



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE CARPENTERS BOARD.

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

Carpentry and Joinery have been proclaimed as Apprenticeship Trades under the *Apprenticeship Act 1928* for the whole of the State.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 17th May, 1939, has had the Power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) employed in the process, trade, or business of—

(i) a carpenter or joiner (other than a carpenter or joiner subject to the Determinations of the Agricultural Implements Board and the Wharfs and Jetties Board);

(ii) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;

(iii) fixing metal ceilings or laying wood block or parquet flooring.

(b) fixing corrugated asbestos-cement sheeting on walls of buildings—

has made the following Determination, namely:—

1. That as from the 18th February, 1954, the last previous Determination of this Board as amended by a Determination of the Industrial Appeals Court, shall be revoked and replaced by this Determination.

WAGES.

2. (i) Applicable to employees engaged on hourly hiring.

Adult Employees (other than Apprentices)	*Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
(i) For stock work	7 5½	7 7½	7 4½
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 11½	8 2	7 11
(iii) For work of employees in a mixed enterprise	7 11½	8 2	7 11
(iv) For building construction work	8 1½	8 3½	8 0½

* These rates are loaded to cover payment for Public Holidays, Sick Leave, and time lost in following the job.

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

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(ii) Applicable to employees engaged on weekly hiring.

Adult Employees (other than Apprentices).	†Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambrook, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(i) For stock work	13 14 3	14 0 9	13 11 3
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	14 15 0	15 1 6	14 12 0
(iii) For work of employees in a mixed enterprise	14 15 0	15 1 6	14 12 0
(iv) For building construction work	15 0 6	15 7 0	14 17 6

† Employees on weekly hiring are entitled to the provisions of clauses 12 and 23 in respect of Public Holidays and Sick Leave.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed :—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination, or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned in this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 32, for building construction work, for the time so employed.
- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work in a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 32, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connexion with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation, or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed.

SPECIAL RATES.

3. In addition to the rates prescribed in clause 2 hereof the following special rates shall be payable to adult employees—

- (i) a leading hand shall be paid—
 - (a) if responsible for the direction and/or supervision of the work of not less than two nor more than six tradesmen carpenters or joiners. 1s. 0d. per day
 - (b) if responsible for the direction and/or supervision of the work of more than six tradesmen carpenters and/or joiners 2s. 0d. per day
- (ii) an employee who has been employed at insulation work shall be paid for the period so employed at the rate of 6d. per hour
- (iii) an employer who has worked for a continuous period of more than an hour in the shade in a place where the temperature has been raised by artificial means to more than 115 degrees Fahrenheit shall be paid for such a period of work at the rate of 3d. per hour
- (iv) an employee who has worked for a continuous period of more than an hour in the shade in a place where the temperature has been raised by artificial means to over 130 degrees Fahrenheit shall be paid for such a period of work at the rate of 6d. per hour
- (v) an employee who has worked for a continuous period of more than an hour in a place where the temperature has been lowered by artificial means to less than 32 degrees Fahrenheit shall be paid for such a period of work at the rate of 3d. per hour
- (vi) an employee who has worked in a place where the fumes of sulphur or acids or other offensive fumes were present shall be paid such a rate per hour for the period of such working as may be agreed upon between him and the employer —
- (vii) an employee who has worked in a wet place shall be paid for the period of such work at the rate of 3d. per hour
- (viii) an employee who has worked at dirty work shall be paid for the period of such work at the rate of 3d. per hour
- (ix) an employee who has worked in a confined space shall be paid for the period of such work at the rate of 3d. per hour
- (x) an employee who has worked in a boson's chair or on a single-plank swing scaffold on any date shall be paid for the period so worked as follows :—
 - For any period up to 4 hours on that day 1s.
 - For each hour thereafter 3d.

Provided always that—

- (1) where the temperature of a place where work is performed is raised, lowered or maintained by artificial means and a reading thereof is requested by an employee for the purpose of (iii), (iv) or (v) above such reading shall be made and taken by the employer or his foreman in the presence of such employee

- (2) in the case of an employee's claim for any special rate prescribed above for the work which he is performing or has performed being denied by the employer's foreman the employee shall be entitled within twenty-four hours of such denial to ask for a decision thereon by the employer and such decision shall be given within forty-eight hours of its being asked for (unless that time expired on a non-working day, in which case it shall be given during the next working day), or else the said claim shall be allowed. Provided always that nothing hereinbefore contained shall be construed as affecting any other right of either the employee or the employer in relation to the work, the payment or recovery of payment for it or the employee's claim.
- (3) The special rates in this clause severally prescribed shall not be cumulative in respect of the same work; but the employer shall be bound to pay only one of such special rates namely the highest special rate applicable to the work in question.
- (4) The special rates in this clause prescribed shall be applicable as prescribed irrespective of the time at which or the day upon which any work is performed and they shall not be added to or supplemented by any overtime, special time, Sunday or holiday premium, penalty or addition.

RIGHT TO DEDUCT PAY.

4. The employer may deduct payment for any day upon which the employee cannot be usefully employed because of any strike by or participation in any strike by members of a Union, or because of any strike by any members or member of a Union employed by the employer or because of any strike by or participation in any strike by any other Union, organization or association or by any branch thereof or by any members thereof or of any branch thereof who are employed by the employer or because of any breakdown of machinery or failure or lack of power or because of any other stoppage of work for any cause, (other than inclement weather within the allowance prescribed by clause 9), for which breakdown, failure, lack, stoppage or cause the employer is not responsible.

PRESENTING FOR WORK, BUT NOT REQUIRED.

5. An employee who having been engaged for work receives a notice or direction from the employer to present himself therefor and who on presenting himself therefor in accordance with such notice or direction is not required to commence work shall be paid an amount of 5s., together with such allowances as may be applicable in pursuance of the provisions of clause 15 of this Determination.

HOURS.

6. Except as herein provided the ordinary working hours shall be 40 in a week to be worked in five days. The ordinary time of work shall be 8 hours on each of Monday to Friday inclusive. The ordinary time of work shall lie between the hours of 7.45 a.m. and 5 p.m. There shall be a cessation of work and of working time for the purpose of a meal on each day of not less than 45 minutes between the hours of noon and 1 p.m.

COMPULSORY OVERTIME.

All Employees.

6a. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SHIFT WORK.

7. Where work is performed in shifts—

- (i) the first shift shall be worked within the hours of half past seven in the forenoon and half past five in the afternoon. It shall not exceed 8 hours 48 minutes in duration. It shall be paid for at the ordinary rates of payment.
- (ii) the second and the third shifts shall be paid for at one and a half times the ordinary rates of payment.

REST PERIODS.

8. (a) An employee who has worked continuously (except for the intervention of cessations for meals or crib-times as allowed by this Determination) for twenty hours shall not be required to continue at or recommence work for at least twelve hours.

(b) There shall be allowed without deduction of pay a rest period of 10 minutes (from the time of ceasing work therefor until the time of resuming work) between the hours of 9.30 a.m. and 11 a.m.

(c) When an employee will be required to work overtime after the usual ceasing time for the day or shift for two hours or more, he shall be allowed to take without deduction of pay a crib-time not exceeding 20 minutes in duration immediately after such ceasing time and thereafter after each four hours of continuous work he shall be allowed to take also without deduction of pay a crib-time not exceeding 30 minutes in duration. In the event of an employee remaining at work after the ceasing time without taking the crib-time of 20 minutes hereinbefore prescribed and continuing at work for a period of two hours, he shall be regarded as having worked two and a third hours since the said ceasing time and be paid accordingly.

(d) Where shift work comprises three continuous and consecutive shifts of eight hours each per day a crib-time of not exceeding twenty minutes in duration shall be allowed without deduction of pay in each shift, such crib-time being in lieu of any other rest period or cessation of work elsewhere by this Determination provided for or prescribed.

(e) When an employee has worked for two hours in a place in the shade where the temperature has been raised by artificial means to more than 130 degrees Fahrenheit he shall be allowed without deduction of pay a rest period of twenty minutes and so also when he has worked any subsequent period of two hours' work in such a place.

(f) When an employee has worked for two hours in a place where the temperature has been lowered by artificial means to less than 32 degrees Fahrenheit he shall be allowed without deduction of pay a rest period of twenty minutes and so also when he has worked any subsequent period of two hours' work in such a place.

(g) The provisions of sub-clauses (b), (c) and (d) hereof shall not be applicable to the case of an employee who is allowed the rest periods prescribed by sub-clauses (e) and (f) hereof.

INCLEMENT WEATHER.

9. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) that such allowance shall not exceed the equivalent of 8 hours' pay in any one week;
- (ii) that weather shall not be regarded as inclement for the purposes of this clause unless the employer, or his representative on the job, and the employee or a representative of the employee agree that it shall be so regarded. Failing such agreement, weather shall not be regarded as inclement and work shall continue;
- (iii) that any intermission of work owing to inclement weather so regarded as such as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work;
- (iv) that an employee shall not be entitled to payment as provided for in this clause unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and the employee or his representative;
- (v) that the intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

OVERTIME AND SPECIAL TIME.

10. (a) All time worked beyond the ordinary time of work as prescribed in clause 6 of this Determination shall be paid for at the rate of one and a half times ordinary rates for the first two hours thereof and at twice ordinary rates for such as continues after two hours.

(b) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time of work in order to perform work for a duration of less than an hour shall be paid as for an hour at overtime rates.

(c) If an employer require an employee to work during the time prescribed by clause 6 of this Determination for cessation of work for the purpose of a meal he shall allow the employee whatever time is necessary to make up the prescribed time of cessation. If an employer require an employee to work during the time prescribed for such a cessation and to continue at work for any further time thereafter he shall for all work performed in such further time until the beginning of the time substituted for the cessation time during which the employee has worked pay the employee at the rate of double time: Provided, however, that the employer shall not be bound to pay in addition for the time allowed in substitution for the said cessation time: and provided also that if the cessation time is shortened at the request of the employee to the minimum of forty-two minutes prescribed in clause 6 of this Determination or to any other extent (not being less than forty-two minutes) the employer shall not be required to pay more than the ordinary rates of pay for time worked as a result of such shortening, but such time shall form part of the ordinary working time of the day.

(d) Overtime work performed by shift workers employed on the second or third shifts of a day when two or three shifts are worked shall be paid for at twice the ordinary rates of payment.

SUNDAY WORK.

11. All time worked on Sundays shall be paid for at the rate of double time.

HOLIDAYS.

12. (a) An employee engaged by the week shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day—

Provided that for employees employed at work beyond a radius of 25 miles of the G.P.O., Melbourne, another day may by agreement between the employer and the majority of the employees on the job be substituted for Melbourne Cup Day.

(b) Subject to the provisions of clause 10 of this Determination all work performed on any of the holidays mentioned in paragraph (a) hereof shall be paid for at the rate of double time.

12A. 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 included as a holiday in this Determination. An employee not required to work during the period of such public holiday or public half-holiday as so proclaimed provided same is an ordinary working day, shall receive payment at ordinary rates of pay for such period. Provided further that if he fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse he shall not be entitled to be paid for such public holiday or public half-holiday. Double time shall be paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

TIME RECORDS.

13. The employer shall keep a record showing the names of the employees, the number of hours worked, the rates of pay, and the wages paid to the employees from week to week.

MEAL ALLOWANCE.

14. (a) Employers shall provide facilities to enable employees to obtain an adequate supply of boiling water at meal time cessations and at rest periods.

(b) Where an employee is required to work overtime in excess of one hour and has not been given notice of such requirement on the previous working day he shall be paid by his employer an amount of 3s. 6d. to meet the cost of a meal.

ALLOWANCES FOR EXCESS FARES AND TRAVELLING TIME.

15. (a) The following allowances shall be made by employers to compensate for excess fares and travelling time to and from places of work incurred by employees engaged upon construction work.

Within the radii respectively hereinbelow stated treating the G.P.O., Melbourne (Corner of Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo or Geelong as centres from which they are to be measured:—

	Per Day.	
	s.	d.
Up to and including 12 miles	3	3
Over 12 and up to 20 miles	3	10
Over 20 and up to 30 miles	4	6

Provided nevertheless that—

- (i) that above stated allowances shall not be payable if the employer provides or offers to provide transport free of charge to the employee in which case an allowance of 2s. 5d., per day only shall be paid;
- (ii) when fares and travelling time are incurred in respect of "distant jobs" as defined in clause 16 of this Determination or in respect of work performed beyond thirty miles of any of the abovenamed centres the local post office nearest to the job shall be substituted as a centre for the purpose of this clause.

(b) Subject to the foregoing provisions a fare shall be deemed to have been incurred if the employee has used a bicycle or other means of locomotion, or has walked, instead of using a public conveyance.

(c) The provisions of this clause shall not apply to employees employed on public construction works on which the work performed by such employees is subsidiary and auxiliary to the carrying out of such works; but in lieu of the provisions of this clause employees on such work shall receive the same allowances for fares and travelling time as are paid to the majority of persons employed on the particular construction work on which such employees are employed.

ALLOWANCES FOR DISTANT JOBS.

16. (a) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

(b) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation:—

If employed on the job for less than a full working week	20s. 0d. per day.
If employed on the job for a full working week or longer at the rate of	65s. 0d. per week (of seven days).

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

Provided further that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(c) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall not be entitled to any of the allowances prescribed by clause 15 of this Determination but on proceeding to the locality of the work he shall be paid at ordinary rates of payment for the time incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling thereto; he shall also be paid the amount of a second-class return fare and any excess payment due to transporting his tools if such be incurred; he shall also be paid at ordinary rates of payment for the time actually incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling back upon the completion of his job to the place of his residence; he shall also be paid an amount of 5s. 0d. to cover the expenses (if any incurred) of reaching his home railway station and of transporting his tools.

Provided nevertheless—

- (i) that neither the amount of the return fare, nor payment for return travelling time nor the amount of 5s. 0d. aforesaid shall be payable if the employee be dismissed for misconduct or within one working week of his commencing work on the job for incompetency or if the employee terminates or discontinues his work on the job within one month of his commencing it;
- (ii) that travelling time shall for the purpose of this clause be calculated as the time taken by rail or usual travelling facilities—between the Spencer-street or Flinders-street railway stations or the railway station nearest to the employee's place of residence if he resides outside the Melbourne metropolitan area and the locality of the work.

(d) An employee who has been directed by his employer to proceed to construction work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second-class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided however that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

COMPENSATION FOR SPOILT CLOTHES OR TOOLS.

17. An employee whose clothes or tools have been spoilt by acid, sulphur or other deleterious substances, shall be paid such amount to cover the loss thereby suffered by him as may be agreed upon between him and his employer.

TOOLS.

18. (a) The employer shall provide the following tools when they are required for the work to be performed by the employee :—

Dogs and cramps of all descriptions.
 Bars of all descriptions.
 Augers of all sizes.
 Star bits and bits not ordinarily used in a brace.
 Hammers, except claw-hammers.
 Glue-pots and glue-brushes
 Dowel plates.
 Trammels.
 Hand-and-thumb screws.
 Spanners.
 Soldering-irons.

(b) When the number of carpenters and/or joiners on a job exceeds six and the duration of the job exceeds four weeks, the employer shall provide for the use of carpenters and joiners a suitable grindstone together with power (hand or driven) for turning the same.

(c) On any job where paragraph (b) hereof does not apply the employees, if they so desire, shall after eight weeks of employment thereon, and thereafter at eight-weekly periods of their employment thereon, have access to a grindstone which shall be made available to them at the employer's workshop or at some other place agreed upon between the employer and the Union.

PROTECTION OF EMPLOYEES.

19. Suitable asbestos sheets and/or coloured glasses shall be provided by the employer for the protection of employees working at oxy-acetylene or electric arc welding or their assistants.

Where electric arc operators are working suitable screens shall be provided in order to protect employees from flash. The employer shall provide gas-masks for employees engaged upon work where gas is present.

FIRST-AID EQUIPMENT.

20. A first-aid kit as required by the Regulations under the Factories and Shops Acts; or if such Regulations be not relevant, as recommended by the St. John's Ambulance Society, shall be provided and maintained by the employer on each job.

CONVENIENCES.

21. (a) The employer shall provide on all jobs sanitary conveniences in accordance with the requirements of the local health authority.

(b) The employer shall provide on all jobs in towns and cities a suitable and secure waterproof lock-up, solely for the purpose of storing employees' tools.

(c) The employer shall provide suitable mess and dressing accommodation with a dry floor and including seating, on all jobs unless it is impracticable to do so due to the site, conditions or building regulations. In order to comply with this sub-clause, where five or more men are employed and the work is estimated to last two weeks or more a shed based on six square feet per employee but with a minimum of 50 square feet shall be provided and shall be for the exclusive use of the employees and shall not be used for the storage of building materials.

ANNUAL HOLIDAY.

22. 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.

23. The following provisions shall apply in respect of employees engaged by the week :—

(a) An employee other than a casual hand 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 such leave of absence for any period in respect of which he is entitled to workers' compensation;
- (ii) he shall, within forty-eight hours of the commencement of such absence, inform the employer of his inability to attend for work, and as far as may be practicable, state the nature of the illness or injury and the estimated duration of the absence;
- (iii) he shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for work on the day or days for which the sick leave is claimed;
- (iv) he shall not be entitled in any year (whether in the employment of one employer or of more) to leave in excess of 40 hours of working time.

- (b) Where under any scheme of insurance or of an accident, relief or provident fund to secure the benefit of which the employer has paid the necessary premium or contribution compensation has become payable for absences due to sickness or injury the employer shall not be bound to pay more of the employee's wage than is sufficient with such compensation to make up the full amount of such employee's wage for the day or days of absence.
- (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.

PAYMENT OF WAGES.

24. (a) All wages, allowances and other moneys due shall be paid not later than the time of cessation of work on Thursday of each working week or otherwise by mutual arrangement.
- (b) On termination of employment by the employer, all wages, allowances, and other moneys due shall be paid at the time of termination.

TERMINATION OF EMPLOYMENT.

25. (a) In the case of employees engaged by the week the following provisions shall apply:—
- (i) subject to the provisions of placitum (ii) hereof a week's notice of the termination of engagement shall be given on either side or one week's wages shall be paid or forfeited in lieu thereof. Such notice may be given on any day during the week to terminate the engagement either on the corresponding day of the following week or on any later day of the following week;
- (ii) the employer may dismiss any employee summarily without notice for malingering, idling, inefficiency, neglect of duty including going slow, or misconduct whereupon he shall pay the employee's wages up to the time of dismissal only.
- (b) In the case of employees engaged by the hour one hour's notice of the termination of the engagement shall be given on either side or one hour's pay shall be paid or forfeited in lieu thereof. In the case of the notice being given by the employer, such hour shall be allowed to the employee to gather, clean, pack, and transport his tools.

STEWARDS.

26. An employee who has been appointed steward on a job shall upon notification of that fact to the employer be recognized by the employer as the accredited representative of a Union. Such an employee shall be allowed all necessary time during working hours without deduction of pay to interview the employer or his representative on any matter affecting the other employees on the job.

JUNIOR LABOUR.

Part I.—Unapprenticed.

27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.
- (b) Unapprenticed junior employees shall be paid the same wages as are prescribed for apprentices under the jurisdiction of the Apprenticeship Commission, and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.
- (c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.
- (d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprentices.

The wage rates and conditions of Apprentices shall be in accordance with those prescribed from time to time by the Apprenticeship Commission.

DEFINITIONS.

28. For the purposes of this Determination—unless otherwise by the context implied—
- Carpenter or Joiner* means an employee engaged upon construction work and upon work ordinarily performed by carpenters or joiners in any workshop, establishment or yard.
- Casual hand* means an employee engaged by the hour who is or has been employed for a period of less than five days (exclusive of overtime) and who has not been summarily dismissed for misconduct or inefficiency or has not by his own act terminated his employment. Provided that a person who is engaged on weekly hiring in any other capacity than a carpenter and who without interruption in the continuity of his employment is directed to do carpenter's work shall not be deemed to be a casual hand within the meaning of this definition.
- Confined space* means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.
- Construction work* means work in connexion with the erection, repair, maintenance, renovation, ornamentation or demolition of buildings or structures, and the making, preparing, assembling or fixing of all woodwork and fittings in connexion therewith and the making, preparing, assembling and fixing of any material necessitating the use of carpentering tools or machines.
- Dirty work* means work concerning which the employer or his foreman and the employee agree that it is of an unusually dirty or offensive nature.
- Insulation work* means work which involves the handling in loose form of charcoal, pumice, "slag-wool", "insul-wool" or other loose materials of a like nature used in the construction, repair or demolition of roofing, flooring, walls or partitions for providing insulation against heat, cold or noise.
- Leading hand* means a tradesman carpenter or joiner who is given by the employer or his agent the responsibility of directing and/or supervising the work of other tradesmen carpenters or joiners.
- Maintenance* means work performed by carpenters or joiners employed in a mixed enterprise not being work in or in connexion with the erection of structures whose purpose is the extension of the productive, administrative, storage or distributive functions of such an enterprise for the performance of which erection carpenters or joiners additional to the regular staff of carpenters or joiners employed by such enterprise are engaged.
- Mixed enterprise* means an employer's enterprise carried on for the purpose of the production, treatment, distribution or provision of articles, goods, merchandise, materials, gas, electric current or power or any transport, water supply or sewerage service, the production, treatment, distribution or provision whereof is not mainly attributed to or mainly dependent on the work performed by carpenters or joiners therein employed but in which the work performed by carpenters or joiners is subsidiary and auxiliary to the carrying on of the enterprise.
- Rate of double time* means a rate of payment for work done comprised of the rate of payment ordinarily applicable to such work plus a rate equal to once that rate of payment; but in respect of an hourly rate of payment, the rate of double time prescribed by clause 12 of this Determination for work performed on any such prescribed holiday means a rate of payment at the rate which would ordinarily have been payable for such work had it been performed on a working day other than such a holiday.

Stock work means the making and/or cramping and/or assembling of stock doors not larger than 7 feet by 3 feet by 2 inches, double insertion moulder, or ledge doors of the same size, stock sashes not larger than 6 feet by 3 feet by 1½ inches or stock frames for the same, ladders, step-ladders, skirt-ironing boards, shirt-ironing boards, boot-cutting boards, paste-boards, clothes horses, fly-wire doors, fly-wire windows, tree-guards, dog-kennels, wheel-barrow, water-closets (other than pedestal seats).

Wet place means a place where water is dripping so that the clothing of the employee becomes saturated or a place where the employee has to stand in water exceeding 2 inches in depth so that his feet become wet.

POSTING OF NOTICES.

29. The employer shall not prevent an Official of a Union from posting at any time a copy of this Determination or any notice of a Union dealing with industrial matters not inconsistent with compliance with this Determination in a suitable place on any job. Provided that the employer may require that any such notice shall not exceed fourteen inches by nine inches in measurement.

PERIODICAL ADJUSTMENT OF WAGES.

30. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 31.

Table "A" Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
Victoria	£ s. d.	
Within 20 miles of G.P.O., Melbourne : 10 miles of G.P.O., Geelong ; at Warrnambool and within Mildura and Gippsland Districts	11 18 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

31. (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 May 1954, amounts of the basic wage shall be as prescribed in clause 30.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.

32. The wages rates set out in clause 2 hereof consist of the Basic Wage prescribed in clause 29 and the margins and loadings set out hereunder :—

Section A—Weekly Employees.

	For Stock Work.	For Shop Work whether performed in Shop or Joinery Mills or in a Mixed Enterprise.	For Work of Employees Employed in a Mixed Enterprise.	For Building Construction Work.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Margin for skill	1 11 0	2 6 0	2 6 0	2 6 0
War loadings	0 4 0	0 6 0	0 6 0	0 6 0
Tool allowance	0 1 3	0 5 0	0 5 0	0 5 0
Disabilities allowance .. .. .	..	..	..	0 5 6
Total additions	1 16 3	2 17 0	2 17 0	3 2 6

Section B—Hourly Employees.

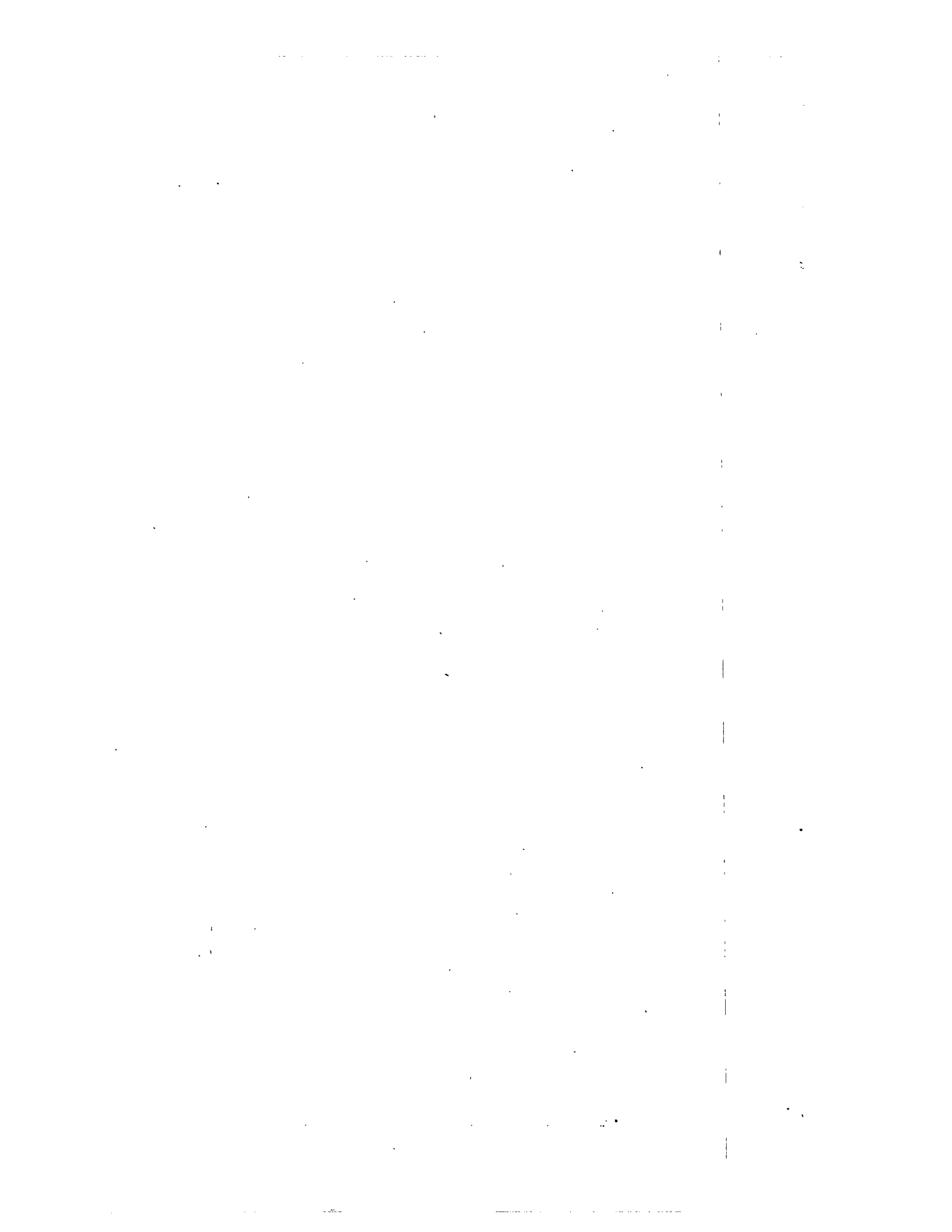
An hourly rate (calculated to the nearest farthing), equivalent to one-fortieth of the fifty-two forty-eighths of the weekly rate which would be payable in pursuance of section A of this clause had the employee been engaged by the week : Provided, nevertheless, that a casual hand shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

NOTE.—(1) The disabilities allowance referred to in section A above is to compensate for conditions peculiar to building construction work, namely, working in the open and being thereby subjected to climatic conditions, dusty conditions (i.e., from dust blowing in the wind) brick dust, drippings from concrete, sloppy conditions, lack of usual amenities associated with factory work, e.g., meal rooms, change rooms, lockers, &c., and to compensate for relative handicaps occasioned by the reduction of the standard working hours in industry generally from 48 to 44 hours per week and for all other matters not specifically compensated or allowed for by any other provision of this clause 2 of this Determination.

(2) The calculation of the hourly rate prescribed in this clause takes account of loss of earnings by employees engaged by the hour due to the occurrence of any of the holidays mentioned in clause 12 of this Determination, the non-application to such employees of the benefits of clause 23 of this Determination and the incidence of loss of wages for periods of unemployment between jobs.

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 18th February, 1954.





VICTORIA GOVERNMENT GAZETTE.

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No. 338]

THURSDAY, MAY 13.

[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
6th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

2.

Wages per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	14 14 6	15 1 0	14 11 6
Annealer and/or case hardener	14 0 6	14 7 0	13 17 6
Brassfinisher (tradesman)	14 10 0	14 16 6	14 7 0
Brassfinisher (2nd class)	13 15 0	14 1 6	13 12 0
Brass polisher	13 8 0	13 14 6	13 5 0
Blacksmith's machinist	13 6 0	13 12 6	13 3 0
Brass-smith, coppersmith, or other smith	14 11 6	14 18 0	14 8 6
Fitter and/or turner	14 10 0	14 16 6	14 7 0
Fitter, turbine blade	14 14 6	15 1 0	14 11 6
Forger and/or faggoter	15 8 6	15 15 0	15 5 6
Heat treater	14 14 6	15 1 0	14 11 6
Heat treater not subject to plant metallurgical supervision	15 3 0	15 9 6	15 0 0
Heat treater operative (as defined)	13 7 0	13 13 6	13 4 0
Inspector	15 5 6	15 12 0	15 2 6
Key-seating machinist	13 15 0	14 1 6	13 12 0
Locksmith	14 10 0	14 16 6	14 7 0
Machine setter	14 10 0	14 16 6	14 7 0
Machinist—1st class	14 10 0	14 16 6	14 7 0
Machinist—2nd class	13 15 0	14 1 6	13 12 0
Machinist—3rd class	13 6 0	13 12 6	13 3 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 14 6	15 1 0	14 11 6
Motor cycle mechanic	14 5 6	14 12 0	14 2 6
Motor mechanic	14 10 0	14 16 6	14 7 0
Mould polisher	13 4 0	13 10 6	13 1 0
Patternmaker	15 3 0	15 9 6	15 0 0
Pipe fitter on low pressure work	13 15 0	14 1 6	13 12 0
Process worker	13 0 0	13 6 6	12 17 0
Refrigeration mechanic or serviceman	14 10 0	14 16 6	14 7 0

Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) <i>Engineering and Brassworking Section—continued.</i>	£ s. d.	£ s. d.	£ s. d.
Safe maker and/or repairer (security work) ..	14 10 0	14 16 6	14 7 0
Scalemaker and/or adjuster	14 10 0	14 16 6	14 7 0
Scientific instrument maker	15 3 0	15 9 6	15 0 0
Toolmaker	15 3 0	15 9 6	15 0 0
Toolsmith	14 14 6	15 1 0	14 11 6
Wet stone grinder and glazier (tradesman) ..	14 10 0	14 16 6	14 7 0
Welder—Special class (as defined)	14 14 6	15 1 0	14 11 6
Welder—1st class (as defined)	14 10 0	14 16 6	14 7 0
Welder—2nd class	13 6 0	13 12 6	13 3 0
Welder—3rd class	13 2 0	13 8 6	12 19 0
Welder—tack	13 4 0	13 10 6	13 1 0
Jobbing moulder and/or coremaker	14 10 0	14 16 6	14 7 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 6 0	13 12 6	13 3 0
2nd six months' experience	13 9 0	13 15 6	13 6 0
3rd six months' experience	13 12 0	13 18 6	13 9 0
Thereafter	13 17 0	14 3 6	13 14 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	12 7 0	12 13 6	12 4 0
Employee not elsewhere classified	12 1 0	12 7 6	11 18 0
(b) <i>Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	14 11 6	14 18 0	14 8 6
Cash register mechanic	14 11 6	14 18 0	14 8 6
Tradesman	14 10 0	14 16 6	14 7 0
First-class mechanic	14 0 6	14 7 0	13 17 6
Second-class mechanic	13 17 0	14 3 6	13 14 0
Process worker	13 0 0	13 6 6	12 17 0
Other employees with not less than three months' experience in the metal trades industry ..	12 7 0	12 13 6	12 4 0
Employee not elsewhere classified	12 1 0	12 7 6	11 18 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen	s. d.
All other labour	4 6 per week.
	3 0 ..

LOADING 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.

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.

- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof)
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—Special class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall contain—
- (i) the names of the parties;
 - (ii) the date of birth of the apprentice;
 - (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
 - (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
 - (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
 - (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

- (c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—
- (i) by mutual consent;
 - (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged
 - (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

- (d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

- (e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed. Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

- Welder—Special class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

- (ii) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

no employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

- (f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—
If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.
For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

- (g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

- (h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

- (i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made, the employer shall covenant to pay wages of not less than such rates.

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.

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 16 0	3 18 0	3 15 0 ¹
2nd year	43	5 2 6	5 5 0	5 1 0
3rd year	54	6 8 6	6 12 0	6 7 0
4th year	83	9 17 6	10 3 0	9 15 0
5th year	100 plus 6s.	12 4 0	12 10 6	12 1 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	4 1 0	4 3 0	4 0 0
2nd year	54	6 8 6	6 12 0	6 7 0
3rd year	83	9 17 6	10 3 0	9 15 0
4th year	100 plus 6s.	12 4 0	12 10 6	12 1 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers. An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(m) An apprentice shall not work under any system of payment by results.

Lost Time.

(n) 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(o) 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.

Attendance at Technical Schools.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 6	5 5 0	5 1 0
3rd year	54	6 8 6	6 12 0	6 7 0
4th year	83	9 17 6	10 3 0	9 15 0
5th year	100 plus 6s.	12 4 0	12 10 6	12 1 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(b) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75	..	8 18 6	9 3 6	8 16 0
All others ..	75	16 0	9 14 6	9 19 6	9 12 0
When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
		Additional Amount.			
17 years of age and under ..	52	3 6	4 16 6	4 19 0	4 15 0
18 years of age ..	62	4 0	5 14 6	5 18 0	5 13 0
19 years of age ..	72	4 6	6 13 0	6 16 6	6 11 0
20 years of age ..	82	5 0	7 11 6	7 15 6	7 9 6
<i>III.—Junior Males.</i>					
Under 16 years of age ..	24	2 0	2 19 0	3 0 6	2 18 6
16 years of age ..	34	3 0	4 4 0	4 6 0	4 3 0
17 years of age ..	46	4 0	5 13 6	5 16 6	5 12 0
18 years of age ..	58	5 0	7 3 0	7 7 0	7 1 6
19 years of age ..	73	6 0	8 19 6	9 4 6	8 17 6
20 years of age ..	88	7 0	10 16 6	11 2 0	10 14 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age ..	24	3 0	3 0 0	3 1 6	2 19 6
16 years of age ..	32	4 3	4 0 6	4 2 6	3 19 6
17 years of age ..	58	8 0	7 6 0	7 10 0	7 4 6
18 years of age ..	73	10 0	9 3 6	9 8 6	9 1 6
19 years of age and over ..	88	11 6	11 1 0	11 6 6	10 18 6

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

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

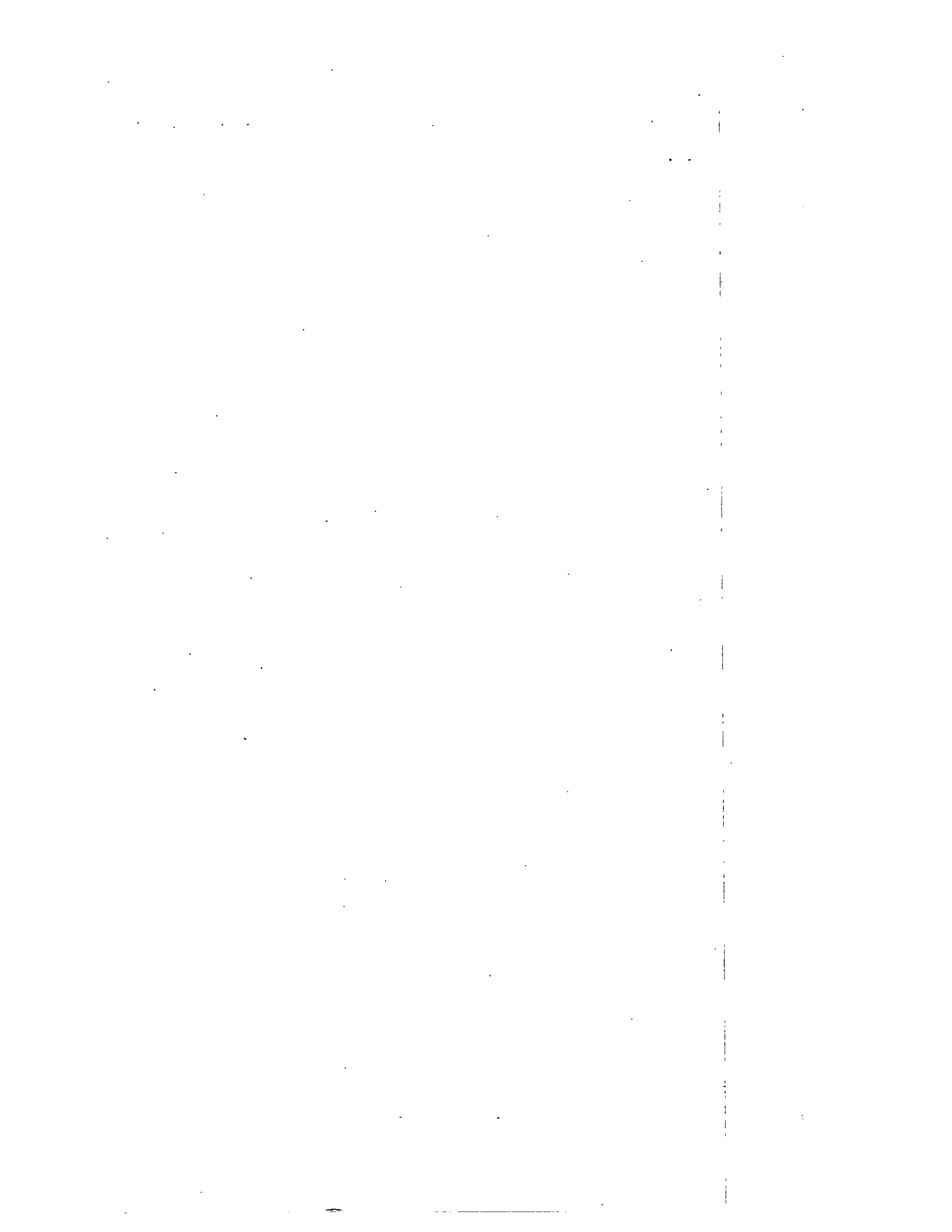
(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age.

Prohibited Occupations.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

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. 339]

THURSDAY, MAY 13.

[1534

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
6th day May 1954.

H. N. JONES,
Acting Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 3 and 4 of the Determination made on the 15th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	£ s. d. 14 16 0
2	Edge gilder	14 16 0
3	Guillotine machine operator	14 16 0
4	Tag machinist where machine has printing attachment	14 7 0
5	Tag machinist	13 11 0
6	Cutter from reel and/or slitter	13 6 0
7	Cutter from reel and/or slitter, if cutting or slitting— (a) printed, creped, or embossed paper, or papers coated with gum or other adhesive .. (b) paper into rolls for recording machines or wrapping machines, or machines similar to these machines	13 9 6
8	Envelope angle cutter	14 1 6
9	Envelope angle cutter who has to mark out	14 7 0
10	Envelope cutter and/or die cutter	13 9 6
11	Envelope cutter and/or die cutter who has to mark or lay out	13 13 6
12	Cutter of playing cards	13 9 6
13	Doyley machinist	13 13 6
14	Surface coater	13 9 6
15	Colour mixer for surface coating	13 2 0
16	Calenderer	13 6 0
17	Brusher	13 6 0
18	Water-proofer	13 6 0
19	Plate roller of paper or board	13 6 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males—continued.</i>		£ s. d.
20	Employee working pasteboard machine	13 11 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	14 16 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking, and/or cutting of material (except leather) solely and continuously	13 9 6
	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	13 6 0
24	Toilet roll automatic core-making machines	13 9 6
25	Toilet paper crepeing machinist	13 9 6
26	Toilet roll slitting and rewinding machinist	13 9 6
27	Toilet paper oval roll slotting machinist	13 6 0
28	Any other adult male	12 14 0
29	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that until the beginning of the pay period on or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 12s.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery	10 2 6
2	Female embosser	10 3 6
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive)	10 6 6
	(b) from nine to fifteen employees (both inclusive)	10 18 0
	(c) over fifteen employees	11 5 6
4	Female employees not otherwise specified	9 11 0

NOTE.—See clause 35 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

		Third Column. Weekly Wage.
		£ s. d.
1	Under 15 years of age	2 16 0
2	Between 15 and 16 years of age	3 8 6
3	Between 16 and 17 years of age	4 9 0
4	Between 17 and 18 years of age	5 19 6
5	Between 18 and 19 years of age	7 10 0
6	Between 19 and 20 years of age	9 3 0
7	Between 20 and 21 years of age	10 16 0

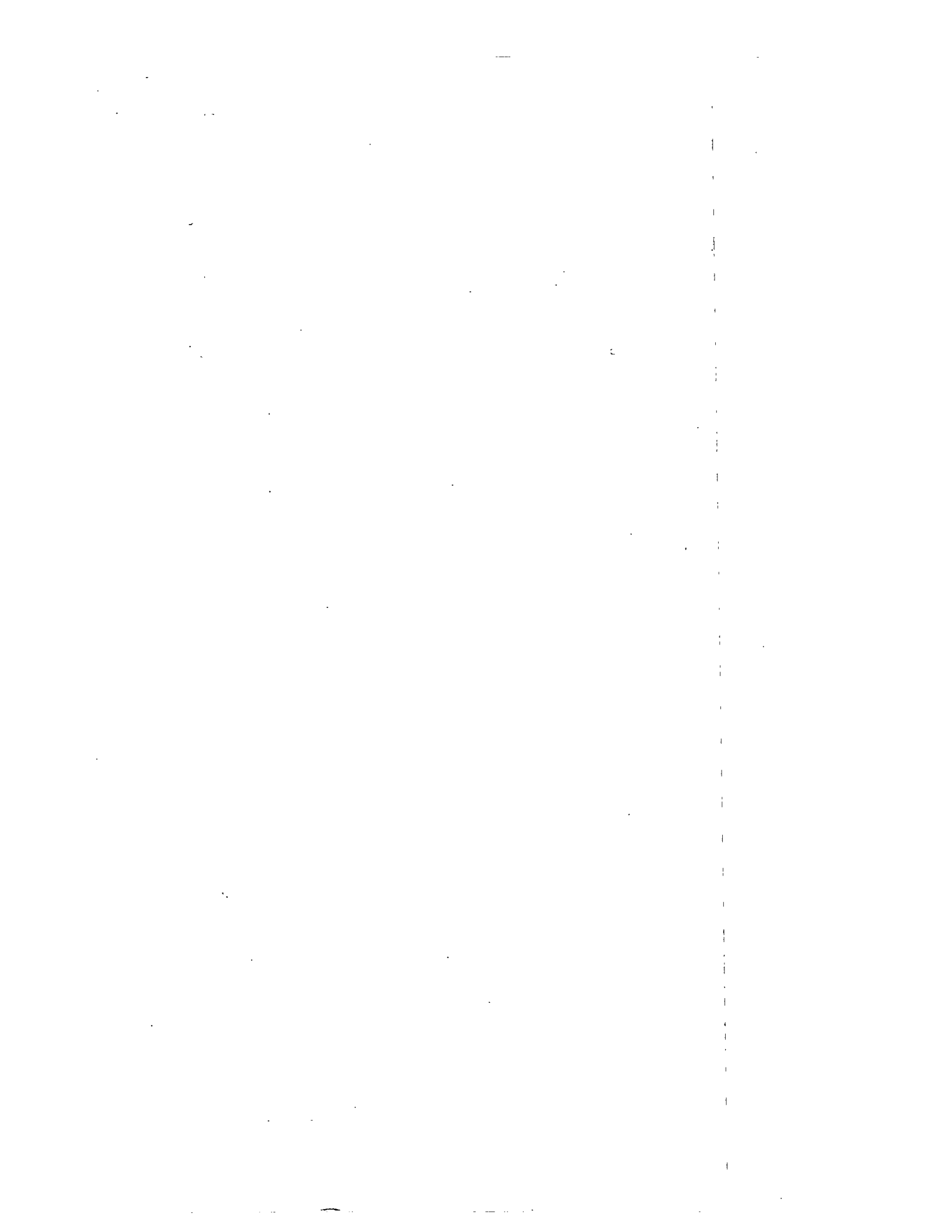
Where the work is performed by a male apprentice:—

		Third Column. Weekly Wage.
		£ s. d.
8	First year	3 6 6
9	Second year	4 16 0
10	Third year	5 11 0
11	Fourth year	6 13 0
12	Fifth year	8 3 0
13	Sixth year	11 2 0
14	A junior working on a night shift shall be paid 12s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column.
		Weekly Wage.
		£ s. d.
1	First year's experience	3 0 6
2	Second year's experience	4 1 0
3	Third year's experience	5 1 0
4	Fourth year's experience	6 1 6
5	Fifth year's experience	7 12 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 7s. 6d. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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





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THURSDAY, MAY 13.

[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
7th day of May, 1954.

H. N. JONES,
Acting Secretary for Labour.

PLUMBERS BOARD.

Clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination made on the 18th December, 1953, and in force as from the beginning of the first pay period to commence on or after the 12th January, 1954, shall be replaced by the following clauses:—

PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	Improvers.*	
					s. d.	s. d.
1st year ..	29	69 0	2 8	71 8		
2nd year ..	38	90 6	5 4	95 10		
3rd year ..	53	126 0	8 0	134 0	1st year ..	82 3
4th year ..	76	181 0	10 8	191 8	2nd year ..	105 9
5th year ..	98	233 0	13 4	246 4	3rd year ..	141 4
6th year ..	100 plus 27s.	265 0	16 0	281 0	4th year ..	209 0
					5th year ..	270 11

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 18s. 1d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four }
Two improvers to fifteen } workers receiving not
Three improvers to thirty } less than £15 18s. 1d.
and thereafter one additional im- } per week.
prover to every seven additional }

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1923* for the various parts of the State, as set out in the preamble of this Determination.

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including 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 employment in workshops.

Person employed—	Wages Per Week.		Wages Per Hour.		Person employed—	Wages Per Week.		Wages Per Hour.		
	£	s.	d.	s.		d.	£	s.	d.	s.	d.
(a) Where the artificial temperature is—					(a) Where the artificial temperature is—					
Over 130° F.	20	4	4	10	1½	19	17	8	9	11½
115° F., but not exceeding 130° F.	19	7	6	9	8½	19	0	10	9	6½
50° F. or lower	20	4	4	10	1½	19	17	8	9	11½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	18	5	10	9	1½	17	19	2	8	11½
(c) Lead burning or at lead work connected therewith	17	9	0	8	8½	17	2	4	8	6½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	16	4	9	8	1½	15	18	1	7	11½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	16	4	9	8	1½	15	18	1	7	11½
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	16	4	9	8	1½	15	18	1	7	11½

NOTE.—See clause 9 of this Part re casual rate, and clause 5 re ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

Part II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.	
Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith	16 0 0
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 15 9
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 15 9
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 15 9

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 15s. 9d. per week of 40 hours.

(b) IMPROVERS.*

(i) WAGES.					(ii) PROPORTION (within any factory or place.)
Per Week of 40 Hours.					
				<i>s. d.</i>	
1st year	..	..	..	82 3	One improver to four } Two improvers to fifteen } Three improvers to thirty } and thereafter one addi- } tional improver to every } seven additional }
2nd year	..	..	..	105 9	
3rd year	..	..	..	141 4	
4th year	..	..	..	209 9	
5th year	..	..	..	270 11	
and thereafter the minimum wage.					£14 15s. 9d. per week

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

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



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[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.

HAM AND BACON CURERS BOARD.

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

IMPROVERS.

2.

Wages.

	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>
First year	43	1 0	103 6
Second year	53	1 0	127 0
Third year	67	2 0	161 6
Fourth year	91	2 3	218 9
Fifth year and until reaching the age of 21 years	100 plus 9s.	3 0	250 0

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

OTHER EMPLOYEES.
Wages.

3.	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
<i>(a) Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	14 8 0	3 0	14 11 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	13 15 6	3 0	13 18 6
First assistant in the curing department	13 15 6	3 0	13 18 6
Other assistants in the curing department	13 10 6	3 0	13 13 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	13 6 0	3 0	13 9 0
Yardmen { For 48 hours per week	13 9 6	3 0	13 12 6
{ For 40 hours per week	13 3 6	3 0	13 6 6
All others	13 0 6	3 0	13 3 6
<i>(b) Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods)	14 1 0	3 0	14 4 0
Filler-man	13 11 6	3 0	13 14 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers	13 15 6	3 0	13 18 6
Packing room hands	13 5 6	3 0	13 8 6
Linkers and table hands	13 4 6	3 0	13 7 6
All others	12 18 0	3 0	13 1 0

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



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THURSDAY, MAY 13.

[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.

LAW CLERKS 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.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	s. d.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	s. d.	s. d.	s. d.	s. d.		
1st year	71 6	71 6	78 6	83 6	1st year	73 0
2nd year	95 0	95 0	112 0	135 6	2nd year	85 6
3rd year	112 0	121 6	159 6	183 6	3rd year	110 6
4th year—					4th year	137 6
1st six months	150 0	166 6	188 0	233 0	5th year and until 21 years of age	169 6
2nd six months	150 0	166 0	233 0	235 6		
5th year—						
1st six months	200 0	209 6	254 6	260 6		
2nd six months	200 0	251 0	254 6	260 6		
6th year and until 21 years of age	254 6	260 6	..	..

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

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

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
<i>Males.</i>		
With less than three years' experience in a solicitor's office—	£ s. d.	£ s. d.
1st year's experience	13 10 0	13 7 0
2nd year's experience	13 15 0	13 12 0
3rd year's experience	14 0 0	13 17 0
All others	14 2 6	13 19 6
<i>Females.</i>		
All adults	10 11 6	10 8 6

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



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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.

SEWER BUILDERS BOARD.

Clause 2 of the Determination made on the 27th November, 1953, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1953, shall be replaced by the following clause.

WAGES.

2. **NOTE.**—Additional rates are provided for persons employed by Contractors. See clause 5.

(a)								
<i>Apprentices or Improvers.</i>				<i>Juveniles.</i>				
Wages. Per Week of 40 Hours.				Wages. Per Week of 40 Hours.				
	Percentage of Basic Wage.	s. d.		Percentage of Basic Wage.	s. d.			
1st year }	75	178 6	Persons under 19 years of age (other than apprentices or improvers) employed— (a) carrying tools; (b) as toolsmith's assistant	80	190 6			
2nd year }								
3rd year }								
PROPORTION.								
<i>Apprentices.</i>								
One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".								
<i>Improvers.</i>								
One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".								

All Other Employees.

(b) (i) Day shift:—

	Wages Per Week of 40 Hours.		
	£	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	13	15	6
Borer testing ground	13	8	0
Cement gun nozzle operator	13	18	0
Concrete floater	13	15	6
Concrete gauger, mixer, or handler	13	8	0
Concrete mixer-driver doing repairs	14	0	6
Concrete mixer-driver not doing repairs	13	15	6
Concrete patcher	13	15	6
Compressor employee in charge doing repairs	14	0	6
Compressor employee in charge not doing repairs	13	13	0
Foreman's assistant	13	8	0
Hammer and drill hand	13	13	0
Jumperman	13	8	0
Leading hand in charge of six to ten other employees	14	3	0
Leading hand in charge of more than ten other employees	14	8	0
Machine borer	14	0	6
Manhole builder	14	3	0
Manhole sinker (any shape)	13	18	0
Leading pipe layer and/or leading jointer	14	0	6
Pipe layer and/or jointer	13	18	0
Pitcher setter	13	13	0
Ploughman	13	13	0
Ploughman's assistant	13	3	0
Pneumatic pick or scabbler or vibrator user	13	18	0
Powder monkey	14	3	0
Pump employee in charge of pump pumping water and doing repairs	13	3	0
Reinforcement placer or wiper	13	8	0
Renderer in open drains	14	8	0
Renderer in pipes, tunnels, or covered drains	15	0	6
Rigger's assistant, vent erecting	13	13	0
Rigger in charge, vent erecting or dismantling	14	3	0
Scoop filler	13	8	0
Sinker—with less than three months' experience	13	8	0
Sinker (other than manhole sinker) with three months' experience or over	13	13	0
Slurry refiller	13	3	0
Timber drawer in drives or working below 12 feet in shafts	13	13	0
Timber cutter, preparer or measurer	13	13	0
Timberman, timbering in trenches immediately behind power excavator	14	3	0
Toolsmith	13	15	6
Topman	13	3	0
Trimmer, leading (i.e., an employee in charge of trimmers)	13	18	0
Trimmer, other than leading trimmer	13	15	6
Tunneller including an employee excavating in drives	13	13	0
Vent erector or dismantler	13	8	0
Windlass hand, working alone on tripod windlass	13	8	0
Windlass hand—other	13	3	0
Employee not elsewhere classified	13	3	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (b) (i) plus an additional 5s. per shift.

Clauses, other than clause 2, 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
22nd day of April, 1954.

H. N. JONES,
Acting Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 376 of the 5th April, 1951, shall be replaced by the following clauses:—

2.

WAGES.

Apprentices.			Other Employees.		
	Percentage of Basic Wage.	Per Week of 40 Hours.	Per Hour.	Per Week of 40 Hours.	
		s. d.	s. d.	£	s. d.
1st year ..	27	64 6	Adults	8 1½	.. 16 4 2
2nd	41	97 6			
3rd	56	133 6			
4th	76	181 0			
5th	95	226 0			
PROPORTION (WITHIN ANY PLACE).					
One apprentice to every three or fraction of three workers receiving not less than £16 4s. 2d. per week of 40 hours.					
An indenture of apprenticeship has been prescribed by the Board.					

PIECEWORK PRICES.

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

Floor and Verandah Tiling.

Each area under 1 square yard	18s. per area
Under 3 square yards	23s. 10d. per square yard
3 square yards or over	20s. 10d. per square yard
Loose moravian	34s. 4d. per square yard
Steps of marble, slate, or material other than tiles with the risers	2s. 1d. per foot run respectively for each step fixed or rise tiled
Any step with nosing tread or riser tiles	9s. 1d. per foot run

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than 1 inch from the finished surface.

Wall Tiling.

Wall tiling	22s. 5d. per square yard
Kitchen stove recesses	30s. per square yard
Splash tiling under 1 square yard to basin and/or bath	30s. per room
Ceilings or offits	45s. per square yard
Liners, beads, coves, and capping	5d. per foot run in addition to full overall measurements
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	9s. 1d. per fitting
Soap and toilets with mitre surrounds	9s. 1d. each
Tiled recesses in walls up to 6 in. x 6 in. square	18s. each
Sills and reveals which occur in isolated cases	1s. 8d. per lineal foot in addition to overall measurements
Architraves and skirting	1s. 8d. per lineal foot in addition to overall measurements
Cutting on the rake to staircase dados	1s. 1d. per lineal foot

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilayer on which to start tiling, also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged	2s. 1d. per yard	} in addition to the rates fixed in this schedule for laying and fixing
(b) where joints are struck	7s. 10d. per yard	

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



VICTORIA GOVERNMENT GAZETTE.

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No. 345]

THURSDAY, MAY 13.

[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.

SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

Clause 2 of the Determination made on the 11th 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.					Other Employees.							
Males.			Females.		Males.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877).	All other parts of Victoria where this Determination applies.					
Percentage of Basic Wage.	s.	d.	Percentage of Female Basic Wage.	s.				d.	s.	d.		
Under 15 years of age ..	26	62	0	15 years of age or under ..	41	73	0					
15 years of age	35	83	6	16 years of age	49	87	6	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	282	6	278	0
16 years of age	48	114	0	17 years of age	60	107	0	* Travelling salesman ..	266	6	262	6
17 years of age	63	150	0	18 years of age	78	139	0	All others ..	266	6	262	6
18 years of age	79	188	0	19 years of age	86	153	6					
19 years of age	90	214	0	20 years of age	94	168	0					
20 years of age	100 + 4s.	242	0									
PROPORTION (in any shop or place).			PROPORTION (in any shop or place).									
<i>Apprentices.</i>			<i>Apprentices.</i>									
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.									
<i>Improvers.</i>			<i>Improvers.</i>									
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.			One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.									
					<i>Females.</i>							
					Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—							
					In charge of three or more assistants ..			223	0	219	3	
					In charge of less than three assistants ..			211	9	208	3	
					All others ..			192	6	189	9	

* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the Factories and Shops Act 1928 (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the Factories and Shops Act 1928 (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

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