



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 530]

FRIDAY, JUNE 18.

[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
15th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

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

Clause 2 of the Determination made on the 11th December, 1953, and in force as from that date, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
Males.		Females.		Males.		Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677).	All other parts of Victoria where this Determination applies.
Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age ..	26 61 6	15 years of age or under ..	41 73 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	281 6	277 0	
15 years of age	35 83 0	16 years of age	49 87 0	* Travelling salesman ..	265 6	261 6	
16 years of age	48 114 0	17 years of age	60 106 6	All others	265 6	261 6	
17 years of age	63 149 6	18 years of age	78 138 6	<i>Females.</i>			
18 years of age	79 187 0	19 years of age	86 152 6	Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—			
19 years of age	90 213 6	20 years of age	94 167 0	In charge of three or more assistants	222 0	218 3	
20 years of age	100 + 4s. 241 0			In charge of less than three assistants	210 9	207 3	
PROPORTION (in any shop or place). <i>Apprentices.</i> One apprentice to every three or fraction of three male workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.				PROPORTION (in any shop or place). <i>Apprentices.</i> One apprentice to every three or fraction of three female workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.			
				* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.			

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

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

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

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



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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
15th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 20 of the 28th January, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	29	68 6
16 years of age	32	76 0
17 years of age	37	87 6
18 years of age	51	121 0
19 years of age	61	144 6
20 years of age	73	173 0

PROPORTION (WITHIN ANY PLACE).

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

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

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 17 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	14 7 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 12 0
Groundsman or maintenance employee	12 17 0
All others	12 14 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets	14 7 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 12 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0

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

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



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

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

H. N. JONES,
Acting Secretary for Labour.

FLOCK BOARD.

Clause 2, of the Determination published in *Government Gazette* No. 59 of the 16th February, 1954, shall be replaced by the following clause:—

2.

IMPROVERS.					OTHER EMPLOYEES		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Males.		Females.		—		
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	MALES.		s. d.
Under 16 years ..	30	71 0	35	62 0	Persons employed in the cotton wool bleaching department	270	0
16 years ..	38	90 0	39	69 0	Woolen pickers	267	0
17 years ..	51	121 0	46	81 6	Feeders of—		
18 years ..	56	132 6	55	97 6	Rag machines	265	0
19 years ..	73	173 0	66	117 0	Other machines	265	0
20 years ..	83	196 6	75	133 0	Rippers	265	0
PROPORTION (IN ANY PLACE).					Persons operating milling machine, hardening machine, or tentering machine	265	0
<i>Improvers.</i>					Persons operating other machines	265	0
One improver to every worker receiving not less than the minimum wage.					Assistant to persons operating milling machine, hardening machine, or tentering machine	263	0
<i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.					Assistant to persons operating other machines	263	0
					Cotton pickers	262	0
					All others	261	0
					Leading hands, if in charge of four or more workers	5s. a week extra	
					FEMALES.		
					Feeders of rag machines	199	9
					Feeders of machines other than rag machines	183	9
					Rippers	179	0
					Woolen pickers	185	6
					Cotton pickers	179	0
					Weighers and wrappers of cotton wool	179	0
					All others	179	0
					Leading hands, if in charge of four or more workers	5s. a week extra	

NOTE.—The Board has determined that no apprentice shall be taken in 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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Dated at Melbourne, this
10th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

INDUSTRIAL GASES BOARD.

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

2. WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	<i>Oxygen, Acetylene, Air, Nitrogen, CO₂, and Hydrogen.</i>	
				<i>s. d.</i>	<i>£ s. d.</i>
Under 16 years of age ..	24	2 0	2 19 0	Acetylene plant attendant	14 4 6
16 years of age ..	34	3 0	4 3 6	Acetylene generator attendant	13 19 6
17 years of age ..	46	4 0	5 13 0	Operator of dry-ice machine	13 1 0
18 years of age ..	58	5 0	7 2 6	Cylinder tester and/or valve hand	13 16 0
19 years of age ..	73	6 0	8 19 0	Cylinder filler	13 14 0
20 years of age ..	88	7 0	10 15 6	Other employees with not less than three months' experience in the industry	13 1 0
				All others	12 0 0

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

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

Leading Hands.

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

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

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

2. The second part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

3. The third part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining accurate financial statements and providing timely updates to investors and other interested parties.

4. The fourth part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

5. The fifth part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

6. The sixth part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining accurate financial statements and providing timely updates to investors and other interested parties.

7. The seventh part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.

8. The eighth part of the document focuses on the implementation of robust risk management strategies. It outlines various risk assessment techniques and provides guidance on how to identify, measure, and mitigate potential risks. The text stresses the need for a proactive approach to risk management to protect the organization's assets and reputation.

9. The ninth part of the document addresses the importance of effective communication and reporting. It discusses the need for clear and concise communication channels and the role of regular reporting in keeping stakeholders informed. This section also touches upon the importance of maintaining accurate financial statements and providing timely updates to investors and other interested parties.

10. The tenth part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial operations. This section also highlights the role of internal controls in preventing fraud and errors.



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

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

H. N. JONES,
Acting Secretary for Labour.

POSTERHANGERS BOARD.

Clause 2 of the Determination made on the 12th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	97 0	Posterhangers or Billposters	257 0
2nd " "	47	111 6		
3rd " "	59	140 0		
4th " "	69	163 6		
5th " "	73	173 0		
6th " "	79	187 0		
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 25s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 25s. per week.				

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

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

H. N. JONES,
Acting Secretary for Labour.

ROAD PATROLMEN'S 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 the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

	£ s. d.
All employees covered by this Determination 14 9 0

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

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

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

H. N. JONES,
Acting Secretary for Labour.

TANNERS BOARD.

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

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages Per Week of 40 Hours.			
	Within 20 Miles of G.P.O., Melbourne.		Elsewhere.	
	Wet.	Dry.	Wet.	Dry.
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	103 0	99 3	103 0	99 3
16 to 17 years of age	129 0	124 0	129 0	124 0
17 to 18 years of age	155 0	148 9	155 0	148 9
18 to 19 years of age	181 0	173 6	181 0	173 6
19 to 20 years of age	205 9	198 6	205 9	198 6
20 to 21 years of age	233 0	223 3	233 0	223 3

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(1) Currier	14 8 0	14 8 0
(2) Person classing or sorting green hides or sides or skins after being unhaird	14 5 0	14 5 0
(3) Hand flesher	14 1 0	14 1 0
(4) Hand fleshing after machining	13 17 0	13 17 0
(5) Machine flesher (including checking and heading machine)	13 17 0	13 17 0
(6) Unhairer, scudder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	13 12 0	13 12 0

	Per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne.	Elsewhere.
	£ s. d.	£ s. d.
(7) Lime jobber	13 10 0	13 10 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	13 10 0	13 10 0
(9) Bark bagger	13 4 0	13 4 0
(10) Crop cutter after tanning	13 12 0	13 12 0
(11) Extract worker in tannery	13 6 0	13 6 0
(12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	13 1 0	13 1 0
(13) Man operating bark tan liquor plant	13 10 0	13 10 0
(14) Splitting machinist—		
Operator of big machine—		
(Wet)	14 6 0	14 6 0
(Dry)	14 1 0	14 1 0
Operator of other machines—		
(Wet)	14 4 0	14 4 0
(Dry)	13 19 0	13 19 0
(15) Man behind splitting machine—		
(Wet)	13 9 0	13 9 0
(Dry)	13 4 0	13 4 0
(16) Machine shaver—		
New machine—double width—		
(Wet)	13 18 0	13 18 0
(Dry)	13 13 0	13 13 0
Old machine—single width—		
(Wet)	13 19 0	13 19 0
(Dry)	13 14 0	13 14 0
(17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	13 11 6	13 11 6
(18) Roller of sole leather	13 13 0	13 13 0
(19) Striker and setter out of sole leather	13 10 6	13 10 6
(20) Shedman who applies dressing to sole leather—		
(Wet)	13 8 0	13 8 0
(Dry)	13 3 0	13 3 0
(21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on)	13 15 6	13 15 6
(22) Fluffing machinist	13 8 0	13 8 0
(23) Fluffing machinist on suede wheel	13 12 6	13 12 6
(24) Leather dresser—		
(a) Table hand on chrome leathers	13 7 0	13 7 0
(b) Table hand on bark tanned hides or sides	13 10 0	13 10 0
(25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	13 6 0	13 6 0
(26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers	13 5 0	13 5 0
(27) Table hand setting out harness leathers	13 13 0	13 13 0
(28) Knee staker	13 10 0	13 10 0
(29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	13 2 0	13 2 0
(30) Straining or toggling (over the age of 18 years)	13 6 0	13 6 0
(31) Stripping (over the age of 18 years)	13 3 0	13 3 0
(32) Employee unhairing either on beam or by sweeping	13 12 0	13 12 0
(33) Person classing and sorting hides, sides or skins or splits of leather after tanning	12 19 0	12 19 0
(34) Employee operating measuring machine	13 3 0	13 3 0
(35) Employee operating setting out machine—		
(Wet)	13 12 0	13 12 0
(Dry)	13 7 0	13 7 0
(36) Employee operating graining machine	13 5 0	13 5 0
(37) Employee operating ironing machine	13 5 0	13 5 0
(38) Employee operating embossing machine	13 5 0	13 5 0
(39) Employee operating squeezing machine	13 10 0	13 10 0
(40) Employee operating bark grinding machine	13 4 0	13 4 0
(41) Assistant on any of the machines (34) to (39)	13 3 0	13 3 0
(42) Operator or assistant on any machine used in the industry not otherwise provided for	13 3 0	13 3 0
(43) Glazer	13 8 0	13 8 0
(44) Glazer on kid and/or marsupial leathers	13 12 6	13 12 6
(45) Staker, combing machine operator	13 8 0	13 8 0
(46) Person lime jobbing on mechanical reels	13 10 0	13 10 0
(47) Hair washer	13 6 0	13 6 0
(48) Men handling hair	13 1 0	13 1 0
(49) Yardman	13 5 0	13 5 0
(50) All others	12 8 0	12 8 0

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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



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FRIDAY, JUNE 18.

[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
15th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Percentage of Basic Wage.	s. d.	Females.		Percentage of Female Basic Wage.	s. d.
1st year's experience ..	22	52	0	1st six months' experience..	23	41	0
2nd " " " " ..	31	73	6	2nd " " " " ..	30	53	0
3rd " " " " ..	42	99	6	3rd " " " " ..	34	60	6
4th " " " " ..	57	135	0	4th " " " " ..	41	73	0
5th " " " " ..	73	173	0	5th " " " " ..	45	80	0
6th " " " " ..	84	199	0	6th " " " " ..	52	92	6
7th " " " " ..	90	213	6	7th " " " " ..	57	101	0
and thereafter the rate prescribed for adults				8th " " " " ..	65	115	6

Male- .. 240 0
Females .. 177 6

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

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

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



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Dated at Melbourne, this
15th day of June, 1954.

H. N. JONES,
Acting Secretary for Labour.

GENERAL BOARD.

(Plaster Model Section.)

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age	23	54 6	Persons engaged in making or preparing moulds ..		250 0
17 years of age	35	83 0	Persons engaged in coloring or decorating models—		
18 years of age	47	111 6	(a) by hand		264 0
19 years of age	63	149 6	(b) by spray, or otherwise than by hand ..		252 0
20 years of age	77	182 6	Persons engaged in assembling or finning models when taken from moulds		245 0
PROPORTION (IN ANY PLACE).			All others		240 0
One improver to every three adult employees.					

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

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

