



# 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.		
	s. d.	s. d.	s. d.	s. d.
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 outer, badge tool maker.

*Improvers.*

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

#### 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 cutter, badge tool maker.

##### *Improvers.*

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

## 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.



# VICTORIA GOVERNMENT GAZETTE.

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No. 834]

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.

### FLOCK BOARD

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

2.

IMPROVERS.					OTHER EMPLOYEES.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Males.		Females.				
	Percentage of Basic Wage.		Percentage of Female Basic Wage.				
		s. d.		s. d.			
Under 16 years ..	30	71 0	35	62 0			
16 years ..	38	89 6	39	69 0			
17 years ..	51	120 6	48	81 6			
18 years ..	56	132 0	55	97 6			
19 years ..	73	172 6	68	117 0			
20 years ..	83	196 0	75	132 6			
PROPORTION (IN ANY PLACE).							
<i>Improvers.</i>							
One improver to every worker receiving not less than the minimum wage.							
<i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.							
					MALES.		
					s. d.		
					Persons employed in the cotton wool bleaching department .. .. .	269	0
					Woollen pickers .. .. .	266	0
					Feeders of—		
					Rag machines .. .. .	264	0
					Other machines .. .. .	264	0
					Rippers .. .. .	264	0
					Persons operating milling machine, hardening machine, or tentering machine .. .. .	264	0
					Persons operating other machines .. .. .	264	0
					Assistant to persons operating milling machine, hardening machine, or tentering machine .. .. .	262	0
					Assistant to persons operating other machines .. .. .	262	0
					Cotton pickers .. .. .	261	0
					All others .. .. .	260	0
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra	
					FEMALES.		
					Feeders of rag machines .. .. .	199	3
					Feeders of machines other than rag machines .. .. .	183	3
					Rippers .. .. .	178	6
					Woollen pickers .. .. .	185	0
					Cotton pickers .. .. .	178	6
					Weighers and wrappers of cotton wool .. .. .	178	6
					All others .. .. .	178	6
					Leading hands, if in charge of four or more workers .. .. .	5s. a week extra	

*NOTE.*—The Board has determined that no apprentice shall be taken in the trade.

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

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# VICTORIA GOVERNMENT GAZETTE

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No. 835]

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.

### GAS WORKS BOARD.

Clauses 2 and 36 of the Determination published in the *Government Gazette* No. 17 of the 18th January, 1952, shall be replaced by the following clauses:—

2. (a).

Within the Localities Set Out in Note (a).

Improvers.										Wages per Week of 40 Hours.
										£ s. d.
Under 15 years of age	..	..	..	..	..	..	..	..	..	0 15 6
15 years and under 16 years of age	..	..	..	..	..	..	..	..	..	0 19 0
16	"	"	"	17	"	"	..	..	..	1 3 0
17	"	"	"	18	"	"	..	..	..	1 11 0
18	"	"	"	19	"	"	..	..	..	2 2 6
19	"	"	"	20	"	"	..	..	..	2 13 6
20	"	"	"	21	"	"	..	..	..	3 9 6

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

No. 835.—8094/54.—Price 3d.

(b).

Adults.	Wages per Week of 40 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine.
	£ s. d.	£ s. d.
Patching and scurfing retorts and cleaning flues—man continuously employed as such	13 5 0	13 2 0
Stoker in charge of gas or steam engine, or other works plant .. .. .	13 5 0	13 2 0
Stoker, vertical retort .. .. .	13 2 0	12 19 0
Stoking machine driver .. .. .	13 2 0	12 19 0
Stoker, horizontal retort (machine) .. .. .	12 19 0	12 16 0
Stoker, hand charging .. .. .	12 17 0	12 14 0
Retort (vertical) operator .. .. .	13 2 0	12 19 0
Operator vertical retort .. .. .	13 2 0	12 19 0
Fireman retort house .. .. .	13 2 0	12 19 0
Hydraulic and tar main attendant .. .. .	13 1 0	12 18 0
Augerer and pipe jumper .. .. .	12 16 0	12 13 0
Coke and coal conveyor attendant (day worker) .. .. .	12 11 0	12 8 0
Greaser and oiler (in retort house) .. .. .	12 19 0	12 16 0
Elevator and coal crusher attendant (day worker) .. .. .	12 10 0	12 7 0
Elevator and coal crusher attendant (shift worker) .. .. .	12 8 0	12 5 0
Coke and coal conveyor attendant (shift worker) .. .. .	12 8 0	12 5 0
Oxide breaker—man attending and operating .. .. .	12 11 0	12 8 0
Purifier—man opening up, or emptying .. .. .	13 4 0	13 1 0
Purifier—man filling .. .. .	12 5 0	12 2 0
All others .. .. .	11 19 0	11 16 0

36.

Within the Localities Set Out in Note (b).

*Improvers.*

(a) (i) Improvers may be employed as yard boys, or on such other work that is suitable.

(ii)

## WAGES PER WEEK.

Age.	Percentage of Basic Wage.	Loading.	Total Wage
	%	s. d.	s. d.
Under 16 years of age .. .. .	33½	1 3	79 0
16 years of age .. .. .	40	1 3	94 6
17 years of age .. .. .	50	2 0	118 6
18 years of age .. .. .	62½	2 0	147 6
19 years of age .. .. .	78	2 9	184 6
20 years of age .. .. .	95	2 9	224 0

(iii) Improvers, whilst working as shiftworkers as defined by clause 38 hereof, shall be paid 2s. extra per shift. This extra rate shall not be subject to any penalty additions.

(iv) Improvers under the age of 18 years shall not be employed on shift work.

(v) Improvers shall not be employed to displace men.

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

(b) Adults.	Wages Per Week.
	£ s. d.
Foreman, or working ganger .. .. .	14 2 0
Labourer, general or yardman .. .. .	12 8 0
Operator and/or stoker, retort house .. .. .	13 6 0
Oxide, new in bags, man handling .. .. .	12 14 0
Oxide, man shovelling and breaking .. .. .	12 14 0
Purifier, man filling .. .. .	12 11 0
Purifier, man emptying .. .. .	13 8 0
Retort house maintenance man (where constantly employed as such) .. .. .	13 16 0
Scurfer and patcher of retorts and flue cleaning .. .. .	13 11 0
Skilled labourer .. .. .	12 16 0
Man handling coal .. .. .	12 11 0

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 836]

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.

### HAM AND BACON CURERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 328 of the 22nd March, 1951, shall be replaced by the following clauses:—

#### IMPROVERS.

2.

#### Wages.

										Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
											s. d.	s. d.
First year	..	..	..	..	..	..	..	..	..	43	1 0	102 6
Second year	..	..	..	..	..	..	..	..	..	53	1 0	126 0
Third year	..	..	..	..	..	..	..	..	..	67	2 0	160 0
Fourth year	..	..	..	..	..	..	..	..	..	91	2 3	217 3
Fifth year and until reaching the age of 21 years	..	..	..	..	..	..	..	..	..	100 plus 9s.	3 0	248 0

*Proportion (in any place)*—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

## OTHER EMPLOYEES.

3.

## Wages.

	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	14 6 0	3 0	14 9 0
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department .. .. .	13 13 6	3 0	13 16 6
First assistant in the curing department .. .. .	13 13 6	3 0	13 16 6
Other assistants in the curing department .. .. .	13 8 6	3 0	13 11 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	13 4 0	3 0	13 7 0
Yardmen { For 48 hours per week .. .. .	13 7 6	3 0	13 10 6
{ For 40 hours per week .. .. .	13 1 6	3 0	13 4 6
All others .. .. .	12 18 6	3 0	13 1 6
(b) <i>Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods) .. .. .	13 19 0	3 0	14 2 0
Filler-man .. .. .	13 9 6	3 0	13 12 6
Small goods makers, (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers .. .. .	13 13 6	3 0	13 16 6
Packing room hands .. .. .	13 3 6	3 0	13 6 6
Linkers and table hands .. .. .	13 2 6	3 0	13 5 6
All others .. .. .	12 16 0	3 0	12 19 0

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





# VICTORIA GOVERNMENT GAZETTE.

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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.

### HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 216 of the 12th April, 1954, shall be replaced by the following clauses:—

2. (a)

#### WAGES. *Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers 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 weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four 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 schedules 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 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 the 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.

**PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.**

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

**3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).**

	Wages per Week.
<i>Journeymen.</i>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14 13 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	14 8 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	14 0 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	14 0 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14 14 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	14 0 0
Pressers, namely, males employed pressing any article of headwear ..	14 0 0
Machinists, namely, males employed machining any parts of articles of headwear ..	14 3 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.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear ..	10 15 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	10 5 0
Pressers, namely, females employed pressing any article of headwear ..	9 17 0
Machinists, namely, females employed machining any part of articles of headwear ..	10 0 0
Milliners, tablehands, adornment workers, or finishers ..	10 0 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	10 15 0
Hand sewers of buttons, hooks and eyes, press studs ..	9 8 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.

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