



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 319]

MONDAY, MAY 10

[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
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

DAIRY FARM WORKERS BOARD.

Clause 2 and 14 of the Determination made on the 23rd November, 1953, and in force as from the 8th December, 1953, shall be replaced by the following clauses:—

WAGES PER WEEK.

2.

Age.	Percentage of Basic Wage.	Wages.		Other Employees.	
		Male.	Female.	Males.	Wages.
		£ s. d.	£ s. d.		£ s. d.
Under 16 years ..	52	6 4 0	4 13 0	Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees) General Hand	13 17 0 13 8 0
16-17 years ..	60	7 3 0	5 7 0		
17-18 years ..	70	8 6 6	6 5 0		
18-19 years ..	80	9 10 6	7 3 0		
19-20 years ..	90	10 14 0	8 0 6		
20-21 years ..	100	11 18 0	8 18 6		
				Females.	
				The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.	

The percentages prescribed above are in the case of males related to the male basic wage, and in the case of females to the female basic wage.

PROVISION OF AND DEDUCTION FOR KEEP.

14. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

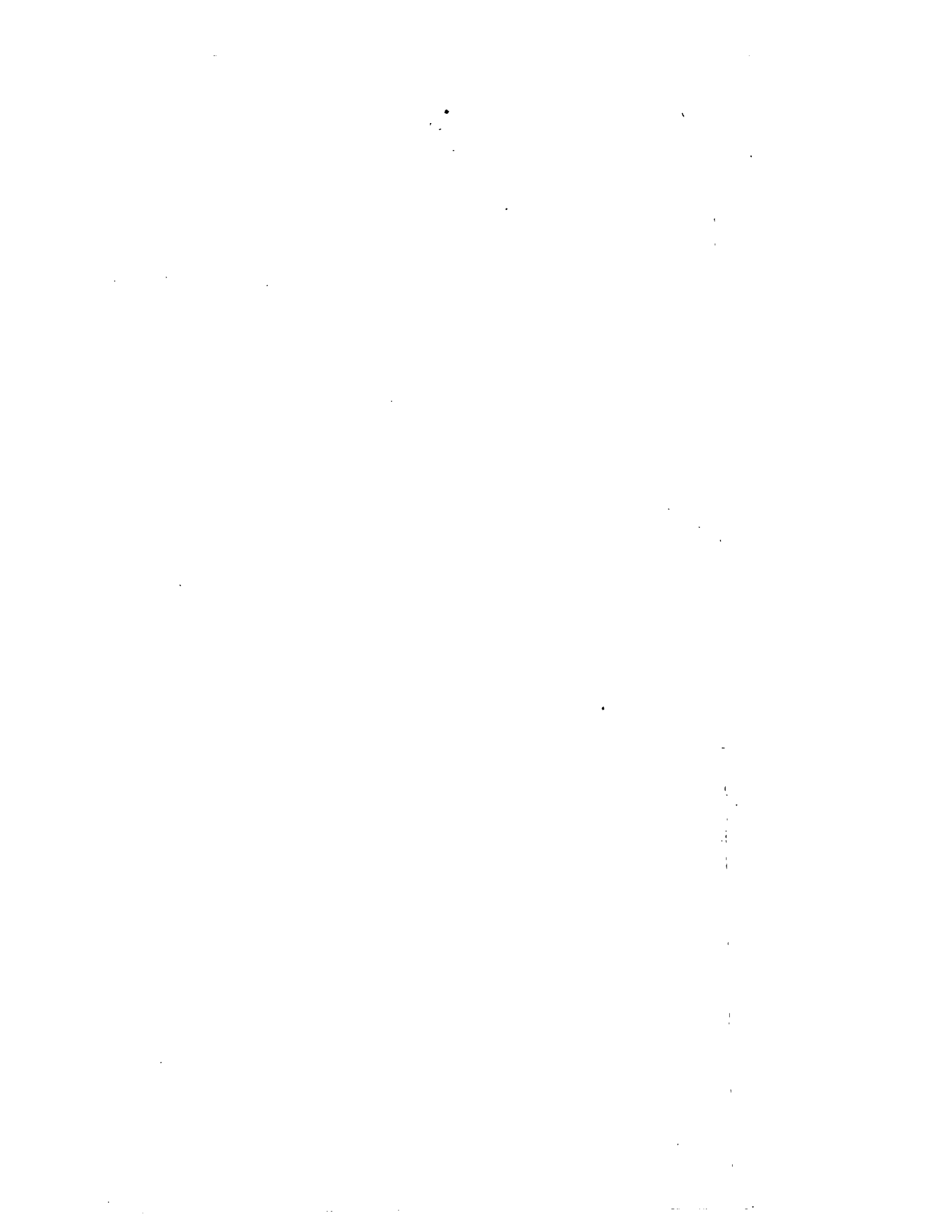
(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£ s. d.
Adult males at the rate of	2 16 4 per week
Adult females and junior males at the rate of	2 4 9 per week
Junior females at the rate of	1 19 9 per week

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

Clauses, other than clauses 2 and 14, of the said Determination shall remain in force.

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Factories and Shops Acts.

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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
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

JAM TRADE BOARD.

Clauses 2, 3 and 28 of the Determination made on the 11th December, 1953, and in force on that date, shall be replaced by the following clauses:—

ADULT EMPLOYEES.

(a) Males—Weekly Hands.

2.

GENERAL PRODUCTION SECTION.	Wages Per Week.
	£ s. d.
Foreman (first jam maker)	14 14 0
Assistant jam maker (as defined) and/or assistant pickle maker	14 2 0
Foreman sauce, chutney, pickles or condiment maker (as defined)	14 4 0
Fruit preserver (as defined)	14 4 0
Assistant fruit preserver	13 14 0
Fruit crystalizer	13 19 0
Candy peel-maker in charge	13 19 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	13 11 0
Leading hand, bottle department	13 14 0
Leading hand, pulp department	13 14 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	13 14 0
Operator of apple-peeling machine	13 11 0
Operator of labelling machine labelling canned goods	13 11 0
Operator of fruit or vegetable lye machine	13 11 0
Syrup maker, i.e., a person who actually boils the syrup	13 11 0
Operator of sauce-labelling machine	13 11 0
Employees engaged in inspecting fruit for acceptance or rejection	13 10 0
Employee in fruit crystallizing department, (other than fruit crystalizer)	13 9 0
Employee engaged peeling melons	13 11 0
Employees operating can-closing machine	13 7 0
Employee engaged feeding into and/or taking from laquer machine	13 11 0
Employee feeding into and/or taking from bottle-washing machine	13 7 0
Employee engaged in bottle-washing department	13 7 0
Retort hand	13 7 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	13 14 0
Man in charge of and operating retorts	13 11 0
Employee operating jam-filling machine	13 11 0
Employee operating sauce-filling machine	13 11 0
Employee operating bottle-capping or bottle-closing machine	13 11 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	13 7 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	13 4 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	13 7 0

ADULT EMPLOYEES.
(a) Males—Weekly Hands—continued.

	Wages Per Week.
	£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION	
Leading hand	14 2 0
Man in charge of prunes or tree fruits	13 17 0
Man in charge of dehydrator	13 15 0
Man in charge of steam retorts on drying ovens	13 14 0
Man working in or in connexion with drier, kiln or sulphur box	13 11 0
All others working in dehydration tunnel	13 11 0
Operator of blancher which included spray washing	13 9 0
Unloader of trays from blancher	13 4 0
General hands	13 2 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	14 9 0
Foreman packer's assistant	13 17 0
Storeman and packer (as defined)	13 11 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	14 1 0
Man working in connexion with cooling chambers	13 11 0
Tapper	13 11 0
Driver of power-driven factory truck	13 10 0
General hands, i.e., persons not otherwise classified	13 2 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

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

(c) Females—Weekly Hands.

	Wages Per Week.
	£ s. d.
Head forewoman	11 3 9
Forewoman's assistant	10 13 9
Head woman supervisor	10 10 9
Supervisor (as defined)	10 8 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	10 8 9
Employees engaged in—	
(i) clipping piecework tickets	} 10 5 9
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) pouring out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	
(x) working at a fruit press	
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
All other adult females, i.e., females 18 years of age or over	9 16 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
£ s. d.		
(j) Males—		
Under 17 years of age	45	5 9 0
17 years of age and under 18 years of age	56	6 15 6
18 years of age and under 19 years of age	67	8 2 0
19 years of age and under 20 years of age	79	9 11 0
20 years of age and under 21 years of age	95	11 10 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-sitting machine shall be paid 12s. per week in addition to the above rates.		
Percentage of Female Basic Wage.		
(ii) Females—		
Under 18 years of age	83	7 10 6
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-sitting machine shall be paid 12s. per week in addition to the above rate.		

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

PIECEWORK RATES.

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

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 1·011	2 9·348
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	.. .. .	1 4·674
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	.. .. .	1 7·651
Peaches	Cutting and stoning peaches under 2½" in diameter .. .. .	.. .. .	1 10·182
Peaches	Trimming or specking per bucket .. .. .	.. .. .	0 4·168
Peaches	Feeding into peach pitting machine—per thousand .. .. .	.. .. .	2 10·687
Pears (large and medium)	Peeling, cutting and coring (not into water) .. .. .	.. .. .	3 5·685
Pears (small)	Peeling, cutting and coring (not into water) .. .. .	.. .. .	3 9·853
Pears	Feeding into pear preparation machine—per thousand .. .. .	.. .. .	3 0·325
Pears	Trimming or specking—per bucket .. .. .	.. .. .	0 4·168
Quinces	Peeling, cutting and coring by machines	1 6·013	1 6·013
Quinces	Peeling by hand (not topping or tailing)	1 9·14	1 9·14
Quinces	Peeling by hand and topping and tailing	2 3·095	2 3·095
Quinces	Cutting by hand	1 6·013	1 6·013
Quinces	Coring by hand (quarters)	1 6·013	1 6·013
Quinces	Coring by hand (halves)	1 1·547	1 1·547
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6·252	0 6·252
Tomatoes	Peeling (per bucket) by hand	0 9·081	0 9·081

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

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

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

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

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

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



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Factories and Shops Acts.

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

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

Dated at Melbourne, this
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

LEATHER-GOODS 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.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Glippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	13 12 0	13 9 0
All other Journeyman	13 18 0	13 15 0
Journeywoman engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	9 9 0	9 6 6
Other Journeywoman	9 14 6	9 12 0

NOTE:—Females working on large machines (7-5, 45K, 7-27, or any similar class of machine, and Grummet) shall be paid 3s. 6d. per week extra.

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.
	<i>s. d.</i>	<i>s. d.</i>
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 :—

- Cutting or clicking;
- Trunks, and/or leather bag and case maker;
- Fibre, veneer, canvas or other case maker;
- Machine belt maker;
- Sporting goods maker of leather;
- Ladies' hand bag, wallet and purse maker;
- Leather goods maker;
- Glove maker (other than sporting goods);
- Leather coats, hats or caps 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 herein 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 40 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 Trade* :—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.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 year 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.

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult employee employed in the manufacture of laminated belts.

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

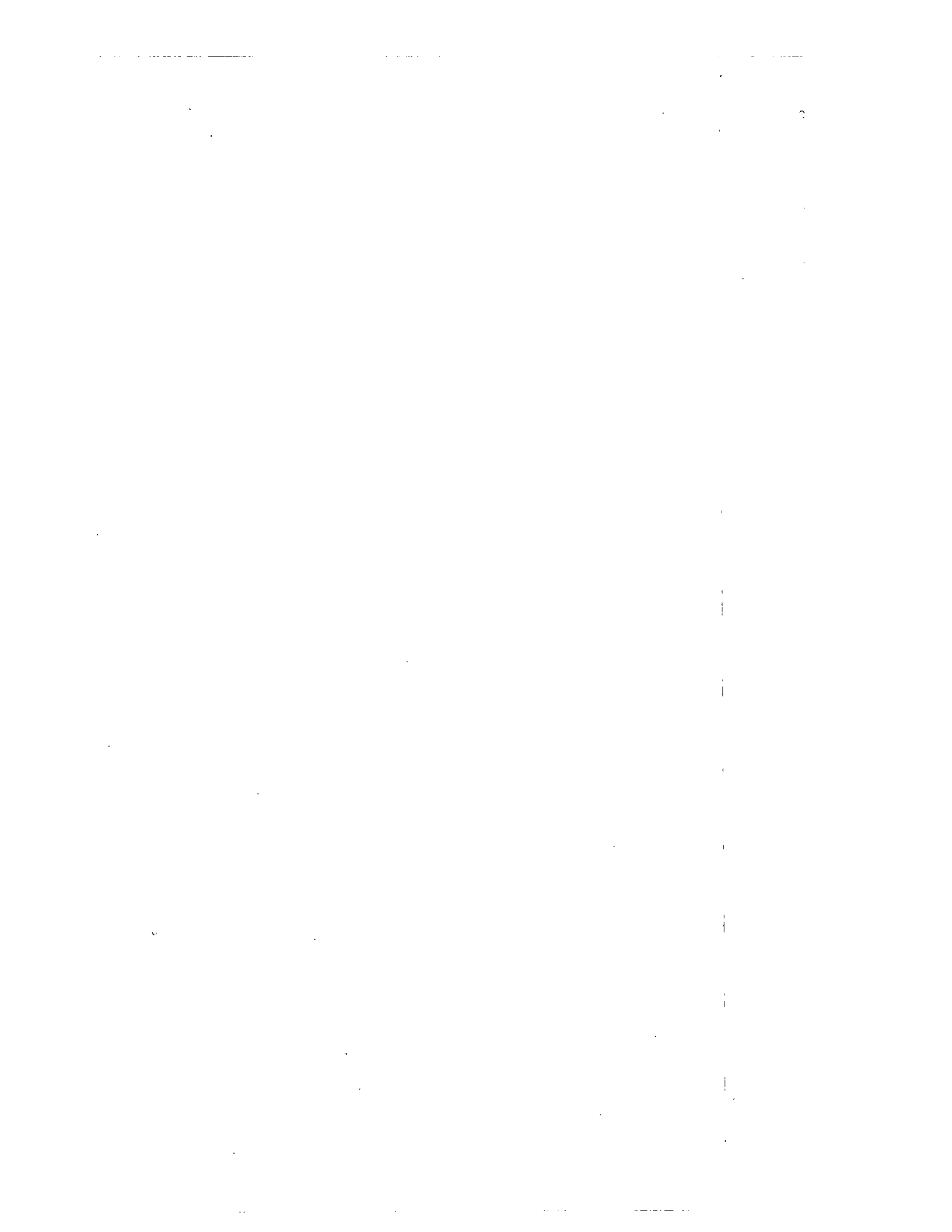
and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed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





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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
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6 and 7 of the Determination made on the 10th December, 1953, and in force on that date, shall be replaced by the following clauses:—

3. WAGES PER WEEK.

	WAGES PER WEEK.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrambtoo and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman	13 18 0	13 15 0
Journeywomen	9 14 6	9 12 0

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the 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) Female 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.

APPRENTICES—MALES.

5. (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) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiphong maker; (5) Collar 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 herein 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 Trade* :—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.

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

	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.

7. Female junior workers may be employed at the following rates of pay:—

	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.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	71 6	70 6
16 and under 17 years of age	89 0	88 6
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 3.

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

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

(c) 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 3, 5, 6 and 7, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 323]

MONDAY, MAY 10.

[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
4th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 10th December, 1953, and in force on that date, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months	30	0 9	3 12 6
2nd six months	37½	0 9	4 10 6
Second year's experience—			
1st six months	45	1 0	5 9 0
2nd six months	52½	1 0	6 7 0
Third year's experience—			
1st six months	60	1 6	7 5 6
2nd six months	70	1 6	8 9 6
Fourth year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Fifth year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage.			

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
<i>Four Years' Terms.</i>			
First year's experience—			
1st six months	37½	0 9	4 10 6
2nd six months	45	0 9	5 8 6
Second year's experience—			
1st six months	60	1 6	7 5 6
2nd six months	70	1 6	8 9 6
Third year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Fourth year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage			
<i>Three Years' Terms.</i>			
First year's experience—			
1st six months	45	1 6	5 9 6
2nd six months	60	1 6	7 5 6
Second year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Third year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
Under 17 years of age—			
1st six months	40	0 9	3 12 6
2nd six months	47½	1 0	4 6 6
3rd six months	55	1 6	5 0 6
4th six months	62½	1 9	5 14 0
5th six months	70	2 0	6 8 0
6th six months	77½	2 3	7 1 6
7th six months	87½	2 6	8 0 0
8th six months	95	2 9	8 13 6
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	55	1 6	5 0 6
2nd six months	62½	1 9	5 14 0
3rd six months	70	2 0	6 8 0
4th six months	77½	2 3	7 1 6
5th six months	87½	2 6	8 0 0
6th six months	95	2 9	8 13 6
And thereafter not less than the minimum wage for adult females			

† "Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

* Wages of apprentices and Improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. (a)

MALES.

		Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers		14 16 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)		14 4 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand		13 17 0
By machine		13 17 0
All others		13 12 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand		14 1 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting		13 17 0
All others		13 12 0
Making—		
Making right through by hand including slip lasted and prewelled		
Pulling over hand or machine		
Lasting hand or machine		
Sewing or stitching		
Sole laying		
Operating screwer		
Operating rounding machine		
Pegging, hand or machine		
Pulling up sides, seats or backs, hand or machine		
Heeling, hand or machine		
Operating upper roughing machine		14 4 0
Operating cement press		
First and second lasting of pumps		
Pounding		
Lizary, Monash, lacing or plaiting of basket shoes		
Blocking, steaming and drying (slippers)		
Ironing on last		
Inseam trimming		
Operating stitch separator		
Hungarian nailing by hand or machine and Cutlan nailing		
Slugging		
Rivetting, hand or machine		
Drilling for temporary screw		
Operating loose nailer		
Feathering including welt waists		
Levelling, hand or machine		
Turning (slippers)		
Laying linings and shanking		
Pulling on—all classes		13 12 0
Opening and closing channels		
Operating buzzer		
Tingling or trimming, hand or machine		
Putting on heel and toe plates		
Sorting lasts		
Putting in filling, shanks, stiffeners and toes		
Slipping off		
Pulling out tacks and nails		13 8 0
Solutioning and cementing, hand or machine		
Putting on studs or bars		
All others		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer		14 4 0
Operating Naumkeag and/or sandpapering machine and heel breasting		13 17 0
All others		13 12 0
Slipping-off		13 8 0
Upper Closing—		
All employees		13 12 0
Cleaning—		
All employees		13 8 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

					Wages Per Week of 40 Hours.
					£ s. d.
Females with less than twelve months' experience	..	..	..	..	9 3 0
Females with twelve months' experience or more	..	..	..	..	9 18 0

(d) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 324]

MONDAY, MAY 10.

[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
4th day of May, 1954

H. N. JONES,
Acting Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of the Determination made on the 16th December, 1953, and in force as from that date, shall be replaced by the following clause:—

* WAGES.

2 (a) *Apprentices and Improvers.*

<i>Apprentices.—PER WEEK.</i>				<i>Improvers.—PER WEEK.</i>					
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.	—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	29	69 0	2 8	71 8	1st six months ..	23	54 6	1 0	55 6
2nd year ..	38	90 6	5 4	96 10	2nd six months ..	33	78 6	1 6	80 0
3rd year ..	53	126 0	8 0	134 0	2nd year ..	48	114 0	2 0	116 0
4th year ..	76	181 0	10 8	191 8	3rd year ..	77	183 6	3 0	186 6
5th year ..	98	233 0	13 4	246 4	4th year ..	98	233 0	4 0	237 0
					5th year ..	100 plus 14s.	252 0	4 6	256 6

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 32s. 2d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 32s. 2d. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—“When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages.”

(b)

Other Employees.

SECTION "A".

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

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

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	335 0	8 4½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	354 2	8 10½
(b) Where the temperature exceeds 120° Fahrenheit	374 2	9 4½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	354 2	8 10½
(b) Where the temperature exceeds 120° Fahrenheit	374 2	9 4½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	335 0	8 4½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	374 2	9 4½
(7) Bricklayers laying glass bricks	324 2	8 1½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	331 6	8 3½
(9) All other bricklayers	324 2	8 1½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	324 2	8 1½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	328 4	8 2½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	347 8	8 8½
(b) Where the temperature exceeds 120° Fahrenheit	367 8	9 2½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	347 8	8 8½
(b) Where the temperature exceeds 120° Fahrenheit	367 8	9 2½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	328 4	8 2½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	367 8	9 2½
(7) Bricklayers laying glass bricks	317 6	7 11½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	324 10	8 1½
(9) All other bricklayers	317 6	7 11½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	317 6	7 11½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 28 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

(c)

Special Allowances.

In addition to the rates hereinbefore prescribed in this clause the following special allowances shall be paid, provided that the provisions of paragraphs (i), (ii), and (iii) hereof shall apply only to bricklayers doing work classified under classifications (7) and (9) of Sections "A" and "B" of sub-clause (b).

(i) *Wet Places.*—An employee working in any place where his clothing or boots become saturated whether by water, concrete, or otherwise shall be paid 3d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate per hour for the whole of the day or shift if he is required to work in wet clothing or boots.

(ii) *Confined Space.*—An employee required to work in a confined space (i.e., a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the bricklaying trade) shall be paid 3d. per hour whilst so employed.

(iii) *Dirty Work.*—An employee working at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of 3d. per hour extra.

(iv) *Casual Labour.*—Casual employee (i.e., an employee employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

(v) *Employee Reporting for Duty.*—An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

(vi) *Waiting Time.*—An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

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





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No. 325]

MONDAY, MAY 10.

[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.

MINERAL EARTHS BOARD.

Clause 2 of Part 1 and clause 20 of Part 2 of the Determination made on the 2nd December, 1953, and in force on that date, shall be replaced by the following clauses:—

PART 1.

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.			(b) OTHER EMPLOYEES.		
	Percentage of Basic Wage.	s. d.		s. d.	
Under 17 years of age	36	85 6	Ball mill attendant and/or employee milling silica	290	0
17 to 18 years of age	62	147 6	Other Mill attendants	278	0
18 to 19 years of age	81	193 0	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	271	0
19 to 21 years of age	96	228 6	Leading Hands—		
<i>Proportions (in any place).</i>			Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.		
One improver to every six adult employees.			<i>Note</i> :—The above rates include an amount of 3s. as a clothing allowance.		

PART 2.

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

20.

* WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.				s. d.
<i>Males.</i>				<i>Males.</i>			
Under 17 years of age	.. ..	36	85 6	Leading charging hand	.. ..	283	0
17 to 18 years of age	.. ..	62	147 6	Assistant charging hand	.. ..	267	0
18 to 19 years of age	.. ..	81	193 0	Notcher	.. ..	283	0
19 to 21 years of age	.. ..	96	228 6	Oven hands	.. ..	275	0
		Percentage of Female Basic Wage.		Process worker (including taker off conveyor or granulator attendant)	.. ..	263	0
<i>Females.</i>				<i>Females.</i>			
Under 16 years of age	.. ..	38	68 0	Leading Hands—			
16 to 17 years of age	.. ..	51	91 0	Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.			
17 to 18 years of age	.. ..	54	96 6	NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.			
18 to 19 years of age	.. ..	64	114 0				
19 to 20 years of age	.. ..	73	130 6				
20 to 21 years of age	.. ..	83	148 0				
PROPORTION (IN ANY PLACE).							
<i>Males.</i>							
One male improver to every six adult employees.							
<i>Females.</i>							
One female improver to every four or fraction of four female workers receiving not less than the adult female rate.				Adult females 188 0			

* These wages are loaded to compensate for industry disabilities.

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



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MONDAY, MAY 10.

[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.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section made on the 14th December, 1953, and in force on that date shall be replaced by the following clause:—

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

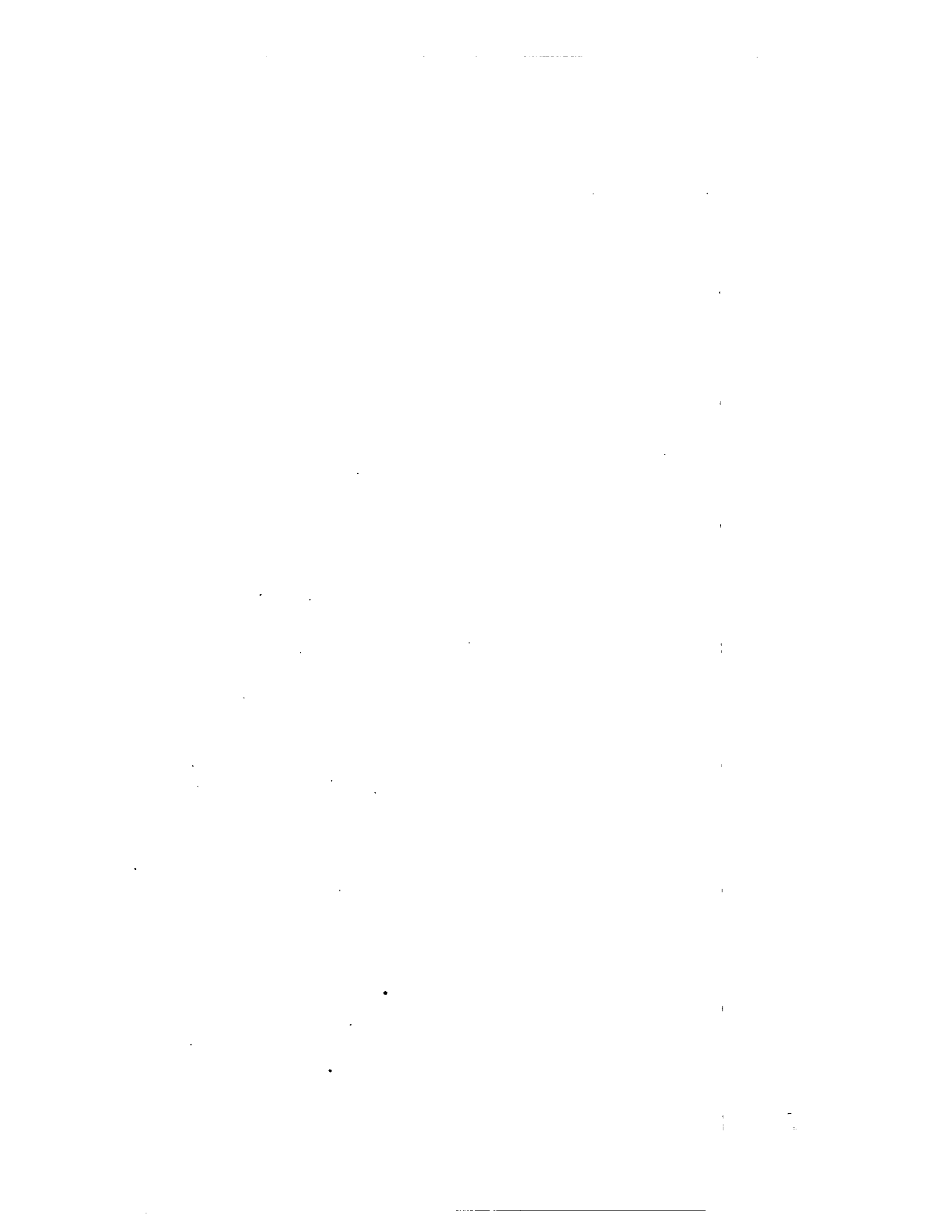
(a) Improvers.			(b) Adults.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age	23	54 6	Males— (i) of 3 months' or more experience ..	245	0
17 years of age	35	83 6	(ii) of less than 3 months' experience ..	241	0
18 " "	47	112 0	Females	178	6
19 " "	63	150 0			
20 " "	77	183 6			

Proportion (in any place).

One improver to each adult employee.

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

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





VICTORIA

GOVERNMENT GAZETTE.

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MONDAY, MAY 10.

[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
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section made on 14th December, 1953, and in force from that date, shall be replaced by the following clause:—

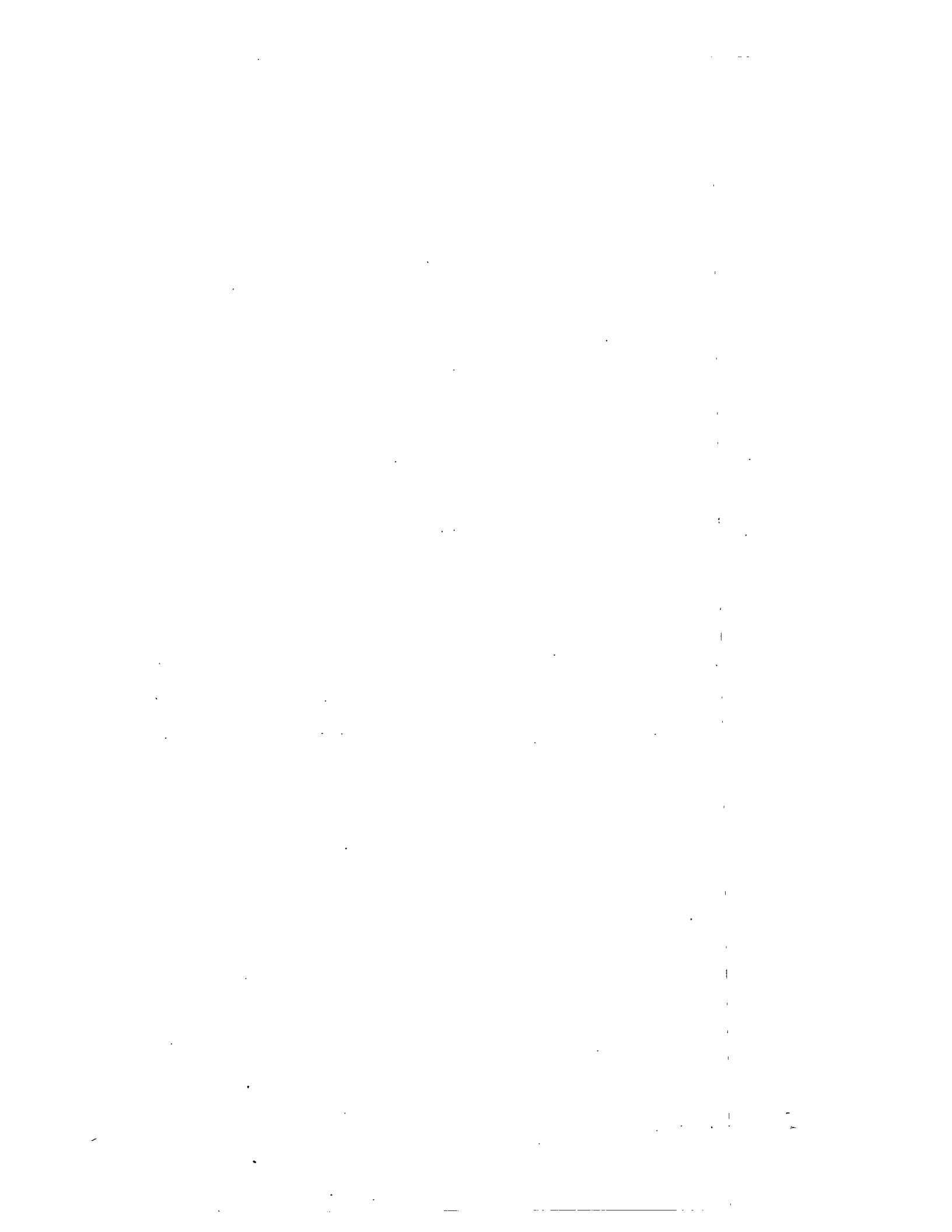
2. **WAGES PER WEEK OF 40 HOURS.**

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
Under 17 years of age	23	54 6	Adults (i) of three months' or more experience ..	245	0
17 years of age	35	83 6	(ii) of less than three months' experience ..	241	0
18 " "	47	112 0			
19 " "	63	150 0			
20 " "	77	183 6			
<i>Proportion (in any place).</i>					
One improver to every two fully-paid workers.					

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

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[1954

Factories and Shops Acts.

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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
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD. (Toys Section.)

Clause 2 of the Determination for this Section made on the 14th day of December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.		
Males.			Females.			Males.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s.	d.
1st year's experience	22	52 6	1st six months' experience ..	29	52 0	Designers .. ..	..	261 0
2nd	31	74 0	2nd	38	68 0	Cutters-out .. ..	..	248 0
3rd	42	100 0	3rd	43	77 0	Fillers and/or stuffers	..	245 0
4th	57	135 6	4th	52	93 0	All others .. ..	..	241 0
5th	73	173 8	5th	57	101 6			
6th	84	200 0	6th	66	118 0	<i>Females.</i>		
7th	90	214 0	7th	72	128 6	Designers .. ..	..	192 3
			8th	83	148 0	Cutters-out .. ..	..	178 6
			9th	89	169 0	Machinists .. ..	..	178 6
			10th	95	169 6	Fillers and/or stuffers	..	178 6
						All others .. ..	..	178 6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

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

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Factories and Shops Acts.

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

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

Dated at Melbourne, this
26th day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Vinegar and Yeast Section.)

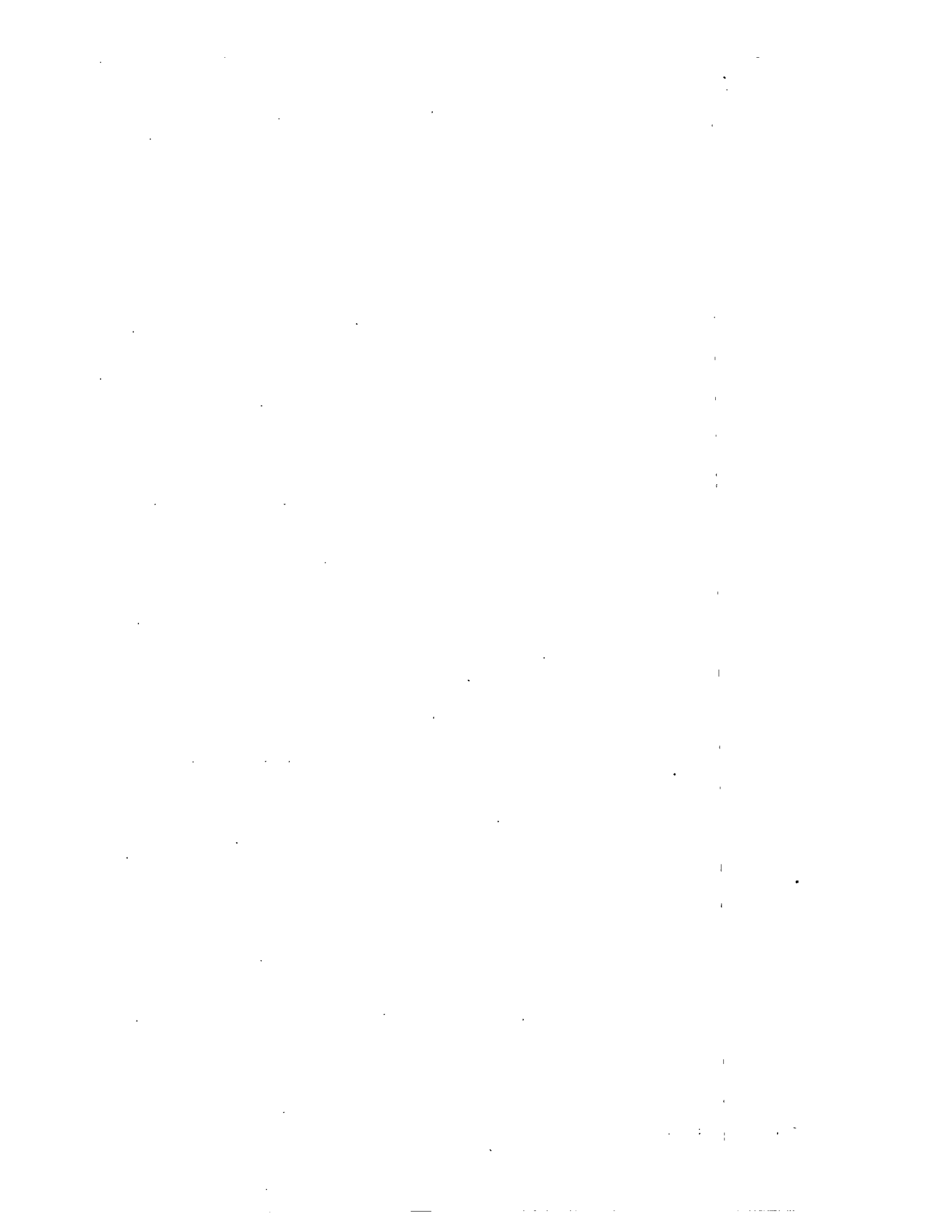
Clause 2 of the Determination for this Section made on the 14th December, 1953, and in force on that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.		
Males.			Females.			Males.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.	
Under 17 years of age	43	102 6	Under 17 years of age	55	98 0	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees	274	0
17 years of age ..	53	126 0	17 years of age ..	61	109 0	Men engaged in cleaning vinegar generators—		
18 years of age ..	70	166 6	18 years of age ..	67	119 6	7s. 6d. for each generator cleaned		
19 years of age ..	89	212 0	19 years of age ..	83	148 0			
20 years of age ..	98	233 0	20 years of age ..	90	160 6	All others	268	0
and thereafter the rate prescribed for adults.								
PROPORTION (in any place).								
One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.								
One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.						All adults		
						183 6		

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

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No. 330]

MONDAY, MAY 10.

[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
4th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Abrasives Section.)

Clause 2 of the Determination for this Section, made on the 14th day of December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Amount.	(b) Other Employees.
<i>Males.</i>			<i>Abrasive Paper or Cloth.</i>
1st years' experience	22	s. d. 52 8	
2nd years' experience	31	74 0	
3rd years' experience	42	100 0	
4th years' experience	57	135 6	
5th years' experience	73	173 6	<i>Males.</i>
6th years' experience	84	200 0	Machine operators
7th years' experience	90	214 0	All others
and thereafter the minimum wage.			<i>Females.</i>
			All adults
			<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>
			<i>s. d.</i>
			<i>Females.</i>
1st six months' experience	23	41 0	Head burners
2nd six months' experience	30	53 6	Other burners
3rd six months' experience	34	60 6	Surfacers of abrasive articles
4th six months' experience	41	73 0	All others
5th six months' experience	45	80 6	
6th six months' experience	52	93 0	
7th six months' experience	57	101 6	
8th six months' experience	65	116 0	
and thereafter the minimum wage.			

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Abrasive Articles (other than Abrasive Paper or Cloth).

Two improvers to the first adult employed, and thereafter one improver to each adult.

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

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Dated at Melbourne, this
4th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section made on the 14th day of December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
		Percentage of Basic Wage.	s. d.	<i>Males.</i>			
							s. d.
Under 17 years of age	..	23	54 6	Oven hands	..	..	245 0
17 years of age	..	35	83 6	Machine attendants	..	..	245 0
18 years of age	..	47	112 0	All others of 3 months' or more experience	..	..	241 0
19 years of age	..	63	150 0	All others of less than 3 months' experience	..	..	239 0
20 years of age	..	77	183 6	<i>Females.</i>			
<i>Proportion (in any place).</i>				All adults	..	..	178 6
One improver to every three adult employees.							

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 unskilled that no person shall be taken as an apprentice.

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

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



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Dated at Melbourne, this
4th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section made on the 14th day of December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.		
—	Percentage of Basic Wage.	Amount.		—	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
<i>Males.</i>		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
1st year's experience	22	52	6			
2nd year's experience	31	74	0			
3rd year's experience	42	100	0			
4th years' experience	57	135	6			
5th years' experience	73	173	6			
6th years' experience	84	200	0			
7th years' experience	90	214	0			
and thereafter the minimum wage						
				Operators of blue-printing machines—		
				<i>Males</i> —		
				(i) with 3 months' or more experience ..	244	0
				(ii) with less than 3 months' experience ..	241	0
				<i>Females</i>	178	6
				<i>All other persons</i> —		
				<i>Males</i>	241	0
				<i>Females</i>	178	6

WAGES PER WEEK OF 40 HOURS—*continued.*

<i>(a) Improvers—continued.</i>		
	Percentage of Female Basic Wage.	Amount.
<i>Females.</i>		
		<i>s. d.</i>
1st six months' experience	23	41 0
2nd six months' experience	30	53 6
3rd six months' experience	34	60 6
4th six months' experience	41	73 0
5th six months' experience	45	80 6
6th six months' experience	52	93 0
7th six months' experience	57	101 6
8th six months' experience	65	116 0
and thereafter the minimum wage.		
NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.		
PROPORTION.		
One improver to each person of the same sex receiving not less than the minimum wage.		

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