



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

20th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 150 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

Wages per Week of 40 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	14 12 6	14 19 6	14 9 6
Annealer and/or case hardener	13 18 6	14 5 0	13 15 6
Brassfinisher (tradesman)	14 8 0	14 14 6	14 5 0
Brassfinisher (2nd class)	13 13 0	13 19 6	13 10 0
Brass polisher	13 6 0	13 12 6	13 3 0
Blacksmith's machinist	13 4 0	13 10 6	13 1 0
Brass-smith, coppersmith, or other smith	14 9 6	14 16 0	14 6 6
Fitter and/or turner	14 8 0	14 14 6	14 5 0
Fitter, turbine blade	14 12 6	14 19 0	14 9 6
Forger and/or faggoter	15 6 6	15 13 0	15 3 6
Heat treater	14 12 6	14 19 0	14 9 6
Heat treater not subject to plant metallurgical supervision	15 1 0	15 7 6	14 18 0
Heat treater operative (as defined)	13 5 0	13 11 6	13 2 0
Inspector	15 3 6	15 10 0	15 0 6
Key-seating machinist	13 13 0	13 19 6	13 10 0
Locksmith	14 8 0	14 14 6	14 5 0
Machine setter	14 8 0	14 14 6	14 5 0
Machinist—1st class	14 8 0	14 14 6	14 5 0
Machinist—2nd class	13 13 0	13 19 6	13 10 0
Machinist—3rd class	13 4 0	13 10 6	13 1 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 12 6	14 19 0	14 9 6
Motor cycle mechanic	14 3 6	14 10 0	14 0 6
Motor mechanic	14 8 0	14 14 6	14 5 0
Mould polisher	13 2 0	13 8 6	12 19 0
Patternmaker	15 1 0	15 7 6	14 18 0
Pipe fitter on low pressure work	13 13 0	13 19 6	13 10 0
Process worker	12 18 0	13 4 6	12 15 0
Refrigeration mechanic or serviceman	14 8 0	14 14 6	14 5 0

Wages per Week of 40 Hours—continued.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Glipeland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brasmaking Section—</i> continued.			
Safe maker and/or repairer (security work) ..	14 8 0	14 14 6	14 5 0
Scalemaker and/or adjuster	14 8 0	14 14 6	14 5 0
Scientific instrument maker	15 1 0	15 7 6	14 18 0
Toolmaker	15 1 0	15 7 6	14 18 0
Toolsmith	14 12 6	14 19 0	14 9 6
Wet stone grinder and glazier (tradesman) ..	14 8 0	14 14 6	14 5 0
Welder—Special class (as defined)	14 12 6	14 19 0	14 9 6
Welder—1st class (as defined)	14 8 0	14 14 6	14 5 0
Welder—2nd class	13 4 0	13 10 6	13 1 0
Welder—3rd class	13 0 0	13 6 6	12 17 0
Welder—tack	13 2 0	13 8 6	12 19 0
Jobbing moulder and/or coremaker	14 8 0	14 14 6	14 5 0
Plate and machine moulder and/or coremaker— 1st six months' experience	13 4 0	13 10 6	13 1 0
2nd six months' experience	13 7 0	13 13 6	13 4 0
3rd six months' experience	13 10 0	13 16 6	13 7 0
Thereafter	13 15 0	14 1 6	13 12 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry ..	12 5 0	12 11 6	12 2 0
Employee not elsewhere classified	11 19 0	12 5 6	11 16 0
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	14 9 6	14 16 0	14 6 6
Cash register mechanic	14 9 6	14 16 0	14 6 6
Tradesman	14 8 0	14 14 6	14 5 0
First-class mechanic	13 18 6	14 5 0	13 15 6
Second-class mechanic	13 15 0	14 1 6	13 12 0
Process worker	12 18 0	13 4 6	12 15 0
Other employees with not less than three months' experience in the metal trades industry ..	12 5 0	12 11 6	12 2 0
Employee not elsewhere classified	11 19 0	12 5 6	11 16 0

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

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

Apprenticeship Trades.

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

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

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

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

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

Instruction in Welding.

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

Proportion.

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

In the trades of—

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

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

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

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

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

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

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows:—

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

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Four and five-year terms—	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 15 6	3 17 6	3 14 6
2nd year	43	5 1 6	5 4 6	5 0 0
3rd year	54	6 7 6	6 11 0	6 6 0
4th year	83	9 16 0	10 1 6	9 13 6
5th year	100 plus 6s.	12 2 0	12 8 6	11 19 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	4 0 0	4 2 6	3 19 0
2nd year	54	6 7 6	6 11 0	6 6 0
3rd year	83	9 16 0	10 1 6	9 13 6
4th year	100 plus 6s.	12 2 0	12 8 6	11 19 0

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

IMPROVERS.

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

Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 15 6	3 17 6	3 14 6
2nd year	43	5 1 6	5 4 6	5 0 0
3rd year	54	6 7 6	6 11 0	6 6 0
4th year	83	9 16 0	10 1 6	9 13 6
5th year	100 plus 6s.	12 2 0	12 8 6	11 19 0

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75	..	8 17 0	9 2 0	8 14 6
All others	75	16 0	9 13 0	9 18 0	9 10 6

When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

II.—Junior Females.

		Additional Amount.			
17 years of age and under ..	52	3 6	4 15 6	4 18 0	4 14 0
18 years of age	62	4 0	5 13 6	5 17 0	5 12 0
19 years of age	72	4 6	6 12 0	6 15 6	6 10 0
20 years of age	82	5 0	7 10 0	7 14 0	7 8 0

III.—Junior Males.

Under 16 years of age	24	2 0	2 18 6	3 0 0	2 18 0
16 years of age	34	3 0	4 3 0	4 5 6	4 2 0
17 years of age	46	4 0	5 12 6	5 15 6	5 11 0
18 years of age	58	5 0	7 2 0	7 5 6	7 0 0
19 years of age	73	6 0	8 18 6	9 3 0	8 16 0
20 years of age	88	7 0	10 14 6	11 0 6	10 12 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

IV.—Junior Males (Foundries).

Under 16 years of age	24	3 0	2 19 6	3 1 0	2 19 0
16 years of age	32	4 3	4 0 0	4 2 0	3 19 0
17 years of age	58	8 0	7 5 0	7 8 6	7 3 0
18 years of age	73	10 0	9 2 6	9 7 0	9 0 0
19 years of age and over ..	88	11 6	10 19 0	11 5 0	10 16 6

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

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

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

Prohibited Occupations.

(d) Junior employees shall not be employed:—

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

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



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clauses 1 and 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 50 of the 16th February, 1954, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
			—	Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	52	122 6	1st year's experience ..	48	113 6	49 10½
2nd year's experience ..	59	139 0	2nd year's experience ..	64	151 0	
3rd year's experience ..	68	160 6	3rd year's experience ..	74	174 6	
4th year's experience ..	76	179 6	4th year's experience and	86	203 0	
5th year's experience ..	82	193 6	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

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

No. 741.—7943/54.—PRICE 3d.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	66 0	Under 15 years of age ..	34	60 0
16 years, but under 17 years of age ..	32	75 6	15 years, but under 16 years of age ..	36	63 6
17 years, but under 18 years of age ..	41	97 0	16 years, but under 17 years of age ..	47	83 0
18 years, but under 19 years of age ..	57	134 6	17 years, but under 18 years of age ..	52	92 0
19 years, but under 20 years of age ..	67	168 0	18 years, but under 19 years of age ..	56	99 0
20 years, but under 21 years of age ..	76	179 6	19 years, but under 20 years of age ..	66	117 0
			20 years, but under 21 years of age ..	75	132 6

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

3.

WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
Males.	£ s. d.
Furnacemen	13 13 6
Lehr attendants	12 14 0
Stickers-up to melter press shop (3 stickers-up)	13 2 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift.	
Operators on dip and blow and Y machines	12 14 0
Crackers-off on Dip and Blow and Y machines	12 14 0
Melters on side Lever press glazers and battery jar press	12 16 6
Ball blowers 1st year	12 14 0
Ball blowers 2nd year	13 1 6
Ball blowers 3rd year	13 9 0
Taker-out on side lever press	12 16 6
Assistants to journeymen	12 9 0
Auxiliary to Glass Manufacture.	
Batch mixers	13 1 0
Batch mixers' Assistants	12 15 0
Handlers of raw materials (as defined)	12 14 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	13 5 0
Packers doing other packing (as defined)	12 13 0
Packers doing nested cartons (as defined)	12 13 0
Packers doing partitioned cartons (as defined)	12 18 0
Headers-up packed case	12 13 0
Warehouse Assemblers	12 13 0
Warehousemen	12 14 6
Loaders in delivery section	13 2 0
Stackers in delivery section	12 18 0
Sorters	13 0 0
Mould paster	12 18 0
Glass Finishing and Decorating Section.	
Grinders and polishers on flat and upright wheels	12 13 0
Cutters-off	12 13 0
Operators on glazing machines	12 13 0
Operators on searing-off machines	12 15 0
Operators on sandblast booth	13 4 0
Acid dippers	12 17 0
Glisters colour handlers	12 17 0
Sprayer	13 2 0
Other adult labour except where hereafter specified	12 9 0
Females.	
Adult females	8 17 0

Adult Glassworkers.

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

Journeyman.										Per Day.	
										s.	d.
Blowers—											
12" and under	..	..	..	..	..	..	..	..	..	59	4½
Over 12" and up to 18"	..	..	..	..	..	..	..	..	..	62	3½
Over 18"	..	..	..	..	..	..	..	..	..	67	3½
Press workers—											
Press workers on general ware up to 2 lb.	..	..	..	..	..	..	..	..	..	57	1½
Press workers on general ware 2 lb. to 5 lb.	..	..	..	..	..	..	..	..	..	58	1½
Press workers on general ware over 5 lb.	..	..	..	..	..	..	..	..	..	61	1½
Dip mould workers—											
Blowers	..	..	..	..	..	..	..	..	..	56	7½
Gatherers	..	..	..	..	..	..	..	..	..	56	7½

Allowance for Skilled Glassworkers.

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

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

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

GLASS BOTTLE SECTION.

1. UN-APPRENTICED MALE JUNIORS.

										Percentage of Basic Wage.	Wages per Week.
											s. d.
15 years of age	..	..	..	..	..	..	..	..	..	35	82 6
16 years of age	..	..	..	..	..	..	..	..	..	43	101 6
17 years of age	..	..	..	..	..	..	..	..	..	55½	131 0
18 years of age	..	..	..	..	..	..	..	..	..	70	165 0
19 years of age	..	..	..	..	..	..	..	..	..	77	181 6
20 years of age	..	..	..	..	..	..	..	..	..	93	219 6
and thereafter the minimum wage or piecework price.											

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

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

										Wages per Week.	
										£	s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	10	18 0
Salt cake burners	..	..	..	..	..	..	..	..	..	10	18 0
Lehrmen	..	..	..	..	..	..	..	..	..	10	12 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	10	12 6
Salt cake burners' assistants	..	..	..	..	..	..	..	..	..	10	12 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	10	11 6
Sorters	..	..	..	..	..	..	..	..	..	10	11 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	10	10 6
All others	..	..	..	..	..	..	..	..	..	10	9 0

NOTES.

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

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

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

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

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

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No. 742]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
24th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS' BOARD.

Clauses 2, 3 and 4 of Part I., and clause 1 of Part II. of the Determination made on the 29th March, 1954, and in force on the 12th April, 1954, shall be replaced by the following clauses:—

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (a) *Wages** (see Footnote).

											£	s.	d.
First year	..	..	..	..	..	..	..	..	..	..	5	6	6
Second year	..	..	..	..	..	..	..	..	..	..	5	11	6

HOSPITAL AIDS IN TRAINING.

(b) *Wages** (see Footnote).

											£	s.	d.
During training ..	..	..	..	..	..	..	..	..	..	..	5	4	9
Juniors—													
First year of service after obtaining certificate	..	..	..	..	..	..	..	..	..	..	6	16	6
Second year of service after obtaining certificate	..	..	..	..	..	..	..	..	..	..	7	5	0
And thereafter the adult female rate.													

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 40s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. per week less than the rate fixed.

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).
Employed at Clerical Work.

	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	117 3	107 6
16 years of age	123 9	113 6
17 " "	130 9	121 0
18 " "	153 6	127 9
19 " "	171 6	137 3
20 " "	193 6	148 3

All Other Classes of Work.

Males.		Females.	
	<i>s. d.</i>		<i>s. d.</i>
Under 16 years of age	127 3	First year's experience	128 0
16 years of age	133 9	Second year's experience	136 6
17 years of age	142 3	Third year's experience	145 0
18 years of age	152 0		
19 years of age	161 6		
20 years of age	177 0		

And thereafter the adult female rate.

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder :—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be :—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.
- (e) The wages of apprentices shall be :—

	Per Week.* (See Footnote)
First year	£ s. d. 5 18 0
Second year	6 14 3
Third year	7 17 9
- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
<p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 253s. per week.</p> <p>FEMALES.</p> <p>One female apprentice to every three or fraction of three adult kitchen employees.</p>	<p>MALES.</p> <p>One male improver to every eight or fraction of eight male workers receiving not less than 253s. per week.</p> <p>FEMALES.</p> <p>One female improver to every six or fraction of six female workers receiving not less than 190s. per week.</p>

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

4. (a.) OTHER EMPLOYEES.

Males.	Per Week.	Females.	Per Week.
WAGES.* (See footnote.)	<i>s. d.</i>	WAGES.* (See footnote.)	<i>s. d.</i>
Clerks	275 6	Clerks	203 6
Cook; where there is only one employed	280 6	Cook; where there is only one employed	204 6
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	280 6	One to three kitchen employees	204 6
Four to seven kitchen employees	287 6	Four to seven kitchen employees	212 0
Eight or more kitchen employees	297 6	Eight or more kitchen employees	222 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 48s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 41s. per week less than the rate fixed.

<i>Males—continued.</i>		<i>Females—continued.</i>	
WAGES. *(See footnote)— <i>continued.</i>		WAGES. *(See footnote)— <i>continued.</i>	
	Per Week. s. d.		Per Week. s. d.
Cooks—Second	277 6	Second cooks	202 0
Other cooks	274 6	Other cooks	199 6
Person in charge of instrument room and/or sharpening and adjusting instruments ..	295 0	Housekeeper or Supervisor (however styled) ..	225 6
Assistant to person in charge of instrument room ..	266 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed ..	297 0	One to three persons	202 0
Deputy chief dresser, where five or more dressers are employed ..	292 6	Four or more persons	207 0
Dressers doing venereal diseases work ..	288 0	Second laundresses	197 0
Other dressers and/or steriliser room attendant ..	265 6	Laundresses where only one employed ..	197 0
Chief theatre attendant	291 0	Laundress employed on pressing machines or as iron hands ..	197 0
Foreman in charge of—		Other laundresses	190 0
One to nine employees	283 6	Sorters	197 0
Ten to nineteen employees	301 0	Washing machine hands	205 0
Twenty or more employees	321 0	Storekeeper in charge of one or more store hands or where there is only one employed ..	199 6
Assistant foreman	271 0	Storekeeper's assistants	190 0
Gardener in charge of one or more garden employees ..	271 0	Stenographers and/or typistes	203 6
Gardeners	263 0	Telephonists	211 0
Gardener's Labourer	258 0	Waitresses	190 0
Incinerator attendants	263 0	Wardmaids	190 0
Kitchenmen or scullerymen	263 0	X-ray technicians—	
Laboratory assistants	266 6	1st year's experience as such	219 6
Laundry Washing machine hands	266 0	2nd year's experience as such	224 6
Laundrymen other	261 0	Thereafter	229 6
Mortuary-men employed solely on post-mortem work ..	296 0	Laboratory assistants	205 0
Other mortuary-men	261 0	Certificated hospital aids:—	
And 10s. extra for each post-mortem.		In charge of a ward	207 0
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate ..	280 6	All others	202 0
Other motor ambulance drivers or assistants ..	275 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor driver of vehicles 30 cwt. or more ..	275 6	(i) In charge of a ward	202 0
Other motor driver	265 6	(ii) Other than in charge of a ward	195 0
Operating theatre attendants	271 0	First-aid attendant employed in connexion with an industrial or commercial undertaking ..	205 0
Casualty porters engaged on preparations and theatre work ..	266 0	Seamstresses who cut out and fit garments, in charge of—	
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	266 0	One to three employees	209 0
Other dispensary porters	261 0	Four to seven employees	214 0
Relieving porters	260 6	Eight or more employees	220 0
X-ray porters	258 0	Other Seamstresses who cut out and fit garments ..	204 0
Night porters who in the course of their duties patrol the hospital	261 6	All other seamstresses	192 0
Other porters	258 0	All others	190 0
Recording attendants	269 6		
Splint makers	271 0		
Splint makers' assistants	261 0		
Storemen in charge of one or more storemen or where there is only one employed	278 0		
Other storemen	263 0		
Telephone attendants	261 0		
Cleaners handling sputum mugs	271 0		
Other cleaners	258 0		
X-ray attendants	266 0		
X-ray technicians—			
1st year's experience as such	288 6		
2nd year's experience as such	303 6		
Thereafter	313 6		
First-aid attendant employed in connexion with an industrial or commercial undertaking ..	271 0		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—			
(i) In charge of a ward	273 0		
(ii) Other than in charge of a ward	263 0		
All others	253 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 49s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 41s. per week less than the rate fixed.

(b) Additional payments for all employees in clause 4 (a) (except x-ray technicians):—

Males.

During the second year's service 5s. more than the prescribed rate.
 During the third year's service 7s. 6d. more than the prescribed rate.
 During the fourth year's service 10s. more than the prescribed rate.
 During the fifth year's service 12s. 6d. more than the prescribed rate.
 During the sixth year's service 15s. more than the prescribed rate.
 During the seventh year's service 17s. 6d. more than the prescribed rate.
 During the eighth year's service 20s. more than the prescribed rate.
 During the ninth year's service 22s. 6d. more than the prescribed rate.
 and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
 During the third year's service 5s. more than the prescribed rate.
 During the fourth year's service 7s. 6d. more than the prescribed rate.
 During the fifth year's service 10s. more than the prescribed rate.
 During the sixth year's service 12s. 6d. more than the prescribed rate.
 and thereafter 15s. more than the prescribed rate.

(c) Females in charge of other employees in any section or department (other than those classified as such in clause 4 (a) hereof) shall be paid as follows:—

In charge of 1 to 3 employees—7s. per week above the "All others".
 In charge of 4 to 7 employees—12s. per week above the "All others".
 In charge of 8 or more employees—18s. per week above the "All others".

PART II.

(This Part applies to all persons employed by an Ambulance Service.)

1. WAGES.										Per Week.
										£ s. d.
Deputy Superintendent—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	16 0 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	16 5 6
Thereafter	..	..	..	..	..	..	..	..	..	16 10 6
Station Officer—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	15 0 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	15 5 6
Thereafter	..	..	..	..	..	..	..	..	..	15 10 6
Ambulance driver qualified in first-aid—										
1st year's experience as such	..	..	..	..	..	..	..	..	..	14 0 6
2nd year's experience as such	..	..	..	..	..	..	..	..	..	14 5 6
Thereafter	..	..	..	..	..	..	..	..	..	14 10 6
Ambulance driver not qualified in first-aid										13 15 6

Clauses, other than clauses 2, 3 and 4, of Part I., and clause 1 of Part II. of the said Determination shall remain in force.



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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

18th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

HOSPITAL NURSES BOARD.

Clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4 of the Determination made on the 19th February, 1954, and in force on that date, shall be replaced by the following clauses:—

PART 1.

NOTE.—This part applies to—

- (a) Certificated nurses in public, private, intermediate, or community hospitals, or in benevolent or convalescent homes;
- (b) Nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria.

WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 54s. 8d. per week for male nurses and 49s. 9d. per week for female nurses and trainees may be deducted in respect of such board and lodging, notwithstanding that such employee may decide not to avail himself or herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

TRAINEES.

Females.

MIDWIFERY TRAINEES.			OTHER TRAINEES.									
Per Week.			Per Week.									
£ s. d.			£ s. d.									
1st year	..	5 13 6	1st year	..	..	..	..	..	..	..	5 13 6	
2nd year	..	..	2nd year	..	..	..	..	..	..	..	6 1 0	
and thereafter	..	6 7 0	and thereafter	..	..	..	..	..	..	..	6 14 0	

Provided that if a female person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining a midwifery certificate, the wage to be paid for such further training shall be at the rate of £10 19s. 3d. per week.

Males.

	Per Week. £ s. d.
1st year	7 0 6
2nd year	8 4 0
and thereafter	9 6 0

Provided that a trainee on reaching the age of 21 years shall be paid at the rate of £12 15s. per week.

Provided further that if a male person who has obtained a nurse's certificate elects to enter into further training for the purpose of obtaining another certificate the wages to be paid for such further training shall be at the rate of £9 6s. per week if under the age of 21 years and £12 15s. per week if 21 years of age or over.

Proportion.

The proportion of trainees in a training hospital approved by the Nurses' Registration Board of Victoria to certificated nurses shall be not more than six trainees to each certificated nurse exclusive of the matron.

*OTHER EMPLOYEES.**Matrons.*

(i) Subject to sub-clause (ii) hereof the wages payable to Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week. £ s. d.
Under 10 beds	14 11 9
From 10 to 19 beds	14 16 9
" 20 " 39 "	15 1 9
" 40 " 65 "	15 9 3
" 66 " 100 "	15 19 3
" 101 " 150 "	16 9 3
" 151 " 200 "	16 19 3
" 201 " 250 "	17 9 3
" 251 " 300 "	17 19 3
Over 300 beds	18 9 3

Provided that the wages of any Matron in a Hospital Registered as a Training School or a part-time Training School shall not be less than £15 1s. 9d. per week.

(ii) Any Matron in a Hospital in which there is no Resident Medical Officer and which hospital is registered as a training school or a part time training school shall, in addition to the wages prescribed in sub-clause (i) hereof, receive an allowance at the rate of £52 per annum.

(iii) Wages payable to Matrons employed in benevolent homes shall be based on the daily average occupied number of beds as follows :—

	Per Week. £ s. d.
100 beds or under	14 19 3
From 101 to 200 beds	15 9 3
" 201 " 300 "	15 19 3
" 301 " 450 "	16 9 3
Over 450 beds	16 19 3

Deputy or Assistant Matrons.

(i) Wages payable to deputy or assistant Matrons (other than those employed in benevolent homes) shall be based on the daily average occupied beds in a public hospital or the registered number of beds in any other institution as follows :—

	Per Week. £ s. d.
From 101 to 150 beds	14 9 3
" 151 " 200 "	14 19 3
" 201 " 250 "	15 9 3
Over 250 beds	15 19 3

(ii) Wages payable to deputy or assistant Matrons employed in benevolent homes shall be based on the daily occupied average number of beds as follows :—

	Per Week. £ s. d.
From 201 to 300 beds	14 4 3
" 301 " 450 "	14 9 3
Over 450 beds	14 14 3

Home Sisters and Certificated Midwifery Nurses.

	Per Week. £ s. d.
Home Sister	13 4 3
Certificated Midwifery Nurses	10 16 3

Employees not Elsewhere Provided for in Part I.

The wages of the following employees shall vary according to their length of service in the institution at which they are employed at the class of work mentioned, provided that a nurse with not less than an aggregate of three years' experience at such class, who then commences work in another institution, shall for the first twelve months' service in such institution, be paid not less than the rate herein provided in Column C, and thereafter not less than the rate herein in Column D.

	COLUMN A. During the First Year.	COLUMN B. During the Second Year.	COLUMN C. During the Third Year.	COLUMN D Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Females.</i>				
Nurse Dietitian in Charge holding a certificate recognized by the Royal Victorian College of Nursing	13 14 3	13 19 3	14 4 3	14 9 3
Assistant Dietitians holding certificates recognized by the Royal Victorian College of Nursing	12 14 3	12 19 3	13 4 3	13 9 3
Senior Tutor Sister (which includes a Tutor Sister where only one is employed)	13 14 3	13 19 3	14 4 3	14 9 3
Tutor Sisters other than senior tutor sister	12 9 3	12 14 3	12 19 3	13 4 3
Night Sister in charge of 20 beds or more	12 14 3	12 19 3	13 4 3	13 9 3
Other Night Sister in charge	12 9 3	12 14 3	12 19 3	13 4 3
X-ray Sister who is a registered technician	12 14 3	12 19 3	13 4 3	13 9 3
Sisters	12 9 3	12 14 3	12 19 3	13 4 3
Staff Nurses	10 19 3	11 9 3	11 14 3	11 19 3
<i>Males.</i>				
Male Nurses	14 8 0	14 18 0	15 9 0	15 14 0

PART 2.

NOTE.—Section I. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
 (ii) in any pre-school centre (including any crèche, nursery school, kindergarten, or play group).

Section II. of this part applies to—

Registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed in any—

infant welfare training school,
 mothercraft training school, or
 babies' home.

SECTION I.

WAGES.

1. Any employee required to live in shall be provided with laundry, free of charge, but a sum of 49s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

	Per Week.
	£ s. d.
Sister	14 3 9

SECTION II.

WAGES.

1. All employees required to live in shall be provided with laundry, free of charge, but a sum of 49s. 9d. per week may be deducted from the wages hereinafter provided, for board and lodging.

Employees required to live out shall receive an allowance at the rate of 20s. per week, in addition to the wages hereinafter set out, and shall also be entitled to one meal per day to be provided by the employer.

(a) *Employees in Infant Welfare Training Schools only or in Infant Welfare and Mothercraft Training Schools combined.*

	Per Week.
	£ s. d.
Matron	15 13 9
Sister—	
During the first year's service at the Institution	12 14 3
During the second year's service at the Institution	12 19 3
Thereafter at such Institution	13 4 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(b) *Employees in Mothercraft Training Schools only.*

	Per Week.
	£ s. d.
Matron	15 3 9
Sister—	
During the first year's service at the Institution	12 14 3
During the second year's service at the Institution	12 19 3
Thereafter at such Institution	13 4 3

Should part of the duties of a sister be to relieve the matron at any time, she shall be entitled in each and every week to receive an additional sum of 5s.

(c) *Employees in Babies' Homes.*

	Per Week.
	£ s. d.
Matron	14 9 9
Sister	12 14 3

PART 3.

NOTE.—This part applies to—

Certificated nurses engaged in connexion with any industrial or commercial undertaking.

	WAGES.	Per Week.
		£ s. d.
During the first year's service		12 4 3
During the second year's service		12 9 3
Thereafter		12 14 3

PART 4.

NOTE.—Section I. of this part applies to—

Certificated nurses employed in his practice by a qualified medical practitioner or dentist or employed by any medical or dental society, clinic or service.

Section II. of this part applies to—

Certificated nurses employed by any nursing society or association.

SECTION I.

WAGES.

	Per Week.
	£ s. d.
X-ray nurse, who is a registered technician :—	
During the first year's service	12 14 3
During the second year's service	12 19 3
Thereafter	13 4 3
Other nurse :—	
During the first year's service	12 9 3
During the second year's service	12 14 3
Thereafter	12 19 3

SECTION II

WAGES.

1. An employee for whom the employer makes available board and lodging shall be provided with laundry, free of charge, but from the wages hereinafter prescribed, a sum of 49s. 9d. per week may be deducted in respect of such board and lodging notwithstanding that such employee may decide not to avail herself of such accommodation.

An employee for whom the employer does not make available board and lodging shall receive in addition to the wages hereinafter prescribed, an allowance at the rate of 20s. per week, and shall be entitled also to one meal per day to be provided by the employer.

	Per Week.									
	£ s. d.									
During the first year	12	9	3							
During the second year	12	14	3							
Thereafter	12	19	3							

Clauses, other than clause 1 of Part 1, clause 1 of Sections I. and II. of Part 2, clause 1 of Part 3, and clause 1 of Sections I. and II. of Part 4, of the said Determination shall remain in force.



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THURSDAY, AUGUST 26.

[1954]

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry

HOTEL AND RESTAURANT BOARD.

Clauses 2, 3, 36 and 52 of the Determination published in *Government Gazette* No. 214 of the 12th April, 1954, shall be replaced by the following clauses:—

HOTELS AND WINE SALOONS.

2. APPRENTICES AND IMPROVERS.

		Wages (see below for Deductions where Board or Lodging is Provided).			
		Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
		Males.	Females.	Males.	Females.
		Per Week of 40 hours.		Per Week of 40 hours.	
		s. d.	s. d.	s. d.	s. d.
17 years of age	..	112 6	..	111 0	..
18 years of age	..	142 0	113 6	140 0	112 0
19 years of age	..	178 6	132 0	176 0	130 0
20 years of age	..	214 6	150 0	212 0	148 0

PROPORTION (IN ANY PLACE).	
MALES OR FEMALES.	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
<i>Improvers.</i>	
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.	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

					Wages (see below for Deductions where Board or Lodging is Provided).			
					Within radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria	
					Males.	Females	Males.	Females
					Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.					s. d.	s. d.	s. d.	s. d.
Barman .. .. .	..	..	..	..	266 0	..	263 0	..
Cellarman .. .. .	..	..	..	..	278 0	..	275 0	..
Assistant Cellarman .. .. .	..	..	..	..	266 0	..	263 0	..
Barmaids .. .. .	..	..	..	..	..	266 0	..	263 0
PART II.								
First cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	306 0	247 0	303 0	245 3
Five, six, or seven .. .. .	..	..	..	..	296 0	237 0	293 0	235 3
Three or four .. .. .	..	..	..	..	278 0	219 0	275 0	217 3
Other first cooks, or cook employed alone .. .. .	..	..	..	..	272 0	213 0	269 0	211 3
Second cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	288 6	229 6	285 6	227 9
Five, six, or seven .. .. .	..	..	..	..	278 6	219 6	275 6	217 9
Other second cooks .. .. .	..	..	..	..	266 0	211 0	263 0	209 6
Night or relieving cook where number of persons employed in kitchen is—								
Eight or more .. .. .	..	..	..	..	288 6	229 6	285 6	227 9
Five, six, or seven .. .. .	..	..	..	..	278 6	219 6	275 6	217 9
Other night or relieving cooks .. .. .	..	..	..	..	266 0	207 0	263 0	205 3
Larder cook .. .. .	..	..	..	..	269 0	210 0	266 0	208 3
Pastrycook .. .. .	..	..	..	..	272 0	213 0	269 0	211 3
Stove, grill, fish, third or breakfast cook .. .. .	..	..	..	..	266 0	207 0	263 0	205 3
Vegetable or assistant cook .. .. .	..	..	..	..	263 0	204 0	260 0	202 3
Oysterman .. .. .	..	..	..	..	256 0	..	253 0	..
Pantryman or kitchenman .. .. .	..	..	..	..	256 0	..	253 0	..
Storeman .. .. .	..	..	..	..	263 0	..	260 0	..
Head waiter .. .. .	..	..	..	..	266 0	..	263 0	..
Other waiters (Drink and/or food) .. .. .	..	..	..	..	256 0	..	253 0	..
Night porter .. .. .	..	..	..	..	256 0	..	253 0	..
Day porter .. .. .	..	..	..	..	256 0	..	253 0	..
Billiard-room attendant .. .. .	..	..	..	..	256 0	..	253 0	..
Commissionaire or messenger .. .. .	..	..	..	..	256 0	191 0	253 0	189 3
Housekeeper, stewardess, or managersess .. .. .	..	..	..	..	..	207 0	..	205 3
Laundress .. .. .	..	..	..	..	..	195 0	..	193 3
Head waitresses .. .. .	..	..	..	..	..	197 0	..	195 3
Other waitresses .. .. .	..	..	..	..	..	191 0	..	189 3
Pantrymaid or kitchenmaid .. .. .	..	..	..	..	..	191 0	..	189 3
Housemaid .. .. .	..	..	..	..	..	191 0	..	189 3
Persons not otherwise provided for .. .. .	..	..	..	..	256 0	191 0	253 0	189 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .					..	Per week of 20 hours 107 0	..	Per week of 20 hours 106 0

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

Under the provisions of Section 129 of the Labour and Industry Act, every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 49s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. or each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

CLUBS.

36.		APPRENTICES OR IMPROVERS.			
WAGES PER WEEK OF 40 HOURS.					PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		s. d.		s. d.	MALES OR FEMALES.
16 years of age or under	45	106 0	48	85 0	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 years of age ..	52	122 6	56	99 0	
18 years of age ..	59	139 0	59	104 6	
19 years of age ..	70	165 0	63	111 6	
20 years of age ..	90	212 6	70	124 0	<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
			Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	266 0	..	263 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	306 0	242 0	303 0	240 3
Five, six, or seven	296 0	231 0	293 0	230 3
Three or four	278 0	214 0	275 0	212 3
Other first cooks or cook employed alone	272 0	208 0	269 0	206 3
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	288 6	224 6	285 6	222 9
Five, six, or seven	278 6	214 6	275 6	212 9
Less than five	266 0	206 0	263 0	204 3
Larder cook	269 0	205 0	266 0	203 3
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	268 0	203 0	265 0	201 3
Third, stove, grill, fish, or breakfast cook	266 0	202 0	263 0	200 3
Vegetable or assistant cook	263 0	199 0	260 0	197 3
Oysterman	256 0	..	253 0	..
Pantryman or kitchenman	256 0	..	253 0	..
Storeman	263 0	..	260 0	..
Head waiter	266 0	..	263 0	..
Other waiters	256 0	..	253 0	..
Night porter	256 0	..	253 0	..
Day porter	256 0	..	253 0	..
Billiard-room attendant	256 0	..	253 0	..
Commissionaire or messenger	256 0	..	253 0	..
Housekeeper, stewardess, or managersess .. .. .	..	202 0	..	200 3
Laundress .. .. .	..	190 0	..	188 3
Head waitress or supervisor .. .. .	..	192 0	..	190 3
Other waitresses .. .. .	..	186 0	..	184 3
Pantrymaid or kitchenmaid .. .. .	..	186 0	..	184 3
Counterhand .. .. .	..	186 0	..	184 3
Housemaid .. .. .	..	186 0	..	184 3
Linen maid or seamstress .. .. .	..	190 6	..	188 9
Persons not otherwise provided for	256 0	186 0	253 0	184 3
		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	108 3	..	107 3

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

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m. the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) provides meals which are consumed by the employee—

(a) for each substantial meal 1s. 8d. per meal less.

(b) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 47s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a)		APPRENTICES OR IMPROVERS.			
WAGES PER WEEK OF 40 HOURS.					
	Males.		Females.		PROPORTION (IN ANY PLACE).
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		s. d.		s. d.	MALES OR FEMALES.
16 years of age or under	45	106 0	48	85 0	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17 years of age ..	52	122 6	56	99 0	
18 years of age ..	59	139 0	59	104 6	
19 years of age ..	70	165 0	63	111 6	
20 years of age ..	90	212 6	70	124 0	<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.

(b) OTHER EMPLOYEES.					† Wages.	
					Within a radius of 25 miles of the General Post Office, Melbourne.	In all other parts of Victoria.
					Males.	Females.
					Per week of 40 hours.	Per week of 40 hours.
					s. d.	s. d.
First cook where the number of persons employed in the kitchen is—						
Eight or more					303 0	242 0
Five, six, or seven					293 0	231 0
Three or four					275 0	214 0
Other first cooks or cook employed alone					269 0	208 0
Second cook where the number of persons employed in the kitchen is—						
Eight or more					285 6	224 6
Five, six, or seven					275 6	214 6
Other second cooks					263 0	206 0
Night or relieving cook					263 0	202 0
Larder cook					266 0	205 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board						
Sweets cook					265 0	203 0
Third, stove, grill, fish, or breakfast cook					263 0	202 0
Vegetable or assistant cook					260 0	199 0
Oysterman					253 0	..
Pantryman or kitchenman					253 0	..
Storeman or storewoman					260 0	190 0
Head waiter					263 0	..
Other waiters					253 0	..
Night porter					253 0	..
Day porter					253 0	..
Billiard-room attendant					253 0	..
Commissionaire or messenger					253 0	..
Housekeeper or stewardess .. .. .					..	202 0
Laundress .. .. .					..	190 0
Head waitress or supervisor .. .. .					..	192 0
Other waitresses .. .. .					..	186 0
Pantrymaid or kitchenmaid .. .. .					..	186 0
Fruit juice, flavour, or soda fountain hand .. .. .					..	189 0
Counterhand (other than a soda fountain hand as defined) .. .. .					..	186 0
Housemaid .. .. .					..	186 0
Linen maid or seamstress .. .. .					..	190 6
Persons not otherwise provided for					253 0	186 0
Midday waitress or midday kitchenmaid or pantry-maid (employed only between 11.40 a.m. and 3 p.m.) .. .. .					..	108 8

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

Under the provisions of Section 129 of the Labour and Industry Act, every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m.,

the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) provides meals which are consumed by the employee—
 - (a) for each substantial meal, 1s. 8d. per meal less;
 - (b) for each meal other than a substantial meal, 1s. per meal less
- (ii) boards and lodges the employee, 47s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

Clauses, other than clauses 2, 3, 36 and 52, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

24th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 208 of the 12th April, 1954, shall be replaced by the following clause :—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	19	9	0
(ii) Each performance additional to the week's work	3	11	3
(A3) Principals—			
(i) Week's work	17	9	0
(ii) Each performance additional to the week's work	4	5	6
(A4) Week's work for other performers	15	17	0
(A5) Each performance additional to week's work	3	0	11
(A6) Pianist playing alone	17	9	0
(A7) Each performance additional to week's work	3	5	6
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 19s. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(A9) Leaders—each performance	5	1	0
(A10) Principals—each performance	3	12	0
(A11) Other performers—each performance	3	6	5
(A12) Pianist playing alone—each performance	3	12	0

- (B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances	14	11	6
(B3) Additional performances (each) one sixth of the six performance rate. .. .			
(B3a) Week's work of eight performances	16	14	8
(B3b) Additional performances (each) one-eighth of the eight performance rate. .. .			
(B4) Week's work of twelve performances	17	16	6
(B5) For the first additional performance	2	15	10
For the second additional performance	3	1	9
For the third and each succeeding additional performance	3	10	6
(B6) Pianist playing alone—six performances	15	12	6
(B7) Each performance additional to week's work	3	4	10
(B8) Pianist playing alone—twelve performances	19	7	6
(B9) For the first additional performance	2	19	1
For the second additional performance	3	4	7
For the third and each succeeding additional performance	4	16	10

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—13s. 2d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—15s. 11d. per hour with a minimum payment as for two hours.

Casual Employees.

(B12) Each performance other than by pianist playing alone	3	5	0
(B13) Each performance by pianist playing alone	3	11	2

(C) PICTURE SHOWS.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances	13	7	0
(C3) Each performance additional to week's work	2	17	3
(C4) Week's work of twelve performances	16	10	6
(C5) For the first additional performance	2	13	4
For the second additional performance	2	17	6
For the third and each succeeding additional performance	3	6	2
(C6) Pianist playing alone for six performances	14	18	0
(C7) Each performance additional to week's work	3	2	5
(C8) Pianist playing alone for twelve performances	18	1	6
(C9) For the first additional performance	2	16	6
For the second additional performance	3	1	6
For the third and each succeeding additional performance	3	12	7

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—12s. 7d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—14s. 11d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

(C12) Each performance	3	2	1
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(D) STAGE BANDS.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(D2) Week's work of six performances not to exceed 18 hours	12	2	0
(D3) Each performance additional to week's work	2	13	3
(D4) Week's work of six performances not to exceed 12 hours	8	16	10
(D5) Each performance additional to week's work	1	5	3

Casual Employees.

(D6) Each performance of three hours	3	3	9
(D7) Each performance of two hours	1	7	9

(E) BRASS AND REED BANDS.

Casual Employees.

(E1) Each performance not to exceed three consecutive hours	2	13	3
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(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	9	14	2
(F2) Each performance additional to week's work	1	7	7
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	13	7	10
(F4) Each performance additional to week's work	1	3	10
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	13	2	0
(F6) Each performance additional to week's work	2	16	5
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.			
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.			
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.			

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid	1	10	9
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	3	2	1
(F12) An employee employed under (F5) not exceeding three hours shall be paid	3	1	1

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

Weekly Employees.

(G1) For the purpose of this sub-clause G—

A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G2) Week's work other than by pianist playing alone	13	14	0
(G3) Each performance additional to week's work	2	17	5
(G4) Week's work—pianist or other instrumentalist playing alone	14	16	0
(G5) Each performance additional to week's work	3	2	1

Casual Employees.

(G6) Each performance	3	3	6
(G7) Each performance—pianist or other instrumentalist playing alone	3	7	11

REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10)

A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.

Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

(G9) Week's work of two performances	5	14	6
Week's work of three performances	9	3	6
Week's work of four performances	11	14	6
Week's work of five performances	13	2	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances	7	0	0
Week's work of three performances	9	15	8
Week's work of four performances	12	10	8
Week's work of five performances	14	2	10

(H) CABARETS AND BALLROOMS.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	20	14	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	17	4	6

£ s. d.

Casual Employees.

(H3) Each performance not to exceed five hours	5	13	8
(H4) Each performance not to exceed four hours	4	19	9
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 6d. for each fifteen minutes or portion thereof.			
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 4½d. for each fifteen minutes or portion thereof.			

*(I) COFFEE LOUNGES.**Weekly Employees.*

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	16	6	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	16	1	2

Casual Employees.

(I3) Each performance not to exceed three hours	3	12	10
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*(J) SKATING RINKS.**Weekly Employees.*

(J1) For the purpose of this sub-clause J—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	13	7	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	2	17	3
(J4) Week's work of twelve long performances	16	10	6
(J5) For the first additional performance	2	13	4
For the second additional performance	2	17	6
For the third and each succeeding additional performance	3	6	2
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	14	7	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1	5	6

Casual Employees.

(J8) Each performance	3	2	1
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(K) CASUAL EMPLOYEES GENERALLY.

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.
- (ii) Casual rates shall be adjustable.

(L) ORGANISTS.

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.
- (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	5 2
(ii) If four	extra	0	4 6
(iii) If five	extra	0	3 11
(iv) If six or more	extra	0	3 3
(v) If six or more—picture shows	extra	0	3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	3 2
(ii) If four	extra	0	2 9
(iii) If five	extra	0	2 5
(iv) If six or more	extra	0	2 0
(v) If six or more—picture shows	extra	0	1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	£	s.	d.
(i) If three performances or less	extra	0	3 6
(ii) If four	extra	0	3 0
(iii) If five	extra	0	2 6
(iv) If six or more	extra	0	2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	£	s.	d.
(i) For each musician, per performance	extra	0	3 3
(ii) Picture shows—for each musician per performance..	extra	0	2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£	s.	d.
(i) For such musician, per performance	extra	0	3 11
(ii) Picture shows—for such musician, per performance ..	extra	0	3 0

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours	1	4	9
(ii) Commencing before 3 p.m., not to exceed three hours	1	11	3
(iii) Commencing at or after 3 p.m., not to exceed two hours ..	1	7	11
(iv) Commencing at or after 3 p.m., not to exceed three hours ..	2	17	5
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours	1	1	6
(ii) Commencing before 3 p.m., not to exceed three hours	1	4	9
(iii) Commencing at or after 3 p.m., not to exceed two hours ..	1	4	9
(iv) Commencing at or after 3 p.m., not to exceed three hours ..	1	11	3

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday	17	9	0
(ii) Weekly employee, for each hour over 30 in the week	0	12	11
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	14	7

(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday	15	12	6
(ii) Weekly employee, for each hour over 30 in the week	0	11	9
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	11	11

(P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

	£	s.	d.
(P1) Employee required to supply music	extra	0	15 0

Casual Employees.

(P2) Employee so required—per performance	extra	0	5 0
---	-------	---	-----

(Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows :—

Broadcasts from a Place of Entertainment.

	£	s.	d.
(i) Broadcast in one State only-per performance	extra	0	5 0
(ii) Relayed to one other State-per performance	extra	0	9 5
(iii) Relayed to two other States-per performance	extra	0	13 4
(iv) Relayed to three other States-per performance	extra	0	16 6
(v) Relayed to four other States-per performance	extra	0	19 2
(vi) Relayed to five other States-per performance	extra	1	1 3

(R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

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

1. Introduction

The purpose of this study is to investigate the effects of various factors on the performance of a system. The study is organized as follows:

- 2. Literature Review
- 3. Methodology
- 4. Results
- 5. Discussion
- 6. Conclusion

The study is based on a series of experiments conducted over a period of six months. The results are presented in the following sections.

The first section of the study is a literature review, which provides a background on the topic and identifies the research gaps.

The second section describes the methodology used in the study, including the experimental design and the data collection process.

The third section presents the results of the experiments, which are analyzed in the fourth section. The fifth section discusses the implications of the findings, and the sixth section concludes the study.

The study is organized into six main sections, each of which is further divided into sub-sections. The first section is the Introduction, which provides an overview of the study.

The second section is the Literature Review, which discusses the existing research on the topic. The third section is the Methodology, which describes the experimental design and the data collection process.

The fourth section is the Results, which presents the findings of the experiments. The fifth section is the Discussion, which analyzes the results and discusses their implications.

The sixth section is the Conclusion, which summarizes the study and provides recommendations for future research. The study is organized into six main sections, each of which is further divided into sub-sections.

The first section is the Introduction, which provides an overview of the study. The second section is the Literature Review, which discusses the existing research on the topic.

The third section is the Methodology, which describes the experimental design and the data collection process. The fourth section is the Results, which presents the findings of the experiments.

The fifth section is the Discussion, which analyzes the results and discusses their implications. The sixth section is the Conclusion, which summarizes the study and provides recommendations for future research.

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The fourth section is the Results, which presents the findings of the experiments. The fifth section is the Discussion, which analyzes the results and discusses their implications.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

PAINTERS BOARD.

Clauses 1 and 2 of Part I., and clauses 1 and 2 of Part II. of the Determination published in *Government Gazette* No. 199 of the 12th April, 1954, shall be replaced by the following clauses:—

PART I.

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

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

2. (i)

WAGES.

(a) Apprentices and Improvers.					(b) Other Employees.				
Apprentices Per Week of 40 hours.									
		Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.				
			s. d.	s. d.	s. d.	Per hour.	Per Week of 40 hours.		
						s. d.	s. d.		
1st year	29	68 6	2 8	71 2	All classes of work	7 11½	319 2		
2nd year	38	89 6	5 4	94 10					
3rd year	53	125 0	8 0	133 0					
4th year	76	179 6	10 8	190 2					
5th year	98	231 6	13 4	244 10					
Improvers.				Per Week of 40 hours.					
				s. d.					
1st year's experience				85 5					
2nd year's experience				113 10					
3rd year's experience				159 7					
4th year's experience				228 2					
5th year's experience				293 10					

WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.
<p>PROPORTION (BY ANY EMPLOYER).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed.</p> <p>In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.</p> <p><i>* Improvers.</i></p> <p>One improver to three } workers receiv- Two improvers to six } ing not less Three improvers to twelve and there- } than 319s. 2d. after one additional improver to every } per week of 40 twelve additional } hours.</p>	

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

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day:

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.				
Apprentices Per Week of 40 hours.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		s. d.	s. d.	s. d.
1st year	29	68 6	2 8	71 2
2nd year	38	89 6	5 4	94 10
3rd year	53	125 0	8 0	133 0
4th year	76	179 6	10 8	190 2
5th year	98	231 6	13 4	244 10
Improvers.			Per Week of 40 hours.	
			s. d.	
1st year's experience			85 5	
2nd year's experience			113 10	
3rd year's experience			159 7	
4th year's experience			228 2	
5th year's experience			293 10	

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

** Improvers.*

One improver to three	} workers receiv- ing not less than 314s. 9d. per week of 40 hours.
Two improvers to six	
Three improvers to twelve and there- after one additional improver to every twelve additional	

(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.		
—	Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.
1st year's experience	29	68 6
2nd year's experience	38	89 6
3rd year's experience	53	125 0
4th year's experience	76	179 6
5th year's experience	98	231 6
PROPORTION.		
(i) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 236s. per week of 40 hours.		
(ii) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 236s. per week of 40 hours.		

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

(e) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne; (ii) Within 5 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.		
				Per hour.	Per week of 40 hours.
				Per hour.	Per week of 40 hours.
				s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..				7 11½	317 9
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)				8 1½	324 3
				7 10½	314 9
				7 11½	317 9
				5 11½	239 0
				8 1½	324 3
				6 1½	245 6
				7 10½	314 9
				5 10½	236 0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—1s. per day;

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(c) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

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

[5711]



VICTORIA GOVERNMENT GAZETTE.

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No. 747]

THURSDAY, AUGUST 26.

[1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 645.

TEA.

I N pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 645.

Revocation.

2. Prices Regulation Order No. 549 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—
 - "Primary Wholesaler" means a wholesaler who buys tea from the Tea Importation Board established under the *Tea Importation Act 1951* of the Commonwealth of Australia.
 - "Sub-Primary Wholesaler" means a wholesaler who buys tea in unopened original packages from a primary wholesaler.
 - "Secondary Wholesaler" means a wholesaler named in the Schedule to this Order.
 - "First Grade Tea" means tea of the same grade, quality, brand, or description as that for which the maximum net selling price to retailers as fixed under the Prices Regulation Acts on the 1st day of July, 1952, was—
 - (a) where such tea was sold in packages not exceeding 14 lb. net weight 3s. 6d. per lb.
 - (b) where such tea was sold in packages exceeding 14 lb. net weight, such packages being unopened original packages; and 3s. 2½d. per lb.
 - (c) where such tea was sold in packages exceeding 14 lb. net weight, such packages not being unopened original packages 3s. 4½d. per lb.
 - "Second Grade Tea" means any tea other than First Grade Tea.
 - "The Metropolitan Area" means that area enclosed in the circumference of a circle having as its centre the General Post Office, Spencer-street, Melbourne, and having a radius of 25 miles therefrom.

4. Notwithstanding anything contained in this Order, any person who is both a Sub-Primary Wholesaler and a Secondary Wholesaler as defined in clause 3 hereof shall be deemed to be—

- (a) a Sub-Primary Wholesaler in respect of sales of tea received by him in its original package direct from a Primary Wholesaler and blended and packed for sale by him; and
- (b) a Secondary Wholesaler in respect of all other sales of tea made by him.

Maximum Prices.

5. I fix and declare the maximum price at which tea may be sold to a Wholesaler (not being a Primary, Sub-Primary, or Secondary Wholesaler) or to a retailer to be—

- (a) Where such tea is sold in packages not exceeding 14 lb. net weight—
 - (i) First Grade Tea 5s. 4½d. per lb.
 - (ii) Second Grade Tea 5s. 0½d. per lb.
- (b) Where such tea is sold in packages exceeding 14 lb. net weight, such packages being unopened original packages—
 - (i) First Grade Tea 5s. 2½d. per lb.
 - (ii) Second Grade Tea 4s. 10½d. per lb.
- (c) Where such tea is sold in packages exceeding 14 lb. net weight, such packages not being unopened original packages—
 - (i) First Grade Tea 5s. 3½d. per lb.
 - (ii) Second Grade Tea 4s. 11½d. per lb.

Provided that where payment of the purchase price of such tea is made within ten days from date of delivery, such maximum prices shall be reduced by 1d. per lb.

6. I fix and declare the maximum price at which tea may be sold by a Primary Wholesaler or a Sub-Primary Wholesaler to a Secondary Wholesaler to be—

- (a) Where such tea is sold in packages not exceeding 14 lb. net weight—
 - (i) First Grade Tea 5s. 1½d. per lb.
 - (ii) Second Grade Tea 4s. 9½d. per lb.
- (b) Where such tea is sold in packages exceeding 14 lb. net weight, such packages being unopened original packages—
 - (i) First Grade Tea 4s. 11½d. per lb.
 - (ii) Second Grade Tea 4s. 7½d. per lb.
- (c) Where such tea is sold in packages exceeding 14 lb. net weight, such packages not being unopened original packages—
 - (i) First Grade Tea 5s. 0½d. per lb.
 - (ii) Second Grade Tea 4s. 8½d. per lb.

7. Where any tea, the maximum price for the sale of which is fixed by clauses 5 and 6 of this Order, is sold to any person for delivery to a purchaser in the Metropolitan Area, the maximum price fixed in relation thereto shall be deemed to include the costs of delivery to such purchaser.

8. In respect of tea, the maximum price of which is fixed by clauses 5 and 6 of this Order, sold to any person for delivery to a purchaser at any place other than in the Metropolitan Area, I fix and declare the maximum price at which such tea may be sold and delivered to the place of delivery to be that specified in clauses 5 and 6 of this Order, plus the costs properly incurred in and attributable to the transporting of each pound of such tea (calculated in relation to each such pound to the nearest upward farthing).

Provided that no amount may be added for costs of transport under the provisions of this clause unless such amount is properly recorded and vouched for in the books of the seller.

9. I fix and declare the maximum price at which tea may be sold by a Primary Wholesaler to a Sub-Primary Wholesaler to be—

- (i) First Grade Tea 4s. 10d. per lb.
- (ii) Second Grade Tea 4s. 6d. per lb.

Provided that where payment of the purchase price of any such tea is delayed beyond the period of 30 days from the date of delivery thereof, the vendor may charge a further ¼d. per lb. for such tea, which aggregate price I fix and declare to be the maximum price thereof.

10. Notwithstanding anything contained in this Order, I fix and declare the maximum price at which the tea packed by a Primary Wholesaler in packages supplied by the purchaser of such tea may be sold to be the maximum price fixed in accordance with the provisions of this Order, less the cost to the purchaser of such packages.

11. Notwithstanding the foregoing provisions of this Order, I fix and declare the maximum price at which tea may be sold to the Commonwealth or the State of Victoria to be—

(a) in respect of sales by Wholesalers—

- (i) bulk unblended tea 5s. 0d. per lb.
- (ii) bulk blended tea 5s. 0½d. per lb.
- (iii) tea in 1-lb. packets 5s. 1½d. per lb.

(b) in respect of sales by Retailers—

- (i) bulk unblended tea 5s. 1½d. per lb.
- (ii) bulk blended tea 5s. 2½d. per lb.
- (iii) tea in 1-lb. packets 5s. 2½d. per lb.

plus in each case, cost of transport into the seller's store. Provided that no amount may be added for cost of transport under the provisions of this clause unless such amount has been properly recorded in the seller's books of account.

THE SCHEDULE.

John Baily, McGregor Bros. Pty. Ltd.; 58 Collins-street, Hobart, Tasmania.
 Burgess Bros. Pty. Ltd.; Franklin Wharf, Hobart, Tasmania.
 A. C. Ferrall Pty. Ltd.; 79 Charles-street, Launceston, Tasmania.
 Gardner and McKenzie Pty. Ltd.; 64 Cameron-street, Launceston, Tasmania.
 T. Norman Henty and Sons; 141 Cimitiere-street, Launceston, Tasmania.
 F. W. Heritage and Co. Pty. Ltd.; Tasma Building, Hobart, Tasmania.
 Johnstone and Willmot Pty. Ltd.; 45 St. John-street, Launceston, Tasmania.
 Law, Duncan, and Co.; 190-2 Cimitiere-street, Launceston, Tasmania.
 John Lee Pty. Ltd.; 101 Murray-street, Launceston, Tasmania.
 Murdoch Bros. Pty. Ltd.; Market-place, Hobart, Tasmania.
 John McKenzie and Co. Pty. Ltd.; 63 Cameron-street, Launceston, Tasmania.
 C. H. Smith and Co. Pty. Ltd.; 16-22 Charles-street, Launceston, Tasmania.
 Wholesalers (Tasmania) Pty. Ltd.; 47 Burnett-street, Hobart, Tasmania.
 Fredk. Blight and Co. Pty. Ltd.; 234 King-street, Melbourne, Victoria.
 Thomas Borthwick and Sons (Australasia) Ltd.; 84 William-street, Melbourne, Victoria (in respect of their Mt. Gambier branch only).
 The C. J. George Co. Pty. Ltd.; 68 Madden-avenue, Mildura, Victoria.
 Hartley and Ford Pty. Ltd.; 74 Langtree-avenue, Mildura, Victoria.
 G. C. Lear; 52 Lydiard-street north, Ballarat, Victoria.
 A. Leckie Pty. Ltd.; 68 Little Malop-street, Geelong, Victoria.
 McCulloch Carrying Co. Pty. Ltd.; 468 Collins-street, Melbourne, Victoria.
 James McKay and Sons Pty. Ltd.; corner Mair and Armstrong streets, Ballarat, Victoria.
 Permewan Wright Ltd.; 31 King-street, Melbourne, Victoria (in respect of Albury, Hamilton, Mildura, and Swan Hill branches only).
 Pulfer, Cox, and Hargreaves; 402 Hargreaves-street, Bendigo, Victoria.
 John L. Samson; 285-7 Lyttleton-terrace, Bendigo, Victoria.
 J. Searles; 64 Madden-avenue, Mildura, Victoria.
 W. A. Thompson; 192-4 High-street, Shepparton, Victoria.
 Wholesalers Ltd.; 577-9 Little Collins-street, Melbourne, Victoria.

Dated this 23rd day of August, 1954.

J. F. WALDRON,
 Prices Commissioner.

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



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THURSDAY, AUGUST 26.

[1954

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

1. That on the 25th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 11-525d. per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 73s. 3-855d. per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

63s. 10-356d. per day.

Thereafter until considered competent by the employer—

70s. 3-106d. per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 80s. 3-38d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 11-525d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 73s. 3-855d. per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 80s. 3-38d. per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 7-65d. per head of cattle slaughtered.

Bulls, 300 lb. or over, freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes:—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing oaul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—		
Calves up to 60 lb. skin on ..	..	8-875d. per head.
Calves 61 lb. to 90 lb. skin on ..	..	1s. 1-312d. per head.
Calves 91 lb. to 120 lb. skin on ..	..	1s. 5-75d. per head.
Calves over 121 lb. skin on ..	..	2s. 2-625d. per head.
Skin Off—		
Calves under 60 lb. skin off ..	..	1s. 0-5d. per head.
Calves 61 lb. to 90 lb. skin off ..	..	1s. 8d. per head.
Calves 91 lb. to 120 lb. skin off ..	..	2s. 4d. per head.
Calves 121 lb. to 200 lb. skin off ..	..	3s. per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—
71s. 9-076d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13-247d. per carcass.

For the purposes of the daily tally:—

A calf up to 64 lb. shall equal 1 calf.

A calf 65 to 121 lb., shall equal 1½ calves.

A calf over 121 lb., shall equal 2 calves.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

PIGS.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—		
Up to 100 lb. ..	..	1s. 1-138d. per head.
101 lb. to 200 lb. ..	..	1s. 5-378d. per head.
200 lb. to 300 lb. ..	..	2s. 4-625d. per head.
Over 300 lb. ..	..	4s. 7-65d. per head.
Hand scudded—		
Up to 100 lb. ..	..	1s. 10-533d. per head.
101 lb. to 200 lb. ..	..	2s. 4-625d. per head.
200 lb. to 300 lb. ..	..	3s. 0-526d. per head.
Over 300 lb. ..	..	4s. 7-65d. per head.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into; and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 24s. plus sick leave loading of 4-656d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

RATES OF PAY TO BONERS.

6. Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in clause 6 (1) (b) for head and feet boners and 6 (2) (c) for other boners. The following daily quotas shall apply:—

(1) Head and Feet Boners—

(a) Beef head boners—275 lb. of required cheek meat, head meat and eye fat.

Sheep, calves, and lambs head boners—220 lb. of all head meat.

Beef feet boners—Sinews from 112 sets of beef feet.

(b) Head and feet boners when producing in excess of the above-mentioned quotas, and within their daily period of 8 hours work, shall be paid for all such excess at the following rates:—

Beef head boners—3d. per lb. for all required cheek meat, head meat, and eye fat produced in excess of 275 lb.

Sheep, calves, and lambs head boners—3½d. per lb. for all head meat produced in excess of 220 lb.

Beef feet boners—7d. per set of sinews for all sets treated in excess of 112.

(c) Rates and conditions provided in this sub-clause are to be read conjointly with the following:—

(i) All weights referred to are drained weights.

(ii) All work shall be carried out in the manner prescribed by and to the satisfaction of the employer, including the saving of face and hide pieces.

(iii) Employees shall work in one or more teams as may from time to time be mutually agreed upon between the employer and employees.

(iv) Head and feet boners shall be required to handle, treat, and deliver all products after soaking to the draining trays.

(2) Other Boners—

(a) Beef 38 quarters.

Mutton 65 carcasses.

Veal 57 carcasses (to be ribbed out and birdcaged).

Pork 1,000 lb. when boned, derinded and defatted to the satisfaction of the employer, or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay the following sub-clause shall apply:—

Beef—

One hind quarter shall equal one quarter of beef.

One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. to 150 lb. shall be equivalent to one and a quarter quarters.

One forequarter or horse's head over three ribs 151 lb. or over shall be equivalent to one and a half quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.
 Three crops shall equal two quarters of beef.
 Three shoulders shall equal two quarters of beef.
 Three chucks and blades shall equal two quarters of beef.
 Three horse's heads under three ribs shall equal two quarters of beef.
 Five butts shall equal two quarters of beef.
 Seven briskets with shin attached shall equal two quarters of beef.
 Three butts and rumps shall equal two quarters of beef.
 Five briskets and shins with portion of clod attached shall equal two quarters of beef.
 A forequarter shall consist of not less than 10 ribs.

Bull—

One quarter of bull beef shall equal two quarters of beef and the definitions in sub-clause (b) hereof shall apply.

Sheep—

One carcass under 64 lb. shall equal one carcass.
 One carcass over 64 lb. shall equal one and half carcasses.
 Two flying foxes shall equal one carcass.
 Three trunks shall equal two carcasses.
 Three pairs of legs shall equal one carcass.
 Three pairs of loins shall equal one carcass.
 Three pairs of hindquarters shall equal two carcasses.
 Five pairs of forequarters shall equal two carcasses.
 One Trunk with chump attached shall equal one carcass.
 When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—

Rams shall be paid for at double rates whenever done.

Veal—

One calf under 60 lb. shall equal one carcass.
 One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.
 One calf 121 lb. to 200 lb. shall equal three carcasses.
 Two flying foxes of veal shall equal one carcass.
 Three trunks of veal shall equal two carcasses.
 Three pairs of legs of veal shall equal one carcass.
 Three pairs of loins of veal shall equal one carcass.
 Three pairs of hind-quarters of veal shall equal two carcasses.
 Five pairs of fore-quarters shall equal two carcasses.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quota as prescribed in sub-clause (a) of this clause.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 10·661d. per quarter.
 Mutton—1s. 3·108d. per carcass.
 Veal—1s. 3·108d. per carcass.
 Pork—3s. 9·323d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.
 2s. 10·584d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota shall apply:—

Beef 56 quarters.
 Mutton 130 carcasses.
 Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

(i) Beef 1s. 2·541d. per quarter.
 (ii) Mutton 7·2705d. per carcass.
 (iii) Veal 3·571d. per carcass.
 (iv) Pork—to be treated at hourly rates.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.**WAGES.****APPRENTICES AND IMPROVERS.**

(Solo System only.)

	Weekly Wage.									
	£ s. d.									
1st year's experience	9 16 6
2nd "	12 9 3
3rd "	13 5 9
4th "	14 17 2
5th "	Minimum wage

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).**Apprentices.**

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

Improvers.

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.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.	
	Wages per Day		Wages per Day.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton)	71 9 150
17 years ..	30 6 056	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, checking, splitting heads and removing brains	
18 years ..	34 6 056	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs ..	63 5 956
18 years and under		Slicers and Trimmers ..	67 10 312
19 years ..	37 6 056	Sheep Skin classers ..	66 1 556
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe ..	63 5 956
20 years ..	49 7 456	Skin shed labourers ..	63 1 556
20 years and under		Other Labourers ..	63 1 556
21 years ..	54 7 456		

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to humans beings, he shall be paid 6d. per carcass of mutton 6d. per carcass of pork, or 2s. per body of beef in addition to his ordinary wage.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

From Monday to Friday inclusive 7.30 a.m. .. 5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours' work or pay for same at penalty rates.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 7s. 3d. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 7s. 3d. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

STOPPAGES OF WORK.

14. (a) Except as provided in clause 13 herein an employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause (other than a breakdown of machinery) for which the employer cannot reasonably be held responsible.

(b) No stoppage shall take place by employees until the accredited representatives of the employees in the section concerned shall have notified the employer of the impending stoppage to enable the parties to confer prior to such stoppage.

(c) Before being entitled to withhold payment for any stoppage from any cause as mentioned in sub-clause (a) of this clause the employer shall notify the employee that payment will be so withheld from the time of such notification by the employer. In the event of the employer being unable to communicate this information to the employee owing to the absence of the latter from the task on which he was employed immediately preceding the stoppage, the employee shall be deemed to have received notice that such payment will be withheld.

MEAL TIME.

15. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

16. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

17. An employer shall provide grindstones in the proportion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

18. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

PROTECTIVE FOOTWEAR.

Chain or Ring Slaughtering.

19. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work:—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffle fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

Solo Slaughtering.

Sheep or Lambs—Labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.

Cattle—Labourers handling tripe, paunches, runners and fats, washing and trimming feet, washing down beef carcasses, and employed on beef killing floor.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

SPECIAL RATES.

21. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

22. (a) All employees shall be entitled to the nine holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such holiday, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day, but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

(c) Double time shall be paid for work done by timeworkers between 7.30 a.m. and 5 p.m. on Sundays and the above-mentioned holidays. Timeworkers called upon to work on Sundays or holidays provided in sub-clause (a) of this clause shall be provided with four hours' work or shall be paid for four hours' work.

ANNUAL HOLIDAY AND SICK LEAVE.

23. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

24. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

25. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

26. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

27. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

28. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee decides to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

MEAL ALLOWANCE.

29. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

30. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

RIGHT OF ENTRY.

31. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer allege that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

SECTION B.**DROVERS, STOCKMEN, OR PENNERS-UP.****32. ADULT WORKERS.**

Men picking up stock at Newmarket Sale Yards—63s. 8'756d. per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—20s. 5'022d. per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—22s. 5'922d. per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—19s. 11'419d. per trip.

Men droving stock from Newmarket Sale Yards to—

- | | | |
|--|------------------------|--|
| (a) Western and Murray, Geelong-road, Brooklyn .. | 62s. 5'356d. per trip. | } if from Newmarket Rail Siding an extra 2s. 6d. |
| (b) Thos. Borthwick and Sons (A'asia.) Ltd., Brooklyn .. | 62s. 5'356d. per trip. | |
| (c) Sims Cooper Freezing Works, Newport .. | 69s. 5'756d. per trip. | |

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—94s. 6'376d. per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

64s. 8'206d. per day.

All others—

63s. 1'556d. per day.

33.**JUVENILE WORKERS.**

						Wages per Day.	
						s.	d.
16 years of age and under 17 years of age	..	..	..	..	..	30	6-056
17 years of age and under 18 years of age	..	..	..	..	..	34	6-056
18 years of age and under 19 years of age	..	..	..	..	..	37	6-056
19 years of age and under 20 years of age	..	..	..	..	..	49	7-456
20 years of age and under 21 years of age	..	..	..	..	..	54	7-456

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
34. Monday to Friday	6 a.m.	6 p.m.

OVERTIME.

- | | |
|---|--------------------|
| 35. (a) Outside the times of beginning and ending work | } Time and a half. |
| (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week | |
| (c) All work done on Saturday | |

SPECIAL RATES.

36. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day, but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that employees called upon to work on any of the afore-mentioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to freezing works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

37. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

(b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

PAYMENT OF WAGES.

38. Wages shall be paid weekly and not later than Friday. When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee desires to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

EXPENSES.

39. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

MEAL ALLOWANCE.

40. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

RIGHT OF ENTRY.

41. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

ALLOWANCE FOR DOGS.

42. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

43. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

PERIODICAL ADJUSTMENT OF WAGES.

44. The wages rates set out in clauses 2 to 8 (inclusive), 32, and 33, are based upon the following basic wage rate, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners and calf skimmers skinning cold calves) in clause 2 shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .048d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

45. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in August, 1954, the amount of the basic wage shall be as prescribed in clause 44.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103, taken to one place of the decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J.P., Chairman.

J. V. WILLCOX, Secretary.

Melbourne, 25th May, 1954.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTES.—1. This Determination applies to the whole of the State of Victoria.

2. Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne.

3. By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers, Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

IN accordance with the provisions of the Labour and Industry Act the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods" has made the following Determination, namely:—

1. That on the 1st July, 1954, the last previous Determination of this Board shall be revoked and replaced by this determination.

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets.

										Weekly Wage.
										£ s. d.
Tacklemen .. .. .	..	..	..	..	..	..	..	..	..	18 10 0
Slaughterman .. .. .	..	..	..	..	..	..	..	..	..	17 16 3
Cold calf skimmers .. .. .	..	..	..	..	..	..	..	..	..	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. £ s. d.	Per Week. £ s. d.	Per Week. £ 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
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
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 in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal			
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.				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.				Percentage of Basic Wage.		
		£ s. d.				£ 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					

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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.

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.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

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.
Five-year Term—				
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
Four-year Term—				
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 0	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.
Five-year Term—				
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
Four-year Term—				
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.

**PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN
ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.**

WEEK'S WORK FOR SLAUGHTERMEN.

3. The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.	Beef.
Sheep and/or Lambs (excluding Ram Lambs).	Carcasses.
315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	49 with a maximum of 11 per day on Monday to Friday inclusive and 4 on Saturday Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

The rates of pay of a slaughterman treating sheep and/or lambs shall, during the months of June, July, August, September, and October, be increased by 5 per cent. calculated to the nearest sixpence, half or less than half of sixpence to be disregarded, as compensation for the treatment of woolly sheep.

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of eleven beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (excluding ram lambs).

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

EXTRA RATES.

For the purposes of computing the payment for stock treated:—

- (i) Rams under 84-lb. shall count as two, 84-lb. or over shall count as three.
- (ii) Daggly and/or maggotty sheep and lambs shall be treated after being stuck and before being legged provided that if they are not treated each one shall count as two.
- (iii) Diseased cattle, sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings shall count as two.
- (iv) Heavy sheep, woolly or shorn, over 64-lb graded weight, shall count as one and a half.
- (v) Downer cattle, sheep or lambs, i.e., cattle, sheep or lambs which cannot walk into the sticking pen and are treated by regular full-time slaughtermen, shall count as two.
- (vi) Bulls, 300-lb. or over freezer weight, shall count as two.
- (vii) Cattle, sheep or lambs treated for kosher purposes shall count as one and a third.

The above penalty rates shall be paid without any reduction in tallies. Extra rates prescribed in this clause shall not be cumulative.

HOURS.

5. The number of hours to constitute an ordinary week's work shall be 40.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

TERMS OF ENGAGEMENT.

6. All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

EMPLOYEE'S WEEK.

7. When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

TIMES OF BEGINNING AND ENDING WORK.

	Time of beginning.	Time of ending.
Slaughtermen—	{ 7.30 a.m.	4.40 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	10.40 a.m., Saturday.
All other persons—	{ 7.30 a.m.	5 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	11 a.m., Saturday.

OVERTIME.

9. The following rate shall be paid for overtime:—

Within the hours fixed as the times of beginning and ending work in excess of the number of
hours fixed for a week's work } Time and a half.
Outside the hours fixed as the times of beginning and ending work }

TEA MONEY.

10. Any employee required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that he would be required so to work shall be paid the amount of four shillings in addition to any overtime payment to which he may be entitled.

CASUAL LABOUR.

11. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid one fifth of the weekly wage for the class of work they perform plus 20 per cent for each day or part of a day on which they are employed.

PAYMENT FOR HOLIDAYS.

12. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

13. Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in clause 12, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee called upon to work on any such days shall receive a minimum of four hours' work or shall be paid for four hours at double time: provided that this provision shall not apply to slaughtermen treating downer stock.

NOTICE TO WORK ON HOLIDAYS.

14. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

SICK LEAVE.

15. (a) Any employee who is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAYS.

16. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Act and any amendments which may be made thereto from time to time.

SMOKO INTERVAL.

17. All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

PAYMENT OF WAGES.

18. Wages shall be paid not later than Friday in each week, and must be paid during working hours.

TERMINATION OF EMPLOYMENT.

19. Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or employee.

Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

STOP WORK MEETINGS.

20. No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

STOPPAGES OF WORK.

21. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

TIME BOOK FOR SLAUGHTERMEN.

22. Every slaughterman shall indelibly record daily his correct time of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

WORKING SPACE FOR SLAUGHTERMEN.

23. Slaughtermen slaughtering sheep or lambs shall not be required to work at a distance less than 4 feet apart, measured from centre to centre.

TREATMENT OF INJURED STOCK.

24. (a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz.:—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

HANDLING OF CONDEMNED CARCASSES.

25. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, ixol, &c.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

GRINDSTONE.

26. An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

PROTECTIVE CLOTHING.

27. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

WATERPROOF CLOTHING.

28. The employer shall provide to the employee the following articles, which shall remain the property of the employer:—

- (i) Rubber boots or other protective footwear to employees doing the following kind of work:—
 Sheep or lambs:—Employees engaged scalding and picking tripe; labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.
 Cattle:—Employees engaged scalding and picking tripe; labourers handling tripe, paunches, runners and fats, employed on beef-killing floor, washing and trimming feet, washing down beef carcasses.
 Pigs:—Employees engaged cleaning up.
- (ii) Waterproof aprons to employees engaged scalding and picking tripe and treating offal.
- (iii) Canvas aprons to head boners.

KNIVES TO BE SUPPLIED.

29. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

MIXED FUNCTIONS.

30. When a slaughterman performs on any day functions of a mixed nature he shall be paid for that day at the rate applicable to a slaughterman.

PROVISIONS APPLICABLE TO MEAT LUMPERS.

HOURS.

31. (a) The market trading hours at the Meat Market are as follows:—

Monday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Tuesday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Wednesday	..	..	..	..	..	..	..	..	..	5 a.m. to 12 noon.
Thursday	..	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Friday	..	..	..	..	..	..	..	..	..	4.30 a.m. to 4 p.m.
Saturday	..	..	..	..	..	..	..	..	..	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be counted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 40 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpner who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 40 hours in any one week.

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpner who commences work at 8 a.m. the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

CASUAL EMPLOYEE.

32. A casual employee is one who is employed from day to day and shall be paid at ordinary rates plus 10 per cent.

WEEKLY ENGAGEMENT.

33. Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

SICK LEAVE.

34. (a) Any employee who is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

OVERTIME.

35. (a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half for the first three hours and double time thereafter. For the purposes of calculating overtime each day's work shall stand alone.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage, but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

ANNUAL HOLIDAYS.

36. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Act and any amendments which may be made thereto from time to time.

PAYMENT FOR HOLIDAYS.

37. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—
Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

STOPPAGES OF WORK.

38. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

PROTECTIVE CLOTHING.

39. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

SMOKO.

40. Employees shall be given two smokos of ten minutes' duration on each day Monday to Friday and one of ten minutes duration on Saturday at times fixed by the employer.

PAY DAY.

41. Wages shall be paid not later than Friday in each week in the employer's time.

GENERAL CONDITIONS OF EMPLOYMENT.

42. All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be opened for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.

HOURS OF WORK.

43. The hours of duty of employees shall not (without payment for overtime) exceed 40 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday. Except as provided by Clause 2 (A) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

Drivers who start work at 2 a.m. or earlier on not less than 3 days per week shall finish their week's work at 2 p.m. on Friday. All work performed after 2 p.m. on Friday shall be paid for at the rate of time and a half.

OVERTIME.

44. All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 40 hours per week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

WEEKLY ENGAGEMENT.

45. Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Employment shall be terminated only by a week's notice on either side such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

CASUAL EMPLOYEES.

46. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-fifth of the weekly wage for the class of work they perform, plus 15 per cent. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

SICK LEAVE.

47. (a) Any employee who is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded.

(c) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

HOLIDAYS.

48. Employees, other than casuals, shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

Provided that within the Metropolitan District, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.

SUNDAY AND HOLIDAY RATES.

49. (a) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(b) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are required to work continuously seven days in the week shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(c) Drivers who are required to be on duty on Sunday to feed and attend to horses where the employer does not employ any stablemen, shall be paid for such Sunday work at double rates.

MINIMUM OF WORK ON A SUNDAY OR A HOLIDAY.

50. Any employee required to work on a Sunday or a holiday as prescribed in clause 48 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

NOTICE TO WORK ON HOLIDAYS.

51. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

STOPPAGES OF WORK.

52. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

PROTECTIVE CLOTHING.

53. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

MIXED FUNCTIONS.

54. Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

PAYMENT OF WAGES.

55. Wages shall be paid not later than Thursday in each week in the employer's time.

PROVISIONS APPLICABLE TO ALL OTHER PERSONS.

CASUAL EMPLOYEES.

56. (a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one fifth of a five day week or two-elevenths of a five and half day week prescribed in this Determination for the class of work he performs plus 15 per cent. of such rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours in a five day week or 7½ hours in a five and half day week, time and a half rates shall be paid.

(b) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(c) In addition to the rate payable under sub-clause (a) hereof casual employees shall be paid all fares reasonably and necessarily incurred.

LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.

57. (a) Except as provided in this clause no female shall be engaged to work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as a cashier or cashiers and to perform general clerical work in any shop the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk :—

- (i) wrap meat or small goods in either paper or cartons ;
- (ii) divide sausages, frankfurts or other small goods and for this purpose may use a knife for cutting purposes ;
- (iii) sell goods already prepared but not fresh uncooked meat ; and
- (iv) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

(b) Notwithstanding the provisions of sub-clause (a) above an employer may engage females to do the work of meat saleswomen. Such females may at any time perform the work of selling fresh uncooked meat including cutting for weight in addition to the work set out in paragraph (i), (ii), (iii), and (iv) of sub-clause (a) above.

CONTRACT OF EMPLOYMENT.

58. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such 40 working hours' notice, the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without notice shall forfeit 40 hours' wages which may be deducted from any wages (other than wages for pro rata annual leave or annual leave accrued due but not taken) due. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed, because of any strike or through any breakdown of machinery or any stoppage of work in the meat industry by any cause for which the employer cannot reasonably be held responsible.

MIXED FUNCTIONS.

59. Where an employee performs on any day functions of a mixed character, he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

SPECIAL RATES.

60. In addition to the rates otherwise set out in this Determination the following rates shall be paid :—

Leading hand, i.e., an employee not being a general butcher in charge of a shop as defined who is entrusted by his employer with the supervision of other employees shall be paid the following additional rates viz., 9s. per week, where the number of employees (including improvers and apprentices) is three but does not exceed ten, and 12s. 6d. per week, where the number of such employees exceeds ten.

HOURS.

61. (a) In retail butchers' shops and small goods factories and in abattoirs outside the metropolitan area of Melbourne the ordinary working hours shall not exceed in number 40 per week.

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, August, September, and October, in each year and in five and a half days, Monday to Saturday inclusive, during the months of November, December, January, February and March in each year. Provided that any work done on Easter Saturday shall be paid for at double ordinary rates of pay.

(c) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11.30 a.m.

(e) No time worked before 7.15 a.m. or after 5.15 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in small goods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.

(f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.

(ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

HOURS DURING WHICH EMPLOYEES IN BUTCHERS' SHOPS MAY WORK.

61A. Notwithstanding the provisions of clause 61 hereof, the hours during which employees in butchers' shops may work shall be 7.15 a.m. to 5.15 p.m. Monday to Friday inclusive and 6.30 a.m. to 11 a.m. on Saturday

MEAL INTERVALS.

62. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.

(b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.

(c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.

(e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.

(f) No employee shall be called upon to work for more than 5 hours without a break for a meal.

(g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

OVERTIME.

63. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half for the first three hours and double time thereafter.

(b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.

(c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

(d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.

No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 3s. 6d. meal money.

(e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.

(f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.

PUBLIC HOLIDAYS.

64. (a) The following days or the days observed in lieu thereof, except for the unavoidable delivery of small goods shall be holidays and shall be paid for as 8 hours worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Picnic Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, or some other day mutually agreed upon between the employer and his employees in lieu thereof, Christmas Day, and Boxing Day, but if any day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

(b) For work done in the delivery of small goods on these days, time and a half rates shall be paid up to 9.30 a.m. and on Good Friday up to 11.30 a.m.

(c) On any such holidays, except Christmas Day, Anzac Day and Union Picnic Day, employees, if required, shall work for not more than two hours and on Good Friday for not more than four hours at time and a half rates. On Christmas Day, Anzac Day and Union Picnic Day, employees may be required to work on essential work only. This sub-clause shall not override the provisions of any Act of Parliament or Regulation dealing with the observance of Anzac Day, and in case of inconsistency between this sub-clause and such provisions the latter shall prevail.

(d) Any employee absent without leave on the working day before or the working day after any holiday shall be liable to forfeit wages for the holiday as well as for the day of absence except where an employer is satisfied that the employee's absence was due to illness or other reasonable cause in which case wages shall not be forfeited.

(e) If an employee is dismissed within 14 days before any of the holidays abovementioned and is re-engaged within 14 days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in the preceding sub-clauses of this clause double time shall be paid.

(g) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

SUNDAYS.

65. (a) All work except attention to horses and other live stock performed on Sundays shall be paid for at double rates with a minimum payment as for four hours.

(b) Employees called upon to attend to horses and other live stock on Sundays shall be paid at double rates with a minimum payment as for two hours.

ANNUAL HOLIDAY.

66. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Act and any amendments which may be made thereto from time to time.

SICK LEAVE.

67. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations :—

(i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the injury or illness and the estimated duration of the absence.

(iii) he shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employee entering his employment require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(b) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, such cost not to exceed 10s. 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

(c) An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness or, if such additional week's holiday cannot be granted, give one week's pay in lieu thereof.

(d) For the purpose of this clause "year" shall commence on the 1st day of July.

(e) Sick leave if not taken during any year may accumulate so as to provide for sick leave up to 2 weeks after a period of two years and may then be taken at any time during the employee's future employment under the conditions set out in sub-clause (a) (i), (ii) and (iii) above.

TRAVELLING EXPENSES.

68. Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

PROTECTIVE CLOTHING, &c.

69. (a) Each employer shall provide protective clothing, including waterproof aprons or boots to employees working under dirty, greasy or wet conditions.

Provided that an amount of 1s. 6d. per week in lieu of the supply of protective clothing shall be made to the following classifications :—Employees in country slaughteryards, slaughtermen in abattoirs outside the Metropolitan area of Melbourne, meat carters from abattoirs and/or country slaughteryards to shops; and, in small goods factories, to table hands, fillerman (including hands employed in beef loaf department), cookers (including brawn maker and fat renderer), machinemen, labourers (washing down) salters, smoke house attendants and employees in press shoulder department.

Provided further that the amount of 1s. 6d. per week prescribed herein shall only become payable where an employee is required to wear and provides for himself and wears such protective clothing. Provided further that where such protective clothing is at present supplied by the employer this provision as to payment of 1s. 6d. per week shall not apply.

(b) Employees on objectionable work shall be supplied with antiseptic soap.

ACCOMMODATION.

70. Each employer shall supply :—

- (i) Boiling water in sufficient quantities to make an adequate supply of tea for each employee immediately each meal time or rest period commences;
- (ii) Wash hand basins each with an adequate supply of running water;
- (iii) In small goods factories where females are employed under the terms of the Determination separate lavatory, dining and change rooms shall be provided.
- (iv) In shops where saleswomen are employed under the terms of this Determination a separate lavatory and changing facilities shall be provided by the employer.
- (v) Where it is possible for female employees to sit at their work chairs shall be provided by the employer. Such chairs shall be reasonably comfortable and have backs to them.
- (vi) In places where five or more employees are employed suitable dining accommodation and changing facilities shall be provided.

FIRST AID OUTFIT.

71. (a) Every shop, slaughterhouse, abattoirs, or factory shall have a first aid chest upon the premises.
(b) Employers shall supply when required reasonable transport to any injured employee without cost to the employee.

MISCELLANEOUS PROVISIONS.

72. (a) Nothing in this Determination shall relieve any employer of his obligation to comply with all relevant requirements of State Acts and Regulations relating to the guarding of machinery and the installation of dust extracting appliances and other Acts relating to industrial hygiene.

(b) In all cases where an employee's clothing, lunch bags or receptacles used for lunches are damaged by fire, or through the use of any corrosive material, compensation shall be granted by the employer.

(c) In cases where an employer requires an employee to wear any special uniform, coat dress or clothing the employer shall provide such uniform, dress, clothing or hats.

TIME BOOKS.

73. (a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet in which each day's starting and finishing times, and the times allowed for meals, and each day's hours of work of each employee shall be entered (including overtime, if any), and the wages received each week: such entries shall at least once a week, be vouched for by the signature of the employer or his representative or manager.

(b) The time book or time sheet shall conform to the following specimen.

ATTENDANCE, TIME AND WAGES BOOK.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time allowed for meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked during Meal Hours.	Payment Ordinary Time.	Payment Overtime.	Tea Money, etc.	Payments.
								R_____	R_____		
											£ s. d.
			Weekly Totals	..	..	..	..	..	..	..

I, the above named employee, a * member of the Australasian Meat Industry Employees' Union, employed as a non-member hereby certify that this is a true record of the time worked and the amounts paid to me for week ending 19 .

*The employee must strike out the words not required and initial same.

Less Wages Tax (if any)

(Employee's Signature)

Total payment £

Tax Stamps, &c.

Vouched for as correct by the employer.
(Signature)

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the employers head office at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

"Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding said further inspection."

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(g) Time books shall be kept for at least 12 months after they have been completed.

PAYMENT OF WAGES.

74. (a) Wages shall be paid in cash in the employer's time between the hours of noon and 5 p.m. on the usual pay day of the employer (which shall not be later than Thursday in each week).
- (b) When an employee is dismissed or his employment terminated he shall be paid all monies due to him within one hour of ceasing work.
- (c) On each pay day each employee shall receive wages in an envelope or accompanied by a docket showing the total amount of ordinary wages and overtime and all deduction therefrom.
- (d) An employer shall not keep more than two days' pay in hand.
- (e) Wages due to casual employees shall be paid immediately on the termination of work on each day on which he is engaged.

RIGHT OF ENTRY.

75. A duly accredited representative of the Australasian Meat Industry Employees' Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That they produce their authority to the manager or such other person as may be appointed by the employer;
- (b) That they interview employees only at the place they are taking their meal;
- (c) That not more than two representatives visit the premises at any one time;
- (d) That not more than two representatives visit the same premises more than once in a week; and
- (e) That if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry.

NOTICE BOARDS AND POSTING DETERMINATION.

76. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings or other business of the Union. Such notice boards shall be in a prominent position. All such notices shall be signed by the Branch or District Secretary or Organizer of the Union.

(b) A copy of this Determination shall be posted within 28 days of the printing thereof and kept continuously posted in a prominent and accessible place to all employees in each department of the shop, slaughterhouse, abattoirs and factory.

LEAVE TO ATTEND UNION BUSINESS.

77. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union named by such Union, provided fair and reasonable notice is given to the employer.

Provided that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from work.

DEFINITION.

78. (a) "Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.

(b) "General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.

(c) "Butcher's Shop" means any shop, tent, stall, vehicle, or place other than abattoirs where uncooked meat, or preparation thereof, are offered for sale, i.e., beef, mutton, lamb, pork, and/or veal.

(d) "Salesman" means an adult male employee, who, not being a general butcher, is employed in a butcher's shop in selling fresh uncooked meat including cutting for weight and who may also perform the following work:—

- (i) wrap meat or small goods either in paper or cartons;
- (ii) divide sausages, frankfurts or other small goods and for this purposes use a knife for cutting purposes; and
- (iii) sell goods already prepared.

DELIVERY OF MEAT.

79. (a) Deliveries of meat to places other than hospitals, cream or milk wagons, boats, trains, airport or air depots, country service cars, bulk meat into shops, hotels, cafés and restaurants in the city of Melbourne shall not be made outside the opening and closing hours of retail shops as the case may be.

(b) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

PERIODICAL ADJUSTMENT OF WAGES.

80. (i) The wages rates set out in clause 2 (A) are based on the following basic wage rates, and pursuant to the provisions of Section 33 of the Labour and Industry Act, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 81.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 17 0	6 0	12 3 0	Melbourne
Within 10 miles of G.P.O., Geelong; and at Warrnambool—same as contemporaneous basic wage for Melbourne				
Yallourn—The same amount in excess of Melbourne as at present, viz. :—6s. 6d. per week				
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	11 17 0	6 0	12 3 0	Five Towns Victoria

(ii) The wages rates of apprentices and improvers in clause 2 (B) and (C) shall be the appropriate percentages as set out, such adjustments to be to the nearest 6d. half or less than half of 6d. to be disregarded.

ADJUSTMENT OF BASIC WAGE.

81. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in August, 1954, the amounts of the basic wage shall be as prescribed in clause 80.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINS.

82. In addition to the basic wage and loadings prescribed in clause 80 the following marginal rates shall be paid to adult male employees under divisions B., C., and E., of this Determination:—

	Margin Per Week.
<i>Division B.—Retail Shops.</i>	
£ s. d.	
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	2 16 6
Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop—	
Whilst employed on such work	2 16 6
Whilst employed on other work the margin prescribed for such work	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	3 3 0
General butcher in charge of branch shop, i.e., 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	2 15 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	2 9 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	2 6 0
Salesmen and/or Saleswomen	2 3 0
Small goods makers in butchers' shops, boners, salters, scalders, and cooks	2 8 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	1 11 0
All others	1 8 0
<i>Division C.—Small Goods Section.</i>	
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	2 16 6
Employees who do slaughtering for 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	2 16 6
Whilst employed on other work—The margin prescribed for such work	
Men employed principally on mixing machines and/or responsible for making of small goods	2 14 0
Fillermen	2 4 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cooks	2 8 6
Packing-room hands	1 16 6
Linkers and table hands	1 15 6
All others	1 8 0
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity	1 14 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity	1 18 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity	2 1 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	
Horse Drivers—	
(i) One horse	1 9 0
(ii) Two horses	1 14 0
(iii) Three horses	1 17 0
(iv) Four horses	1 19 0

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd June, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 750]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

18th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 23 of the 28th January, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

* Dentist's Mechanic. (Apprentices.)			Dentist's Attendant. (Apprentices and Improvers.)			Other Employees.	Minimum Wage.
<i>s. d.</i>			<i>s. d.</i>				<i>s. d.</i>
1st year	..	62 0	1st year	51	90 6	Dentist's Surgical Assistant	368 0
2nd year	..	86 0	2nd year	71	125 6	Dentist's Mechanic	301 0
3rd year	..	110 6	3rd year	93	164 6	Dentist's Attendant	199 6
4th year	..	172 6					
5th year	..	216 0					
6th year	..	264 0					

Percentage of Female Basic Wage.

Provided that no apprentice shall have his legal rate of payment as prescribed in the Determination hereby revoked reduced in consequence of the operation of this Determination.

*NOTE.—Clause 8. Special conditions regarding the employment of juniors.

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

(Dentists' Attendants.)

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

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

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

No. 750.—7928/54.—PRICE 3D.



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No. 751]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
18th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

DISPENSARIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 226 of the 12th April, 1954, shall be replaced by the following clause :—

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
	Per- centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	19	45 0	0 6	45 6	Chief Pharmaceutical Chemist	360 0	6 0	366 0
2nd six months' experience ..	29	68 6	1 0	69 6	Assistant Pharmaceutical			
3rd six months' experience ..	39	92 0	1 3	93 3	Chemist	320 0	6 0	326 0
4th six months' experience ..	49	115 6	1 9	117 3	Unqualified Assistant ..	302 0	6 0	308 0
5th six months' experience ..	59	139 0	2 0	141 0	Female Shop Assistant not en- gaged in dispensing or com- pounding medicines, drugs, or medicinal preparations			
6th six months' experience ..	69	163 0	2 3	165 3	(i) With less than 3½ years experience in a dispensary	192 6	3 0	195 6
7th six months' experience ..	78	184 0	2 6	186 6	(ii) All others	203 6	3 0	206 6
8th six months' experience ..	97	229 0	3 0	232 0				

and thereafter the appropriate rate prescribed herein under the heading "Other Employees".

WAGES PER WEEK OF 40 HOURS.				
(b) Juvenile Workers.				
	Per- centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
1st six months' experience ..	19	45 0	0 6	45 6
2nd six months' experience ..	24	56 6	1 0	57 6
3rd six months' experience ..	33	78 0	1 3	79 3
4th six months' experience ..	42	99 0	1 9	100 9
5th six months' experience ..	48	113 6	2 0	115 6
6th six months' experience ..	57	134 6	2 3	136 9
7th six months' experience ..	66	156 0	2 6	158 6
8th six months' experience ..	75	177 0	3 0	180 0
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".				

PROPORTION (IN ANY PLACE).

(a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 326s. per week.

(b) Juvenile Workers.

One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

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



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No. 752]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
18th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 42 of the 4th February, 1954, shall be replaced by the following clause:—

2.

IMPROVERS.

—	Wages.	Proportion (by any Employer).
	Per Hour.	
	s. d.	IMPROVERS.
Under 18 years of age	4 5	One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others".
18 years of age and under 20	5 3	
20 years of age and under 21	Appropriate adult rate	

NOTE.—The Wages Board has determined that the trade is so unskilful that no person should be taken as an apprentice to the trade.

No. 752.—7984/54.—PRICE 3D.

OTHER EMPLOYEES.

										Wages.
										Per Hour.
										s. d.
Man operating power rammer	7 1
Pitcher setter, cube setter, or pavior .. .. .	..	..	..	..	..	..	..	..	..
Weigher and/or mixer on hot asphaltic mixing plant .. .. .	..	..	..	..	..	..	..	..	..
Rigger .. .. .	..	..	..	..	..	..	..	..	..
Splicer of Wire Rope or Hemp Rope	7 1
Bitumen pourer or kettle attendant .. .. .	..	..	..	..	..	..	..	..	..
Tunnel man or shaft sinker .. .. .	..	..	..	..	..	..	..	..	..
Timber man in tunnel or shaft .. .. .	..	..	..	..	..	..	..	..	..
Pipe joiner, or pipe layer	6 11
Powder monkey .. .. .	..	..	..	..	..	..	..	..	..
Sinker in trenches for storm-water drain .. .. .	..	..	..	..	..	..	..	..	..
Finisher in concrete work .. .. .	..	..	..	..	..	..	..	..	..
Leading tackle hand	6 11
Skid scoop (tumbling Tommy), filler, and/or driver .. .. .	..	..	..	..	..	..	..	..	..
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work .. .. .	..	..	..	..	..	..	..	..	..
Attendant on steam or power-driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .	..	..	..	..	..	..	..	..	..
Jack hammerman	6 11
Mixer, gauger spreading or layer on of concrete .. .. .	..	..	..	..	..	..	..	..	..
Tar, bitumen or emulsion sprayer operator .. .. .	..	..	..	..	..	..	..	..	..
Faceman in gravel pit .. .. .	..	..	..	..	..	..	..	..	..
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	6 11
Bitumen or asphaltic worker :—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion .. .. .	..	..	..	..	..	..	..	..	..
Batterman using batter rule .. .. .	..	..	..	..	..	..	..	..	..
Boodler in tunnel .. .. .	..	..	..	..	..	..	..	..	..
Fencer	6 10
Sanitary or garbage attendant .. .. .	..	..	..	..	..	..	..	..	..
Scablar in tunnel .. .. .	..	..	..	..	..	..	..	..	..
Metal or gravel spreader .. .. .	..	..	..	..	..	..	..	..	..
Spallor, ploughman, manhole builder's labourer, and Telford pitcher setter	7 4
Filler of monkey-tail scoop .. .. .	..	..	..	..	..	..	..	..	..
Setter out of reinforcements .. .. .	..	..	..	..	..	..	..	..	..
Points man on tram or locomotive line .. .. .	..	..	..	..	..	..	..	..	..
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	7 4
Cold asphaltic shoveller or forker .. .. .	..	..	..	..	..	..	..	..	..
Ploughman's offsider .. .. .	..	..	..	..	..	..	..	..	..
Tipper of monkey-tail scoop .. .. .	..	..	..	..	..	..	..	..	..
Slurry filler	7 1
Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks .. .. .	..	..	..	..	..	..	..	..	..
Driver power grader 35-h.p. or over .. .. .	..	..	..	..	..	..	..	..	..
Driver power grader under 35-h.p. .. .. .	..	..	..	..	..	..	..	..	..
Driver side loader	6 10
Driver tractor (oil) 35-h.p. and over .. .. .	..	..	..	..	..	..	..	..	..
Driver tractor (oil) under 35-h.p. .. .. .	..	..	..	..	..	..	..	..	..
Driver of traction engine or road roller (steam) .. .. .	..	..	..	..	..	..	..	..	..
Driver road roller (internal combustion)	6 9
All others .. .. .	..	..	..	..	..	..	..	..	..

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



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No. 753]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
18th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 572 of the 24th July, 1952, shall be replaced by the following clause:—

2.

Wages.

Apprentices and Improvers.				Other Employees.	
		Percentage of Basic Wage.	Total Wage Per Week 40 Hours.		
			s. d.		
1st year's experience	.. ..	39	92 0	(a) Employed within the Metropolitan District as defined in the Labour and Industry Act, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience	.. ..	43	101 6		
3rd year's experience	.. ..	54	127 6		
4th year's experience	.. ..	83	196 0		
5th year's experience	.. ..	100 +	242 0		
		6s.			
PROPORTION (WITHIN ANY PLACE).				(b) Employed outside the areas specified in paragraph (a):—	
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.				All Employees 285s. per week of 40 hours.	
				All Employees 282s. per week of 40 hours.	

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

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

No. 753.—7936/54—PRICE 3d.



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[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
18th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination made on the 19th May, 1954, and in force as from the beginning of the first pay period to commence on and after the 27th May, 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 322s. 4d. 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 322s. 4d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 322s. 4d. 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.		
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings	30 4 7	11 9	6 0	322 4
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	262 11	10 1	3 0	276 0

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.

1.

WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}								
Former attendant									
Former assistant		..	..	..	..	..	£14 15s.	(including 6s. shift allowance).	
Cut off attendant									
Dryer attendant	..	..	..	..	..	..	£14 10s.	(including 6s. shift allowance).	
All others	..	..	..	..	..	..	£14 0s.	(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 14s.		

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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No. 755]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
18th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

FRUIT PACKING BOARD.

Clause 2 of the Determination made on the 6th May, 1954, and in force on the 20th May, 1954, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.		Females.		Other Employees.
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
Under 16 years of age ..	37	87 6	49	86 6	Packers, graders or sizers of fruit by hand .. 272 0
16 to 17 years of age ..	45	106 0	60	106 0	Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers) .. 272 0
17 to 18 years of age ..	55	130 0	66	117 0	Persons bringing fruit from and putting fruit into cool-store chambers .. 267 0
18 to 19 years of age ..	73	172 6	95	168 0	Case ladders and nailers—machine .. 267 0
19 to 20 years of age ..	93	219 6	98	173 6	Case ladders and nailers—hand .. 267 0
20 to 21 years of age ..	100 + 11s.	247 0	100 + 10s.	187 0	Case wirens .. 267 0
* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 262 0
Proportion (in any Place).					Persons feeding grading, washing, or sizing machines .. 262 0
One improver to every two or fraction of two workers receiving not less than the minimum wage.					Empty case hands or case yardsmen .. 262 0
					Case labellers or persons engaged in branding and marking cases .. 262 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 262 0
					Persons sweeping up and removing debris in or around a packing shed .. 262 0
					All others .. 249 0
					<i>Females.</i>
					Packers, graders or sizers of fruit by hand .. 272 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 196 6
					All others .. 191 3

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 24s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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No. 756]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 217 of the 12th April, 1954, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS. Rates per Week of 40 Hours.

2. (a)

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 0	3 17 0	6 3 6
2nd six months	3 11 6	4 6 0	6 16 0
3rd six months	4 3 6	4 15 0	7 15 6
4th six months	5 3 0	5 9 0	8 13 6
5th six months	5 14 6	6 3 6	..
6th six months	6 9 0	6 16 0	..
7th six months	9 4 0	7 15 6	..
8th six months	10 12 6	8 13 6	..
9th six months	11 19 0	..	..
10th six months	12 3 6	..	..

and thereafter the minimum wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
- (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE). Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
- (ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
- (iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination, the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination, shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3.

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	15 7 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	14 11 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	13 17 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	14 6 0
All other adult males not herein classified	12 7 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 10 0
Machinists, namely, females employed machining any part of a garment or part of an article	10 5 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	10 5 0
All other adult females not herein classified	9 5 0

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



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No. 757]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

18th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1 of the 4th 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	..	..	..	..	..	..	30	71 0
16 years of age	..	..	..	..	..	..	33	78 0
17 years of age	..	..	..	..	..	..	38	89 6
18 years of age	..	..	..	..	..	..	53	125 0
19 years of age	..	..	..	..	..	..	63	148 6
20 years of age	..	..	..	..	..	..	75	177 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 Hour.	Wages per Week.	Hours per Week.
	s. d.	s. d.	
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
Foremen gardeners in charge of two or more employees	6 11 ¹ / ₁₀	277 0	} 40
Gardeners†	6 7 ¹ / ₂	264 0	
Gardeners' labourers	6 4 ¹ / ₂	254 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	6 7 ¹ / ₂	264 0	} 40
Gardeners' labourers	6 3 ³ / ₁₀	251 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	6 11 ¹ / ₁₀	277 0	} 40
Gardeners†	6 7 ¹ / ₂	264 0	
Gardeners' labourers	6 4 ¹ / ₂	254 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	6 11 ¹ / ₁₀	277 0	} 40
Gardeners†	6 7 ¹ / ₂	264 0	
Gardeners' labourers	6 4 ¹ / ₂	254 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	6 7 ¹ / ₂	264 0	40
Provided, that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	6 11 ¹ / ₁₀	277 0	} 40
Gardeners†	6 7 ¹ / ₂	264 0	
Gardeners' labourers	6 4 ¹ / ₂	254 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	6 11 ¹ / ₁₀	277 0	} 40
All others	6 5 ¹ / ₂	257 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

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



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No. 758]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 99 of the 1st March, 1954, shall be replaced by the following clause:—

ADULT MALES.

	Per Week.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores	£ s. d. 13 1 6
2. Men working raw materials cutting machine	13 2 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	13 7 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	13 1 6
5. Men working at lime pits	13 7 6
6. Men in charge of and actually operating dollies	13 11 6
7. Men assisting in dolly shed	13 2 6
8. Men in charge of and actually working at boiling pans	13 7 6
9. Men assisting in boiling shed	13 1 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13 11 6
11. Men assisting (including emptying collars)	13 1 6
12. Men operating gelatine and/or glue cutters	13 5 6
13. Men assisting	13 1 6
14. Men in charge of and actually operating Cube Drying Plant	13 9 6
15. Men assisting	13 1 6
16. Men working at other drying plants	13 1 6
17. Men engaged at gelatine and/or glue grinding	13 2 6
18. Men engaged in treating frames	13 1 6
19. Men engaged in assembling and repairing frames	13 1 6
20. Blenders—Gelatine and/or glue	13 7 6
21. Gelatine and/or glue store hands	13 2 6
22. Men in charge of and actually working at scrutching pans, hydraulic presses, grease pans, grease filters and seeding tanks, and washing trotter bones	13 7 6
23. Men assisting	13 1 6
24. Men working in roller driers and associated grinders	13 2 6
25. Men in charge of and actually working at vegetable and prepared glue vats	13 7 6
26. Men assisting and store hands including calves feet jelly	13 2 6
27. Men operating residue driers	13 9 6
28. Men crushing and/or bagging dried residues	13 2 6
29. Men receiving and passing on bones	13 7 6
30. Men actually operating de-greasing plant	13 11 6
31. Men assisting at de-greasing plant and bone polishing	13 2 6
32. Men engaged in washing and neutralizing vats	13 5 6
33. Men engaged in crushing bone residues	13 2 6
34. Men in charge of and actually operating pearl plant	13 9 6
35. Men assisting	13 1 6
36. Men assisting in laboratory work	13 5 6
37. Men not elsewhere included	12 5 6
38. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	
39. Men engaged skimming settling pits, shall be paid at the rate of 6d. per hour in addition to their ordinary overtime rate whilst engaged on such work	
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

ADULT MALES—continued.

	Per Week.
<i>Agar Agar.</i>	
	£ s. d.
1. Men in charge of and actually washing raw materials and seaweed	13 7 6
2. Men assisting	13 1 6
3. Men in charge of and actually working at boiling vats	13 7 6
4. Men assisting in boiling shed	13 1 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	13 11 6
6. Men assisting including emptying coolers	13 1 6
7. Men operating agar agar cutters	13 5 6
8. Men assisting	13 1 6
9. Men engaged at agar agar freezing plant	13 5 6
10. Men engaged sawing frozen agar agar	13 2 6
11. Men working at Infra-red drying plant	13 11 6
12. Men working at other drying plants	13 1 6
13. Men engaged at spreading and stripping agar agar	13 1 6
14. Men engaged at agar agar grinding, and milling, store hands	13 2 6
15. Men not elsewhere included	12 5 6
16. Men employed actually emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	
<i>ADULT FEMALES.</i>	
Adult female employees—	
after three months' experience in the industry	9 10 0
of less than three months but more than one month's experience in the industry	9 4 0
of less than one month's employment in the industry	8 16 6
<i>JUNIORS.</i>	
<i>Males.</i>	
Under 16 years of age	4 18 0
16 and under 17 years of age	6 2 6
17 and under 18 years of age	7 7 6
18 and under 19 years of age	8 12 0
19 and under 20 years of age	9 16 6
20 and under 21 years of age	11 1 0
<i>Females.</i>	
Under 16 years of age	4 2 9
16 and under 17 years of age	5 5 9
17 and under 18 years of age	6 4 3
18 and under 19 years of age	6 18 0
19 and under 20 years of age	7 16 6
20 and under 21 years of age	8 10 3

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2. Clauses, other than clause 2, of the said Determination shall remain in force.



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No. 759]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 231 of the 12th April, 1954, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Labour and Industry Act.

	Wages per Week.			
	Apprentices.		Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	42 6	35 6		
2nd year	56 6	49 6		
3rd year	82 6	69 0		
4th year—				
1st six months ..	113 6	97 6	231 6	140 0
2nd six months ..	113 6	113 6		
5th year—				
1st six months ..	139 0	113 6		
2nd six months ..	139 0	..		

(b) Within the Metropolitan District as defined in the Labour and Industry Act—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 86s. 6d. 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.	
<p><i>Apprentices.</i></p> <p>In Men's Hairdressing Saloons.</p> <p>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.</p> <p>One apprentice to each female worker receiving not less than the wage of 196s. 9d. 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.</p> <p>One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 196s. 9d. per week if female.</p> <p><i>Improvers.</i></p> <p>One male improver to every fifteen male workers receiving not less than the minimum wage.</p> <p>One female improver to every fifteen persons receiving not less than the minimum wage.</p> <p>An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.</p>		<p>Other Employees.</p> <p>Within the Metropolitan District as defined in the Labour and Industry Act; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell.</p> <p>All Other Parts of Victoria.</p>	
<p><i>Men's Hairdressing Saloons.</i></p> <p>Chair workers (male or female)</p> <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> <p><i>Any Other Place.</i></p> <p>Males engaged in—</p> <p>Children's haircutting</p> <p>Ladies' haircutting</p> <p>All other males</p> <p>Female window models</p> <p>Females engaged in haircutting</p> <p>Female receptionists</p> <p>All other females</p>		<p><i>s. d.</i></p> <p>Per Week of 40 Hours.</p> <p>275 0</p> <p>Per Week of 40 Hours.</p> <p>275 0</p> <p>Per Week of 40 Hours.</p> <p>275 0</p> <p>284 6</p> <p>294 6</p> <p>Per Week of 20 Hours.</p> <p>267 6</p> <p>Per Week of 40 Hours.</p> <p>212 0</p> <p>177 0</p> <p>199 6</p>	<p><i>s. d.</i></p> <p>Per Week of 40 Hours.</p> <p>265 0</p> <p>Per Week of 40 Hours.</p> <p>265 0</p> <p>281 6</p> <p>291 6</p> <p>Per Week of 20 Hours.</p> <p>262 0</p> <p>Per Week of 40 Hours.</p> <p>208 6</p> <p>176 6</p> <p>196 9</p>

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



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Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

20th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 98 of the 1st March, 1954, shall be replaced by the following clause:—

2.

Apprentices and Improvers.							Wages Per Week of 40 Hours.	
MALES.							s. d.	
15 years of age or under	..	..	..	..	..	..	31	73 0
16 years of age	..	..	..	..	..	..	36	85 0
17 years of age	..	..	..	..	..	..	51	120 6
18 years of age	..	..	..	..	..	..	55	130 0
19 years of age	..	..	..	..	..	..	68	160 6
20 years of age	..	..	..	..	..	..	81	191 0
FEMALES.							Percentage of Female Basic Wage.	
15 years of age or under	..	..	..	..	..	..	39	69 0
16 years of age	..	..	..	..	..	..	44	78 0
17 years of age	..	..	..	..	..	..	55	97 6
18 years of age	..	..	..	..	..	..	62	109 6
19 years of age	..	..	..	..	..	..	69	122 0
20 years of age	..	..	..	..	..	..	74	131 0

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

No. 760.—7950/54.—PRICE 3D.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
MALES.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Laundry Workers	253 0	3 0	256 0
FEMALES.			
Washers employed on washing machine or hydro extractor	234 6	3 0	237 6
Glad ironers	183 9	1 9	185 6
Hand washers	183 9	1 9	185 6
Employees on treadle shirt or collar ironing machines	183 9	1 9	185 6
Employees on treadle press machines	183 9	1 9	185 6
Employees backing shirts off treadle shirt ironing machines	183 9	1 9	185 6
Starched clothes ironers who completely iron any starched clothes articles by hand	183 9	1 9	185 6
Starchers by hand, or machine, or attending to collar or shirt starching	183 9	1 9	185 6
hydro extractor	183 9	1 9	185 6
Employees engaged on heated flat work machines, i.e., shaking out,	183 9	1 9	185 6
feeding into or taking from	183 9	1 9	185 6
Employees on automatic air-driven presses	183 9	1 9	185 6
All others	177 0	1 6	178 6

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 761]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

LAW CLERKS BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 88 of the 1st March, 1954, shall be replaced by the following clause:—

2.

*IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	s. d.	s. d.	s. d.	s. d.		s. d.
1st year	71 0	71 0	78 0	82 6	1st year	72 6
2nd year	94 6	94 6	111 0	134 6	2nd year	85 0
3rd year	111 0	120 6	158 0	181 6	3rd year	109 6
4th year—					4th year	136 6
1st six months	148 6	165 0	186 6	231 6	5th year and until 21 years of age	168 0
2nd six months	148 6	165 0	231 6	233 0		
5th year—						
1st six months	198 0	207 6	252 6	258 6		
2nd six months	198 0	249 0	252 6	258 6		
6th year and until 21 years of age	252 6	258 6	..	..

PROPORTION (in any place).

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

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

No. 761.—7951/54.—PRICE 3D.

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
<i>Males.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
With less than three years' experience in a solicitor's office—		
1st year's experience	13 8 0	13 5 0
2nd year's experience	13 13 0	13 10 0
3rd year's experience	13 18 0	13 15 0
All others	14 0 6	13 17 6
<i>Females.</i>		
All adults	10 10 0	10 7 0

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



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No. 762]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 198 of the 12th April, 1954, shall be replaced by the following clause:—

WAGES PER WEEK OF 40 HOURS.

2.

			Other Employees.			
					Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
Apprentices or Improvers.						
	Percentage of Basic Wage.	s. d.			s. d.	s. d.
If under 16 years of age ..	47	111 0	Winding and haulage engine-drivers—			
16 and under 18 years of age ..	59	139 0	(a) If they sometimes or always raise or lower human beings		295 6	292 6
18 and under 19 years of age ..	73	172 6	(b) If they do not raise or lower human beings		289 6	286 6
19 and under 20 years of age ..	95	224 0	Winch drivers—			
20 years of age, minimum rate for class of work done.			(a) If working underground or on surface of mines, and they raise or lower human beings		275 6	272 6
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(b) If working underground or on surface of mines, and they do not raise or lower human beings ..		271 0	268 0
			(c) On dredges		271 0	268 0

WAGES PER WEEK OF 40 HOURS—*continued.*

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kervington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
PROPORTION.	Other drivers—	<i>s. d.</i>	<i>s. d.</i>
<i>Apprentices.</i>	(a) Attending to a steam engine with condenser attached	281 6	278 6
One apprentice to every three or fraction of three workers receiving not less than 254s. per week.	Attending to a steam engine without condenser	275 0	272 0
<i>Improvers.</i>	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 254s. per week.	(i) if 50 b.h.p. or over	275 0	272 0
	(ii) if under 50 b.h.p.	270 0	267 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power	275 0	272 0
	On motors 100 horse power to 250 horse power inclusive	267 0	264 0
	On motors under 100 horse power	261 0	258 0
	Fireman	265 0	262 0
	Fireman—First class	270 0	267 0
	Greasers	261 0	258 0
	Engine cleaner	257 0	254 0
	Boiler cleaner	257 0	254 0
	Trimmer and/or Fuelman	257 0	254 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b)

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	Percentage of Basic Wage.	<i>s. d.</i>
17 years of age	71	167 6 per week
18 " "	85	200 6 "
19 " "	94	222 0 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

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

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

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



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No. 763]

THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this
20th day of August, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

MOTOR DRIVERS 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. WAGES. *Apprentices or Improvers.*

Apprentices.				Improvers.			
				(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
				1st year's experience as such .. 200s. 6d. per week.			
				Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.			
				(b) Other Improvers—			
				Wages per Week.			
				Commencing Age—			
				17 Years or Under. 18 Years. 19 Years. 20 Years.			
				s. d. s. d. s. d. s. d.			
1st year's experience ..				78 0 97 0 130 0 151 0			
2nd " " ..				97 0 130 0 151 0 ..			
3rd " " ..				130 0 151 0			
4th " " ..				151 0			
And thereafter the minimum wage.							
PROPORTION.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

		s.	d.
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—			
In which the licensed passenger seating capacity exceeds 18 persons	.. .. .	273	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	.. .. .	269	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	.. .. .	265	0*
In which the licensed passenger seating capacity does not exceed 7 persons	.. .. .	263	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—			
In which the licensed passenger seating capacity exceeds 23 persons	.. .. .	268	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	.. .. .	263	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	.. .. .	257	0
All other drivers	.. .. .	253	0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	286	0
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(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females)	258	0
Greasers	.. .. .	263	0
Cleaners	.. .. .	251	0
All others—			
Males	.. .. .	251	0
Females	.. .. .	188	0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) *For drivers of vehicles on regular services—*

After not less than two years, but less than five years of such service, an additional 5s. per week;
After five years or more of such service, an additional 10s. per week.

(b) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles—*

After one year or more of such service, an additional 10s. per week.

(c) *For all other employees—*

After two years or more of such service, an additional 5s. per week.

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



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THURSDAY, AUGUST 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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 August, 1954.

Dated at Melbourne, this

20th day of August, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

OPTICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 25 of the 28th January, 1954, shall be replaced by the following clause:—

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

<i>Female and Unapprenticed Junior Labour.</i>				<i>Other Employees.</i>			
(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—							
Wages Per Week.				Wages Per Week.			
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly Wage.
		s. d.	£ s. d.		s. d.	s. d.	s. d.
<i>I.—Adult Females..</i>				Foreman i.e., man in charge of two or more employees ..			
Under three months' experience	75	6 0	9 3 0	Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames ..	299 6	3 0	302 6
All others	75	7 0	9 4 0	Press operator (heavy) ..	280 6	3 0	283 6
<i>II.—Junior Females.</i>				Press operator (light) ..	257 0	3 0	260 0
	Percentage of Female Basic Wage.			Process worker (as defined)	255 0	3 0	258 0
17 years of age and under	52	3 6	4 15 6				
18 years of age	62	4 0	5 13 6				
19 years of age	72	4 6	6 12 0				
20 years of age	82	5 0	7 10 0				

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES—*continued.*

	Wages Per Week.		
	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.	£ s. d.
<i>III.—Junior Males.</i>			
Under 16 years of age ..	24	2 0	2 18 6
16 years of age ..	34	3 0	4 3 0
17 years of age ..	46	4 0	5 12 6
18 years of age ..	58	5 0	7 2 0
19 years of age ..	73	6 0	8 18 6
20 years of age ..	88	7 0	10 14 6

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

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

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

Apprentices.			Improvers.			Other Employees.			
	Percentage of Journeyman's Total Wage.	Total Wage Payable.		Percentage of Journeyman's Total Wage.	Total Wage Payable.		Wages Per Week.		
							Weekly Rate.	War* Loading.	Total Weekly Wage.
		Per Week. s. d.			Per Week. s. d.		s. d.	s. d.	s. d.
Five Year Terms:—			1st year ..	25	71 0	Foreman, i.e., man in charge of two or more employees	299 6	3 0	302 6
1st year ..	25	71 0	2nd year ..	35	99 0	Optical tradesman	286 6	3 0	289 6
2nd year ..	35	99 0	3rd year ..	45	127 6	Optical workers and repairers	280 6	3 0	283 6
3rd year ..	45	127 6	4th year ..	65	184 6				
4th year ..	65	184 6	5th year ..	80	227 0				
5th year ..	80	227 0							
Four Year Terms:—			PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 283s. 6d. per week.						
1st year ..	30	85 0							
2nd year ..	45	127 6							
3rd year ..	65	184 6							
4th year ..	80	227 0							
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 283s. 6d. per week. An indenture of apprenticeship prescribed was approved on 15th December, 1914.									

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

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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