



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, JUNE 17.

[1954

Factories and Shops Acts.

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

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

Dated at Melbourne, this
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1 and 2 of Part I., 1 and 2 of Part II., 1 of Part III., 1 and 2 of Part IV., and 1 of Part V. of the Determination made on the 4th December, 1953, and in force as from the same date, shall be replaced by the following clauses:—

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Druggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products or (iv) as Bulk Milk Carters.)

1. **ADULT EMPLOYEES.**

	Weekly Wage. (Including a Loading of 5s.)		
	Within 20 Miles of G.P.O., Melbourne: within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrambbool; and within the Milder and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving jinker, boiler truck, or float—			
One horse	13 11 0	13 17 6	13 8 0
Two or three horses	13 18 6	14 5 0	13 15 6
Additional horses—2s. extra per day for each extra horse.			
(2) Employee driving—			
One horse	13 1 6	13 8 0	12 18 6
Two horses	13 9 6	13 16 0	13 6 6
Three horses	13 14 0	14 0 6	13 11 0
Four horses	13 17 0	14 3 6	13 14 0
Five horses	13 18 6	14 5 0	13 15 6
Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line.			
Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(3) Employee driving motor cycle with side car ..	13 2 6	13 9 0	12 19 6
(4) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 9 6	13 16 0	13 6 6
Over 25 cwt. but not over 3 tons	13 15 6	14 2 0	13 12 6
Over 3 tons but under 6 tons	14 0 0	14 6 6	13 17 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor (not being a tractor) drawing trailer— 2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products, or (iv) as Bulk Milk Carters.)

ADULT EMPLOYEES—continued.

	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.F.O., Melbourne; within 10 Miles of G.F.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(5) Employee driving mechanical horse with or without one trailer	14 9 6	14 16 0	14 6 6
For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer. The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber.			
(6) Employee driving articulated vehicle having maker's capacity of 8 tons or less	14 9 6	14 16 0	14 6 6
For each complete ton over 8—an extra 1s.			
(7) Employee driving machinery float having maker's capacity of 8 tons or less	14 14 6	15 1 0	14 11 6
For each complete ton over 8—an extra 1s.			
(8) Employee driving a straddle truck	14 9 6	14 16 0	14 6 6
(9) Loader	13 5 0	13 11 6	13 2 0
(10) Leading Loader	13 14 6	14 1 0	13 11 6
(11) Stableman	12 16 0	13 2 6	12 13 0
(12) Head stableman	13 4 0	13 10 6	13 1 0
(13) Horse driver's assistant	12 12 0	12 18 6	12 9 0
(14) Motor driver's assistant	12 12 0	12 18 6	12 9 0
(15) Yardman	12 12 0	12 18 6	12 9 0
(16) Sanitary carter's mate	14 1 6	14 8 0	13 18 6
(17) Garbage carter's mate	13 8 0	13 14 6	13 5 0

	Per Week. s. d.
Further additional amounts for	
(18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.	
(19) Employee carting, loading and/or unloading offensive material	6 0
(20) Employee carting, loading and/or unloading dirty material—1s. per day	
(21) Employee who is required to cart— Tar (other than in sealed containers) for immediate spreading upon streets, Tar in unsealed containers, Tarred material for spreading upon streets and/or spread either of them upon streets	6 0
(22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined	5 0
(23) Employee who is a recognized live stock carter, carting live stock as defined	5 0
(24) Employee driving sanitary vehicle	20 0
(25) Employee driving vehicle collecting garbage	16 0
(26) Driver required to act as salesman of goods in his vehicle	2 0
(27) Driver-salesman as defined in clause 28 (e) of this Determination	10 0
Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).	
(28) Employee handling money as defined— For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(29) Leading hands in charge of not less than three and not more than ten employees	9 0
More than ten and not more than twenty employees	18 0
More than twenty employees	27 0
Provided that this item shall not apply to a leading loader. Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.	

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age—the full rate payable to an adult employee for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART II.

(This Part applies only to persons employed as Bulk Milk Carters.)

1. Wage Per Week, 20 Years of Age and Over.

Classification.	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less	13 9 6	13 16 0	13 6 6
Over 25 cwt. but not over 3 tons	13 15 6	14 2 0	13 12 6
Over 3 tons but under 6 tons	14 0 0	14 6 6	13 17 0
Further tonnage—for each complete ton over 5—an extra 1s.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(2) Employee driving articulated vehicle having maker's capacity of 8 tons or less	14 9 6	14 16 0	14 6 6
For each complete ton over 8 an extra 1s.			
(3) Motor driver's assistant	12 12 0	12 18 6	12 9 0

	Additional Amounts.	
	Per Week.	
	s.	d.
(4) Employee handling money as defined—		
For any amount handled up to £10	2 0
For any amount handled over £10 but not exceeding £100	6 0
For any amount handled over £100 but not exceeding £300	10 0
For any amount handled over £300 but not exceeding £500	15 0
For any amount handled over £500	20 0
(5) Leading hands in charge of not less than 3 and not more than 10 employees	9 0
More than 10 and not more than 20 employees	18 0
More than 20 employees	27 0

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.

(b) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

PART III.

(This part applies only to persons employed as Wharf Draggors.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 6s. 9½d., with a minimum payment as for four hours.

PART IV.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a)

ADULT EMPLOYEES.

Classification.	Weekly Wage. (Including a Loading of 8s.)		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(1) Employee driving—			
One horse	13 1 6	13 8 0	12 18 6
Two horses	13 9 6	13 16 0	13 6 6
(2) Employee driving—			
Motor bicycle with side car	13 2 6	13 9 0	12 19 6
(3) Employee driving other motor vehicle having maker's capacity of—			
25 cwt. or less	13 9 6	13 16 0	13 6 6
Over 25 cwt. but not over 3 tons	13 15 6	14 2 0	13 12 6
Over 3 tons but under 6 tons	14 0 0	14 6 6	13 17 0
Further tonnage—for each complete ton over 5 an extra 1s. per week.			
Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.			
(4) Employee driving articulated vehicle having maker's capacity of 8 tons or less	14 9 6	14 16 0	14 6 6
For each complete ton over 8—an extra 1s.			
(5) Stableman	12 16 0	13 2 6	12 13 0
(6) Head stableman	13 4 0	13 10 6	13 1 0
(7) Horse driver's assistant, motor driver's assistant, yardman	12 12 0	12 18 6	12 9 0

PART IV.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

		Per Week.
		<i>s. d.</i>
<i>Further additional amounts for—</i>		
(8) Carter collector and/or relief driver		10 0
(9) Drivers of milk vehicles		20 0
<p>The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absents himself from work.</p> <p>Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.</p>		
(10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.		

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.
 19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age and over—the same rate of wage payable to an adult for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

PART V.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

1. WAGES PER WEEK.

No.	Classification.	Basic Wage (Adjustable).	Margin.	Loading.	Total Wage Per Week.
		Per Week.	Per Week.	Per Week.	
		£ s. d.	s. d.	s. d.	£ s. d.
1	Aerodrome attendants	12 0 0	47 0	3 0	14 10 0
2	Assistant aerodrome attendants	12 0 0	37 0	3 0	14 0 0
3	An employee appointed as a leading hand aerodrome attendant in charge of a shift—2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.				
4	Employee driving a motor waggon with a combined weight of vehicle and maximum load of under 10 tons (including margins for salesman-drivers collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon the street)	12 0 0	46 0	3 0	14 9 0
5	Employee driving a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons (including margins for salesman-drivers, collecting money and when required carting packages, fuel oil in drums or bulk or carting, spreading and/or spraying bituminous products upon a street)	12 0 0	49 0	3 0	14 12 0
6	Further additional amount for each additional ton or part thereof in excess of 13 tons—1s. per week.				
7	Motor (not being a tractor) drawing a trailer—2s. 6d. extra per day.				
8	Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.				
9	Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle	12 0 0	35 0	3 0	13 18 0
10	Washers and greasers	12 0 0	25 0	3 0	13 8 0
11	Assistant drivers	12 0 0	26 0	3 0	13 9 0
12	Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.				

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



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THURSDAY, JUNE 17.

[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
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

CIGAR TRADE BOARD.

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

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.				Number (in any place).	
Making cigars or sorting and packing cigars:—				APPRENTICES.	
APPRENTICES.				One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage. (An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
Experience—		s. d.	*Percentage.		
1st year—		37 0 ..	14		
1st six months		42 11 ..	16½		
2nd six months		61 5 ..	23½		
2nd year		91 9 ..	34½		
3rd year		116 2 ..	44		
or in lieu of weekly wages the work may be paid at the following piece-work prices:—					
Making Cigars.					
2nd year ..	One-third of the piece-work prices	} See also clause 13, sub-clause (m)	IMPROVERS. One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage. One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.		
3rd year ..	Two-thirds of the piece-work prices				
4th year ..	Three-quarters of the piece-work prices.				

APPRENTICES AND IMPROVERS—continued.

Wages per Week of 40 Hours.							Number (in any place).
Sorting and Packing Cigars.							} Plus 3 per centum. See also clause 13, sub-clause (7).
In Boxes of—							
500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.		
per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.		
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	
3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	
4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	

IMPROVERS.				s. d.	*Percentage.
18 years ..	..	..	..	91 9	34½
19 years ..	..	..	..	128 0	48½
20 years ..	..	..	..	159 1	60½

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

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

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Turning bunches	42 11	16½	42 11	16½	48 10	18½	48 10	18½
Stripping fillers	42 11	16½	42 11	16½	48 10	18½	54 9	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	73 3	27½	79 2	30	108 11	41½	140 7	53½
Turning bunches	73 3	27½	79 2	30	108 11	41½	140 7	53½
Stripping fillers		Piecework prices		Piecework prices		Piecework prices		Piecework prices

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

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 26s. per week of 40 hours	54 1	20½	60 1	22½	73 3	27½	92 5	35	115 6	43½	150 6	57	190 9	72½

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

(b) *Females.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	
Trimming cigar boxes	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping and booking cigar bunch wrapper leaf	99 10	56½	99 10	56½	99 10	56½	99 10	56½
Ringing cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Stripping fillers	46 2	26	53 8	30½	61 8	34½	69 3	39
Packing cigars, viz.:—								
Havanette	46 2	26	53 8	30½	61 8	34½	69 3	39
Royal Bengals	46 2	26	53 8	30½	61 8	34½	69 3	39
Bonanzas	46 2	26	53 8	30½	61 8	34½	69 3	39
Gem of East Cigarillos	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Cartons or parcels	46 2	26	53 8	30½	61 8	34½	69 3	39
Machine work, viz.:—								
Making bunches	46 2	26	53 8	30½	61 8	34½	69 3	39
Covering cigars	46 2	26	53 8	30½	61 8	34½	69 3	39
Swiss	46 2	26	53 8	30½	61 8	34½	69 3	39
Lucky Hit	46 2	26	53 8	30½	61 8	34½	69 3	39
Havanettes	46 2	26	53 8	30½	61 8	34½	69 3	39
Senoritas	46 2	26	53 8	30½	61 8	34½	69 3	39

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

Females—continued.

Employed in—	Wages per Week of 40 Hours.						Third Year's Experience.	Fourth Year's Experience.	
	2nd Year's Experience.				Piece-work prices	Minimum wage			Piece-work prices
	1st Six Months.		2nd Six Months.						
	Wages.	*Per-centage.	Wages.	*Per-centage.					
<i>s. d.</i>	%	<i>s. d.</i>	%						
Trimming cigar boxes	76 9	43½	92 4	52					
Stripping and booking cigar bunch wrapper leaf	130 6	73½	138 5	78					
Ringing cigars		Piece-work prices		Piece-work prices					
Stripping fillers		"		"					
Packing cigars, viz.:—									
Havanette		"		"					
Royal Bengals		"		"					
Bonanzas		"		"					
Gem of East Cigarillos		"		"					
Swiss		"		"					
Cartons or parcels		"		"					
Machine work, viz.:—									
Making bunches		"		"					
Covering cigars		"		"					
Swiss		"		"					
Lucky Hit		"		"					
Havanettes		"		"					
Senoritas		"		"					

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

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 17s. 6d. per week of 40 hours	58 2	32½	72 9	41	87 5	49½	97 7	55	111 10	63	128 3	72½	145 7	82

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

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	13 8 5
Strippers and bookers of cigar covering leaf (females)	9 15 6
Strippers and bookers of cigar bunch wrapper leaf (females)	9 5 0
Cigar box makers (males)	13 11 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	9 1 0
Stripping fillers (males)	13 4 0
All others (males)	13 4 0
.. .. (females) 75 per cent. of the Basic Wage	8 17 6

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

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

Age.	Males.	Females.
	Per Week.	Per Week.
	<i>s. d.</i>	<i>s. d.</i>
Adults	145 0	103 2
14 years of age	29 10	33 7
15	32 11	41 10
16	40 2	50 6
17	50 9	56 3
18	63 4	64 4
19	82 8	73 11
20	104 10	83 11



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THURSDAY, JUNE 17.

[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
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3, 4 and 5, of the Determination made on the 16th 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:—

2. WAGES

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES.		
SECTION "A"—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>		
	£ s. d.	£ s. d.
1. Boulton's carver	14 7 0	14 4 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	14 7 0	14 4 0
3. Moulder—who grinds cutters sets up and operates	14 7 0	14 4 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	14 7 0	14 4 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	14 7 0	14 4 0
6. Lindeman or similar joiner	14 7 0	14 4 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer	13 17 0	13 14 0
8. Circular sawyer—who sets up and operates	13 17 0	13 14 0
9. Dovetailer—who sets up and operates	13 17 0	13 14 0
10. Buzzer—who sets up and operates	13 17 0	13 14 0
11. Planer—who sets up and operates	13 17 0	13 14 0
12. Thicknesser—who sets up and operates	13 17 0	13 14 0
13. Glue jointer—who sets up and operates	13 17 0	13 14 0
14. Tenoner—who sets up and operates	13 17 0	13 14 0
15. Turner—copying or automatic lathe—who sets up and operates	13 17 0	13 14 0
16. Morticer—who sets up and operates	13 17 0	13 14 0
17. Sander—tripledrum—who sets up and operates	13 17 0	13 14 0
18. Belt sander on veneers	13 17 0	13 14 0
19. Multiple borer—three or more bits—who sets up and operates	13 17 0	13 14 0
20. Moulder—who sets up and operates	13 17 0	13 14 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.F.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES— <i>continued.</i>		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others	13 7 0	13 4 0
22. Borer—less than three bits	13 7 0	13 4 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	13 7 0	13 4 0
<i>General.</i>		
24. Timber bender	13 7 0	13 4 0
25. Timber stacker	12 12 0	12 9 0
26. Yardman	12 12 0	12 9 0
27. Tailor out	12 12 0	12 9 0
28. Employees not elsewhere classified	12 0 0	11 17 0
SECTION "B"—POLISHING & C.		
29. Polisher	14 7 0	14 4 0
30. Spray hand— (a) engaged on finishing coats of any type	13 17 0	13 14 0
(b) engaged on priming and/or undercoating, and/or sealing	13 7 0	13 4 0
31. Employee cutting or papering down and/or filling and/or staining	13 7 0	13 4 0
SECTION "C"—PIANOS.		
32. Action regulator	14 7 0	14 4 0
33. Tuner and/or action repairer	14 7 0	14 4 0
34. Player mechanic	14 7 0	14 4 0
35. Part maker	14 7 0	14 4 0
36. Side gluer	14 7 0	14 4 0
37. Sound board maker	14 7 0	14 4 0
38. Fly finisher	14 7 0	14 4 0
39. Maker and/or repairer of musical instruments	14 7 0	14 4 0
40. Player action assembler	13 19 6	13 16 6
41. Piano action assembler	13 19 6	13 16 6
42. Iron frame driller	13 7 0	13 4 0
43. Iron frame finisher by hand or spray	13 7 0	13 4 0
44. Spring and brass wire spinner	13 7 0	13 4 0
45. Veneer presser	13 7 0	13 4 0
46. Veneer scraper	13 7 0	13 4 0
47. Gluer up	13 7 0	13 4 0
PART II.—ADULT FEMALES.		
Veneer matcher	9 17 6	9 15 6
Upholstress	9 17 6	9 15 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but, if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading hands.*—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shilling per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman'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 of superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 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.

Special Rates Not Cumulative.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

Rates Not Subject To Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Tool Allowance.

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
Five-year Term—	£ s. d.	£ s. d.
1st year's experience	3 16 0	3 15 0
2nd year's experience	5 2 0	5 0 6
3rd year's experience	6 8 0	6 6 6
4th year's experience	9 16 6	9 14 0
5th year's experience	12 3 0	12 0 0
Four-year Term—		
1st year's experience	4 0 6	3 19 6
2nd year's experience	6 8 0	6 6 6
3rd year's experience	9 16 0	9 14 0
4th year's experience	12 3 0	12 0 0
<i>Male Improvers.</i>		
Under 16 years of age	2 17 0	2 16 0
16 and under 17	3 9 6	3 8 6
17 and under 18	4 13 6	4 12 6
18 and under 19	6 4 6	6 3 0
19 and under 20	9 16 6	9 14 0
20 and under 21	12 2 0	11 19 0
<i>Female Apprentices.</i>		
1st year's experience	4 1 6	4 0 6
2nd year's experience	5 17 0	5 15 6
3rd year's experience	7 16 6	7 14 6
4th year's experience	8 18 6	8 16 6
<i>Female Improvers.</i>		
16 years and under	2 18 6	2 18 0
17 years	4 1 6	4 0 6
18 years	5 17 0	5 15 6
19 years	7 16 6	7 14 6
20 years	8 18 6	8 16 6

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



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GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

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

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

Dated at Melbourne, this
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

PRINTERS 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. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
		£ s. d.
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	15 5 6
2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor.	14 15 0 14 18 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>TABLE "A"—ADULT MALES—continued.</i>		
		<i>£ s. d.</i>
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	15 5 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	14 15 0
5	Operator of a Wells' cross-rule form machine	15 5 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	13 12 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	14 15 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	13 12 6
9	Proof reader and/or reviser	14 18 6
10	Copy holder	13 3 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	14 15 0
12	Electrotypewriter (which shall include an employee preparing lead for matrix moulding purposes)	14 15 0
13	Stereotypewriter	14 15 0
14	Engraver on wood or metal	14 15 0
15	Letterpress machinist	14 15 0
16	Railway ticket printer—single machine	13 18 6
17	Railway ticket printer—multiple machine	14 0 6
18	Machinist working a flat-bed machine printing from a reel	14 15 0
19	Letterpress rotary machinist	14 15 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	13 15 6
21	Collapsible tube printing machinist	14 15 0
22	Universal process machine operator	14 15 0
23	Lithography— (a) Artist and/or designer	15 1 6
	(b) Photo lithographic metal plate counter and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate	14 17 0
	(c) Lithographic pressman and/or lithographic manual transferer	14 15 0
	(d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	13 5 0
	(e) Lithographic machinist, including lithographic tin printer	14 15 0
24	Photogravure machinist	14 15 0
25	Bookbinder	14 15 0
26	Marbler	14 15 0
27	Hand indexer	14 15 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	14 15 0
29	Finisher	14 15 0
30	Pocket-book maker	14 15 0
31	Ticket maker, turned-in work	14 15 0
32	Blotting pad maker	14 15 0
33	Portfolio maker	14 15 0
34	Person engaged in sawing and/or rolling books	14 15 0
35	Loose sheet cover maker	14 15 0
36	Edge-gilder	14 15 0
37	Leather cutter	14 15 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	13 8 6
39	Embossing machinist	14 15 0
40	Map and plan moulder and/or varnisher	14 15 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	14 15 0
42	Guillotine machine operator	14 15 0
43	Employee operating a milk bottle wad making machine	13 12 0
44	Waxer	13 10 0
45	Sheet varnishing and/or sheet gumming machinist	13 5 0
46	Rotary reel gumming machinist	13 8 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping	13 1 0
48	Printing ink mixer and/or maker	13 2 0
49	Bronzing machine operator	13 5 0
50	Roller maker	12 2 0
51	Feeder on any kind of machine	12 17 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		£ s. d.
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	14 8 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	14 8 0
54	Storeman	13 5 0
55	Packer and/or despatcher	13 5 0
56	Any other adult male	12 13 0
57	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that the rates for a night shift when working because of day-time light or power restrictions, shall be 12s.	
TABLE "B"—ADULT FEMALES: (Including non-adult females of at least five years' experience.)		
1	Female head packer when employed as such	10 3 6
2	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	10 3 6 10 2 6
3	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	10 1 6 10 1 6
4	Female hand or machine sewer and taker down or repairer of letterpress work	10 1 6
5	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	10 1 6
6	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	10 1 6
7	Female copy holder	10 1 6
8	Female embosser	10 2 6
9	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	10 1 6
10	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	10 5 6 10 17 0 11 4 6
11	Female employees not otherwise specified	9 10 0

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the males: Provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

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

	Third Column. Weekly Wage.
Where the work is performed by a male junior, not being an apprentice :	£ s. d.
Under 15 years of age	2 15 6
Between 15 and 16 years of age	3 8 6
Between 16 and 17 years of age	4 8 6
Between 17 and 18 years of age	5 19 0
Between 18 and 19 years of age	7 9 6
Between 19 and 20 years of age	9 2 0
Between 20 and 21 years of age	10 15 0
Where the work is performed by a male apprentice :	
First year	3 6 6
Second year	4 16 0
Third year	5 10 6
Fourth year	6 12 6
Fifth year	8 2 0
Sixth year	11 1 0
A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience	3 0 6
Second year's experience	4 0 6
Third year's experience	5 0 6
Fourth year's experience	6 1 0
Fifth year's experience	7 11 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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



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Factories and Shops Acts.

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

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

Dated at Melbourne, this
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination made on the 9th December, 1953, and in force on that date, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

—	Weekly Wage.
	£ s. d.
Tacklemen	18 10 0
Slaughterman	17 16 3
Cold calf skinners	17 16 3
Head and Feet Boners	15 4 0
Scalders	15 4 0
Meat Lumpers	15 0 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	14 16 6
General labourers	14 13 6

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	
	At Yallourn.		All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
<i>Division B.—Retail Shops.</i>			
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	14 19 6	15 6 0	14 19 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	14 19 6	15 6 0	14 19 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	15 6 0	15 12 6	15 6 0
(d) General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more per week	14 18 0	15 4 6	14 18 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	14 12 0	14 18 6	14 12 0
(f) Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	14 9 0	14 15 6	14 9 0
(g) Salesmen and/or saleswomen	14 6 0	14 12 6	14 6 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cookers	14 11 6	14 18 0	14 11 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers	13 14 0	14 0 6	13 14 0
(j) All others	13 11 0	13 17 6	13 11 0
Proportion of Salesmen and/or Saleswomen.			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
<i>Division C.—Small Goods Section.</i>			
(a) Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week	14 19 6	15 6 0	14 19 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	14 19 6	15 6 0	14 19 6
Whilst employed on other work	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods	14 17 0	15 3 6	14 17 0
(d) Fillermen	14 7 6	14 14 0	14 7 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	14 11 6	14 18 0	14 11 6
(f) Packing-room hands	13 19 6	14 6 0	13 19 6
(g) Linkers and table hands	13 18 6	14 5 0	13 18 6
(h) All others	13 11 0	13 17 6	13 11 0
<i>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
Meat Lumpers	15 0 6	15 7 0	14 17 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	14 13 0	15 1 0	14 9 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	14 18 0	15 6 0	14 14 6
Exceeding 3 tons capacity	15 3 0	15 11 0	14 19 0
Horse Drivers—			
One horse	14 10 0	14 18 0	14 6 6
Two horses	14 13 0	15 1 0	14 9 6
Three horses	14 16 0	15 3 6	14 12 0
Head stableman (if more than one employed)	14 7 6	14 15 6	14 5 0
Other stablemen or grooms	14 2 6	14 10 6	13 18 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day	1/- per day	1/- per day
Drivers who, during the day, are engaged in carting blood manure or offensive offal	in addition to the rate specified	in addition to the rate specified	in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	1s.8d. per hour in addition to the rate specified	1s.8d. per hour in addition to the rate specified	1s.8d. per hour in addition to the rate specified
From 1st November to 30th April	1s.2d. per hour in addition to the rate specified	1s.2d. per hour in addition to the rate specified	1s.2d. per hour in addition to the rate specified

2. (A)—*continued.*

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	13 17 0	14 3 6	13 17 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	14 1 0	14 7 6	14 1 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	14 4 0	14 10 6	14 4 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	13 12 0	13 18 6	13 12 0
(ii) two horses	13 17 0	14 3 6	13 17 0
(iii) three horses	14 0 0	14 6 6	14 0 0
(iv) four horses	14 2 0	14 8 6	14 2 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of 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—an extra 1s. 3d.
 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—an extra 1s. 3d.
 Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience	64	7 11 6	Under 18 years	85	10 1 6
2nd year's experience	77	9 2 6	18 years and under 19 years ..	100 + 1s. 6d.	11 18 6
3rd year's experience	88	10 8 6	19 years and under 20 years ..	100 + 13s. 6d.	12 10 6
4th year's experience	100 + 21s.	12 18 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			

<p>PROPORTION (BY ANY EMPLOYER).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.</p> <p><i>Improvers.</i></p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>	<p>No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.</p> <p>No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.</p> <p>PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to every five drivers receiving not less than the minimum wage.</p>
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2. (C) (i)

APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 7 6	4 9 6	4 7 6
Second year	40	5 17 0	5 19 6	5 17 0
Third year	55	8 0 6	8 4 0	8 0 6
Fourth year	75	10 19 0	11 4 0	10 19 0
Fifth year	95	13 17 6	14 3 6	13 17 6
<i>Four-year Term—</i>				
First year	40	5 17 0	5 19 6	5 17 0
Second year	50	7 6 0	7 9 0	7 6 0
Third year	75	10 19 0	11 4 0	10 19 0
Fourth year	95	13 17 6	14 3 6	13 17 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year	30	4 7 6	4 9 6	4 7 6
Second year	40	5 16 6	5 19 0	5 16 6
Third year	50	7 5 6	7 9 0	7 5 6
Fourth year	75	10 18 6	11 3 6	10 18 6
Fifth year	95	13 17 0	14 3 0	13 17 0
<i>Four-year Term—</i>				
First year	40	5 16 6	5 19 0	5 16 6
Second year	50	7 5 6	7 9 0	7 5 6
Third year	75	10 18 6	11 3 6	10 18 6
Fourth year	95	13 17 0	14 3 0	13 17 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

Contract of Apprenticeship.

(a) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

(b) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

(c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year: Breaking up hindquarter of beef and hanging same and boning.

During the third year: Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years: Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

During the first year: Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year: Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year: Grounding; backing off; sawing down.

During the fourth and fifth years: Quartering; making tallow; caring for hides; care of yards generally.

- (3) An apprentice small goods maker shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

Period of Apprenticeship.

- (d) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (e) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (f) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

Unapprenticed Juniors.

- (iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms:—

- (a) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parents or guardian and his employer.

- (b) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows:—

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age	75	10 19 0	11 4 0	10 19 0
20 to 21 years of age	95	13 17 6	14 3 6	13 17 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (c) The wage rates of unapprenticed junior labour in small goods factories shall be as follows:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age	30	4 7 6	4 9 6	4 7 6
17 to 18 years of age	40	5 16 6	5 19 0	5 16 6
18 to 19 years of age	50	7 5 6	7 9 0	7 5 6
19 to 20 years of age	75	10 18 6	11 3 6	10 18 6
20 to 21 years of age	95	13 17 0	14 3 0	13 17 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (d) Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age	50	7 5 6	7 9 0	7 5 6
18 to 19 years of age	75	10 18 6	11 3 6	10 18 6
19 to 20 years of age	85	12 8 0	12 13 6	12 8 0
20 to 21 years of age	95	13 17 0	14 3 0	13 17 0

and thereafter not less than the minimum rate for small goods sellers from carts.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.



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THURSDAY, JUNE 17.

[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
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

Clause 2 of the Determination made on the 13th 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. APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.					PROPORTION. (In or In Connexion with any Shop.)
Age.	Males.		Females.		
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
15 years of age or under..	30	71 0	33	58 6	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 270s. per week of 40 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 189s. per week of 40 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One male improver to each male worker receiving not less than 270s. per week of 40 hours.</p> <p>One female improver to each female worker receiving not less than 189s. per week of 40 hours.</p> <p>Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.</p>
16 years of age ..	40	95 0	41	73 0	
17 years of age ..	51	121 0	49	87 0	
18 years of age ..	64	151 6	60	106 6	
19 years of age ..	80	189 6	71	126 0	
20 years of age ..	99	234 6	83	147 0	

OTHER EMPLOYEES.

	Wages Per Week of 40 Hours.	
	Males	Females.
Shop assistant—	<i>s. d.</i>	<i>s. d.</i>
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	296 6	255 0
(b) in charge of one or more persons	310 0	262 0
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	288 6	210 6
Other shop assistants—		
Between the ages of 21 years and 60 years	270 0	189 0
†60 years of age or over	260 6	
Packer or storeman	262 0	..
Carter driving horse-drawn vehicle	261 0	261 0
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	262 9	262 9
Driver of motor vehicle with a carrying capacity of over 25 cwt.	266 0	266 0
All others	262 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

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



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

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

Dated at Melbourne, this
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

STATIONERY BOARD.

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

2.

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males—continued.</i>		£ s. d.
20	Employee working pasteboard machine	13 10 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	14 15 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking, and/or cutting of material (except leather) solely and continuously	13 8 6
	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	13 5 0
24	Toilet roll automatic core-making machines	13 8 6
25	Toilet paper crepeing machinist	13 8 6
26	Toilet roll slitting and rewinding machinist	13 8 6
27	Toilet paper oval roll slotting machinist	13 5 0
28	Any other adult male	12 13 0
29	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that the rates for a night shift when working because of daytime light or power restrictions shall be 12s.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery	10 1 6
2	Female embosser	10 2 6
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) (b) from nine to fifteen employees (both inclusive) (c) over fifteen employees	10 5 6 10 17 0 11 4 6
4	Female employees not otherwise specified	9 10 0

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

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

Where the work is performed by a male apprentice:—

		Third Column. Weekly Wage.
		£ s. d.
8	First year	3 6 6
9	Second year	4 16 0
10	Third year	5 10 6
11	Fourth year	6 12 6
12	Fifth year	8 2 0
13	Sixth year	11 1 0
14	A junior working on a night shift shall be paid 12s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column.
		Weekly Wage.
		£ s. d.
1	First year's experience	3 0 6
2	Second year's experience	4 0 6
3	Third year's experience	5 0 6
4	Fourth year's experience	6 1 0
5	Fifth year's experience	7 11 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

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



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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
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

TENTMAKERS BOARD.

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

2.

WAGES PER WEEK (ADULTS).

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	13 11 0	13 8 0
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 17 0	13 14 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	13 11 0	13 8 0
All other Journeymen	13 17 0	13 14 0
Journeywomen engaged in machining industrial spindle polishing mops ..	9 13 6	9 11 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 6 0	9 4 0
All other Journeywomen	9 13 6	9 11 6

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

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

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

(b) Females working on large machines (7.5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

No. 502.—1873/54.—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.
	<i>s. d.</i>	<i>s. d.</i>
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) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
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 0	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.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	71 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.



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THURSDAY, JUNE 17.

[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.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., 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 I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 319s. 1d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 319s. 1d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 319s. 1d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	301 6	11 7	6 0	319 1
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	260 5	10 0	3 0	273 5
All others				

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

I. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	} £14 16s. (including 6s. shift allowance).
Former attendant	
Former assistant	
Cut off attendant	
Dryer attendant	£14 11s. (including 6s. shift allowance).
All others	£14 1s. (including 6s. shift allowance).
<p>The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.</p>	
All others whose contract of employment covers day work only ..	£13 15s.

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



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[1954

Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

FROZEN GOODS BOARD.

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

2.

WAGES.

Improvers and Juvenile Workers.				Other Employees.			
		Per Week.	Per Hour.			Per Week.	Per Hour.
		£ s. d.	s. d.			£ s. d.	s. d.
16 years of age and under 17	.. ..	6 14 8	3 4½	Chamber hands	.. ..	16 10 6	8 3¾/30
17 " " " 18	.. ..	7 10 0	3 9				
18 " " " 19	.. ..	8 18 4	4 5½				
19 " " " 20	.. ..	10 8 9	5 2½				
20 " " " 21	.. ..	12 12 4	6 3¾/10	All others	.. ..	15 17 10	7 11¾/30

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

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

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

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

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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THURSDAY, JUNE 17.

[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.

HAIRDRESSERS BOARD.

Clause 2 of the Determination made on the 9th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by following clause:—

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st year	42	6	35	6
2nd year	57	0	49	6
3rd year	83	0	69	0
4th year—				
1st six months ..	114	0	97	6
2nd six months ..	114	0	113	6
5th year—				
1st six months ..	140	0	113	6
2nd six months ..	140	0		

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

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

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

		Wages.
Receptionists ..	..	87s. per week of 40 hours.
Messengers ..	..	33s. 6d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

APPRENTICES AND IMPROVERS— <i>continued</i> . PROPORTION (IN ANY SHOP OR PLACE).		Wages.	
<i>Apprentices.</i>		Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell.	All Other Parts of Victoria.
<p>In Men's Hairdressing Saloons. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>In Ladies' Hairdressing Saloons. One apprentice to each female worker receiving not less than the wage of 197s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.</p> <p>In Places where both Men's and Ladies' Hairdressing is Carried Out. One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 197s. 3d. per week if female.</p> <p><i>Improvers.</i> One male improver to every fifteen male workers receiving not less than the minimum wage. One female improver to every fifteen persons receiving not less than the minimum wage. An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.</p>			
Other Employees.			
<i>Men's Hairdressing Saloons.</i>		<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)		Per Week of 40 Hours. 276 0	Per Week of 40 Hours. 266 0
<p>Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.</p>			
<i>Any Other Place.</i>		Per Week of 40 Hours.	Per Week of 40 Hours
Males engaged in—			
Children's haircutting		276 0	266 0
Ladies' haircutting		285 6	282 6
All other males		295 6	292 6
Female window models		Per Week of 20 Hours. 268 0	Per Week of 20 Hours. 262 6
		Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting		212 6	209 0
Female receptionists		177 6	177 0
All other females		200 0	197 3

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



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THURSDAY, JUNE 17.

[1954

Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination made on the 24th March, 1954, and in force on the 10th November, 1953, shall be replaced the following clause:—

2. WAGES PER WEEK.

	Males.		Females.	
	£	s. d.	£	s. d.
<i>Secretary.</i>				
Where the adjusted bed capacity is—				
under 25	17	8 0	14	4 3
25 to 35	17	14 0	14	8 9
36 " 45	18	2 6	14	15 3
46 " 55	18	11 3	15	1 9
56 " 65	19	2 9	15	10 9
66 " 75	19	14 3	15	19 6
76 " 85	20	5 9	16	4 9
86 " 95	21	0 3	16	16 3
96 " 105	22	0 6	17	12 6
106 " 125	23	0 9	18	8 6
126 " 150	24	1 0	19	4 9
151 " 175	26	5 0	21	0 0
176 " 200	27	6 0	21	17 0
201 " 250	28	7 3	22	14 0
251 " 300	29	8 6	23	10 9
301 " 350	30	9 9	24	7 9
351 " 400	31	11 0	25	4 9
401 " 450	32	15 0	26	4 0
451 " 500	33	19 3	27	3 6
501 " 550	35	3 6	28	2 9
551 " 600	36	7 9	29	2 0
601 " 650	37	12 0	30	1 6
651 " 700	38	16 0	31	1 0
701 " 750	40	0 0	32	0 0

WAGES PER WEEK.

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

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



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[1954

Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

LIFT BOARD.

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

2.

EMPLOYEES.

	Weekly Wage. s. d.
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts	279 0
Lift attendants (male or female)	287 0

Note.

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

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

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Factories and Shops Acts.

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

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

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 6 (CHEMISTS).

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

2.

(a) *Apprentices.*

WAGES PER WEEK OF 40 HOURS.					PROPORTION. (In any shop or place.)
—	Percentage of Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	21	50 0	0 6	50 6	One apprentice to one or more than one worker receiving not less than the minimum wage: Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.
2nd year ..	28	66 6	0 6	67 0	
3rd year ..	38	90 0	1 0	91 0	
4th year ..	47	111 6	1 0	112 6	
5th year ..	69	163 6	2 0	165 6	

(b) *Juvenile Workers.*

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

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Female Basic Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
16 years of age ..	26	46 0	0 6	46 6
17 years of age ..	41	73 0	0 6	73 6
18 years of age ..	45	80 0	1 0	81 0
19 years of age ..	55	97 6	1 0	98 6
20 years of age ..	63	112 0	1 0	113 0

(c) Other Employees.
 WAGES PER WEEK OF 40 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Manager Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist in sole control of a shop and who is responsible for general buying and all necessary business carried out therein	18 9 0	6 0	18 15 0	15 9 6	8 0	15 15 6
Chief Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist who is responsible to the Pharmacy Board, but who is not responsible for general buying or all necessary business carried out in the shop	17 2 6	6 0	17 8 6	14 3 0	6 0	14 9 0
Pharmaceutical Chemist, i.e., a qualified pharmaceutical chemist other than a Manager Pharmaceutical Chemist or a Chief Pharmaceutical Chemist	15 16 6	6 0	16 2 6	12 17 0	6 0	13 3 0
Unregistered Pharmaceutical Chemist, i.e., a person who has not qualified as a pharmaceutical chemist, but who has completed his or her apprenticeship as recognized by the Pharmacy Board	13 12 0	3 0	13 15 0	10 12 6	3 0	10 15 6
Shop Assistant, i.e., a female employee engaged in selling medicines, drugs, or medicinal preparations, but not engaged in dispensing or compounding same .. .. .	..	..	..	9 10 0	3 0	9 13 0

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

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



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

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

Dated at Melbourne, this
11th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

MEAT PRESERVERS BOARD.

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

2.

WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		s. d.		s. d.
Under 16 years	72	170 6	72	128 0
16 years and under 17 years	80	189 6	80	142 0
17 years and under 18 years	90	213 6	90	169 6
18 years and under 19 years	100+2/.	239 0	100+1/6	179 0
19 years and under 20 years	100+17/6	254 6	100+13/.	190 6
20 years and under 21 years	100+40/6	277 6	100+32/6	210 0

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 301s. per week of 40 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 225s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 301s. per week of 40 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 225s. 9d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 301s. per week of 40 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 225s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 301s. per week of 40 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 225s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 302s. per week of 40 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 225s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 302s. per week of 40 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 225s. 9d. per week of 40 hours.

(OTHER EMPLOYEES.)

(a) MEAT PRESERVING SECTION.		(b) EGG PULPING OR DRYING SECTION.	
	Wages Per Week.		Wages Per Week.
	s. d.		s. d.
Leading hand, i.e., a person in charge of a department or shift	307 0	Spray operator	305 0
Assistant preserver	307 0	Filter (Chalaza)	304 0
Leading hand extract maker	311 0	Pump operator	302 0
Smoke kiln attendant whilst employed solely as such	311 0	Furnaceman	302 0
Sausage smoke room attendant	303 0	Solderer and/or sealer	301 0
Retort hand, i.e., a person who loads and unloads retorts	307 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	
Scaldler or braiser	305 0	Storeman packer	301 0
Doughmaker	305 0	All others	301 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such	305 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Lacquer hands (i.e., employees feeding into and/or taking off machine)	305 0	Adult females engaged—	
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	305 0	as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	225 9
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers	305 0	No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Operator engaged for more than half a day in any one day operating a labelling machine	305 0		
Females engaged—		(c) ALL OTHER SECTIONS.	
Taking away from automatic stuffing machine	255 3		
Running sausage skins for canning purposes	241 6		
Stamping, or branding	225 9		Wages Per Week.
Labelling, keying, wiping tins, and carrying off from filling table			s. d.
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds		Leading hand, i.e., a person in charge of a department or shift	308 0
Preparing for, placing in, taking away from machines and placing in trays		Mixer	309 0
Cutting Sausages		Potman	309 0
All others	301 0	Females engaged—	
		Patting, wrapping, stamping, or branding	225 9
		Labelling, wiping tins, and carrying off from filling tables	
		Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	
		Taking away from automatic machines	
		Wrapping premier jus for oleo presses	
		All others	302 0

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