VICTORIA

GOVERNMENT GAZETTE.

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No. 447] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination made on the 9th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
(*a*) *Assembly, Fitting, and Process Working.*		
Assembler	13 1 0	12 18 0
Assembler after two years' experience	13 5 0	13 2 0
Carpenter on agricultural implement making (including tool allowance)	13 17 0	13 14 0
Dismantler	13 0 0	12 17 0
Implement and/or comb fitter	13 9 0	13 6 0
Implement and/or comb fitter after two years' experience	13 14 0	13 11 0
Pattern fitter and finisher	13 14 0	13 11 0
Pattern fitter and finisher required to do machining	14 9 0	14 6 0
Plough fitter	13 7 0	13 4 0
Process worker	12 19 0	12 16 0
Wheel rimmer	13 9 0	13 6 0
Windmill erector	13 9 0	13 6 0
Windmill maker other than fitter	13 8 0	13 5 0
(*b*) *Blacksmithing, &c.*		
Blacksmith's striker	13 0 0	12 17 0
Blacksmith's striker on double fires	13 2 0	12 19 0
Bulldozer operator	13 6 0	13 3 0
Hammer driver	13 2 0	12 19 0
Heater	13 0 0	12 17 0
Implement smith of five years' experience able to do all classes of implement work	13 17 0	13 14 0
Other smith (including iron bender)	13 14 0	13 11 0

—	Wages per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—*continued.*		
(c) *Dressing, Grinding, and Pickling.*		
Chipper	13 0 0	12 17 0
Dresser and fettler	13 2 0	12 19 0
Emery-wheel attendant	13 2 0	12 19 0
Grinder	13 2 0	12 19 0
Grinder using portable machine	13 4 0	13 1 0
Pickler	12 17 0	12 14 0
Shot and sand blast dresser	13 4 0	13 1 0
(d) *Furnacemen.*		
Cupola	13 9 0	13 6 0
Electric	13 8 0	13 5 0
All other furnaces (not including small rivet or bolt heating)	13 6 0	13 3 0
Small rivet or bolt heating	13 2 0	12 19 0
Assistant	13 0 0	12 17 0
(e) *Foundry.*		
Jobbing moulder and/or coremaker	14 9 0	14 6 0
Loose pattern moulder	13 19 0	13 16 0
Plate and machine moulder and/or coremaker	13 11 0	13 8 0
Cupola furnaceman	13 14 0	13 11 0
Electric furnaceman	13 13 0	13 10 0
All other furnacemen	13 11 0	13 8 0
Assistant furnacemen	13 5 0	13 2 0
Dressers and fettlers	13 7 0	13 4 0
Grinders	13 7 0	13 4 0
Grinders using portable machine	13 9 0	13 6 0
Shot and sand blast dressers	13 9 0	13 6 0
(f) *Inspection, &c.*		
Checker	13 2 0	12 19 0
Inspector	13 2 0	12 19 0
(g) *Machinists.*		
1st class	14 9 0	14 6 0
2nd class	13 14 0	13 11 0
3rd class	13 5 0	13 2 0
Driller	13 2 0	12 19 0
Process worker	12 19 0	12 16 0
(h) *Painting, &c.*		
Dipper	12 17 0	12 14 0
Painter (brush hand)	13 0 0	12 17 0
Paint mixer	12 17 0	12 14 0
Spray painter	13 1 0	12 18 0
Writer and liner	13 9 0	13 6 0
(i) *Sheet Metal.*		
Sheet Metal Workers—1st class	14 9 0	14 6 0
Sheet Metal Workers—2nd class	13 14 0	13 11 0
(j) *Stores.*		
Attendant at casting stores	12 17 0	12 14 0
Storeman and/or packer	13 0 0	12 17 0
(k) *Welders.*		
1st class	14 13 6	14 10 6
2nd class	13 5 0	13 2 0
3rd class	13 1 0	12 18 0
Tack welder	13 3 0	13 0 0
(l) *Wire Workers.*		
Wire drawer	13 0 0	12 17 0
Wire weaver	13 0 0	12 17 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	14 9 0	14 6 0
Shift electrician	14 9 0	14 6 0
Tradesman, electrical fitter	14 9 0	14 6 0
Tradesman's and electrical mechanic's assistant	13 0 0	12 17 0
DIVISION III.—ENGINEERING.		
Electrical fitter	14 9 0	14 6 0
Machinist—1st class	14 9 0	14 6 0
Machinist—2nd class	13 14 0	13 11 0
Machinist—3rd class	13 5 0	13 2 0
Motor mechanic	14 9 0	14 6 0
Patternmaker	15 2 0	14 19 0
Toolmaker	15 2 0	14 19 0
Tradesman	14 9 0	14 6 0
Tradesman, the greater part of whose time is occupied in marking off	14 13 6	14 10 6
Tradesman, wet stone grinder and glazier	14 9 0	14 6 0

—	Wages per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Division IV.—Engineering Smithing.		
Coppersmith	14 10 6	14 7 6
Forger and/or faggoter	15 7 6	15 4 6
Forgeman's assistant	13 2 0	12 19 0
Other smith	14 10 6	14 7 6
Toolsmith	14 13 6	14 10 6
Division V.—Wood Mill.		
Band sawyer	13 6 0	13 3 0
Bending machinist	13 3 0	13 0 0
Boring and drilling machinist	12 19 0	12 16 0
Buzzer machinist (only operating or feeding machines)	12 15 0	12 12 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 9 0	13 6 0
Casemaker	13 5 0	13 2 0
Casemaking sawyer	12 16 0	12 13 0
Circular sawyer	13 6 0	13 3 0
Crosscut sawyer	12 19 0	12 16 0
Morticing machinist	12 19 0	12 16 0
Moulding machinist (where the machinists set up their machines only)	13 7 0	13 4 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 16 0	13 13 0
Pulling out machinist	12 18 0	12 15 0
Sanding machinist	13 3 0	13 0 0
Saw doctor	14 15 0	14 12 0
Shaper machinist	14 1 6	13 18 6
Stacker	12 18 0	12 15 0
Tenoning machinist (only operating or feeding machines)	12 17 0	12 14 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 13 0	13 10 0
Thicknesser machinist	13 2 0	12 19 0
Turner	14 1 6	13 18 6
Division VI.—Miscellaneous.		
Belt maker and cutter	13 8 0	13 5 0
Carpenter (other than agricultural implement making)	14 9 0	14 6 0
Currier	13 18 0	13 15 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	12 6 0	12 3 0
Employee not elsewhere classified	12 0 0	11 17 0

Apprenticeship.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows :—

If the apprentice when articled is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision :—

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

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

—	Total Wage Payable. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	Total Wage Payable. All Other Parts of Victoria.
	£ s. d.	£ s. d.
Four and five-year terms—		
1st year	3 7 0	3 6 6
2nd year	4 13 6	4 12 6
3rd year	6 4 6	6 3 0
4th year	9 16 6	9 14 0
5th year	12 3 0	12 0 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 16 6	3 15 6
2nd year	6 4 6	6 3 0
3rd year	9 16 6	9 14 0
4th year	12 3 0	12 0 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

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

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.*

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

(viii) No apprentice shall work under any system of payment by results.

(ix) 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.

(x) 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 the Determination for the trade, 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.*

(xi) No employer shall, 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.

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

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (*a*) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male *juniors shall be as follows:—*

WAGES PER WEEK OF 40 HOURS.

—	Total Wage Payable. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	Total Wage Payable. All Other Parts of Victoria.
	£ s. d.	£ s. d.
I.—Adult Females.		
Under one month's experience	8 17 6	8 15 6
All others	9 13 6	9 11 6
II.—Junior Females.		
17 years of age and under	4 16 0	4 15 0
18 years of age	5 14 0	5 13 0
19 years of age	6 12 6	6 11 0
20 years of age	7 10 6	7 9 6
III.—Male Juniors.		
Under 16 years of age	2 19 0	2 18 0
16 years of age	4 3 6	4 2 6
17 years of age	5 13 0	5 11 6
18 years of age	7 2 6	7 0 6
19 years of age	8 19 0	8 17 0
20 years of age	10 15 6	10 13 0
IV.—Junior Males (Foundries).		
Under 16 years of age	3 0 0	2 19 0
16 years of age	4 0 0	3 19 0
17 years of age	7 5 6	7 3 6
18 years of age	9 3 0	9 1 0
19 years of age and over	11 0 0	10 17 6

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

The rates shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(*b*) 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 in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (*d*).

Clauses, other than clauses 2, 5 and 6, of the said Determination shall remain in force.

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No. 448] **TUESDAY, JUNE 15.** **[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 af 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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 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.

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	13 9 0	13 15 6	13 6 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	13 2 0	13 8 6	12 19 0
Blacksmith's striker	13 0 0	13 6 6	12 17 0
Blacksmith's striker on double fires and other assistant ..	13 2 0	13 8 6	12 19 0
Boiler (inside) chipper and cleaner	13 6 0	13 12 6	13 3 0
Boilermaker and/or structural steel tradesman	14 9 0	14 15 6	14 6 0
Boilersmith and/or angle iron smith	14 13 6	15 0 0	14 10 6
Cold saw operator	13 2 0	13 8 6	12 19 0
Dogman	13 2 0	13 8 6	12 19 0
Driller using portable machines	14 4 6	14 11 0	14 1 6
Driller using stationary machines	13 1 0	13 7 6	12 18 0
Employee assisting a ship plate bender or plate setter ..	13 2 0	13 8 6	12 19 0
Friction saw operator	13 0 0	13 6 6	12 17 0
Furnaceman on heavy angle iron or heavy plate ..	13 8 0	13 14 6	13 5 0
Furnaceman's assistant	13 0 0	13 6 6	12 17 0
Holder-up, whether using hand or machine dolly of any kind, including all work incidental thereto	13 7 0	13 13 6	13 4 0
Machinist—			
1st class	14 9 0	14 15 6	14 6 0
2nd class	13 14 0	14 0 6	13 11 0
3rd class	13 5 0	13 11 6	13 2 0

WAGES—*continued.*

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	13 7 0	13 13 6	13 4 0
2nd class	13 1 0	13 7 6	12 18 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making)	14 15 0	15 1 6	14 12 0
Painter of ironwork using spray	13 1 0	13 7 6	12 18 0
Painter, brush hand	13 0 0	13 6 6	12 17 0
Plate setter and frame bender	14 12 0	14 18 6	14 9 0
Press and block hand assisting a boiler or angle ironsmith	13 2 0	13 8 6	12 19 0
Process worker	12 19 0	13 5 6	12 16 0
Rigger and/or splicer	13 11 0	13 17 6	13 8 0
Rivet heater	13 2 0	13 8 6	12 19 0
Welder—			
Special class (as defined)	14 13 6	15 0 0	14 10 6
1st class (as defined)	14 9 0	14 15 6	14 6 0
2nd class	13 5 0	13 11 6	13 2 0
3rd class	13 1 0	13 7 6	12 18 0
Welder-tack	13 3 0	13 9 6	13 0 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	13 2 0	13 8 6	12 19 0
Cement mixer	13 3 0	13 9 6	13 0 0
Cement liner	13 6 0	13 12 6	13 3 0
Cement liner operator	13 14 0	14 0 6	13 11 0
Employee in charge of ring making machines	13 6 0	13 12 6	13 3 0
Employee rounding and straightening steel pipes	13 5 0	13 11 6	13 2 0
Employee on tar dip and sand rolling	13 2 0	13 8 6	12 19 0
Faucet maker in charge of furnace	13 9 0	13 15 6	13 6 0
Faucet maker's assistant	13 2 0	13 8 6	12 19 0
Machine operator (in charge of machines)	13 6 0	13 12 6	13 3 0
Pipe builder	13 6 0	13 12 6	13 3 0
General (wheresoever employed)—			
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 0 0	13 6 6	12 17 0
Other employees with not less than three months' experience in the metal trades industry	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified	12 0 0	12 6 6	11 17 0

Leading Hands.

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

Provided that an employee in an electric 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/or apprentices in the fourth and fifth years of their apprenticeship employed in large operating thermal 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 12s. per week extra; assistants and unapprenticed juniors nineteen years of age and over shall be paid 6s. per week extra and other apprentices and unapprenticed juniors shall be paid 3s. per week extra; such amounts shall be deemed to include all special rates prescribed in clause 5 of this Determination. 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.

Ship Repairing.

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

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

3. APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder special class.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) 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 Indentures.

(*d*) 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 provisions 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.

(*e*) The training of apprentices to boilermaking or structural steel work 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.

(*f*) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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 trade of boilermaker an employer may with the consent of the Apprenticeship Commission 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 this Determination.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 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 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:

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Four and Five-year Terms.				
		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 6	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0
Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 6
3rd year	83	9 16 6	10 2 0	9 14 0
4th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

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.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen 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.

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

Lost Time.

(*m*) 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 on 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.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	*Other Parts of* Victoria.
		Junior Males.			
		s. d.	£ *s. d.*	£ *s. d.*	£ *s. d.*
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

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

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.

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

(*c*) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) *Cutting plates by means of hammer and cold set.*
(viii) Holding up rivets over ¼ in. diameter.
(ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(x) Punching machines handling plates weighing more than 84 lb.
(xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(*d*) Junior employee 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;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 449] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this 8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CARDBOARD BOX TRADE 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:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES.	
	(*All Sections other than Corrugated Board and Fibre Board Container Section.*)	£ s. d.
1	Guillotine machine operator	13 15 6
2	Carton cutting and creasing forme setter	14 0 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	13 15 6
4	Combination tube and shell machinist	13 15 6
5	Employee operating international tube and shell machine	13 15 6
6	Laube box-making machinist	13 15 6
7	Molins single shell creasing and gluing machinist	13 15 6
8	Employee operating automatic carton-gluing machine	13 8 6
9	Employee operating scoring and double-folding automatic tube gluing machine	13 10 0
10	Twin or single die-scoring, cutting, and printing slide machinist	13 8 6
11	Carton cylinder-press machinist	13 18 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	13 15 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	13 12 6
14	Two-way or double cutter and scorer machinist	13 8 6
15	One-way rotary cutter and scorer machinist	13 8 6
16	Gang slitting machinist	13 8 6
17	Mounting machinist	13 8 6
18	Cylindrical tube winding machinist	13 8 6
19	Cylindrical tube cutting machinist	13 8 6
20	Assistant to machinist on any machine in this section	12 17 0
21	Employee working any other kind of machine	13 5 0
22	Storeman	13 5 0
23	Packer and/or despatcher	13 5 0
24	Feeder on carton-cylinder machine	12 17 0
25	Any other adult male	12 13 0
26	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 *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES—*continued.*	
	Corrugated Board and Fibre Board Container Section.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	13 12 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	13 12 6
3	Corrugated board machinist making one-faced boards	13 5 0
4	*Corrugated board machinist's assistant*	12 19 0
5	Fibre board (paster) machinist	13 12 6
6	Fibre board (paster) machinist's assistant	12 19 6
7	Corrugated board printing machinist	13 8 6
8	Corrugated board printing machinist's assistant	12 17 0
9	Fibre board printing machinist	13 8 6
10	Fibre board printing machinist's assistant	12 17 0
11	Corrugated board cutter and/or slotter	13 3 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	13 5 6
13	Corrugated board slotter operating machine with printing attachment	13 3 6
14	Corrugated board sawyer	13 5 6
15	Corrugated board scorer and slitter	13 3 6
16	Corrugated board automatic scorer and slotter and slitter	13 3 6
17	Fibre board automatic scorer and slotter and slitter	13 3 6
18	Fibre board cutter and/or slotter and/or bender	13 3 6
19	Employee in charge of silicate dissolving plant	13 3 6
20	*Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work*	13 1 0
21	Employee on dimpler machine	13 5 0
22	Employee engaged as assistant machinist or tailer-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	12 15 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	12 15 0
24	Corrugated board-taping machinist	13 3 6
25	Employee working any other kind of machine	13 1 0
26	Power bale press machinist	12 15 0
27	Storeman	13 5 0
28	Packer and/or despatcher	13 5 0
29	Any other adult male	12 13 0
30	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 *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(Including non-adult females of at least five years' experience.)	£ s. d.
1	Female head packer when employed as such	10 2 0
2	Packer	10 16 6
3	Female feeder employed on carton-cylinder machine	9 10 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	9 19 6
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	10 6 0
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	10 2 0
	(*b*) controlling and/or setting up automatic carton-gluing machine	10 2 0
	(*c*) *employed on any other machine used in cardboard box making, container making,* or carton making	10 0 0
6	Female carton maker, including puller out and stripper	9 16 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	9 18 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	9 18 0
9	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 5 6
	(*b*) from nine to fifteen employees (both inclusive)	10 17 0
	(*c*) over fifteen employees	11 4 6
10	Female employee not otherwise specified	9 10 0

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.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 15 6
(ii) between 15 and 16 years of age	3 8 6
(iii) between 16 and 17 years of age	4 8 6
(iv) between 17 and 18 years of age	5 19 0
(v) between 18 and 19 years of age	7 9 6
(vi) between 19 and 20 years of age	9 2 0
(vii) between 20 and 21 years of age	10 15 0
A junior working on a night shift for a week shall be paid an extra amount of 12s. Provided that, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	3 0 6
(ii) Second year's experience	4 0 6
(iii) Third year's experience	5 0 6
(iv) Fourth year's experience	6 1 0
(v) Fifth year's experience	7 11 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £9 3s. 7d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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No. 450] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
3rd day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 4, of the 5th January, 1954, shall be replaced by the following clause:—

2. (*a*) WAGES.

Apprentices or Improvers.

—	Wages. Per Week of 40 Hours. Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.
16 and under 17 years of age	50	118 6	1 0	119 6
17 and under 18 years of age	58	137 6	1 2	138 8
18 and under 19 years of age	69	163 6	1 4	164 10
19 and under 20 years of age	85	201 6	1 7	203 1
20 and under 21 years of age	100+2s.	239 0	2 1	241 1

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

Other Employees.

—	Wages. Per Week of 40 Hours. Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.
Wet sheet machine leading hand ..	260 0	5 0	265 0
Wet sheet machine operator ..	256 0	5 0	261 0
Mixer operator—in sole charge of Tide mill	256 0	5 0	261 0
Mixer operator—other	253 0	5 0	258 0
Asbestos treatment operator ..	255 0	5 0	260 0
Cutter-off in charge	260 0	5 0	265 0
Cutter-off	252 6	5 0	257 6
Plateman or stacker	253 0	5 0	258 0
Corrugating machine operator ..	253 0	5 0	258 0
Hand corrugator	251 6	5 0	256 6
Wet trimmer (Power guillotine only)	253 0	5 0	258 0
Leading hand in charge of dry trimming	260 0	5 0	265 0
Dry trimmer—operating power cutting machine	253 0	5 0	258 0
Accessories hand moulder—welded or grafted mouldings	255 0	5 0	260 0
Accessories hand moulder—plain mouldings	253 0	5 0	258 0

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WAGES—*continued.*

Apprentices or Improvers.					Other Employees.			
—	Wages. Per Week of 40 Hours.				—	Wages. Per Week of 40 Hours.		
	Percentage of Basic Wage.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
						s. d.	s. d.	s. d.
PROPORTION (IN ANY PLACE). *Apprentices and Improvers.* Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".					Operator cement bulk handling ..	255 0	5 0	260 0
					Pipe machine leading hand ..	264 0	5 0	269 0
					Mazza machine control operator ..	255 0	5 0	260 0
					Pressure pipe curing tank hand ..	252 6	5 0	257 6
					Operator pressure pipe turning and socket boring machine	252 6	5 0	257 6
					Operator pressure pipe turning and socket boring machine (who sets up machine)	257 6	5 0	262 6
					Pressure pipe socket fitter ..	252 6	5 0	257 6
					All others	250 0	5 0	255 0

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

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

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No. 451] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination made on the 19th January, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.

Wages—Per Week of 40 Hours.

Commencing Age.

—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	73 6	85 6	102 0	156 6	206 0	245 0
2nd 6 months ..	85 6	102 0	156 6	206 0	245 0	..
2nd year ..	102 0	156 6	206 0	245 0	..	..
3rd year ..	156 6	206 0	245 0	..	..	..
4th year ..	206 0	245 0	..	..	..	..
5th year ..	245 0	..	..	..	..	..

PROPORTION.

Males.

One male improver to every three or fraction of three male workers receiving not less than 265s. per week of 40 hours.

IMPROVERS AND JUVENILE WORKERS—FEMALES.

Wages—Per Week of 40 Hours.

Commencing Age.

—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	74 6	87 0	103 0	120 6	133 0	149 0
2nd 6 months ..	87 0	103 0	120 6	133 0	149 0	..
2nd year ..	103 0	120 6	133 0	149 0	..	..
3rd year ..	120 6	133 0	149 0	..	..	..
4th year ..	133 0	149 0	..	..	..	..
5th year ..	149 0	..	..	..	..	..

PROPORTION.

Females Improvers.

Two female improvers to every six or fraction of six female workers receiving not less than 184s. per week of 40 hours.

JUVENILE WORKERS.

Two juvenile workers to every six or fraction of six female workers receiving not less than 184s. per week of 40 hours.

NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.

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OTHER EMPLOYEES.

	Per Week of 40 Hours.	
	s.	d.
Males.		
Combination bag-making machine attendant	265	0
Repairers by hand	265	0
Repairers by machine	265	0
Machinist on combination bag-making machine	252	0
All others	247	0
Females.		
Bag-making machinist	188	6
Repairers by hand	195	9
Repairers by machine	195	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—		
1st 3 months	179	9
2nd 3 months	179	9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—		
1st 3 months	179	9
All others	184	0

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

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	Plus 10 per cent.	With 219¼ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.		
Machine repairing washed sugar bags (employer to provide twine)	5½d. ,,		
Machine repairing ordinary bags (employer to provide twine)	4½d. ,,		
Machine repairing mill or coal bags (employer to provide twine)	11d. ,,		
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. ,,		
Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.			
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. ,,		
Hands repairing wool packs (employee to provide twine)	4½d. each.		

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.

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

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No. 452] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this 8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BISCUIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 76 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage Basic Wage.	Male Apprentices or Improvers.	Percentage of Female Basic Wage.	Female Apprentices or Improvers.
		s. d.		s. d.
Under 16 years of age	38	90 0	63	112 0
16 years of age ..	40	95 0	63	112 0
17 years of age ..	56	132 6	70	124 0
18 years of age ..	64	151 6	81	144 0
19 years of age ..	75	177 6	88	156 0
20 years of age ..	85	201 6	96	170 6

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

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 254s. per week of 40 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 197s. 3d. per week of 40 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 254s. per week of 40 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 197s. 3d. per week of 40 hours.

Other Employees.

WAGES.

	Per week of 40 hours.
	s. d.
Bakers (including Wafer Bakers and Branette Bakers)	276 0
Brakesman	272 0
Machine Attendant	269 0
Men carrying and stacking flour	271 0
Mixers (including Wafer Mixers and Sugar Cream Mixers)	275 0
Oven firemen	270 0
Adult males operating "Enroba" chocolate dipping machine	262 0
Despatch hands	262 0
All other males	254 0
All other females	197 3

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

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

No. 452.—4707/54.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 453] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOTTLE COVERS BOARD.

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

2.

Improvers* (Male or Female).

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	38	90 0
17 years of age	49	116 0
18 years of age	66	156 6
19 years of age	76	180 0
20 years of age	87	206 0

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

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

Other Employees.

Wages per Week of 40 Hours.

	s. d.
Male adults	259 0
Female adults—	
Under six weeks' experience	207 0
Thereafter	233 0

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker, shall be added the sum of one hundred and forty-nine shillings. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and forty-nine shillings shall be added in lieu thereof.

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

No. 453.—4711/54.—PRICE 3D.

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No. 454] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BRUSHMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 56 of the 16th February, 1954, shall be replaced by the following clause :—

2. WAGES.

(a) APPRENTICES OR IMPROVERS.

Experience.	Wages per week of 40 hours. Males. Percentage of Basic Wage.	Males. s. d.	Females. Percentage of Female Basic Wage.	Females. s. d.
1st year	24	57 6	38	67 6
2nd year	32	76 0	50	88 6
3rd year	47	111 6	70	124 0
4th year	½ minimum wage or earnings on piecework		88	156 0
5th year	¾ minimum wage or earnings on piecework			
6th year	¾ minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.		and thereafter the minimum wage or full piecework prices.	

(b) OTHER EMPLOYEES.

	Wages per week of 40 hours. s. d.
Males.	
Persons employed at—	
Paint brush making	283 3
Hair pan work	277 0
Bass pan work	277 0
Hair dressing and mixing	277 0
Making twisted brushes	277 0
Making wire brushes	277 0
Bass broom drawing	277 0
Finishing	277 0
Boring (hand)	277 0
Lacquering or ducoing	271 0
Trimming machine (when employed solely at such machine)	262 0
Automatic boring and filling machinists ..	262 0
Filling machinists	262 0
Boring machinists	262 0
Females.	
Automatic boring and filling machinists ..	182 0
Filling machinists	182 0
Trimming machinists	182 0
Boring machinists	182 0
Bench drawing	184 0
Treadle knot-sizing machinists	182 0
Persons employed at lacquering or ducoing ..	182 0

No. 454.—4713/54.—PRICE 3D.

(a) Apprentices or Improvers.					(b) Other Employees.	Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.					
	Males.		Females.			
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.		

PROPORTION.
(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two Two to three .. .. Three to five .. .. Four to nine .. .. Six to twelve .. .. Seven to fifteen .. .. Nine to eighteen	Male workers receiving not less than 271s. per week of 40 hours or earning full piecework prices.

Females.

One female improver to one or two Two to three .. .. Three to five .. .. Four to nine .. .. Six to twelve .. .. Seven to fifteen .. .. Nine to eighteen	Female workers receiving not less than 182s. per week of 40 hours or earning full piecework prices.

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each piece-worker shall be added the sum of 25s. in the case of males and 18s. 6d. in the case of females for each full week worked (or a pro-rata amount according to the time actually worked if less than a full week is worked).

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 455] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BULK GRAIN WORKERS BOARD.

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

2. WAGES.

(i) *Junior Employees.*

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

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years	30	3 19 6
17 years	40	5 6 0
18 years	50	6 12 6
19 years	70	9 5 6
20 years	90	11 18 6

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

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

No. 455.—4715/54.—PRICE 3D.

(ii) *Other Employees.*

—	Weekly Employment.	Casual Employment.
	per week.	per hour.
Group 1.	£ *s.* *d.*	*s.* *d.*
Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing	13 5 0	7 $3^{9}/_{20}$
Group 2.		
Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors	13 10 10	7 $5\frac{3}{8}$
Group 3.		
Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	13 16 8	7 $7^{3}/_{10}$

(iii) *Leading Hand.*

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

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

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

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No. 456] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CEMENT BOARD.

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

2. APPRENTICES AND IMPROVERS.

—	(a) CEMENT WORKS. Wages per Week.			
	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable.)	Total Wage.
	%	s. d.	s. d.	s. d.
Under 16 years of age	43	102 0	2 0	104 0
Under 17 years of age	53	125 6	2 9	128 3
Under 18 years of age	61	144 6	3 3	147 9
Under 19 years of age	74	175 6	4 0	179 6
Under 20 years of age	84	199 0	4 3	203 3
Under 21 years of age	95	225 0	5 0	230 0

QUARRY.

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

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

No. 456.—4721/54.—PRICE 3D.

OTHER EMPLOYEES (MALES).

(a) Cement Works.	*Wages per Week. Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Cement Burner	295 0	6 0	301 0
Tester on Slurry Controls	290 0	6 0	296 0
Miller	287 6	6 0	293 6
Coal Drier	287 6	6 0	293 6
Potash plant attendant	283 6	6 0	289 6
Loader in railway trucks at bagging sheds	292 0	6 0	298 0
Machine Bag Filler	292 0	6 0	298 0
Electrostatic Precipitator Attendant	280 0	6 0	286 0
Pipe Line Attendant	270 0	6 0	276 0
Slurry Tank Attendant	280 0	6 0	286 0
Mammoth Crusher Attendant	305 6	6 0	311 6
Mammoth Crusher Assistant	275 6	6 0	281 6
Truck Trimmer	268 0	6 0	274 0
Truck Cleaner	266 0	6 0	272 0
Cleaner (other)	264 0	6 0	270 0
Truck Tarper	272 6	6 0	278 6
Mill Room Helper	271 6	6 0	277 6
Centrefuge Operator	275 6	6 0	281 6
Potash Residue Attendant	272 0	6 0	278 0
Experienced Factory Operative	266 6	6 0	272 6
Train Attendant	275 0	6 0	281 0
All others	243 0	6 0	249 0

(b) Quarries.	Adjustable Rate	Plus War Loading (Non-adjustable)	Total Wage
	s. d.	s. d.	s. d.
Powder Monkey	312 0	6 0	318 0
Jack Hammerman	312 0	6 0	318 0
Platelayer	288 6	6 0	294 6
Bankman	286 0	6 0	292 0
Underground Quarryman	300 0	6 0	306 0
Pump Attendant	291 0	6 0	297 0
Signal Attendant	275 0	6 0	281 0
Leverman	272 6	6 0	278 6
Dump Man	275 0	6 0	281 0
String Puller	270 0	6 0	276 0
Switch Attendant	270 0	6 0	276 0
Dray Attendant	274 6	6 0	280 6
All others	250 0	6 0	256 0

LEADING HANDS.

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

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

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

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No. 457] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination made on the 19th January, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clauses:—

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

2. (a) WAGES PER WEEK.

Improvers.

—	Percentage of Basic Wage.	— s.	d.
Under 17 years of age	67	159	0
17 years of age	79	187	0
18 years of age	91	215	6
19 years of age or over—the appropriate rate prescribed under the heading "other employees".			

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 254s. 8d. per week.

Other Employees.

	s.	d.
Persons trimming or spreading coal that is heated or on fire	350	0
Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines	294	0
Persons employed trimming coal and/or feeding coal to and from coal loaders	284	0
Persons trimming coal from the "Grab"	291	4
Other coal trimmers	284	0
Coal baggers or loaders	284	0
Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles	284	0
Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	306	0
Persons loading by shovel or fork loose coal from the ground into railway trucks	317	0
Coke stackers at wharf coal yards	293	2
Coke yard employees	254	8
Carters driving one horse	260	6
Carters driving two horses	268	6
Carters driving three horses	273	0
Carters driving four horses	276	0
Carters driving five horses	277	6
And 6d. extra per day for every additional horse.		
Drivers of motor vehicle, including girlinger, having a maker's capacity of—		
(a) 25 cwt. or less	268	6
(b) Over 25 cwt., but not over 3 tons	274	6
(c) Over 3 tons, but under 6 tons	279	0
Further tonnage—for each complete ton over 5 an extra 1s. per week.		
All other coal yard employees	277	0

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade

No. 457.—4728/54.—PRICE 3D.

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

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.

(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

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

1. (a) WAGES PER WEEK OF 40 HOURS.

Improvers.

—	Percentage of Basic Wage.	— s.	d.
Under 17 years of age ..	65	154	0
17 years of age	77	182	6
18 years of age	87	206	0
19 years of age or over—the appropriate rate prescribed under the heading "other employees".			

PROPORTION (BY ANY EMPLOYER).

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 260s. 6d. per week.

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

Other Employees.

	s.	d.
Wood cutters, using axe, power crosscut circular saw, or other method	264	8
Carters driving one horse	260	6
Carters driving two horses	268	6
Carters driving three horses	273	0
Carters driving four horses	276	0
Carters driving five horses	277	6
And 6d. extra per day for every additional horse.		
Drivers of vehicle (including girlinger) having maker's capacity of—		
(a) 25 cwt. or less	268	6
(b) Over 25 cwt., but not over 3 tons	274	6
(c) Over 3 tons, but under 6 tons	279	0
Further tonnage—for each complete ton over 5 an extra 1s. per week.		
Charcoal burning by retorts, metal or brick kilns, or pits—		
(a) Operator in charge of plant	279	8
(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	269	8
Grinding or grading charcoal—		
(a) Attendant in charge of plant—		
(i) With four or more persons under his supervision ..	289	8
(ii) With three or fewer persons under his supervision ..	285	8
(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	279	8

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

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No. 458] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

ELECTRO-PLATERS BOARD.

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

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Males.		
Grinder or polisher	274	6
Electro-plater—		
1st Class	289	0
2nd Class	274	0
3rd Class	259	0
Liner or hand decorator	274	6
Coater	264	6
Spray operator	261	0
Other employees with not less than three months' experience in the metal trades industry	246	0
All others	237	0
Females.		
Females employed at—		
(*a*) hand burnishing, hand finishing, or lacquering	200	0
(*b*) polishing	274	6
All others { under one month's experience in the industry	177	6
All others { thereafter	193	6

No. 458.—4740/54.—PRICE 3D.

Leading Hands.

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

APPRENTICESHIP.

3. (*a*) An employer may employ any minor as an apprentice in any work covered by this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

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.

Proportion.

(*d*) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

(i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
(ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 234s. per week, and two female apprentices to every three female workers receiving not less than 175s. 6d. per week.

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.

Period of Apprenticeship.

(*e*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

(*g*) 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 apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*h*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, and in all contracts of apprenticeship hereafter made the employer shall covenant of pay wages of not less than such rates.

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

(*i*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
Four and Five-year Terms.	Per Week.	£ s. d.
1st year	32	3 16 0
2nd year	43	5 2 0
3rd year	54	6 8 0
4th year	83	9 16 6
5th year	100 + 6s.	12 3 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.		
1st year	34	4 0 6
2nd year	54	6 8 0
3rd year	83	9 16 6
4th year	100 + 6s.	12 3 0

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.

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

Overtime and Shift Work.

(*k*) 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.

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

Lost Time.

(*m*) 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.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for 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.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.
I.—Junior Females.		*s. d.*	£ *s. d.*
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d. half or less than half of 6d., in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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

(*b*) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or
using electric arc or oxy-acetylene blow pipe.

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

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No. 459] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
3rd day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination made on the 3rd 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 Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
File chisel whetter	13 15 0	14 1 6	13 12 0
File inspector—First class	13 10 0	13 16 6	13 7 0
File inspector (other)—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 4 0	13 10 6	13 1 0
Automatic file blanking machine operator—			
(a) First three months' experience as such	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 10 0	13 16 6	13 7 0
File cutter—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 10 0	13 16 6	13 7 0
Hand hammer file forger—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 10 0	13 16 6	13 7 0
File tang roller—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 10 0	13 16 6	13 7 0
File compound controller	13 8 6	13 15 0	13 5 6
File edge grinder—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	13 8 0	13 14 6	13 5 0
File side grinder—			
(a) First three months' experience as such..	13 2 0	13 8 6	12 19 0
(b) Thereafter	13 8 0	13 14 6	13 5 0
File hardener—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 8 0	13 14 6	13 5 0
File point roller—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 8 0	13 14 6	13 5 0
File bar clipper—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 5 0	13 11 6	13 2 0
File roll flattener—			
(a) First three months' experience as such..	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 5 0	13 11 6	13 2 0

No. 459.—4748/54.—Price 3d.

Wages per Week of 40 hours.

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.
	£ s. d.	£ s. d.	£ s. d.
File brander			
(a) First three months' experience as such	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 5 0	13 11 6	13 2 0
Half round or round file grinder—			
(a) First three month's experience as such	13 2 0	13 8 6	12 19 0
(a) Thereafter	13 4 0	13 10 6	13 1 0
File tang and point trimmer—			
(a) First three months' experience as such	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 2 0	13 8 6	12 19 0
File miller—			
(a) First three months' experience as such	12 19 0	13 5 6	12 16 0
(b) Thereafter	13 4 0	13 10 6	13 1 0
File acider	13 4 0	13 10 6	13 1 0
File sand blaster	13 2 6	13 9 0	12 19 6
Semi-automatic hammer file forger	13 2 0	13 8 6	12 19 0
File straightener (hand)	13 2 0	13 8 6	12 19 0
File grinder (other)	13 2 0	13 8 6	12 19 0
File edge setter (machine or hand)	13 2 0	13 8 6	12 19 0
File stripper (machine or hand)	13 2 0	13 8 6	12 19 0
File chisel grinder	13 2 0	13 8 6	12 19 0
File cropper	13 2 0	13 8 6	12 19 0
File point grinder	13 2 0	13 8 6	12 19 0
File safe edger	13 2 0	13 8 6	12 19 0
File tang bluer	13 2 0	13 8 6	12 19 0
File anneal loader	13 0 0	13 6 6	12 17 0
File staightener (machine)	12 19 0	13 5 6	12 16 0
File counter	12 19 0	13 5 6	12 16 0
File drier	12 19 0	13 5 6	12 16 0
File oiler	12 19 0	13 5 6	12 16 0
File paster	12 19 0	13 5 6	12 16 0
File ringer	12 19 0	13 5 6	12 16 0
Other employees with not less than three months' experience in this industry	12 6 0	12 12 6	12 3 0
All others	12 0 0	12 6 6	11 17 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations :—

Automatic file blanking machine operator
File bar clipper;
File brander;
File cutter;
File edge grinder;
File hardener (where a fixture is used);
File point roller;
File roll flattener;
File side grinder;
File tang and point trimmer;
File tang roller;
Hand hammer file forger.

LEADING HANDS.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	8 17 6	9 2 6	8 15 6
All others	75	16 0	9 13 6	9 18 6	9 11 6

When employed in a classification for which the corresponding margin in clause 24 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.

Additional Amount.

II.—Junior Females.					
17 years of age and under ..	52	3 6	4 16 0	4 18 6	4 15 0
18 years of age	62	4 0	5 14 0	5 17 0	5 13 0
19 years of age	72	4 6	6 12 6	6 16 0	6 11 0
20 years of age	82	5 0	7 10 6	7 14 6	7 9 0
III.—Junior Males.					
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

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

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

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

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—
if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles.
using electric arc or oxy acetylene blow pipe.

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

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

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No. 460] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

GLASSWORKERS BOARD.

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

2. FLINT GLASS SECTION.

Apprentices.	Percentage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Percentage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		s. d.			s. d.	s. d.
1st year's experience ..	52	123 0	1st year's experience ..	48	114 0	50 0½
2nd year's experience ..	59	140 0	2nd year's experience ..	64	151 6	
3rd year's experience ..	68	161 0	3rd year's experience ..	74	175 6	
4th year's experience ..	76	180 0	4th year's experience and until reaching the age of 21 years	86	204 0	
5th year's experience .. and thereafter the minimum adult wage or piecework price	82	194 6				

Proportion (in any Place).

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

No. 460.—4776/54.—PRICE 3D.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	66 3	Under 15 years of age ..	34	60 3
16 years, but under 17 years of age	32	75 9	15 years, but under 16 years of age	36	64 0
17 years, but under 18 years of age	41	97 3	16 years, but under 17 years of age	47	83 6
18 years, but under 19 years of age	57	135 0	17 years, but under 18 years of age	52	92 3
19 years, but under 20 years of age	67	158 9	18 years, but under 19 years of age	56	99 6
20 years, but under 21 years of age	76	180 0	19 years, but under 20 years of age	66	117 3
			20 years, but under 21 years of age	75	133 0

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

—	Per Week.
Males.	£ s. d.
Furnacemen	13 14 6
Lehr attendants	12 15 0
Stickers-up to melter press shop (3 stickers-up)	13 3 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift.	
Operators on dip and blow and Y machines	12 15 0
Crackers-off on Dip and Blow and Y machines	12 15 0
Melters on side Lever press glazers and battery jar press	12 17 6
Ball blowers 1st year	12 15 0
Ball blowers 2nd year	13 2 6
Ball blowers 3rd year	13 10 0
Taker-out on side lever press	12 17 6
Assistants to journeymen	12 10 0
Auxiliary to Glass Manufacture.	
Batch mixers	13 2 0
Batch mixers' Assistants	12 16 0
Handlers of raw materials (as defined)	12 15 0
Packers performing any part of the operation of packing ware in straw and headed-up packages ..	13 6 0
Packers doing other packing (as defined)	12 14 0
Packers doing nested cartons (as defined)	12 14 0
Packers doing partitioned cartons (as defined)	12 19 0
Headers-up packed case	12 14 0
Warehouse Assemblers	12 14 0
Warehousemen	12 15 6
Loaders in delivery section	13 3 0
Stackers in delivery section	12 19 0
Sorters	13 1 0
Mould paster	12 19 0
Glass Finishing and Decorating Section.	
Grinders and polishers on flat and upright wheels	12 14 0
Cutters-off	12 14 0
Operators on glazing machines	12 14 0
Operators on searing-off machines	12 16 0
Operators on sandblast booth	13 5 0
Acid dippers	12 18 0
Glister colour handlers	12 18 0
Sprayer	13 3 0
Other adult labour except where hereafter specified	12 10 0
Females.	
Adult females	8 17 6

Adult Glassworkers.

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

Journeymen.	Per Day.
	s. d.
Blowers—	
12″ and under	59 6¼
Over 12″ and up to 18″	62 5¾
Over 18″	67 5¾
Press workers—	
Press workers on general ware up to 2 lb.	57 3¾
Press workers on general ware 2 lb. to 5 lb.	58 3¾
Press workers on general ware over 5 lb.	61 3¾
Dip mould workers—	
Blowers	56 9¾
Gatherers	56 9¾

Allowance for Skilled Glassworkers.

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

When employed on regular day shift, an additional 10 per cent. of such earnings.
When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.
When employed on rotating day, afternoon and night shift, an additional 3½ per cent. of such earnings.

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

—	Percentage of Basic Wage.	Wages per Week.
		s. d.
15 years of age	35	83 0
16 years of age	43	102 0
17 years of age	55½	131 6
18 years of age	70	166 0
19 years of age	77	182 6
20 years of age	93	220 6
and thereafter the minimum wage or piecework price.		

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

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

—	Wages per Week.
	£ s. d.
Furnacemen	10 19 0
Salt cake burners	10 19 0
Lehrmen	10 13 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10 13 6
Salt cake burners' assistants	10 13 6
Packers packing in bags or straw	10 12 6
Sorters	10 12 6
Lister truck hands and assistants	10 11 6
All others	10 10 0

NOTES.

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

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

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

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

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the said Determination shall remain in force.

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No. 461] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

IRONMOULDERS BOARD.

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

2.

Adults	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—			
Bank pipe moulder—			
5 and 6 inch, headman	14 5 6	14 12 0	14 2 6
5 and 6 inch, footman	13 17 0	14 3 6	13 14 0
4 inch and under, headman	14 0 0	14 6 6	13 17 0
4 inch and under, footman	13 10 0	13 16 6	13 7 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	13 7 6	13 14 0	13 4 6
Dresser of pipes, including dresser on emery wheels	13 7 0	13 13 6	13 4 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Persons Employed in making Pipes by Machinery—	£ s. d.	£ s. d.	£ s. d.
Coremakers—			
5 and 6 inch, faucet	14 1 0	14 7 6	13 18 0
5 and 6 inch, spigot	13 10 0	13 16 6	13 7 0
4 inch and under, faucet	13 14 0	14 0 6	13 11 0
4 inch and under, spigot	13 6 0	13 12 6	13 3 0
Finishers and casters—			
5 and 6 inch	14 1 0	14 7 6	13 18 0
4 inch and under	13 14 0	14 0 6	13 11 0
Metal Moulding.			
Jobbing moulder and/or coremaker	14 9 0	14 15 6	14 6 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 5 0	13 11 6	13 2 0
2nd six months' experience	13 8 0	13 14 6	13 5 0
3rd six months' experience	13 11 0	13 17 6	13 8 0
Thereafter	13 16 0	14 2 6	13 13 0
Dresser and grinder (when using portable machine)	13 9 0	13 15 6	13 6 0
Dresser and grinder (other)	13 7 0	13 13 6	13 4 0
Furnaceman—cupola	13 14 0	14 0 6	13 11 0
Furnaceman—electric	13 13 0	13 19 6	13 10 0
Furnaceman—other	13 11 0	13 17 6	13 8 0
Assistant furnaceman	13 5 0	13 11 6	13 2 0
Loader and unloader of annealing furnace	13 5 0	13 11 6	13 2 0
Dresser, shot blast and sand blast—			
(*a*) who operates from outside a properly enclosed cabin	13 5 0	13 11 6	13 2 0
(*b*) other	13 15 0	14 1 6	13 12 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 5 0	13 11 6	13 2 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.)			
*Upon its true construction this classification applies to employees in foundries employed :— (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants"; (ii) wheeling sand to moulders or core shop; (iii) conveying metal either by hand runway or wheel bogie to moulders; (iv) removing castings, runners, risers, scrap or pig; (v) knocking out boxes and castings; (vi) knocking off runners; (vii) returning sand to moulders; and (viii) cleaning up.			

Leading Hands.

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

3. APPRENTICESHIP.

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided :—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) 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.

(*d*) 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 provisions 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.

Proportion.

(*e*) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—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.

Adult Apprentices.

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

Probationary Period.

(*g*) 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.

(*h*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous 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.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Tota 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.	All Other Parts of Victoria.
Four and Five-year Terms.		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 0	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 6
3rd year	83	9 16 6	10 2 0	9 14 0
4th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

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.

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

Overtime and Shift Work.

(*j*) 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.

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

Lost Time.

(*l*) 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 on 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.

(*m*) 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.

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

Annual and Sick Leave.

(*o*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

Females and Unapprenticed Male Juniors.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Additional Amount.	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.	All Other Parts of Victoria.
			I.—Adult Females.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
Under one month's experience ..	75	..	..	8 17 6	9 2 6	8 15 6
All others	75	16 0	..	9 13 6	9 18 6	9 11 6
When employed in a classification for which the corresponding margin in clause 25 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.						
			II.—Junior Females.			
17 years of age and under	52	..	3 6	4 16 0	4 18 6	4 15 0
18 years of age	62	..	4 0	5 14 0	5 17 0	5 13 0
19 years of age	72	..	4 6	6 12 6	6 16 0	6 11 0
20 years of age	82	..	5 0	7 10 6	7 14 6	7 9 0
			III.—Junior Males.			
Under 16 years of age	24	..	3 0	3 0 0	3 1 6	2 19 0
16 years of age	32	..	4 3	4 0 0	4 2 0	3 19 0
17 years of age	58	..	8 0	7 5 6	7 9 0	7 3 6
18 years of age	73	..	10 0	9 3 0	9 8 0	9 1 0
19 years of age and over	88	..	11 6	11 0 0	11 6 0	10 17 6

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

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

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

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.

(*b*) 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 :

(*c*) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
(ii) Breaking up pig iron.

(*d*) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

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

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

VICTORIA GOVERNMENT GAZETTE.

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No. 462] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

JAM TRADE BOARD.

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

ADULT EMPLOYEES.

2. (*a*) *Males—Weekly Hands.*

—	Wages Per Week. £	s.	d.
GENERAL PRODUCTION SECTION.			
Foreman (first jam maker)	14	13	0
Assistant jam maker (as defined) and/or assistant pickle maker	14	1	0
Foreman sauce, chutney, pickles or condiment maker (as defined)	14	3	0
Fruit preserver (as defined)	14	3	0
Assistant fruit preserver	13	13	0
Fruit crystalizer	13	18	0
Candy peel-maker in charge	13	18	0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	13	10	0
Leading hand, bottle department	13	13	0
Leading hand, pulp department	13	13	0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	13	13	0
Operator of apple-peeling machine	13	10	0
Operator of labelling machine labelling canned goods	13	10	0
Operator of fruit or vegetable lye machine	13	10	0
Syrup maker, i.e., a person who actually boils the syrup	13	10	0
Operator of sauce-labelling machine	13	10	0
Employees engaged in inspecting fruit for acceptance or rejection	13	9	0
Employee in fruit crystallizing department, (other than fruit crystallizer)	13	9	0
Employed engaged peeling melons	13	8	0
Employees operating can-closing machine	13	10	0
Employee engaged feeding into and/or taking from lacquer machine	13	6	0
Employee feeding into and/or taking from bottle-washing machine	13	10	0
Employee engaged in bottle-washing department	13	6	0
Retort hand	13	6	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	13	6	0
Man in charge of and operating retorts	13	13	0
Employee operating jam-filling machine	13	10	0
Employee operating sauce-filling machine	13	10	0
Employee operating bottle-capping or bottle-closing machine	13	10	0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	13	6	0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	13	3	0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	13	6	0

No. 462.—4790/54.—PRICE 3D.

ADULT EMPLOYEES.

(a) *Males—Weekly Hands*—continued.

—	Wages Per Week. £ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.	
Leading hand	14 1 0
Man in charge of prunes or tree fruits	13 16 0
Man in charge of dehydrator	13 14 0
Man in charge of steam retorts on drying ovens	13 13 0
Man working in or in connexion with drier, kiln or sulphur box	13 10 0
All others working in dehydration tunnel	13 10 0
Operator of blancher which included spray washing	13 8 0
Unloader of trays from blancher	13 3 0
General hands	13 1 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	14 8 0
Foreman packer's assistant	13 16 0
Storeman and packer (as defined)	13 10 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	14 0 0
Man working in connexion with cooling chambers	13 10 0
Tapper	13 10 0
Driver of power-driven factory truck	13 9 0
General hands, i.e., persons not otherwise classified	13 1 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control.	

Provided that—

(i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;

(ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;

(iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

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

(c) *Females—Weekly Hands.*

—	Wages Per Week. £ s. d.
Head forewoman	11 2 9
Forewoman's assistant	10 12 9
Head woman supervisor	10 9 9
Supervisor (as defined)	10 7 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	10 7 9
Employees engaged in—	
(i) clipping piecework tickets	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) pouring out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	10 4 9
(x) working at a fruit press	
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
All other adult females, i.e., females 18 years of age or over	9 15 9

Provided that—

(i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;

(ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

(iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

—	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age	45	5 8 6
17 years of age and under 18 years of age	56	6 15 0
18 years of age and under 19 years of age	67	8 1 6
19 years of age and under 20 years of age	79	9 10 6
20 years of age and under 21 years of age	95	11 9 0
Provided that any junior male employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	7 10 0
Provided that any junior female employee employed operating a peach-pitting machine a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.		

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

PIECEWORK RATES.

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

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared. Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 1·011	2 9·348
Peaches	Cutting and stoning unpeeled peaches 2¼" and over by hand	..	1 4·674
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2¼" and over in diameter	..	1 7.651
Peaches	Cutting and stoning peaches under 2¼" in diameter	..	1 10·182
Peaches	Triming or specking per bucket	..	0 4.168
Peaches	Feeding into peach pitting machine—per thousand	..	2 10·687
Pears (large and medium)	Peeling, cutting and coring (not into water)	..	3 5·685
Pears (small)	Peeling, cutting and coring (not into water)	..	3 9·853
Pears	Feeding into pear preparation machine—per thousand	..	3 0·325
Pears	Trimming or specking—per bucket	..	0 4·168
Quinces	Peeling, cutting and coring by machines	1 6·013	1 6·013
Quinces	Peeling by hand (not topping or tailing)	1 9·14	1 9·14
Quinces	Peeling by hand and topping and tailing	2 3·095	2 3·095
Quinces	Cutting by hand	1 6·013	1 6·013
Quinces	Coring by hand (quarters)	1 6·013	1 6·013
Quinces	Coring by hand (halves)	1 1·547	1 1·547
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6·252	0 6·252
Tomatoes	Peeling (per bucket) by hand	0 9·081	0 9·081

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

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

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

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

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

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 463] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

JEWELLERS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 9th December, 1953, and in force as from that date, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

(a) *Males.*

Classification.	—		
	£	s.	d.
Precious gem mounter	15	2	0
Setter of precious gems	15	2	0
Mounter—1st Class	14	9	0
Mounter—2nd Class	13	14	0
Drop hammer operator who sets dies and makes force	14	4	6
Drop hammer operator, other	13	1	0
Setter	13	19	6
Melter and alloyer	13	19	6
Lapper	13	19	6
Polisher	13	7	0
Assembler and solderer	13	7	0
Solderer, other	13	1	0
Die setter	13	3	0
Engine turner	12	19	0
Press operator	12	19	0
Process worker (as defined)	12	19	0
Carder	12	10	0
Pinner up	12	10	0
Other employees with not less than three months' experience in this industry	12	6	0
All others	12	0	0

LEADING HANDS.

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

(b) *Females.*

	£	s.	d.
Under one month's experience	8	17	6
*All others	8	13	6

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

No. 463.—4791/54.—PRICE 3D.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (*a*) 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.

(*b*) 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.

Proportion.

(*c*) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

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.

An employer may with the consent of the Wages Board 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.

(*d*) 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.

Adult Apprentices.

(*e*) 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.

(*f*) 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.

(*g*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage, and in addition thereto the war loadings specified, 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.

3. (*h*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 16 0
2nd year	43	5 2 0
3rd year	54	6 8 0
4th year	83	9 16 6
5th year	100 + 6s.	12 3 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 6
2nd year	54	6 8 0
3rd year	83	9 16 6
4th year	100 + 6s.	12 3 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(*j*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

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

Lost Time.

(*l*) 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.

(*m*) 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.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED JUNIORS.

4. (*a*) The minimum rates of wage for unapprenticed juniors shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
I.—Junior Females.			
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

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

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

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;

(ii) if under 18 years of age—
die setting on power presses.

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

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

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No. 464] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

LEATHER-GOODS BOARD.

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

2. WAGES PER WEEK.

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	13 11 0	13 8 0
All other Journeymen	13 17 0	13 14 0
Journeywomen engaged in the trimming of gloves, cutting out forcetts and quirks, or cutting cotton ends	9 8 0	9 6 0
Other Journeywomen	9 13 6	9 11 6

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

No. 464.—4794/54.—PRICE 3D.

APPRENTICES—MALES.

4. (*a*) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(*b*) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Five year terms—		
First year's experience	71 0	70 0
Second year's experience	83 0	82 0
Third year's experience	118 6	117 0
Fourth year's experience	189 6	187 0
Fifth year's experience	237 0	234 0
Four year terms—		
First year's experience	71 0	70 0
Second year's experience	118 6	117 0
Third year's experience	189 6	187 0
Fourth year's experience	237 0	234 0

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

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

Cutting or clicking ;
Trunks, and/or leather bag and case maker :
Fibre, veneer, canvas or other case maker :
Machine belt maker ;
Sporting goods maker of leather ;
Ladies' hand bag, wallet and purse maker :
Leather goods maker ;
Glove maker (other than sporting goods);
Leather coats, hats or caps maker.

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

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

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

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

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

(*i*) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of 40 hours of working time per annum.

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 year of age	71 0	70 0
16 and under 17 years of age	95 0	93 6
17 and under 18 years of age	118 6	117 0
18 and under 19 years of age	142 0	140 6
19 and under 20 years of age	189 6	187 0
20 and under 21 years of age	237 0	234 0

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

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	*s. d.*
Under 16 years of age	71 0	70 0
16 and under 17 years of age	88 6	87 6
17 and under 18 years of age	101 0	100 0
18 and under 19 years of age	113 6	112 6
19 and under 20 years of age	124 0	123 0
20 and under 21 years of age	154 6	152 6

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

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

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

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

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.

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

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No. 465] TUESDAY JUNE, 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

RUBBER TRADE BOARD.

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

2. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours.		—
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age ..	74 0	62 6	No junior shall be employed until he or she attains the age of fifteen years.
16 years of age	98 0	74 0	
17 years of age	121 6	86 0	
18 years of age	157 0	109 6	
19 years of age	180 6	121 6	
20 years of age	204 6	133 6	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 250s. per week of 40 hours.

No. 465.—4834/54.—PRICE 3D.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction three adult male workers receiving not less than 250s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 185/6 per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 185/6 per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 185/6 per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 185/6 per week of 40 hours.

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

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

3. OTHER THAN CABLE MAKING.

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

OTHER THAN CABLE MAKING—*continued.*

	Wages per Week of 40 Hours. £ s. d.
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—	
First year	12 14 0
Second and third year	13 0 6
Thereafter	13 5 0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12 18 0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12 14 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12 16 0
37A. Operator lasting up leather shoes	12 12 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12 16 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	13 0 6
40. Operator on lathe engaged fashioning biased bowls	13 0 6
41. Operator dipping balloons and/or other dipped goods	12 16 0
42. Operator of rubber-thread cutting lathe	12 18 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	12 16 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	12 10 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	13 0 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 18 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 16 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	13 3 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	13 0 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	13 0 6
51. Operator engaged in making and/or moulding solid motor tyres	12 14 0
51A. Operator racking green motor tyres	12 12 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 16 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	12 18 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	13 0 6
54A. Repairer of used transmission conveyor and/or elevator belting	13 0 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 17 0
56. Operator engaged on belt-making machine	12 14 0
57. Operator laying rubber mats, tiles, flooring and/or other compositions	13 3 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	13 3 0
59. Repairer of new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 16 0
60. Operator re-treading new tyres	12 14 0
61. Maker of air bags with extruded material	12 16 0
62. Maker of air bags (not otherwise classified)	13 3 0
62A. Operator buffing air bags	12 13 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 12 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 18 0
64. Operator in charge of forcing machine straining rubber	12 14 0
65. Operator in charge of textile cutting machine	12 16 0
66. Operator of electric cutting machine (other than cutter in waterproof) or operator cutting textile by hand	12 14 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	13 8 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	12 16 0
69. First assistant on calender 48 inches and over	13 0 6
70. First assistant on calender under 48 inches	12 14 0
71. Operator in charge of calender 72 inches and under	13 12 0
72. Operator in charge of calender over 72 inches	13 17 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	13 1 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tieing, table hand and the manufacture of sponge rubber by any similar process	12 16 0
75. Storeman in charge of moulds	12 12 0
76. Operator engaged in mould burning	12 12 0
77. Operator engaged on sand-blasting—	
(a) who operates from outside a properly-enclosed cabinet	12 14 0
(b) other	12 16 0
78. Operator joining and/or repairing fabric liners	12 12 0
79. Operator cutting raw rubber by machine or press	12 12 0
80. Operator of trans-stacker or swifter-lifter or similar machines	12 16 0
80A. Operator in charge of rotocure	13 0 6
Adult Females.	
All classifications	9 5 6

CABLE MAKING.

		Wages per Week of 40 Hours.
		£ s. d.
	Adult Males.	
81.	Operator engaged in any operation other than those for which a margin is fixed hereunder	12 10 0
82.	Operator on mixing mill	13 3 0
83.	Operator on warming and/or masticating and/or reclaim refining mill	12 16 0
84.	Heaterman in charge of curing pan and/or dry heater	12 16 0
85.	Operator in charge of forcing machine	12 18 0
86.	First assistant on calender 48 inches and over	13 0 6
87.	First assistant on calender under 48 inches	12 14 0
88.	Operator in charge of calender 72 inches and under	13 12 0
89.	Operator in charge of calender over 72 inches	13 17 0
90.	Fine wiredrawing machine operator	12 16 0
91.	Medium wiredrawing machine operator	12 16 0
92.	Wiredrawing (tandem) machine operator	12 16 0
93.	Annealing furnace operator	12 16 0
94.	Pickling plant operator	12 14 0
95.	Wire-winding machine operator	12 14 0
96.	Fine wire-tinning machine operator	12 14 0
97.	Medium wire-tinning machine operator	12 16 0
98.	Assisting tinning-machine operator	12 14 0
99.	Bunching machine operator	12 14 0
100.	Stranding and/or armouring machine operator	12 16 0
101.	Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	12 14 0
102.	Lapping machine operator	12 16 0
103.	Longitudinal machine operator	12 16 0
104.	Longitudinal machine assistant	12 14 0
105.	Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	12 14 0
106.	Laying up machine operator	12 16 0
107.	Laying up machine assistant	12 14 0
108.	Repairer of cables	12 16 0
109.	Spark testing machine operator	12 16 0
110.	Tank test attendant	12 14 0
111.	Operator employed jointing cables	12 16 0
112.	Operator on waxing and/or compounding and/or impregnating machine	12 16 0
113.	Helper on waxing and/or compounding and/or impregnating machine	12 14 0
114.	Lacquering and/or enamelling machine operator	12 16 0
115.	Lacquering and/or enamelling machine helper	12 14 0
116.	Lead press operator for cables	13 0 6
117.	Lead press assistant for cables	12 14 0
118.	Lead stripping machine operator for cables	12 14 0
119.	Marking machine operator	12 16 0
120.	Rubber slitting machine operator	12 16 0
121.	Rubber slitting machine helper	12 14 0
122.	Taping and/or de-taping machine operator	12 14 0
123.	Inspector and/or examiner of cables	12 16 0
124.	Small cable reel assembler	12 16 0
	Provided that where work is performed in the Cable Making Section of the industry for which no classification is contained in the Cable Making Section of this clause, but which is classified in the "Other Than Cable Making Section," then the classification in the latter section shall apply with the appropriate wage.	
	Adult Females.	
	All classifications	9 5 6

SPECIAL RATES.

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

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

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

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

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

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

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

SHIFT RATES.

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

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

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

	s.	d.
Continuous Shifts—		
Morning shift	2	0
Afternoon shift	3	0
Night shift	4	0
Rotating Shifts—		
Afternoon shift	3	0
Night shift	4	0

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

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

(i) during a period of engagement on shift works night shift only ; or

(ii) remains on night shift for a longer period than four consecutive weeks ; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

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

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

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

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No. 466] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SADDLERY AND HARNESS BOARD.

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

3. WAGES PER WEEK.

—	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen	13 17 0	13 14 0
Journeywomen	9 13 6	9 11 6

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

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

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

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

No. 466.—4835/54.—PRICE 3D.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	71 0	70 0
Second year's experience	83 0	82 0
Third year's experience	118 6	117 0
Fourth year's experience	189 6	187 0
Fifth year's experience	237 0	234 0
Four-year terms—		
First year's experience	71 0	70 0
Second year's experience	118 6	117 0
Third year's experience	189 6	187 0
Fourth year's experience	237 0	234 0

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

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 0	70 0
16 and under 17 years of age	95 0	93 6
17 and under 18 years of age	118 6	117 0
18 and under 19 years of age	142 0	140 6
19 and under 20 years of age	189 6	187 0
20 and under 21 years of age	237 0	234 0

(b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20.

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

JUNIOR WORKERS—FEMALES.

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

—	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 0	70 0
16 and under 17 years of age	88 6	87 6
17 and under 18 years of age	101 0	100 0
18 and under 19 years of age	113 6	112 6
19 and under 20 years of age	124 0	123 0
20 and under 21 years of age	154 6	152 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

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

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

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

Clauses, other than clauses 3, 5, 6 and 7, of the said Determination shall remain in force.

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

VICTORIA
GOVERNMENT GAZETTE.

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No. 467] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BREAD TRADE BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 55 of the 16th February, 1954, shall be replaced by the following clauses :—

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2. WAGES.

* Apprentices.	Per Week of 40 Hours. s. d.
1st Year—	
1st six months	76 11
2nd "	84 7
2nd Year—	
1st six months	92 4
2nd "	99 11
3rd Year—	
1st six months	115 5
2nd "	130 10
4th Year—	
1st six months	153 10
2nd "	176 11
5th Year—	
1st six months	208 0
2nd "	238 6
and thereafter the minimum wage.	
PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 304s. 2d. per week of 40 hours.	

* Improvers.	Per Week of 40 Hours. £ s. d.
1st six months ..	14 1 4
2nd " ..	
3rd " ..	
4th " ..	
5th " ..	
6th " ..	
7th " ..	
8th " ..	
and thereafter the minimum wage.	
PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 304s. 2d. per week of 40 hours.	

Other Employees.	Per Hour. s. d.
Doughmakers ..	7 9½
	Per Hour. s. d. (Ordinary Days. / Double Days. / Treble Days.)
Foremen or single hands	7 10½
All others engaged in the making and/or baking of bread ..	7 7½

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE.—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 17. Pro-rata of this amount has been included in the rates of apprentices and improvers.

No. 467.—5303/54.—PRICE 3D.

18. **WITHIN THE AREA SET OUT IN NOTE (i) (b).**

Apprentices.		Improvers.		Other Employees.	
	Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.		
1st Year—		1st Year ..	13 11 7	Foremen or single hands ..	7s. 7½d. per hour, or 305s. per week of 40 hours
1st six months ..	72 9	2nd „ ..			
2nd „ ..	75 0	3rd „ ..		Doughmakers	7s. 5¼d. per hour, or 297s. 6d. per week of 40 hours
2nd Year—		4th „ ..			
1st six months ..	79 1				
2nd „ ..	90 3				
3rd Year—		PROPORTION (within any factory or place).		Makers or bakers of rye bread, Vienna bread, or rolls	7s. 4¼d. per hour, or 294s. 2d. per week of 40 hours
1st six months ..	102 7				
2nd „ ..	120 4				
4th Year—		One improver to every eight workers receiving not less than 294s. 2d. per week of 40 hours.		Persons not provided for elsewhere in this Determination	
1st six months ..	141 2				
2nd „ ..	164 8				
5th Year—					
1st six months ..	194 8				
2nd „ ..	226 11				
and thereafter the minimum wage.					
PROPORTION. One apprentice to every three or fraction of three workers receiving not less than 294s. 2d. per week of 40 hours.					

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

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

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No. 468] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

ANIMAL MANURE BOARD.

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

2. WAGES.

Apprentices or Improvers.

	Percentage of Basic Wage.	Wages Per Week.
		s. d.
Under 16 years of age	67	159 0
16 years of age and under 17 years of age	73	173 0
17 years of age and under 19 years of age	94	223 0
19 years of age and under 20 years of age	100 plus 10s. 6d.	247 6
20 years of age and under 21 years of age	100 plus 26s. 6d.	263 6

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 308s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 308s. 6d. per week.

Other Employees.

	Wages Per Week.
	s. d.
Carcass skinners	314 6
All others	308 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 3s. per shift.

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

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

No. 468.—4703/54.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

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No. 469] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOARDING HOUSES BOARD.

Clause 2 of the Determination made on the 2nd February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

—	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		s. d.		*s. d.*
16 years of age and under	45	106 6	51	90 6
17 years of age	52	123 0	60	106 6
18 years of age	59	140 0	63	112 0
19 years of age	70	166 0	67	119 0
20 years of age	91	215 6	75	133 0

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

No. 469.—4708/54.—PRICE 3D.

2.—*continued.*

Other Employees.	Wages per Week of 40 Hours. *Minimum Wage, without Board and Lodging. Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria.	
	s.	d.	s.	d.
Males.				
Porter	254	0	251	0
Head Waiter	264	0	261	0
Other Waiters	254	0	251	0
First Cook, where the number of persons employed in the kitchen is eight or more	304	0	301	0
Five, six or seven	294	0	291	0
Three or four	276	0	273	0
Two or less	270	0	267	0
Second Cook, where the number of persons employed in the kitchen is eight or more	286	6	283	6
Five, six, or seven	276	6	273	6
Other Second Cooks	264	0	261	0
Sweets Cook	266	0	263	0
Grill, Relieving, or Assistant Cook	264	0	261	0
Pantryman or Kitchenman	254	0	251	0
Persons not otherwise provided for	254	0	251	0
Females.				
Housekeeper	200	6	197	6
Laundress	190	6	187	6
Housemaid, Parlourmaid, or General	186	6	183	6
Head Waitress	190	6	187	6
Other Waitresses	186	6	183	6
First Cook	211	6	208	6
Second Cooks	205	6	202	6
Sweets Cook	206	6	203	6
Grills, Relieving, or Assistant Cook	205	6	202	6
Pantrymaid or Kitchenmaid	186	6	183	6
Persons not otherwise provided for	186	6	183	6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
(*a*) boards the employee with three meals per day, 30s. per week less, or
(*b*) boards and lodges the employee, 47s. per week less.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any Boarding-house is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

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

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

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No. 470] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 of the Determination made on the 14th December, 1953, and in force as from the beginning of the first pay period to commence in November, 1953, shall be replaced by the following clause:—

WAGES.

2. (a) *Apprentices or Improvers.*

Males.	Percentage of Basic Wage.	Per Week.	Females.	Percentage of Female Basic Wage.	Per Week.
		s. d.			s. d.
Under 17 years of age	57	135 0	Under 16 years of age	46	81 6
17 years of age and under 18	68	161 0	16 years of age and under 17 ..	56	99 6
18 years of age and under 19	79	187 0	17 years of age and under 17½ ..	65	115 6
19 years of age and under 20	90	213 6	17½ years of age and under 18 ..	74	131 6
20 years of age and under 21	100 + 3/6	240 6	18 years of age and under 19 .. and thereafter the minimum wage.	84	149 0

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

Improvers.—One improver to every four or fraction of four workers of either sex receiving not less than the minimum wage.

No. 470.—4709/54.—PRICE 3D.

(b) *Other Employees.*

Males.	Per Week.	Females.	Per Week.
	£ s. d.		£ s. d.
First Cook, where the number of persons employed in the kitchen is		First Cook, where the number of persons employed in the kitchen is	
Eight or more	14 10 6	Eight or more	11 7 0
Five, six, or seven	14 5 6	Five, six, or seven	11 2 6
Four or less	14 0 6	Four or less	10 16 9
Cook employed alone	13 5 6	Cook employed alone	10 4 9
Second Cook, where the number of persons employed in the kitchen is		Second Cook, where the number of persons employed in the kitchen is	
Eight or more	13 15 6	Eight or more	10 12 0
Five, six, or seven	13 10 6	Five, six, or seven	10 6 6
Four or less	13 5 6	Four or less	10 0 9
Vegetable Cook	12 15 6	Vegetable Cook	9 11 6
Other Cooks	13 0 6	Other Cooks	9 17 6
Kitchenman, pantryman, houseman, or waiter	12 11 6	Head waitress	9 13 6
All others	12 11 6	Needlewoman or seamstress	9 13 6
		Kitchenmaid, pantrymaid, housemaid, or waitress	9 6 6
		All others	9 6 6

DEDUCTIONS FOR BOARD AND/OR BOARD AND LODGING.

(c) The amounts which may be deducted from the wages when an employee is provided with board only or board and lodging shall be :—

	Board Only.		Board and Lodging.	
	Percentage of Basic Wage.	Per Week.	Percentage of Basic Wage.	Per Week.
(i) *Apprentices or Improvers.*				
Males.		s. d.		s. d.
Under 17 years of age	6	14 3	8	19 0
17 years of age and under 18	7·5	17 9	10	23 9
18 years of age and under 19	8·25	19 6	11	26 0
19 years of age and under 20	9·75	23 0	13	30 9
20 years of age and under 21	10·5	25 0	14	33 3
Females.				
Under 16 years of age	6	14 3	8	19 0
16 years of age and under 17	7·5	17 9	10	23 9
17 years of age and under 17½	8·25	19 6	11	26 0
17½ years of age and under 18	9·75	23 0	13	30 9
18 years of age and under 19	10·5	25 0	14	33 3
(ii) *Other Employees.*				
Other employees	12	28 6	16	38 0

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

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

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No. 471] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 71 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

—	Wages per Week.					
	Shift Workers.				Percentage of Basic Wage.	Ordinary Workers.
	Percentage of Basic Wage.	Where a Seven-day Week is Worked.	Percentage of Basic Wage.	Where a Six-day Week is Worked.		
		s. d.		s. d.		s. d.
Under 16 years	..	..	..	..	59	140 0
16–17 years ..	..	..	..	..	69	163 6
17–18 „ ..	..	..	..	..	78	185 0
18–19 „ ..	100 + 2s.	239 0	98	232 6	88	208 6
19–20 „ ..	100 + 14s. 6d.	251 6	100 + 10s. 6d.	247 6	99	234 6
20–21 „ ..	100 + 22s.	259 0	100 + 18s. 6d.	255 6	100 + 8s.	245 0

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 270s. per week.

One improver to every eight or fraction of eight workers receiving not less than 270s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 207s. 9d. per week.

JUVENILE WORKERS.

—	Wages per Week.			
	Males.		Females.	
	Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—
		s. d.		s. d.
Under 16 years	50	118 6	62	110 0
16–17 years ..	56	132 6	70	124 0
17–18 „ ..	69	163 6	78	138 6
18–19 „ ..	76	180 0	91	161 6
19–20 „ ..	89	211 0	99	175 6
20–21 „ ..	100 + 2s.	239 0	100 + 10s. 6d.	188 0

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OTHER EMPLOYEES.

—	Wages per Week.		
	Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.	s. d.
Cream grader	300 0	297 0	289 0
Milk grader	299 0	296 0	288 0
Milk or cream tester	299 0	296 0	288 0
Creamery manager	294 0	291 0	283 0
Milk or cream neutralizer	292 6	289 6	281 6
Foreman of shift or department or casein plant	294 0	291 0	283 0
Butter-maker	299 0	296 0	288 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	284 0	281 0	273 0
Operators of any of the following machines, viz :—			
Separator	285 0	282 0	274 0
Pasteurizer vacreator, or deodorizer	285 0	282 0	274 0
Weighing machine	282 0	279 0	271 0
Filling machine for tinning of butter when butter has not been milled	284 0	281 0	273 0
Filling machine for tinning of butter when butter has been milled	283 0	280 0	272 0
Storeman or packer in butter canning establishments	283 0	280 0	272 0
Other storeman or packers	282 0	279 0	271 0
Casein-maker	295 0	292 0	284 0
Assistant to casein-maker, casein dryers, and millers	283 6	280 6	272 6
Cheese-maker	299 0	296 0	288 0
Assistant to cheese-maker	283 6	280 6	272 6
Cheese storehand	285 0	282 0	274 0
Male adult washing or sterilizing cans or bottles	282 0	279 0	271 0
Operator of a fork lift truck	284 0	281 0	273 0
All other adult males	281 0	278 0	270 0
All other adult females	..	..	207 9

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

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

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

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No. 472] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
8th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CANTEEN WORKERS BOARD.

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

WAGES.

(*a*) *Improvers.**

Male.			Female.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Female Basic Wage.	£ s. d.
Under 17 years	41	4 17 0	Under 17 years	63	5 12 0
17 and under 18 years	56	6 12 6	17 and under 18 years ..	74	6 11 6
18 and under 19 years	71	8 8 6	18 and under 19 years ..	79	7 0 0
19 and under 20 years	88	10 8 6	19 and under 20 years ..	95	8 8 6
20 and under 21 years	100 + 6/6	12 3 6	20 and under 21 years ..	100 + 6d.	8 18 0

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

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

No. 472.—4717/54.—PRICE 3D.

(b) *Adults.*

—	Male.	Female.
	£ s. d.	£ s. d.
Cook (Grade 1)	14 4 0	11 7 3
Cook (Grade 2)	13 4 0	9 16 9
Cook working alone	13 9 0	10 7 6
Supervisor	..	9 16 9
Attendant	12 15 6	9 6 6

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

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

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No. 473] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CHARWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 67 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

MALES.

WAGES.	Percentage of Basic Wage.	Per week* of 40 hours. s. d.
Under 19 years of age ..	64	151 6
19 and under 20 years of age	75	177 6
20 years of age	87	206 0

PROPORTION.

Improvers.

One male improver to every five male workers receiving not less than 251s. per week of 40 hours.

FEMALES.

WAGES.	Percentage of Female Basic Wage	Per week of 40 hours. s. d.
Under 19 years of age ..	80	142 0
19 and under 20 years of age	93	165 0
20 years of age	100+8/6	186 0

PROPORTION.

Improvers.

One female improver to every ten female workers receiving not less than 236s. per week of 40 hours.

Other Employees.	Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, and Warrnambool, the boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria.
WAGES.*	Per week of 40 hours.	Per week of 40 hours
Males.	s. d.	s. d.
Office cleaners or general cleaners in charge of—		
11 or more office cleaners or general cleaners	281 6	278 6
4 to 10 office cleaners or general cleaners ..	274 6	271 6
1, 2, or 3 office cleaners or general cleaners ..	263 0	260 0
Other office cleaners or general cleaners ..	254 0	251 0
Females.	Per week of 40 hours. s. d.	Per week of 40 hours. s. d.
Office cleaners or general cleaners in charge of—		
11 or more office cleaners or general cleaners	256 0	253 0
4 to 10 office cleaners or general cleaners ..	251 0	248 0
1, 2, or 3 office cleaners or general cleaners ..	240 0	237 0
Other office cleaners or general cleaners ..	236 0	233 0

* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.

NOTE.—The employer shall supply all necessary tools and materials free.

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

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

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

No. 473.—4725/54.—PRICE 3D

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No. 474] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination made on the 15th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees .. .. £15 4 0 per week of 40 hours.

JUNIORS.

3. (*a*) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.

(*b*) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.		Number of Improvers.
One or Two	One	or	One
Three or four	One	and	One
		or	
	Two	and	Nil
Five, six, or seven..	Two	and	Two
		or	
	Three	and	One
		or	
	Four	and	Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

No. 474.—4729/54.—PRICE 3D.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be:—

	Percentage of Basic Wage.	£ s. d.
(i) Five-year term—		
First year	35	4 3 0
Second year	47	5 11 6
Third year	64	7 11 6
Fourth year	85	10 1 6
Fifth year	100 + 16s.	12 13 0
(ii) Four-year term—		
First year	42	4 19 6
Second year	64	7 11 6
Third year	85	10 1 6
Fourth year	100 + 16s.	12 13 0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be:—

First year	35	4 3 0
Second year	47	5 11 6
Third year	64	7 11 6
Fourth year	85	10 1 6
Fifth year	100 + 16s.	12 13 0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools*—

(i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.

(ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.

(iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.

(iv) Until further order schools approved by the said Board shall be:—

Melbourne Technical College;
Swinburne Technical College, Glenferrie,
Gordon Institute of Technology, Geelong;
Prahran Technical School;
Technical Art School, Ballarat;
Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—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 provisions of this clause shall be null and void and of no force or effect.

(j) *Lost Time.*—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 on 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.

(k) *Prohibition of Premiums.*—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.

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

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 475] **TUESDAY, JUNE 15.** **[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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

DAIRY FARM WORKERS BOARD.

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

WAGES PER WEEK.

2.

Age.	Percentage of Basic Wage.	Wages. Male.	Wages. Female.
		£ s. d.	£ s. d.
Under 16 years ..	52	6 3 0	4 12 6
16–17 years	60	7 2 0	5 6 6
17–18 years	70	8 6 0	6 4 0
18–19 years	80	9 9 6	7 2 0
19–20 years	90	10 13 6	7 19 6
20–21 years	100	11 17 0	8 17 6

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

Other Employees. Males.	Wages.
	£ s. d.
Leading Hand (i.e. an employee who is in charge and directs the work of three or more employees)	13 16 0
General Hand	13 7 0

Females.

The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

PROVISION OF AND DEDUCTION FOR KEEP.

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

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

	£ s. d.
Adult males at the rate of	2 16 0 per week
Adult females and junior males at the rate of	2 4 6 per week
Junior females at the rate of	1 19 6 per week

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

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

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

No. 475.—4736/54.—PRICE 3D.

VICTORIA

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No. 476] TUESDAY, JUNE 15. [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 May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination made on the 5th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

2. JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age	2 19 0	17 years of age and under	4 16 0
16 years of age	4 3 6	18 years of age	5 14 0
17 years of age	5 13 0	19 years of age	6 12 6
18 years of age	7 2 6	20 years of age	7 10 6
19 years of age	8 19 0		
20 years of age	10 15 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

No. 476.—4701/54.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	13 17 0	13 14 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	13 7 0	13 4 0
Employee operating automatic combined bottle-washing, syrupping, bottling, sealing (or crowning), and labelling machine	13 2 0	12 19 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	12 17 0	12 14 0
Employee engaged in handling Glauber Salts	12 17 0	12 14 0
Box repairer and wood worker	13 2 0	12 19 0
All others	12 14 0	12 11 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	9 4 6	9 2 6

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

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 477] **TUESDAY, JUNE 15.** **[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 the from beginning of the first pay period to commence in May, 1954.

Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

BRICK TRADE BOARD.

Clause 2 (*a*) aud 19 of the Determination made on the 18th January, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

2. (*a*)

Improvers.	Percentage of Basic Wage	Per Week of 40 Hours. s. d.
Wages.		
Firebricks and Texture Bricks.		
14 years of age ..	42	99 6
15 years of age ..	43	102 0
16 years of age ..	46	109 0
17 years of age ..	52	123 0
18 years of age ..	63	149 6
19 years of age ..	83	196 6
20 years of age ..	86	204 0
Other Bricks.		
14 years of age ..	43	102 0
15 years of age ..	45	106 6
16 years of age ..	48	114 0
17 years of age ..	54	128 0
18 years of age ..	65	154 0
19 years of age ..	86	204 0
20 years of age ..	90	213 6

Other Employees.	Per Hour. s. d.	Wages per Week of 40 Hours. s. d.
Firebricks and Texture Bricks.		
Burners	6 10¾	278 0
Crusher attendants who also haul	6 7 7/20	264 6
Crusher attendants who do not haul	6 6¾	262 0
Wet or dry pan attendants who do not haul	6 7¼	265 0
Machine drivers*	6 8 17/20	269 6
Wire cut attendant, column man, or off-bearers from wire-cut machine	6 7 7/20	264 6
Hand moulders, dressers, and cutters with not less than twelve months' experience at the work	7 2¾	288 9
Other hand moulders, dressers, and cutters	6 10½	275 0
Drawers*	6 9	270 0
Setters*	7 3	290 0
Facemen working in a clayhole 25 feet or less in depth* ..	7 2¼	287 6
All other facemen*	7 2 17/20	289 6
Wheelers of green or burnt bricks	6 8 17/20	269 6
Clayhole men (employer to provide tools)*	6 10 7/20	274 6
Pressers	6 7 7/20	264 6
Loftmen	6 7 1/20	263 6
Dampermen or kiln cleaners*	6 9 3/20	270 6
Yardmen and wastemen	6 6¾	262 0

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

* The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.

No. 477.—4712/54.—Price 3d.

Improvers.	Other Employees.	Per Hour.	Wages per Week of 40 Hours.
	OTHER BRICKS.	s. d.	s. d.
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89 per cent. of the basic wage, i.e., 211s. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Burners	6 10¾	278 0
	Machine drivers or machine riggers*	6 10 7/20	274 6
	Wet or dry pan attendants who do not haul	6 9	270 0
	Crusher attendants who do not haul	6 8 11/20	268 6
	Crusher and wet or dry pan attendants who also haul	6 10 7/20	274 6
	Drawers and setters (employed in Hoffman kilns)*	7 3	290 0
	Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*	6 11¼	277 6
	Other drawers*	7 0	280 0
	Other setters*	7 3	290 0
Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.	Facemen working in a clayhole 25 feet or less in depth*	7 3¾	292 6
	All other facemen*	7 5 11/20	298 6
	Clayhole men (employer to provide tools)*	6 11 17/20	279 6
PROPORTION (in any factory or place).	Lime grinders, lime crushers, pressers, sand and lime mixers, or silomen*	7 0	280 0
	Hand moulders	6 9¾	272 6
	Off-bearers from wire cut machine	6 8 17/20	269 6
	Truckers*	6 9 3/5	272 0
One improver to every eight or fraction of eight employees receiving not less than 262s. per week of 40 hours.	Adults taking off-bricks machines	6 8 17/20	269 6
	Dampermen or kiln cleaners*	6 10 13/20	275 6
	Loftmen	6 8¾	268 0
	Yardmen and wastemen	6 8 1/10	267 0

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

* The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.

PIECEWORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piecework prices to be paid for bricks, other than firebricks, shall be—

—	In Yards where Railway Trucks are Used.		In Yards where Railway Trucks are not Used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled, commencing from the outside wall of kiln at the wicket from which the bricks are drawn, is—				
Not more than 26 yards	7 1	7 4½	6 11¼	7 3¼
26 to 36 yards	7 5¾	7 10¼	7 4¼	7 8
36 to 46 yards	7 8¼	7 11¾	7 6¾	7 10¼
Over 46 yards	8 3¼	8 6¾	8 2	8 5¼

Drawing, wheeling, and loading on railway trucks:—

—	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	8 4½	8 7¾	8 8¼	8 11¼
26 to 36 yards	8 9¼	9 0½	9 1	9 4
36 to 46 yards	8 11¾	9 2½	9 3½	9 6½
Over 46 yards	9 7	9 10	9 10½	10 1½

	Per Thousand. s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	59 4
" " " in sheds	51 2
" " " from bowling stool and placing on grass hacks (where material is placed on the table)	41 5
" " " from bowling stool in sheds (where material is placed on the table)	38 5
" " fancy bricks and off-bearing to hacks or in sheds	59 4
" " " " from bowling stool	53 8
Setting	10 3
Picking blues	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of pieceworkers as compensation for time lost through wet weather.

Clauses, other than clauses 2 (*a*) and 19, of the said Determination shall remain in force.

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