



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 826]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

GROCERS SUNDRIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 213 of the 12th April, 1954, shall be replaced by the following clause:—

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		<i>s. d.</i>			<i>s. d.</i>
Under 16 years of age	41	97 0	Under 16 years of age	51	90 6
16 years of age and under 17 years of age	46	108 6	16 to 17 years of age	53	94 0
17 years of age and under 18 years of age	54	127 6	17 to 18 years of age	65	115 0
18 years of age and under 19 years of age	64	151 0	18 to 19 years of age	72	127 6
19 years of age and under 20 years of age	75	177 0	19 to 20 years of age	84	148 6
20 years of age and under 21 years of age	89	210 0	20 to 21 years of age	95	168 0

PROPORTION (within any Factory or Place).

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

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

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.
Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—
 - At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.
- In the Starch, Starch Products and Cornflour section of the industry—
 - At any class of work filling, weighing, labelling and casing starch.
- In the Soap and Soap Powders and Soap Extract sections of the industry—
 - At wrapping or packing washing soap or soap extract.
- In the Candles section of the industry—
 - At packing candles in boxes or wrapping or labelling candles.
- In the Polishing Materials section of the industry—
 - At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	13 15 6	13 12 6
Honey blenders	13 10 6	13 7 6
Men roasting and/or grinding and who mix or blend coffee or chicory	13 10 6	13 7 6
Assistant millers	13 8 0	13 5 0
Coffee essence makers	13 8 0	13 5 0
Bagged goods carriers and/or stackers	13 8 0	13 5 0
Cellarmen in charge and working at loading, unloading and despatching by-products	13 8 0	13 5 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	13 5 0	13 2 0
Roasters of other commodities than coffee or chicory	13 5 0	13 2 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 6s. disability allowance)	13 5 0	13 2 0
Mixers or blenders	13 5 0	13 2 0
Kilnmen and/or bleachers	13 0 6	12 17 6
Mill hands	12 18 0	12 15 0
Men engaged drawing off finished products and/or by-products in cereal mills	12 18 0	12 15 0
Men engaged at oat cleaning and/or grading	12 18 0	12 15 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—6d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	13 15 6	13 12 6
Assistant millers	13 8 0	13 5 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 8 0	13 5 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	13 8 0	13 5 0
Steepmen	13 3 0	13 0 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	13 1 0	12 18 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	13 0 6	12 17 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	12 18 0	12 15 0
Men grinding starch and/or cornflour	12 18 0	12 15 0
Mill hands	12 18 0	12 15 0
Starch and/or cornflour shovellers	12 18 0	12 15 0
Leading hand—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	13 15 6	13 12 6
Assistant millers	13 8 0	13 5 0
Mill hands	12 18 0	12 15 0
Men engaged drawing off broken rice, bran, straw, and/or rice	12 18 0	12 15 0
Men engaged taking off and/or sewing and/or stacking rice	12 18 0	12 15 0
Rice meal rammers	12 18 0	12 15 0
Rice hull packers	12 18 0	12 15 0
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	13 8 0	13 5 0
Convertor men	13 8 0	13 5 0
Flour mixers or men feeding mixers and/or bagging dry gluten	13 3 0	13 0 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	13 0 6	12 17 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	13 0 6	12 17 6
Pumpmen	12 18 0	12 15 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	13 13 0	13 10 0
Paste makers	12 19 0	12 16 0
Hydraulic press attendants	12 19 0	12 16 0
Women working in dough room and vermicelli twisting and spaghetti spreading	9 14 6	9 12 0
All other male adults	12 13 0	12 10 0
All other female adults	9 9 6	9 7 0
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	13 8 0	13 5 0
Men in charge of and working rollers	13 8 0	13 5 0
Men in charge of and working at toasting flakes or biscuits (oven men)	13 8 0	13 5 0
Grinding and milling machinists	12 19 0	12 16 0
Fillers and/or makers	12 19 0	12 16 0
Pressmen	12 19 0	12 16 0
Conveyor workers	12 19 0	12 16 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	13 15 6	13 12 6
Vacuum pan attendants	13 8 0	13 5 0
Men operating and in charge of grain crushers, mixing and filling machines	13 5 6	13 2 6
Men working at and in charge of dehydrators	13 5 6	13 2 6
Man working at and in charge of store	13 4 0	13 1 0
Man working at and in charge of spent grain bins	13 4 0	13 1 0
All other adult males	13 0 0	12 17 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	13 15 6	13 12 6
Man engaged on cornflour packing machine	13 8 0	13 5 0
Convertor men	13 8 0	13 5 0
Man in charge of and working at macerators	13 8 0	13 5 0
Vacuum pans men	13 8 0	13 5 0
Men in charge of and working in drip rooms	13 8 0	13 5 0
Dextrine and/or custard mixer and/or blender	13 5 0	13 2 0
Weighbridge attendants	13 5 0	13 2 0
Steepmen	13 3 0	13 0 0
Millers' assistants	13 3 0	13 0 0
Feed dryers	13 3 0	13 0 0
Silk reel repairers	13 0 6	12 17 6
Men engaged on char filters	13 0 6	12 17 6
Char kilnmen	13 0 6	12 17 6
Oliver filtermen	13 0 6	12 17 6
Oil expeller men	13 0 6	12 17 6
Reels and cracker men	13 0 6	12 17 6
Neutralizer men	13 0 6	12 17 6
Drip room men	13 0 6	12 17 6
Maize receiving and cleaning operators	12 18 0	12 15 0
Sample men	12 18 0	12 15 0
Liquor presses	12 18 0	12 15 0
Feed press valve men	12 18 0	12 15 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	12 18 0	12 15 0
Flushing system men	12 18 0	12 15 0
Paddlers	12 18 0	12 15 0
Pumpmen	12 18 0	12 15 0
Starch-house kilnmen	12 18 0	12 15 0
Polly feed and/or oil meal baggers and sewers	12 18 0	12 15 0
Bulk cornflour baggers and sewers	12 18 0	12 15 0
Assistant operators on macerators	12 18 0	12 15 0
Yardmen	12 18 0	12 15 0
Women employed at scraping starch	9 14 6	9 12 0
Women employed on custard powder filling machines	9 14 6	9 12 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All other female adults	9 9 6	9 7 0
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	12 18 0	12 15 0
Man in charge of liquefying tallow	13 5 0	13 2 0
Assistant liquefying tallow	13 1 6	12 18 6
Operator of bleaching plant	13 0 6	12 17 6
Operator of pumps and/or blowers	12 18 0	12 15 0
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	13 9 6	13 6 6
Operator of filter presses and/or reagent-making plant	13 9 6	13 6 6
Operator of fatty acid stills	13 9 6	13 6 6
Stillman's assistant and/or pumpman	13 0 6	12 17 6
Cupboard runners	13 3 0	13 0 0
Press room ganger (or charge hand in press room)	13 9 6	13 6 6
Operator in charge of black acid presses	12 18 0	12 15 0
Operator of oliver filters	13 9 6	13 6 6
Pumpman	13 0 6	12 17 6
Storeman in oliene store	12 19 0	12 16 0
Vatmen treating stearine	13 3 0	13 0 0
Candle moulder—after 12 months' experience	13 3 0	13 0 0
Candle moulder with less than 12 months' experience	12 18 0	12 15 0
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	13 3 6	13 0 6
Soda crystal maker	13 3 0	13 0 0
Assistant soda crystal maker	12 18 0	12 15 0
Assistant soap maker	13 10 6	13 7 6
Soap pumpmen	13 3 0	13 0 0
Lye runner	12 18 0	12 15 0
Operator of power mixers and/or crutchers	13 3 0	13 0 0
Soap crutcher by hand	13 0 0	12 17 0
Soap cutting machinist	13 0 0	12 17 0
Head soap cutter by hand	13 0 0	12 17 0
Soap cutter by hand	12 15 6	12 12 6
Stampers by foot or hand	12 18 0	12 15 0
Operator of automatic stamping, wrapping, or packing machines	12 18 0	12 15 0
Operator of automatic soap dryers	12 18 0	12 15 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
Milling of Toilet Soap—		
Milling room foreman	13 3 6	13 0 6
Man in charge of, and actually milling soap	13 3 6	13 0 6
Soap miller	12 18 0	12 15 0
Mixing and/or blending toilet soap chips	12 18 0	12 15 0
Pulverising and/or dressing pulverized soap	12 18 0	12 15 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
Operator of power mixer and/or crutcher	£ s. d. 13 3 0	£ s. d. 13 0 0
Operator of soap powder mill	13 3 0	13 0 0
Truckers and assistants to operators of mixers, crutchers or mills	12 16 0	12 13 0
Leading hands—10s. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	13 9 6	13 6 6
Assistant operator of evaporators	13 0 6	12 17 6
Operator of glycerine stills	12 9 6	12 6 6
Men preparing charcoal for refining glycerine	13 0 6	12 17 6
Filter press hand	12 18 0	12 15 0
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials— Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	13 13 0	13 10 0
Mill hands as defined	13 5 6	13 2 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	13 0 0	12 17 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	13 10 6	13 7 6
Cooker, man in charge	13 8 0	13 5 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches— Compo-mixers	13 0 6	12 17 6
Skillet and/or splint choppers	12 19 0	12 16 0
Paste makers	12 18 0	12 15 0
Wax mixers	12 18 0	12 15 0
Slitters	12 18 0	12 15 0
Gum grinders	12 18 0	12 15 0
Dogmen	12 18 0	12 15 0
Painting machine attendants (men)	12 18 0	12 15 0
Men operating two-way scorers	12 18 0	12 15 0
Leading hands—7s. 6d. per week additional		
All other male adults	12 13 0	12 10 0
All female adults	9 9 6	9 7 0
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	13 5 9	13 2 9
(ii) seven or more such persons	13 19 9	13 16 9
(b) Works singly	13 3 6	13 0 6
(c) Storemen and/or packers	12 19 0	12 16 0

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Coocoe cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 827]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

IRONMOULDERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 153 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

Adults.	For Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warnambool and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulder—			
5 and 6 inch, headman	14 4 6	14 11 0	14 1 6
5 and 6 inch, footman	13 16 0	14 2 6	13 13 0
4 inch and under, headman	13 19 0	14 5 6	13 18 0
4 inch and under, footman	13 9 0	13 15 6	13 6 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	13 6 6	13 13 0	13 3 6
Dresser of pipes, including dresser on emery wheels	13 6 0	13 12 6	13 3 0

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Persons Employed in making Pipes by Machinery--</i>	£ s. d.	£ s. d.	£ s. d.
Coremakers--			
5 and 6 inch, faucet	14 0 0	14 6 6	13 17 0
5 and 6 inch, spigot	13 9 0	13 15 6	13 6 0
4 inch and under, faucet	13 13 0	13 19 6	13 10 0
4 inch and under, spigot	13 5 0	13 11 6	13 2 0
Finishers and casters--			
5 and 6 inch	14 0 0	14 6 6	13 17 0
4 inch and under	13 13 0	13 19 6	13 10 0
<i>Metal Moulding.</i>			
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
Dresser and grinder (when using portable machine)	13 8 0	13 14 6	13 5 0
Dresser and grinder (other)	13 6 0	13 12 6	13 3 0
Furnaceman—cupola	13 13 0	13 19 6	13 10 0
Furnaceman—electric	13 12 0	13 18 6	13 9 0
Furnaceman—other	13 10 0	13 16 6	13 7 0
Assistant furnaceman	13 4 0	13 10 6	13 1 0
Loader and unloader of annealing furnace	13 4 0	13 10 6	13 1 0
Dresser, shot blast and sand blast--			
(a) who operates from outside a properly enclosed cabin	13 4 0	13 10 6	13 1 0
(b) other	13 14 0	14 0 6	13 11 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 4 0	13 10 6	13 1 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

*Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

Leading Hands.

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

3. APPRENTICESHIP.

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

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

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour 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 provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

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

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>				
1st year	32	£ s. d. 3 15 6	£ s. d. 3 17 6	£ s. d. 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
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>				
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

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

Hours.

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

Overtime and Shift Work.

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

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mldinra and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>I.—Adult Females.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</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 25 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.						
<i>II.—Junior Females.</i>						
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
<i>III.—Junior Males.</i>						
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.

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

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

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

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

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

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.

(ii) Breaking up pig iron.

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 828]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

JEWELLERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 197 of the 12th April, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Males.

Classification.	£	s.	d.
Precious gem mounter	15	1	0
Setter of precious gems	15	1	0
Mounter—1st Class	14	8	0
Mounter—2nd Class	13	13	0
Drop hammer operator who sets dies and makes force	14	3	6
Drop hammer operator, other	13	0	0
Setter	13	18	6
Melter and alloyer	13	18	6
Lapper	13	6	0
Polisher	13	6	0
Assembler and solderer	13	0	0
Solderer, other	13	2	0
Die setter	12	18	0
Engine turner	12	18	0
Press operator	12	18	0
Process worker (as defined)	12	18	0
Carder	12	9	0
Finner up	12	9	0
Other employees with not less than three months' experience in this industry	12	5	0
All others	11	19	0

LEADING HANDS.

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

(b) Females.

	£	s.	d.
Under one month's experience	8	17	0
*All others	9	13	0

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 10s. and 75 per cent. of the said corresponding margin.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (a) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(b) Subject to the approval of the Secretary for Labour 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.

Proportion.

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

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(g) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage, and in addition thereto the war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

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

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 15 6
2nd year	43	5 1 6
3rd year	54	6 7 6
4th year	83	9 16 0
5th year	100 + 6s.	12 2 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 0
2nd year	54	6 7 6
3rd year	83	9 16 0
4th year	100 + 6s.	12 2 0

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Annual and Sick Leave.

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

UNAPPRENTICED JUNIORS.

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

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
<i>I.—Junior Females.</i>			
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
<i>II.—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 percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;
- (ii) if under 18 years of age—
die setting on power presses.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 829]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

LEATHER-GOODS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 91 of the 1st March, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK.

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting, gaskets and pump washers or similar articles	13 10 0	13 7 0
All other Journeymen	13 10 0	13 13 0
Journeywomen engaged in the trimming of gloves, cutting out forecetts and quirks, or cutting cotton ends	9 7 6	9 5 0
Other Journeywomen	9 13 0	9 10 6

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

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	71 0	70 0
Second year's experience	82 6	81 6
Third year's experience	118 0	116 6
Fourth year's experience	189 0	186 6
Fifth year's experience	236 0	233 0
Four year terms—		
First year's experience	71 0	70 0
Second year's experience	118 0	116 6
Third year's experience	189 0	186 6
Fourth year's experience	236 0	233 0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 year of age	71 0	70 0
16 and under 17 years of age	94 6	93 0
17 and under 18 years of age	118 0	116 6
18 and under 19 years of age	141 6	140 0
19 and under 20 years of age	189 0	186 6
20 and under 21 years of age	236 0	233 0

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

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

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

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

JUNIOR WORKERS—FEMALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mirkura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	71 0	70 0
16 and under 17 years of age	88 6	87 0
17 and under 18 years of age	101 0	99 6
18 and under 19 years of age	113 6	111 6
19 and under 20 years of age	124 0	122 0
20 and under 21 years of age	154 0	152 0

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

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

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

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

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





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 830]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

ANIMAL MANURE BOARD.

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

2.

WAGES.

Apprentices or Improvers.			Other Employees.	
	Percentage of Basic Wage.	Wages Per Week.		Wages Per Week.
		s. d.		s. d.
Under 16 years of age	67	158 0	Carcass skimmers	313 6
16 years of age and under 17 years of age	73	172 6	All others	307 6
17 years of age and under 19 years of age	94	222 0		
19 years of age and under 20 years of age	100 plus 10s. 6d.	246 6	Afternoon shift employees shall receive an additional 10 per cent. per week.	
20 years of age and under 21 years of age	100 plus 26s. 6d.	262 6	Night shift employees shall receive an additional 10 per cent. per week.	
<p>PROPORTION (by any Employer).</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 307s. 6d. per week. An indenture of apprenticeship has been prescribed by the Board.</p> <p><i>Improvers.</i> One improver to every four workers receiving not less than 307s. 6d. per week.</p>			<p>Leading hands on afternoon or night shift shall receive an additional 3s. per shift.</p>	

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

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



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority

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

No. 831]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 227 of the 12th April, 1954, shall be replaced by the following clauses:—

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

2. All employees £15 3 0 per week of 40 hours.

JUNIORS.

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

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

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

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

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

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

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

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

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

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

	Percentage of Basic Wage.	£	s.	d.
(i) Five-year term—				
First year	35	4	2	6
Second year	47	5	11	0
Third year	64	7	11	0
Fourth year	85	10	0	6
Fifth year	100 + 16s.	12	12	0
(ii) Four-year term—				
First year	42	4	19	0
Second year	64	7	11	0
Third year	85	10	0	6
Fourth year	100 + 16s.	12	12	0

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

First year	35	4	2	6
Second year	47	5	11	0
Third year	64	7	11	0
Fourth year	85	10	0	6
Fifth year	100 + 16s.	12	12	0

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

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

(h) *Attendance at Approved Art Schools.*—

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

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

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

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

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

(i) *Cancellation or Suspension of Indenture.*—Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or canceled—

(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 provisions of this clause shall be null and void and of no force or effect.

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

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

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

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

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

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 832]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954.

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

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 149 of the 2nd April, 1954, shall be replaced by the following clause:—

2.

WEEKLY WAGES.

	Town Travellers.		Country Travellers and Territory Travellers.	
	£	s. d.	£	s. d.
Probationary Travellers	14	9 0	15	14 0
Special Travellers	15	9 0	16	14 0
Other Travellers	15	9 0	16	14 0

An additional amount of £1 10s. shall be paid to a Traveller required by his employer to be away from his home or head-quarters for any week-end.

(See Clause 11 for Definitions.)

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

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

No. 832—8087/54.—PRICE 3d.

.

2



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 833]

TUESDAY, AUGUST 31.

[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
26th day of August, 1954,

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

ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 121 of the 28th March, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
	Apprentices.			Improvers.
	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	61 6	80 0	101 6	71 0
2nd year's experience ..	92 0	113 6	141 6	106 0
3rd year's experience ..	122 6	153 6	193 6	134 6
4th year's experience ..	163 0	203 0	249 0	179 6
5th year's experience ..	203 0	249 0	..	215 0
6th year's experience ..	249 0	..	..	255 6

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations:—
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp outter, badge tool maker.

Improvers.

One improver to every four workers receiving not less than the rate prescribed for the classification "Engravers by hand".

An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.

WAGES PER WEEK OF 40 HOURS—(continued)

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.				Other Employees.				
				s. d.				s. d.
Under 16 years of age .. .. .	..	..	..	61	6	Die Sinker, by hand and/or by machine	301	0
16 years of age .. .. .	..	..	..	78	0	Badge Toolmaker	279	0
17 years of age .. .. .	..	..	..	97	0	Steel Stamp Cutter	289	0
18 years of age .. .. .	..	..	..	132	0	Engravers by hand	284	0
19 years of age .. .. .	..	..	..	163	0	Engravers, copperplate	284	0
20 years of age .. .. .	..	..	..	203	0	Pantagraph Operator (other than die sinking or steel stamp cutting)	273	0
						Stencil Plate Cutter	263	0
						Drop Hammer Stamper who sets dies and makes force	260	0
						Press Operator	258	0
						Other Employees with not less than three months' experience in the industry	244	0
						All Others	238	0

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