from filling tables | |
| | | Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds | 226 9 |
| | | Taking away from automatic machines | |
| | | Wrapping premier jus for oleo presses | |
| | | All others | 303 0 |

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. 297]

MONDAY, APRIL 26.

[1954]

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

QUARRY BOARD.

Clause [2 of the Determination made on the 23rd November, 1953, and in force as from the 8th December, 1953, shall be replaced by the following clause:—

2. (a)

| <i>Apprentices.*</i> | | | | | <i>Improvers.*</i> | | | | |
|---|---------------------------------|---------------------|--|----------------|---|---------------------------------|---------------------|--|----------------|
| Wages Per Week. | | | | | Wages Per Week. | | | | |
| | Percentage
of
Basic Wage. | Adjustable
Rate. | Plus War
Loading
(Non-
adjustable). | Total
Wage. | | Percentage
of
Basic Wage. | Adjustable
Rate. | Plus War
Loading
(Non-
adjustable). | Total
Wage. |
| | % | s. d. | s. d. | s. d. | | % | s. d. | s. d. | s. d. |
| 1st year .. | 48 | 114 0 | 2 3 | 116 3 | Carting and Driving— | | | | |
| 2nd year .. | 58 | 138 0 | 2 6 | 140 6 | Under 18 years .. | 90 | 214 0 | 4 0 | 218 0 |
| 3rd year .. | 66 | 157 0 | 3 0 | 160 0 | 18 and under 19
years .. | 100 + 5/6 | 243 6 | 4 6 | 248 0 |
| And thereafter the minimum wage. | | | | | 19 and under 20
years .. | 100 + 17/6 | 255 6 | 5 0 | 260 6 |
| Proportion (within any place). | | | | | 20 and under 21
years .. | 100 + 26/- | 264 0 | 5 6 | 269 6 |
| One apprentice to every three or fraction of three workers
receiving not less than 275s. per week. | | | | | All other improvers— | | | | |
| An indenture of apprenticeship prescribed was approved on
6th August, 1923. | | | | | 1st year .. | 72 | 171 6 | 3 3 | 174 9 |
| | | | | | 2nd year .. | 76 | 181 0 | 3 3 | 184 3 |
| | | | | | 3rd year .. | 87 | 207 0 | 3 9 | 210 9 |
| | | | | | 4th year .. | 100 + 5/6 | 243 6 | 4 6 | 248 0 |
| | | | | | And thereafter the minimum wage. | | | | |
| | | | | | Proportion (within any place). | | | | |
| | | | | | (a) Where a working crane is in operation for the production of
pitchers or building stone:— | | | | |
| | | | | | One improver to every three or fraction of three
workers receiving not less than 288s. per week. | | | | |
| | | | | | (b) Where spall quarrying is carried on:— | | | | |
| | | | | | One improver to every twenty or fraction of twenty
workers receiving not less than 275s. per week. | | | | |

(b)

Other Employees.*

Day Shift.

Wages Per Week.

| | Adjustable
Rate. | Plus War
Loading
(Non-
adjustable). | Total Wage. | Wages
Per Hour. |
|--|---------------------|--|-------------|--------------------|
| | s. d. | s. d. | s. d. | s. d. |
| Powder monkey† | 301 6 | 6 0 | 307 6 | 7 8½ |
| Assistant powder monkey† | 280 9 | 6 0 | 286 9 | 7 2½/40 |
| Hammerman | 292 6 | 6 0 | 298 6 | 7 5½/20 |
| Dresser of pitchers or cubes, or scabblers | 287 6 | 6 0 | 293 6 | 7 4½/20 |
| Spaller | 282 0 | 6 0 | 288 0 | 7 2½ |
| Faceman | 281 6 | 6 0 | 287 6 | 7 2½ |
| Feeder of a stone crushing machine | 284 0 | 6 0 | 290 0 | 7 3 |
| Dust hole man | 279 0 | 6 0 | 285 0 | 7 1½ |
| Persons boring holes by hand or machine | 277 0 | 6 0 | 283 0 | 7 0¾/10 |
| Borer's assistant | 277 0 | 6 0 | 283 0 | 7 0¾/10 |
| Blacksmith | 296 6 | 6 0 | 302 6 | 7 6½ |
| Tool sharpener | 280 0 | 6 0 | 286 0 | 7 1½ |
| Loader | 272 0 | 6 0 | 278 0 | 6 11½ |
| Carters or drivers driving— | | | | |
| One horse | 269 6 | 6 0 | 275 6 | 6 10½/20 |
| Two horses | 277 0 | 6 0 | 283 0 | 7 0¾/10 |
| Three horses | 283 0 | 6 0 | 289 0 | 7 2¾/10 |
| Four or five horses | 286 0 | 6 0 | 292 0 | 7 3½ |
| And 6d. extra per day for each additional horse. | | | | |
| Drivers of motor vehicles of the following carrying capacity:— | | | | |
| Not exceeding 25 cwt. | 274 0 | 6 0 | 280 0 | 7 0 |
| Exceeding 25 cwt., but not exceeding 3 tons | 275 3 | 6 0 | 281 3 | 7 0½ |
| Exceeding 3 tons | 282 9 | 6 0 | 288 9 | 7 2½ |
| Dumper driver | 287 0 | 6 0 | 293 0 | 7 3¾/10 |
| All others | 269 0 | 6 0 | 275 0 | 6 10½ |

* 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 proscribed 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.

Published by Authority.

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

No. 298]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination made on the 25th November, 1953, and in force on the 1st December, 1953, shall be replaced by the following clause:—

2.

WAGES.

Juvenile Workers.

| | Per Week of 40 Hours. | | | |
|----------------------------------|--|-------------------|--------------------------------|-------|
| | Female Juveniles
Employed at Selecting. | | All Other
Juvenile Workers. | |
| | Percentage of Female
Basic Wage. | s. d. | Percentage of Basic
Wage. | s. d. |
| 16 years of age or under | 78 | 139 0 | 58 | 138 0 |
| 17 years of age | 99 | 176 6 | 74 | 176 0 |
| 18 years of age | 100 + 23s. | 201 6 | 91 | 216 6 |
| 19 years of age | 100 + 44s. | 222 6 | 100 + 8s. | 246 0 |
| 20 years of age | | Adult female rate | 100 + 44s. | 282 0 |

| | Per Week of 40 Hours. | |
|--|-----------------------|----|
| | Weekly Wage. | |
| | s. | d. |
| Females employed at selecting | 253 | 6 |
| Other persons employed at casing factories | 318 | 0 |

| | Wages per Day,
Monday to Friday,
Inclusive. |
|----------------------------------|---|
| | Daily Wage. |
| | <i>s. d.</i> |
| Pullers-off and stripper | 63 7½ |

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

[2903]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 299]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

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

H. N. JONES,
Acting Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force as from the 1st December, 1953, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | | | | | Percentage of
Basic Wage. | Wages per Week of
40 Hours. |
|---------------------------|----|----|----|----|----|----|----|------------------------------|--------------------------------|
| | | | | | | | | | s. d. |
| 15 years of age or under | .. | .. | .. | .. | .. | .. | .. | 29 | 69 0 |
| 16 years of age | .. | .. | .. | .. | .. | .. | .. | 32 | 76 0 |
| 17 years of age | .. | .. | .. | .. | .. | .. | .. | 37 | 88 0 |
| 18 years of age | .. | .. | .. | .. | .. | .. | .. | 51 | 121 6 |
| 19 years of age | .. | .. | .. | .. | .. | .. | .. | 61 | 145 0 |
| 20 years of age | .. | .. | .. | .. | .. | .. | .. | 73 | 173 6 |

PROPORTION (WITHIN ANY PLACE).

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

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

No. 299.—1495/54.—PRICE 3d.

| Other Employees. | | Wages per Week of
40 Hours. |
|--|--|--------------------------------|
| | | £ s. d. |
| Racecourses— | | |
| Leading hand, i.e., a person in charge of three or more employees | | 13 18 0 |
| Groundsman or maintenance employee | | 13 3 0 |
| All others | | 12 18 0 |
| Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts— | | |
| Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas | | 14 8 0 |
| Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper | | 13 13 0 |
| Groundsman or maintenance employee | | 12 18 0 |
| All others | | 12 15 6 |
| Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind— | | |
| Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets | | 14 8 0 |
| Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator | | 13 13 0 |
| Groundsman or maintenance employee | | 13 3 0 |
| All others | | 12 18 0 |

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

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. 300]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

CARETAKERS BOARD.

Clause 2 of the Determination made on the 4th December, 1953, and in force on that date, shall be replaced by the following clause:—

2.

IMPROVERS.

| Wages per week of 40 Hours. | | | |
|-----------------------------|---------------------------------|-------|--|
| | Percentage
of
Basic Wage. | s. d. | |
| Under 18 years of age | 52 | 124 0 | |
| 18 to 19 years of age | 65 | 154 6 | |
| 19 to 20 years of age | 81 | 193 0 | |
| 20 to 21 years of age | 96 | 228 6 | |

PROPORTION (in any place).

One improver to every worker receiving not less than 262s. 6d. per week of 40 hours.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

OTHER EMPLOYEES.

| WAGES PER WEEK OF 40 HOURS. | | |
|--|---|---|
| | Within the
Metropolitan and Geo-
long Districts as
defined in the
Factories and Shops
Acts and the City of
Warrnambool. | All Other Parts of
Victoria where this
Determination Applies. |
| | s. d. | s. d. |
| Persons engaged weekly to take care of buildings which contain— | | |
| 41 or more flats | 254 0 | 251 0 |
| 21 to 40 flats | 250 0 | 247 0 |
| 20 or less flats | 248 6 | 245 6 |
| Persons engaged weekly to take care of buildings which contain halls let for public enter-
tainment or for other purposes | 245 0 | 242 0 |
| Other caretakers of buildings in charge of— | | |
| 11 or more cleaners | 284 6 | 281 6 |
| 4 to 10 cleaners | 274 6 | 271 6 |
| 1 to 3 cleaners | 262 6 | 259 6 |
| All others | 253 6 | 250 6 |

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

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

No. 300.—1350/54.—PRICE 3d.

[2907]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 301]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force on the 1st December, 1953, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | | | | Percentage of
Basic Wage. | Wages per Week
of 40 Hours. |
|---------------------------|----|----|----|----|----|----|------------------------------|--------------------------------|
| | | | | | | | | s. d. |
| 15 years of age or under | .. | .. | .. | .. | .. | .. | 30 | 71 6 |
| 16 years of age | .. | .. | .. | .. | .. | .. | 33 | 78 6 |
| 17 years of age | .. | .. | .. | .. | .. | .. | 38 | 90 6 |
| 18 years of age | .. | .. | .. | .. | .. | .. | 53 | 128 0 |
| 19 years of age | .. | .. | .. | .. | .. | .. | 63 | 150 0 |
| 20 years of age | .. | .. | .. | .. | .. | .. | 75 | 178 6 |

PROPORTION (WITHIN ANY CLASS).

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

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

| Other Employees. | Wages per Hour. | Wages per Week. | Hours per Week. |
|---|-----------------------------------|-----------------|-----------------|
| | s. d. | s. d. | |
| (a) Persons employed as gardeners or gardeners' labourers by a master gardener— | | | |
| Foremen gardeners in charge of two or more employees | 6 11 ⁷ / ₁₀ | 279 0 | } 40 |
| Gardeners† | 6 7 ⁴ / ₅ | 266 0 | |
| Gardeners' labourers | 6 4 ⁴ / ₅ | 256 0 | |
| (b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools— | | | |
| (1) Employed on Jobbing Work— | | | |
| Gardeners† | 6 7 ⁴ / ₅ | 266 0 | } 40 |
| Gardeners' labourers | 6 3 ³ / ₁₀ | 253 0 | |
| (2) All others— | | | |
| Foremen gardeners in charge of two or more employees | 6 11 ⁷ / ₁₀ | 279 0 | } 40 |
| Gardeners† | 6 7 ⁴ / ₅ | 266 0 | |
| Gardeners' labourers | 6 4 ⁴ / ₅ | 256 0 | |
| (c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse— | | | |
| Foremen gardeners in charge of two or more employees | 6 11 ⁷ / ₁₀ | 279 0 | } 40 |
| Gardeners† | 6 7 ⁴ / ₅ | 266 0 | |
| Gardeners' labourers | 6 4 ⁴ / ₅ | 256 0 | |
| (d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court | 6 7 ⁴ / ₅ | 266 0 | 40 |
| Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week. | | | |
| (e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green. | | | |
| Foremen gardeners in charge of two or more employees | 6 11 ⁷ / ₁₀ | 279 0 | } 40 |
| Gardeners† | 6 7 ⁴ / ₅ | 266 0 | |
| Gardeners' labourers | 6 4 ⁴ / ₅ | 256 0 | |
| (f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.— | | | |
| Foremen | 6 11 ⁷ / ₁₀ | 279 0 | } 40 |
| All others | 6 5 ¹⁷ / ₂₀ | 259 6 | |

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

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 302]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (a).

Within the Localities Set Out in Note (a).

| Improvers. | | | | | | | | | | Wages per Week
of 40 Hours. |
|------------------------------------|----|----|----|----|----|----|----|----|----|--------------------------------|
| | | | | | | | | | | £ s. d. |
| Under 15 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 15 6 |
| 15 years and under 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 0 19 0 |
| 16 " " " 17 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 3 0 |
| 17 " " " 18 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 1 11 0 |
| 18 " " " 19 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 2 6 |
| 19 " " " 20 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 2 13 6 |
| 20 " " " 21 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | 3 9 6 |

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

No. 302.—1381/54.—PRICE 3D.

(b).

| Adults. | Wages per Week of 40 Hours. | |
|--|---|---|
| | Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool. | Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine. |
| | £ s. d. | £ s. d. |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such | 13 7 0 | 13 4 0 |
| Stoker in charge of gas or steam engine, or other works plant | 13 7 0 | 13 4 0 |
| Stoker, vertical retort | 13 4 0 | 13 1 0 |
| Stoking machine driver | 13 4 0 | 13 1 0 |
| Stoker, horizontal retort (machine) | 13 1 0 | 12 18 0 |
| Stoker, hand charging | 12 19 0 | 12 16 0 |
| Retort (vertical) operator | 13 4 0 | 13 1 0 |
| Operator vertical retort | 13 4 0 | 13 1 0 |
| Fireman retort house | 13 4 0 | 13 1 0 |
| Hydraulic and tar main attendant | 13 3 0 | 13 0 0 |
| Augerer and pipe jumper | 12 18 0 | 12 15 0 |
| Coke and coal conveyor attendant (day worker) | 12 13 0 | 12 10 0 |
| Greaser and oiler (in retort house) | 13 1 0 | 12 18 0 |
| Elevator and coal crusher attendant (day worker) | 12 12 0 | 12 9 0 |
| Elevator and coal crusher attendant (shift worker) | 12 10 0 | 12 7 0 |
| Coke and coal conveyor attendant (shift worker) | 12 10 0 | 12 7 0 |
| Oxide breaker—man attending and operating | 12 13 0 | 12 10 0 |
| Purifier—man opening up, or emptying | 13 6 0 | 13 3 0 |
| Purifier—man filling | 12 7 0 | 12 4 0 |
| All others | 12 1 0 | 11 18 0 |

36.

Within the Localities Set Out in Note (b).

Improvers.

(a) (i) Improvers may be employed as yard boys, or on such other work that is suitable.

(ii)

WAGES PER WEEK.

| Age. | Percentage of Basic Wage. | Loading. | Total Wage. |
|-------------------------------|---------------------------|----------|-------------|
| | % | s. d. | s. d. |
| Under 16 years of age | 33½ | 1 3 | 79 6 |
| 16 years of age | 40 | 1 3 | 95 3 |
| 17 years of age | 50 | 2 0 | 119 6 |
| 18 years of age | 62½ | 2 0 | 148 9 |
| 19 years of age | 78 | 2 9 | 186 0 |
| 20 years of age | 95 | 2 9 | 226 0 |

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

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

| (b) Adults. | Wages Per Week. |
|--|-----------------|
| | £ s. d. |
| Foreman, or working ganger | 14 4 0 |
| Labourer, general or yardman | 12 10 0 |
| Operator and/or stoker, retort house | 13 8 0 |
| Oxide, new in bags, man handling | 12 16 0 |
| Oxide, man shovelling and breaking | 12 16 0 |
| Purifier, man filling | 12 13 0 |
| Purifier, man emptying | 13 10 0 |
| Retort house maintenance man (where constantly employed as such) | 13 18 0 |
| Sourfer and patcher of retorts and flue cleaning | 13 13 0 |
| Skilled labourer | 12 18 0 |
| Man handling coal | 12 13 0 |

Clauses, other than clauses 2 and 36, of the said Determination shall remain in force.

Published by Authority.

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

[1954

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

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

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

2.

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

No. 303.—1407/54.—PRICE 3D.

45

[2013]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 304]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

PASTRYCOOKS' BOARD.

Clause 2 of the Determination made on the 10th December, 1953, and in force on that date, 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. | |
| | | s. d. | | s. d. | |
| First Year | 32 | 76 0 | 43 | 102 6 | |
| Second Year | 43 | 102 6 | 54 | 128 6 | |
| Third Year | 54 | 128 6 | 72 | 171 6 | |
| Fourth Year | 72 | 171 6 | 95 | 228 0 | |
| Fifth Year | 95 | 228 0 | .. | .. | |

NOTE.—The Apprenticeship Commission has provided that after 19th 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 297s. per week of 40 hours, and thereafter one improver to every six additional such workers.

No. 304.—1457/54.—PRICE 3D.

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. | | |
| | | s. d. | | s. d. | | s. d. |
| 14 years of age | 26 | 62 0 | .. | .. | .. | .. |
| 15 years of age | 30 | 71 6 | 33 | 59 0 | 40 | 71 6 |
| 16 years of age | 34 | 81 0 | 35 | 62 6 | 45 | 80 6 |
| 17 years of age | 40 | 95 0 | 45 | 80 6 | 53 | 94 6 |
| 18 years of age | 45 | 107 0 | 49 | 87 6 | 61 | 109 0 |
| 19 years of age | 50 | 119 0 | 54 | 96 6 | 69 | 123 0 |
| 20 years of age | 59 | 140 6 | 58 | 102 6 | 76 | 135 6 |

OTHER EMPLOYEES.
Wages Per Week of 40 Hours.

| | Weekly Wage. |
|---|--------------|
| | s. d. |
| Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein | 310 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 | 305 0 |
| Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers | 297 0 |
| All other males | 252 0 |
| Females engaged in general work | 178 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.

Published by Authority.

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

No. 305]

MONDAY, APRIL 26.

[1954

Factories and Shops Acts.

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

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1954.

Dated at Melbourne, this
14th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination made on the 23rd November, 1953, and in force on the 8th December, 1953, 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. |
| | | s. d. | | s. d. | | s. d. | s. d. |
| 16 years of age or under .. | 35 | 83 6 | 47 | 84 0 | Operator of a camera other than— | | |
| 17 years of age.. | 46 | 109 6 | 55 | 98 0 | (i) An operator of an enlarging camera, and/or | | |
| *18 years of age.. | 62 | 147 6 | 69 | 123 0 | (ii) An operator making copy negatives from flat originals— | | |
| *19 years of age.. | 78 | 185 6 | 82 | 146 6 | *21 years of age | 244 0 | 190 6 |
| *20 years of age.. | 97 | 231 0 | 94 | 168 0 | *22 years of age | 258 0 | 219 0 |
| | | | | | 23 years of age or over .. | 280 0 | 241 6 |
| | | | | | Artists colouring or working up .. | 259 6 | 188 0 |
| | | | | | Retouchers | 263 6 | 194 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 | 263 6 | 189 6 |
| | | | | | Other printers, developers, and enlargers or operators making copy negatives from flat originals .. | 263 6 | 203 0 |
| | | | | | All others (including spotters) .. | 257 0 | 179 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.

