



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 841]

MONDAY, SEPTEMBER 6.

[1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 648.

TRIPE.

IN 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. 648.

*Revocation.*

2. Prices Regulation Order No. 387 is hereby revoked insofar as it relates to the sale by wholesale and retail of Tripe.

*Definitions.*

3. In this Order, unless the contrary intention appears—
  - "Metropolitan area" means all that area comprised within a radius of 25 miles from the principal Post Office, Melbourne.
  - "Geelong" means all that area of Victoria comprised within a radius of 10 miles from the principal Post Office, Geelong.
  - "Ballarat" means all that area of Victoria comprised within a radius of 10 miles from the principal Post Office, Ballarat.
  - "Bendigo" means all that area of Victoria comprised within a radius of 10 miles from the principal Post Office, Bendigo."

*Maximum Prices—Sales by Wholesale.*

4. I fix and declare the maximum prices at which Tripe specified in the First Schedule of this Order may be sold by wholesale to be the prices specified in that Schedule.

*Maximum Prices—Sales by Retail.*

5. I fix and declare the maximum prices at which Tripe specified in the Second Schedule to this Order may be sold by retail to be the prices specified in that Schedule. Provided that the price so specified for sale outside the Metropolitan Area shall—

(a) where delivery is made to a purchaser's premises which are not within the boundary of any town or city, and which are at a distance greater than 1 mile from the seller's premises; and

(b) the delivery charge is separately recorded on a docket delivered in relation to the tripe;

be subject to the addition of a delivery charge of 1d. per pound.

*Delivery of Invoices.*

6. Every person who sells by wholesale tripe for which a maximum price is fixed by or under the provisions of this Order shall deliver with that tripe an invoice or docket containing the following particulars:—

- (a) His name and place of business;
- (b) the name and address of the purchaser of that tripe;
- (c) the date of the sale of that tripe;
- (d) the total weight of tripe sold;
- (e) the price per lb. of that tripe;
- (f) the total price charged for that tripe.

*Exhibition of Price List.*

7. (1) Every trader who sells or has for sale by retail any tripe the maximum price for which is fixed by or under the provisions of this Order shall exhibit and keep exhibited in a prominent position in his place of business, or if he has more than one place of business, in each of his places of business and in such a manner as to be easily legible to persons contemplating making any purchase or conducting any business at his place or places of business particulars of the maximum prices fixed by or under the provisions of this Order.

(2) For the purpose of the last preceding sub-clause the amount added for delivery in pursuance of the foregoing provisions of this Order shall not be deemed to be part of the maximum price, but where any such charge is permitted in relation to the sale of tripe by any person under those provisions the following shall be endorsed in clear printer's type at the foot of the notice referred to in the last preceding sub-clause:—

“The price referred to in this list is subject to the addition of One penny per pound in each case where delivery is made to a purchaser's premises outside this town (or city) and which are distant more than 1 mile from these premises.”

8. Every person who sells by retail other than for cash payment at time of sale any tripe for which a maximum price is fixed by or under the provisions of this Order shall deliver within seven (7) days of the date of such sale an invoice or docket containing the following particulars:—

- (a) His name and place of business;
- (b) the name and address of the purchaser of that tripe;
- (c) the date of sale of that tripe;
- (d) the weight of that tripe;
- (e) the price per pound at which that tripe is sold;
- (f) the total price charged for that tripe.

*Notice in Writing.*

9. Notwithstanding the foregoing provisions of this Order I declare the maximum price at which tripe specified in a notice given in pursuance of this paragraph may be sold by any person to whom such notice is given to be such price as is fixed by the Prices Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.

<i>Sales by Wholesale</i>	<i>Maximum Price.</i>
	<i>Each</i>
	<i>s. d.</i>
Tripe, green .. .. .	1 6
	<i>Per lb.</i>
Tripe, cooked .. .. .	0 4 <sup>3</sup> / <sub>4</sub>

THE SECOND SCHEDULE.

<i>Sales by Retail</i>	<i>Maximum Price.</i>
	<i>Sales in Metro-</i>
	<i>politan Area,</i>
	<i>Bendigo Area,</i>
	<i>Ballarat Area or</i>
	<i>Geelong Area.</i>
	<i>Per lb.</i>
Tripe, cooked .. .. .	0 7 <sup>1</sup> / <sub>2</sub>
	<i>Sales elsewhere</i>
	<i>in Victoria.</i>
	<i>Per lb.</i>
Tripe, cooked .. .. .	0 9 <sup>1</sup> / <sub>2</sub>

Dated this 30th day of August, 1954.

J. F. WALDRON,  
Prices Commissioner.

## Prices Regulation Acts.

## PRICES REGULATION ORDER No. 649.

## TEA—RETAIL.

IN 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. 649.

*Revocation.*

2. Prices Regulation Order No. 630 is revoked in so far as it relates to the sale of Tea by retail.

*Definitions and Interpretations.*

3. In this Order, unless the contrary intention appears—
  - “Country Area No. 1” means the area specified in Part I of the First Schedule to this Order;
  - “Country Area No. 2” means the area specified in Part II of the First Schedule to this Order;
  - “Country Area No. 3” means the area specified in Part III of the First Schedule to this Order;
  - “Country Area No. 4” means the area specified in Part IV of the First Schedule to this Order;
  - “Country Area No. 5” means the area specified in Part V of the First Schedule to this Order;
  - “Metropolitan Area” means all that area of Victoria comprised within a radius of 25 miles from the General Post Office at Melbourne.

*Maximum Prices—Sales by Retail.*

4. I fix and declare the maximum price at which Tea may be sold by retail in any of the areas specified in the Second Schedule to this Order to be the price specified in that Schedule for the sale by retail of Tea in that Area.

## THE FIRST SCHEDULE.

## PART I.

*Country Area No. 1.*

All those areas of Victoria comprised in the following Shires and Boroughs:—

## Shires—

Bacchus Marsh	Flinders	Newham and
Ballan	Gisborne	Woodend
Bellarine	Healesville	South Barwon
Broadford	Kilmore	Upper Yarra
Corio	Mornington	Werribee

## Boroughs—

Geelong City	Geelong West City	Newtown and Chilwell City
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and all those parts of the following Shires which lie outside the Metropolitan area:—

Berwick	Doncaster and	Lilydale
Broadmeadows	Templestowe	Melton
Bulla	Eltham	Mulgrave
Cranbourne	Ferntree Gully	Romsey
Dandenong	Frankston and	Whittlesea
	Hastings	

## PART II.

*Country Area No. 2.*

All those areas of Victoria comprised in the following Shires and Boroughs:—

## Shires—

Alexandra	Glenlyon	Narracan
Ballarat	Goulburn	Newstead
Bannockburn	Grenville	Phillip Island
Barrabool	Korumburra	Pyalong
Bass	Kyneton	Seymour
Buln Buln	Leigh	Strathfieldsaye
Bungaree	Maldon	Warragul
Buninyong	Metcalfe	Winchelsea
Creswick	Mirboo	Woorayl
Euroa	McIvor	Yea

## Boroughs—

Ballarat City	Clunes	Sebastopol
Castlemaine	Daylesford	Wonthaggi
Town	Queenscliff	

PART III.  
Country Area No. 3.

All those areas of Victoria comprised in the following Shires and Boroughs:—

Shires—		
Alberton	Heytesbury	Rodney
Ararat	Huntly	Rosedale
Avoca	Lexton	Shepparton
Avon	Maffra	South Gippsland
Benalla	Mansfield	Talbot
Bet Bet	Marong	Traralgon
Colac	Morwell	Tullaroop
Deakin	Numurkah	Tungamah
East Loddon	Otway	Violet Town
Hampden	Ripon	Waranga
Boroughs—		
Ararat City	Eaglehawk	Sale City
Benalla	Echuca	Shepparton City
Bendigo City	Inglewood	Stawell
Colac Town	Maryborough	

PART IV.  
Country Area No. 4.

All those areas of Victoria comprised in the following Shires and Boroughs:—

Shires—		
Arapiles	Kara Kara	Swan Hill
Bairnsdale	Kerang	Tambo
Beechworth	Korong	Towong
Belfast	Kowree	Wangaratta
Birchip	Mildura	Wannon
Bright	Minhamite	Warracknabeal
Charlton	Mortlake	Warrnambool
Chiltern	Mount Rouse	Wimmera
Cohuna	Omeo	Wodonga
Donald	Oxley	Wycheproof
Dundas	Portland	Yackandandah
Dunmunkle	Rochester	Yarrawonga
Glenelg	Rutherglen	
Gordon	Stawell	
Boroughs—		
Hamilton City	Port Fairy	Swan Hill
Horsham City	Portland Town	Wangaratta
Koroit	St. Arnaud Town	Warrnambool City
Mildura City		

PART V.  
Country Area No. 5.

All those areas of Victoria comprised in the following Shires and Boroughs:—

Shires—		
Dimboola	Lowan	Walpeup
Kaniva	Orbost	
Karkarooc	Upper Murray	

THE SECOND SCHEDULE.

Maximum Retail Price: Tea.

Description.	Metro- politan Area.	Country Area.				
		No. 1.	No. 2.	No. 3.	No. 4.	No. 5.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First Grade per lb.	5 9	5 9½	5 10	5 10½	5 11	5 11½
Second Grade per lb.	5 5	5 5½	5 6	5 6½	5 7	5 7½

Dated this 30th day of August, 1954.

J. F. WALDRON,  
Prices Commissioner.



# VICTORIA GOVERNMENT GAZETTE.

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No. 842]

MONDAY, SEPTEMBER 6.

[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.

### HORSEHAIR BOARD.

Clause 2 of the Determination published in the *Government Gazette* No. 78 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

Apprentices.			Improvers and Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			<i>Preparing Body Hair.</i>		
	Percentage of Basic Wage.	Per Week. <i>s. d.</i>		Percentage of Basic Wage.	Per Week. <i>s. d.</i>		WAGES.	Per Week. <i>s. d.</i>
1st year ..	35	82 6	1st year ..	35	82 6	Person in charge of hair-washing machine ..	271	0
2nd year ..	44	104 0	2nd year ..	53	125 0	Persons engaged on hair-washing machines ..	264	0
3rd year ..	53	125 0	3rd year ..	88	207 6	Persons engaged on hair-drying machines ..	264	0
4th year ..	64	151 0	4th year ..	100 + 6d.	236 6	Persons who press washed and dried hair into bales ..	264	0
5th year ..	88	207 6				All others ..	260	0
PROPORTION (by any employer).			PROPORTION (by any employer).			<i>Preparing any other kind of Hair.</i>		
One apprentice to every three or fraction of three workers receiving not less than 260s. per week.			One improver to every five workers receiving not less than 260s. per week.			WAGES. Per Week. <i>s. d.</i>		
			<i>Juvenile Workers.</i>			Hand Spinners ..	277	0
			One juvenile worker to every Hand Spinner.			Machine Spinners—		
						1st year ..	267	0
						2nd year ..	273	0
						And thereafter ..	277	0
						Drafters ..	277	0
						Wet or dry hacklers ..	277	0
						Operators of teasing machine ..	264	0
						Tail pullers ..	264	0
						Dyers or Scalders ..	261	0
						All others ..	260	0

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of one hundred and twenty-three shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and twenty-three shillings shall be added in lieu thereof.

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



[6021]



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 843]

MONDAY, SEPTEMBER 6.

[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.

### HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 354 of 14th May, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

		Males.	Females.
		£ s. d.	£ s. d.
<i>Secretary.</i>			
Where the adjusted bed capacity is—			
under	25	17 7 0	14 3 3
25 to	35	17 13 0	14 7 9
36	45	18 1 6	14 14 3
46	55	18 10 3	15 0 9
56	65	19 1 9	15 9 0
66	75	19 13 3	15 18 6
76	85	20 4 9	16 3 9
86	95	20 19 3	16 15 3
96	106	21 19 6	17 11 6
106	125	22 19 9	18 7 6
126	150	24 0 0	19 3 9
151	175	26 4 0	20 19 0
176	200	27 5 0	21 16 0
201	250	28 6 3	22 13 0
251	300	29 7 6	23 9 9
301	350	30 8 9	24 6 9
351	400	31 10 0	25 3 9
401	450	32 14 0	26 3 0
451	500	33 18 3	27 2 6
501	550	35 2 6	28 1 9
551	600	36 6 9	29 1 0
601	650	37 11 0	30 0 6
651	700	38 15 0	31 0 0
701	750	39 19 0	31 19 0

WAGES PER WEEK.

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

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





VICTORIA  
GOVERNMENT GAZETTE.

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No. 844]

MONDAY, SEPTEMBER 6.

[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.

**HOSPITAL PHARMACISTS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 579 of the 31st July, 1953, shall be replaced by the following clause:—

2.

Apprentices.			Other Employees.		
WAGES PER WEEK OF 40 HOURS.			WAGES PER WEEK OF 40 HOURS.		
	Percentage of Basic Wage.	£. s. d.			£ s. d.
1st year's experience ..	26	3 1 6	<b>Chief Pharmaceutical Chemist—</b> (i.e. A pharmaceutical chemist in charge of the pharmacy department of a hospital.)		
2nd " " ..	47	5 11 0	(a) Where four or more full time pharmaceutical chemists are normally employed ..	25 4 0	
3rd " " ..	68	8 0 6	(b) Where two or three full time pharmaceutical chemists are normally employed ..	23 9 0	
4th " " ..	88	10 7 6	(c) Where he is the only pharmaceutical chemist employed ..	22 14 0	
5th " " ..	100 plus 15s.	12 11 0	<b>Senior Pharmaceutical Chemist</b> ..	21 4 0	
PROPORTION.			Where three or more full time pharmaceutical chemists are normally employed, one shall be a Senior Pharmaceutical Chemist, and shall take charge of the pharmacy department during the absence of the Chief Pharmaceutical Chemist		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			<b>Other Hospital Pharmaceutical Chemist—</b>		
When the term of apprenticeship is four years, and the apprentice has not been successful in completing his examinations, he may, with the permission of the Secretary for Labour and Industry and the Pharmacy Board, be bound for a further period not exceeding one year.			1st year's experience as such ..	17 14 0	
			2nd " " " " ..	18 9 0	
			3rd " " " " ..	19 4 0	
			Thereafter " " " " ..	20 4 0	

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 845]

MONDAY, SEPTEMBER 6.

[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.

### ICE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 70 of the 23rd February, 1954, shall be replaced by the following clause:—

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employees.				
Wages per Week.				Wages per Week.				
	Per-centage of Basic Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total 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>	
16 years of age ..	63	148 6	1 6	150 0				
17 years of age ..	68	160 6	1 9	162 3				
18 years of age ..	81	191 0	2 0	193 0				
19 years of age ..	93	219 6	2 3	221 9				
					All Employees ..	303 6	4 0	307 6

PROPORTION (in any factory or place).  
One juvenile worker to every three or fraction of three workers employed and receiving not less than 307s. 6d. per week.

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

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

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ADULT EMPLOYEES.

Wages per Week of 40 Hours.

		Per Week.
		<i>s. d.</i>
Pasteurizer .. .. .	} Machine operator .. .. .	285 0
Mixer .. .. .		
Cooling, or .. .. .		
Freezer .. .. .		
Assistant to any of the above-mentioned operators .. .. .		278 0
Cup filling machine .. .. .	} Operator .. .. .	279 6
Cut wrap machine .. .. .		
Chocolate bar machine .. .. .		
Brick filling machine .. .. .		
Mould filling for above machines .. .. .		279 6
Persons cutting and wrapping dry ice .. .. .		285 0
Mould cutter, by machine .. .. .		279 6
Mould cutter, by hand .. .. .		283 0
Can washer, floor hand, or person handling crushed ice .. .. .		278 0
All other adult males .. .. .		275 0
All other adult females .. .. .		205 6

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. 847]

MONDAY, SEPTEMBER 6.

[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.

### INDUSTRIAL GASES BOARD.

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

2.

#### WAGES PER WEEK.

(a) Juniors.				(b) Other Employees.	
—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.	Oxygen, Acetylene, Air, Nitrogen, CO <sub>2</sub> , and Hydrogen.	
				s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 18 6	Acetylene plant attendant .. .. .	14 8 6
16 years of age ..	34	3 0	4 3 0	Acetylene generator attendant .. .. .	13 18 6
17 years of age ..	46	4 0	5 12 6	Operator of dry-ice machine .. .. .	13 0 0
18 years of age ..	58	5 0	7 2 0	Cylinder tester and/or valve hand .. .. .	13 15 0
19 years of age ..	73	6 0	8 18 6	Cylinder filler .. .. .	13 13 0
20 years of age ..	88	7 0	10 14 6	Other employees with not less than three months' experience in the industry .. .. .	13 0 0
				All others .. .. .	11 19 0

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

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

#### Leading Hands.

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

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

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 848]

MONDAY, SEPTEMBER 6.

[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.

### IRON AND STEEL ROLLING BOARD.

Clauses 2 and 18 of the Determination published in *Government Gazette* No. 187 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

#### WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.	
				£ s. d.	£ s. d.
17 to 19 years of age ..	85.	10 0 6	Roller .. .. .	16 17 3	
19 to 21 years of age ..	100 plus 1s. 6d.	11 17 6	Furnaceman .. .. .	16 5 6	
			Rougher .. .. .	15 18 0	
			Catcher (three high roughing Rolls) ..	15 18 0	
			Catcher who is responsible for adjusting guards .. .. .	13 14 0	
			Other catchers .. .. .	13 13 0	
			Annealer or heat treatment hand .. .. .	14 0 6	
			Roller's assistant .. .. .	13 19 0	
			Charger .. .. .	13 12 0	
			Shearsman of scrap Crocodile Shears ..	13 12 0	
			Yard shearsman .. .. .	13 12 0	
			Billet shearsman .. .. .	13 12 0	
			Scrap bar and/or scrap shearsman .. ..	13 9 0	
			Shearsman (small mill Brooklyn) .. ..	13 9 0	
			Other shearsmen .. .. .	13 5 6	
			Setter up .. .. .	13 9 6	
			Carrier up (large mill) .. .. .	13 2 0	
			Carrier up (small mill) .. .. .	13 2 0	
			Underhand, second, handling up to 300-lb. blooms .. .. .	13 8 10	
			Underhand, who also assists to feed furnace .. .. .	13 8 0	
			Underhand .. .. .	13 5 6	
			Hookman .. .. .	13 8 0	
			Middleman .. .. .	13 11 0	
			Straightener .. .. .	13 8 0	
			Straightener's assistant .. .. .	13 5 6	
			Chipper .. .. .	13 8 0	
			Heater .. .. .	13 11 6	
			Assistant furnaceman .. .. .	13 2 0	
			Plate hand .. .. .	13 5 6	
			Furnaceman at electric furnace .. .. .	14 3 6	
			Pitman at electric furnace .. .. .	13 14 0	
			Ladleman at electric furnace .. .. .	13 14 0	
			Assistant at electric furnace .. .. .	13 8 0	
			Assistant to shearsman .. .. .	13 5 6	
			Other employees with not less than three months' experience in this industry ..	12 8 0	
			All others .. .. .	12 2 0	

NOTE.—The Board has determined, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

No. 848.—8124/54.—PRICE 3d.

**PIECWORK.**

18. The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the 4th December, 1953.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	s. d.	
		* Four Roll—18-in. Mill.
Roller ..	8 1½	Per ton of finished bars of iron and steel
	7 7½	Per ton of scrap iron bars
Rougher ..	6 0½	Per ton of finished bars of iron and steel
	10 11½	Per ton of scrap iron bars
Catcher ..	4 7½	Per ton of finished bars of iron and steel
	6 10½	Per ton of scrap iron bars
Middleman ..	4 5½	Per ton of finished bars of iron and steel
	4 4½	Per ton of finished bars of iron and steel
Large Hook	6 3	Per ton of scrap iron bars
Small Hook	4 4½	Per ton of finished bars of iron and steel
Platehand	4 5½	Per ton of finished bars of iron and steel
Leading Platehand	4 5½	Per ton of finished bars of iron and steel
	6 7	Per ton of scrap iron bars
Furnaceman	13 0	Per ton of finished bars of iron and steel
	18 10½	Per ton of scrap iron bars
Underhand	8 11½	Per ton of finished bars of iron and steel
	12 11½	Per ton of scrap iron bars
Carrier Up	4 6½	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 5½	Per ton of finished bars of iron and steel
		* Ten Roll—10-in. Mill.
Roller ..	12 10½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	10 2	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 6½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11 3½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8 9	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 9	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 6½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	6 0	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 6½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 2½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6 10	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 7½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Furnaceman	20 8½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	18 0½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	16 3	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	13 0	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Underhand	13 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	11 9	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 8½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	10 3	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Platemán	7 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 10	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 6	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

**CLERKS (MEAT WORKS) BOARD.**

Clause 2 of the Determination made on the 23rd June, 1954, and in force as from the 8th July, 1954, shall be replaced by the following clause:—

**WAGES PER WEEK OF 40 HOURS.**

*\*Improvers.\**

2. (a)

Males.	Percentage of Basic Wage.	Total Wage.	Females.	Percentage of Female Basic Wage.	Total Wage.
	%	<i>s. d.</i>		%	<i>s. d.</i>
Under 16 years of age .. .. .	39	92 0	Under 16 years of age .. .. .	44	78 0
At 16 years of age .. .. .	43	113 6	At 16 years of age .. .. .	57	101 0
At 17 years of age .. .. .	59	139 0	At 17 years of age .. .. .	72	127 6
At 18 years of age .. .. .	77	181 6	At 18 years of age .. .. .	83	147 0
At 19 years of age .. .. .	100 plus 1s. 6d.	237 6	At 19 years of age .. .. .	95	168 0
At 20 years of age .. .. .	100 plus 22s. 6d.	258 6	At 20 years of age .. .. .	100 plus 7s. 6d.	184 6

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

PROPORTION (IN ANY PLACE).

One improver to one or two; Two improvers to three or four; Three improvers to five or six } Workers receiving not less than the minimum Wage.  
 And thereafter one improver to every three or fraction of three .. .. . }

(b) *Other Employees.*

		Total Wage.
		£ s. d.
Males—(See Clause 3 (c) (vi) when less than 10 are employed)—		
Grade "C" (as defined in clause 3)	.. .. .	14 10 6
Grade "B" (as defined in clause 3)	.. .. .	15 5 6
Grade "A" (as defined in clause 3)	.. .. .	16 5 6
Females	.. .. .	10 18 0

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



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MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

**JAM TRADE BOARD.**

Clauses 2, 3 and 29 of the Determination made on the 6th May, 1954, and in force on the 20th May, 1954, shall be replaced by the following clauses:—

**ADULT EMPLOYERS.**

(a) *Males—Weekly Hands.*

2.	Wages Per Week.
GENERAL PRODUCTION SECTION.	£ s. d.
Foreman (first jam maker) .. .. .	14 12 0
Assistant jam maker (as defined) and/or assistant pickle maker .. .. .	14 0 0
Foreman sauce, chutney, pickles or condiment maker (as defined) .. .. .	14 2 0
Fruit preserver (as defined) .. .. .	14 2 0
Assistant fruit preserver .. .. .	13 12 0
Fruit crystallizer .. .. .	13 17 0
Candy peel-maker in charge .. .. .	13 17 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-sitting machine .. .. .	13 9 0
Leading hand, bottle department .. .. .	13 12 0
Leading hand, pulp department .. .. .	13 12 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables .. .. .	13 12 0
Operator of apple-peeling machine .. .. .	13 9 0
Operator of labelling machine labelling canned goods .. .. .	13 9 0
Operator of fruit or vegetable lye machine .. .. .	13 9 0
Syrup maker, i.e., a person who actually boils the syrup .. .. .	13 9 0
Operator of sauce-labelling machine .. .. .	13 9 0
Employees engaged in inspecting fruit for acceptance or rejection .. .. .	13 8 0
Employee in fruit crystallizing department (other than fruit crystallizer) .. .. .	13 8 0
Employee engaged peeling melons .. .. .	13 7 6
Employees operating can-closing machine .. .. .	13 9 0
Employee engaged feeding into and/or taking from lacquer machine .. .. .	13 5 0
Employee feeding into and/or taking from bottle-washing machine .. .. .	13 9 0
Employee engaged in bottle-washing department .. .. .	13 5 0
Retort hand .. .. .	13 5 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) .. .. .	13 12 0
Man in charge of and operating retorts .. .. .	13 9 0
Employee operating jam-filling machine .. .. .	13 9 0
Employee operating sauce-filling machine .. .. .	13 9 0
Employee operating bottle-capping or bottle-closing machine .. .. .	13 9 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line .. .. .	13 5 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) .. .. .	13 2 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory .. .. .	13 5 0

ADULT EMPLOYEES.  
(a) Males—Weekly Hands—continued.

		Wages Per Week.
		£ s. d.
<b>DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.</b>		
Leading hand .. .. .		14 0 0
Man in charge of prunes or tree fruits .. .. .		13 15 0
Man in charge of dehydrator .. .. .		13 13 0
Man in charge of steam retorts on drying ovens .. .. .		13 12 0
Man working in or in connexion with drier, kiln or sulphur box .. .. .		13 9 0
All others working in dehydration tunnel .. .. .		13 9 0
Operator of blancher which included spray washing .. .. .		13 7 0
Unloader of trays from blancher .. .. .		13 2 0
General hands .. .. .		13 0 0
<b>STORING SECTION.</b>		
Foreman packer in charge of despatch and packing department .. .. .		14 7 0
Foreman packer's assistant .. .. .		13 15 0
Storeman and packer (as defined) .. .. .		13 9 0
<b>MISCELLANEOUS SECTION.</b>		
Man working in connexion with freezing chambers .. .. .		13 19 0
Man working in connexion with cooling chambers .. .. .		13 9 0
Tapper .. .. .		13 9 0
Driver of power-driven factory truck .. .. .		13 8 0
General hands, i.e., persons not otherwise classified .. .. .		13 0 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control.		

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Notwithstanding anything hereinbefore contained, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

		Wages Per Week.
		£ s. d.
Head forewoman .. .. .		11 2 3
Forewoman's assistant .. .. .		10 12 3
Head woman supervisor .. .. .		10 9 3
Supervisor (as defined) .. .. .		10 7 3
Operator of peach-pitting machine, pear-preparing machine or apricot-slicing machine .. .. .		10 7 3.
Employees engaged in—		
(i) clipping piecework tickets .. .. .		} 10 4 3:
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines .. .. .		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .		
(iv) operating can-closing machine .. .. .		
(v) packing clear mixed pickles into glass containers .. .. .		
(vi) pouring out or filling jam by hand .. .. .		
(vii) pouring out pulp by hand .. .. .		
(viii) stirring jam, sauce, or pulp .. .. .		
(ix) washing bags .. .. .		
(x) working at a fruit press .. .. .		
(xi) feeding into and/or taking from lacquer machine .. .. .		
(xii) feeding into and/or taking from bottle-washing machine .. .. .		
(xiii) bottle-washing department .. .. .		
(xiv) pouring out soups, chutneys, pickles or other preparations .. .. .		
(xv) operator jam filling machine .. .. .		
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature .. .. .		
(xvii) operator bottle-capping or bottle-closing machine .. .. .		
(xviii) operator sauce-labelling machine .. .. .		
(xix) feeding peach-slicing machine .. .. .		
(xx) operator of apple-peeling machine .. .. .		
(xxi) operator of tomato coring machine .. .. .		
All other adult females, i.e., females 18 years of age or over .. .. .		9 15 3

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed;
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3. JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.	
		£	s. d.
(i) Males—			
Under 17 years of age .. .. .	45	5	8 0
17 years of age and under 18 years of age .. .. .	56	6	14 6
18 years of age and under 19 years of age .. .. .	67	8	1 0
19 years of age and under 20 years of age .. .. .	79	9	9 6
20 years of age and under 21 years of age .. .. .	95	11	8 0
Provided that any junior male employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rates.			
	Percentage of Female Basic Wage.		
(ii) Females—			
Under 18 years of age .. .. .	83	7	9 6
Provided that any junior female employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting machine shall be paid 12s. per week in addition to the above rate.			

The above rates to be calculated to the nearest 6d., any fractions of 6d. in the result not exceeding 3d. to be disregarded.

PIECEWORK RATES.

29. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Case Except Where Otherwise Specified.	
		s. d.	s. d.
Apricots .. .. .	Cutting and stoning by hand .. .. .	2 1·011	2 9·348
Peaches .. .. .	Cutting and stoning unpeeled peaches 2½" and over by hand .. .. .	.. .. .	1 4·674
Peaches .. .. .	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. .. .	.. .. .	1 7·651
Peaches .. .. .	Cutting and stoning peaches under 2½" in diameter .. .. .	.. .. .	1 10·182
Peaches .. .. .	Trimming or specking per bucket .. .. .	.. .. .	0 4·168
Peaches .. .. .	Feeding into peach pitting machine—per thousand .. .. .	.. .. .	2 10·687
Pears (large and medium) .. .. .	Peeling, cutting and coring (not into water) .. .. .	.. .. .	3 5·685
Pears (small) .. .. .	Peeling, cutting and coring (not into water) .. .. .	.. .. .	3 9·853
Pears .. .. .	Feeding into pear preparation machine—per thousand .. .. .	.. .. .	3 0·325
Pears .. .. .	Trimming or specking—per bucket .. .. .	.. .. .	0 4·168
Quinces .. .. .	Peeling, cutting and coring by machines .. .. .	1 6·013	1 6·013
Quinces .. .. .	Peeling by hand (not topping or tailing) .. .. .	1 9·14	1 9·14
Quinces .. .. .	Peeling by hand and topping and tailing .. .. .	2 3·095	2 3·095
Quinces .. .. .	Cutting by hand .. .. .	1 6·013	1 6·013
Quinces .. .. .	Coring by hand (quarters) .. .. .	1 6·013	1 6·013
Quinces .. .. .	Coring by hand (halves) .. .. .	1 1·547	1 1·547
Quinces .. .. .	Sorting and picking over machine-cored slices (per bucket) .. .. .	0 6·252	0 6·252
Tomatoes .. .. .	Peeling (per bucket) by hand .. .. .	0 9·081	0 9·081

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves .. .. .	0 4·466
Whole .. .. .	0 2·828
Peaches—grading and placing in No. 2½ cans .. .. .	0 2·382
Pears—grading and placing in No. 2½ cans .. .. .	0 2·977
Any other fruits or tomatoes—grading and placing in No. 2½ cans .. .. .	0 2·382
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray .. .. .	0 11·463
14-16 oz. cans, 24 tins per tray .. .. .	0 8·337
28-30 oz. cans, 15 tins per tray .. .. .	0 8·337
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles .. .. .	1 7·502
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles .. .. .	1 11·968
Pickles—Cutting up vegetables for mustard pickles by knife per cwt. .. .. .	7 5·473
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt. .. .. .	5 11·46
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation .. .. .	22 4·272
Onions—when weighed after the operation .. .. .	29 9·448
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation .. .. .	17 10·528
Onions—per cwt. when weighed after the operation .. .. .	23 10·286

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
Class of Work—	<i>s. d.</i>	<i>s. d.</i>
Labelling with one label .. .. .	1 6·013	1 8·098
Wrapping .. .. .	0 7·443	0 7·443

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

Clauses, other than clauses 2, 3 and 29, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

### MUSICAL INSTRUMENTS BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 236 of the 12th April, 1954, shall be replaced by the following clauses:—

2.

#### WAGES

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

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
<b>PART I.—ADULT MALES—continued.</b>		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others .. .. .	13 6 0	13 3 0
22. Borer—less than three bits .. .. .	13 6 0	13 3 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences .. .. .	13 6 0	13 3 0
<i>General.</i>		
24. Timber bender .. .. .	13 6 0	13 3 0
25. Timber stacker .. .. .	12 11 0	12 8 0
26. Yardman .. .. .	12 11 0	12 8 0
27. Tailer out .. .. .	12 11 0	12 8 0
28. Employees not elsewhere classified .. .. .	11 19 0	11 10 0
<b>SECTION "B"—POLISHING &amp; C.</b>		
29. Polisher .. .. .	14 6 0	14 3 0
30. Spray hand— (a) engaged on finishing coats of any type.. .. . (b) engaged on priming and/or undercoating, and/or sealing .. .. .	13 16 0 13 6 0	13 13 0 13 3 0
31. Employee cutting or papering down and/or filling and/or staining .. .. .	13 6 0	13 3 0
<b>SECTION "C"—PIANOS.</b>		
32. Action regulator .. .. .	14 6 0	14 3 0
33. Tuner and/or action repairer .. .. .	14 6 0	14 3 0
34. Player mechanic .. .. .	14 6 0	14 3 0
35. Part maker .. .. .	14 6 0	14 3 0
36. Side gluer .. .. .	14 6 0	14 3 0
37. Sound board maker .. .. .	14 6 0	14 3 0
38. Fly finisher .. .. .	14 6 0	14 3 0
39. Maker and/or repairer of musical instruments .. .. .	14 6 0	14 3 0
40. Player action assembler .. .. .	13 18 6	13 15 6
41. Piano action assembler .. .. .	13 18 6	13 15 6
42. Iron frame driller .. .. .	13 6 0	13 3 0
43. Iron frame finisher by hand or spray .. .. .	13 6 0	13 3 0
44. Spring and brass wire spinner .. .. .	13 6 0	13 3 0
45. Veneer presser .. .. .	13 6 0	13 3 0
46. Veneer scraper .. .. .	13 6 0	13 3 0
47. Gluer up .. .. .	13 6 0	13 3 0
<b>PART II.—ADULT FEMALES.</b>		
Veneer matcher .. .. .	9 17 0	9 14 6
Upholstress .. .. .	9 17 0	9 14 6

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

**PART III.—SAVING.**

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

**SPECIAL RATES.**

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

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

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

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

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

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

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

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management of superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

*Special Rates Not Cumulative.*

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

*Rates Not Subject To Penalty Additions.*

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

*Tool Allowance.*

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

**MIXED FUNCTIONS.**

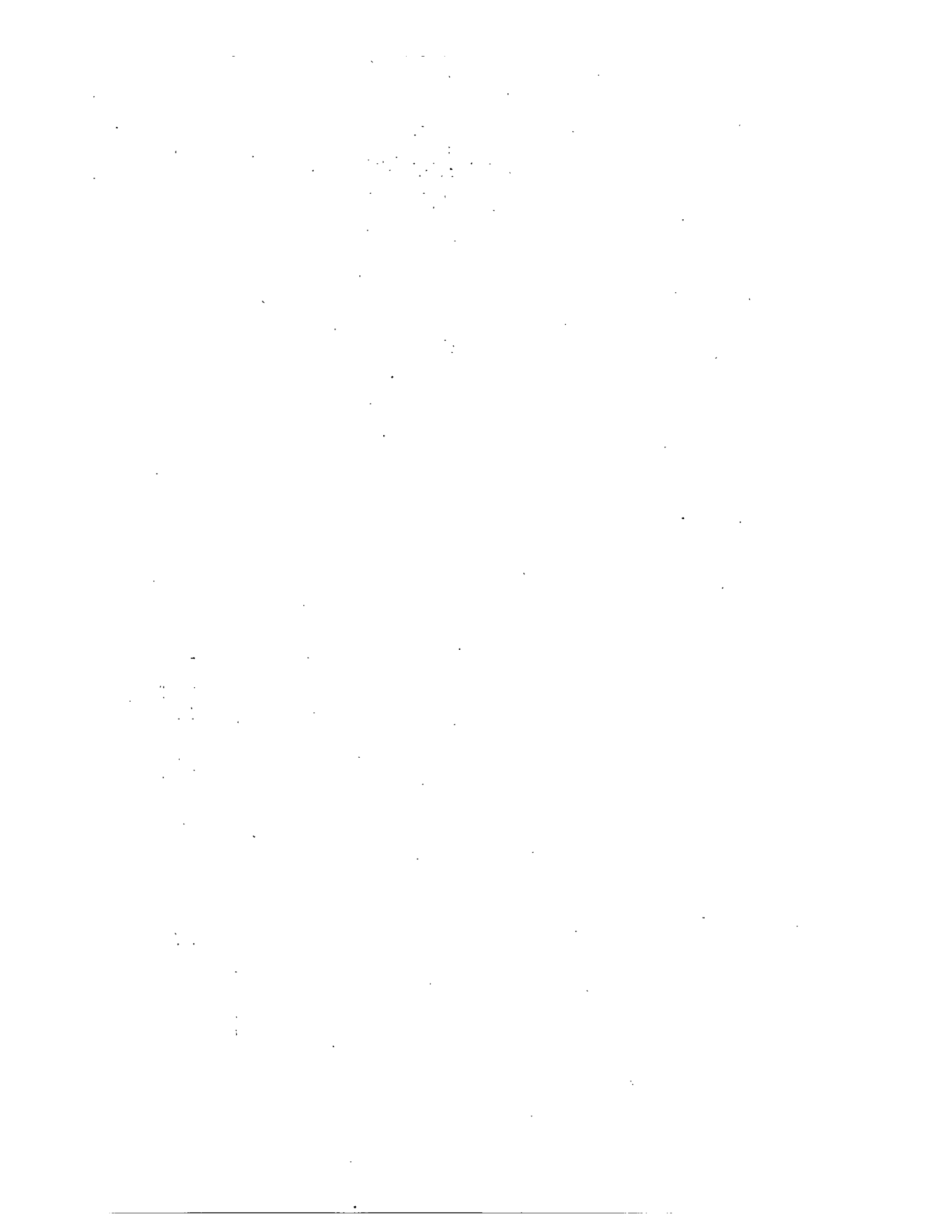
4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than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

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

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

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

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





# VICTORIA GOVERNMENT GAZETTE.

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No. 852]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 154 of the 2nd April, 1954, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker .. .. .	273	0
Nail or tack machinist .. .. .	264	0
Assistant to nail or tack machinist .. .. .	259	0
Roofing nail heading machinist .. .. .	264	0
Barbed wire tool maker or machinist .. .. .	264	0
Assistant to barbed wire machinist .. .. .	259	0
Clipper or tier-up on concertina barbed wire .. .. .	258	0
Rumbler .. .. .	258	0
Galvanizer .. .. .	269	0
Pickler—Head, or where only one pickler is employed .. .. .	263	0
Assistant pickler .. .. .	257	0
Assistant working over metal pot .. .. .	263	0
Swinger .. .. .	255	0
Wire-drawing plate setter .. .. .	262	0
Wire-drawing block operator .. .. .	258	0
Tack Inspector .. .. .	258	0
Storeman, packer, or sorter .. .. .	263	0
Other employees with not less than three months' experience in the metal trades industry .. .. .	245	0
All others .. .. .	239	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.

#### APPRENTICESHIP.

##### *Work to be Taught.*

3. (a) An apprentice shall be taught the work of each of the following occupations:

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

*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) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour and Industry be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one 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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

*Wages.*

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned 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:—

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

(g) *Wages per Week of 40 Hours.*

		Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>			
		Per Week.	Per Week.
			£ s. d.
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
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>			
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

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

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

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

**FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.**

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
Under one month's experience .. .. .	75	<i>s. d.</i>	<i>£ s. d.</i>
All others .. .. .	75	16 0	8 17 0
When employed in a classification for which the corresponding margin in clause 23 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>			
		Additional Amount.	
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>III.—Improvers and 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, (i.e., 75 per cent. of the Basic Wage prescribed in clause 22) but in all other cases relate to the male Basic Wage.

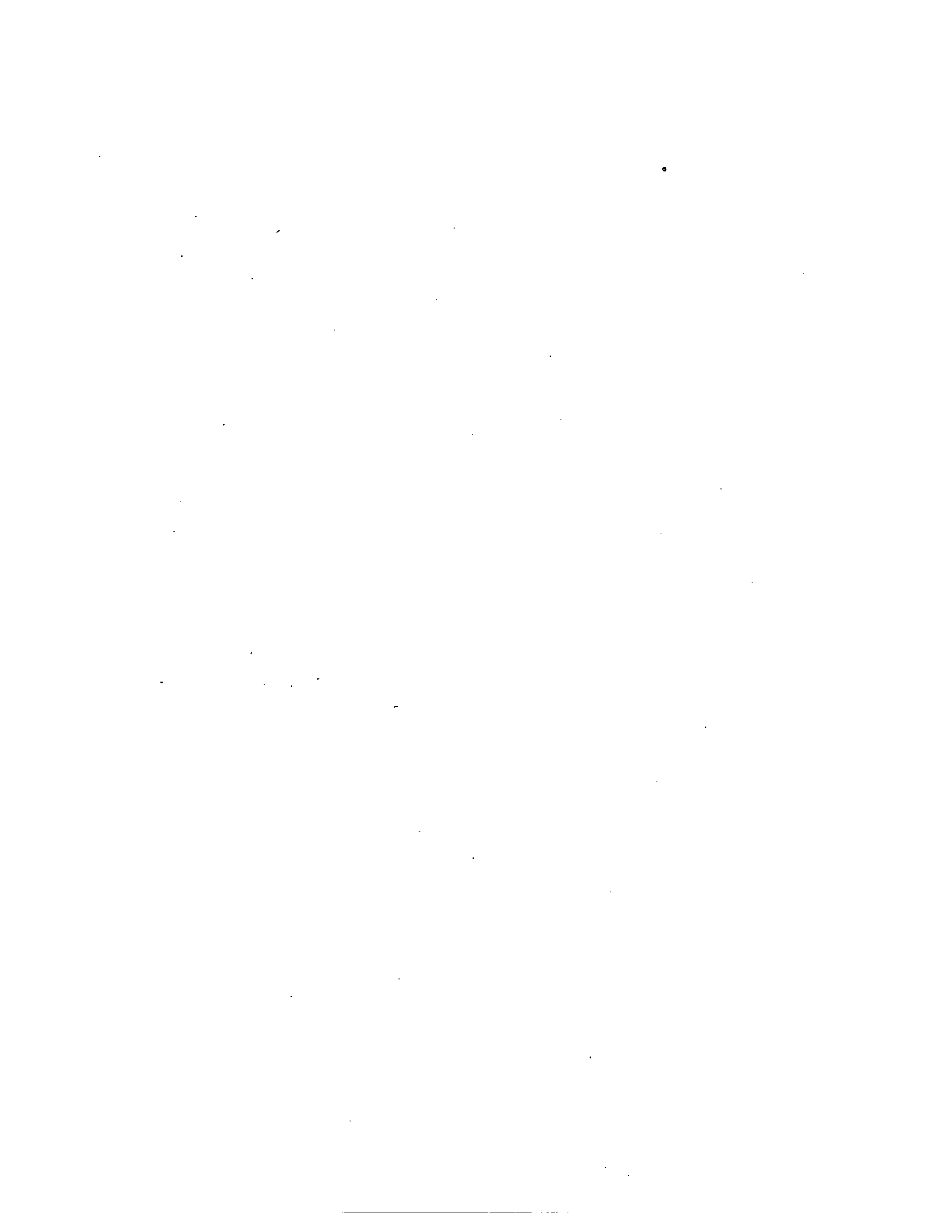
The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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 such 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.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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







VICTORIA  
GOVERNMENT GAZETTE.

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No. 853]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**NICKELWARE BOARD.**

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 187 of the 6th April, 1954, shall be replaced by the following clauses:—

2.	WAGES.	Per Week of 40 Hours.
Adults.		<i>s. d.</i>
Stamper who puts in die and makes force .. .. .		283 6
Repairer .. .. .		283 6
Maker-up .. .. .		283 6
Spinner, 1st class .. .. .		277 0
Spinner (other) .. .. .		262 0
Die setter .. .. .		262 0
Drop hammer stamper (other than one who puts in die and makes force) .. .. .		260 0
Press operator (heavy) .. .. .		260 0
Press operator (light) .. .. .		258 0
Pickler .. .. .		259 0
Hand blanker .. .. .		258 0
Other employees with not less than three months' experience in the metal trades industry .. .. .		245 0
All others .. .. .		239 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.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*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) 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 Indentures.*

(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) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—
- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
  - (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for “all others”.

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 apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

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

(i) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
<b>Four and five-year terms—</b>		
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
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>		
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

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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.*

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

**Overtime and Shift Work.**

(k) No apprentice under the age of eighteen 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.**

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

**Lost Time.**

(m) 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.**

(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.

**Attendance at Technical Schools.**

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

**Annual and Sick Leave.**

(p) 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 exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

**Wages per Week of 40 Hours.**

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
<b>I.—Adult Females.</b>			
Under one month's experience .. .. .	75	..	8 17 0
All others .. .. .	75	16 0	9 13 0
<b>II.—Junior Females.</b>			
		<b>Additional Amount.</b>	
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
<b>III.—Junior Males.</b>			
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, but in all other cases relate to the male Basic Wage.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. 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; or  
using electric arc or oxy acetylene blow pipe, or
- (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.

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No. 854]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### PLASTIC MOULDING BOARD.

Clauses 2, 3, 4 and 5, of the Determination published in *Government Gazette* No. 762 of the 26th August, 1953, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 40 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. .. .	74 0	62 0	No junior shall be employed until he or she attains the age of fifteen years
16 years of age .. .. .	97 6	74 0	
17 years of age .. .. .	121 0	85 6	
18 years of age .. .. .	156 6	109 0	
19 years of age .. .. .	180 0	121 0	
20 years of age .. .. .	203 6	133 0	
And thereafter the minimum wage			

*Proportion.*

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 249s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 249s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 185s. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 185s. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3:

PLASTIC SECTION.

		Wages per Week of 40 Hours.
<i>Adult Males.</i>		£ s. d.
1.	Employee engaged on any operation other than those set out hereunder .. .. .	12 9 0
2.	Weigher and/or assembler of compounds for mixing, calendering, &c. .. .. .	12 16 0
3.	Brush machine operator .. .. .	12 15 0
4.	Silk screen operator .. .. .	12 15 0
5.	Wire winding machine operator .. .. .	12 13 0
6.	Bunching machine operator .. .. .	12 13 0
7.	Spark testing machine operator .. .. .	12 15 0
8.	Lacquering machine operator .. .. .	12 15 0
9.	Examiner of materials—part finished or finished products .. .. .	12 16 0
10.	Operator employed on spreading machine .. .. .	12 16 0
11.	Operator of embosser, plate or roller machine .. .. .	12 17 0
12.	Assistant operator of embosser, plate or roller machine .. .. .	12 9 0
13.	Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products .. .. .	12 15 0
14.	Plastic injection press operator .. .. .	12 18 0
15.	Operator on clicking press and/or mechanically operated punching press .. .. .	12 9 0
16.	Operator using a spray gun .. .. .	12 15 0
17.	Operator on warming and/or masticating mill .. .. .	12 15 0
18.	Operator on mixing mill .. .. .	13 2 0
19.	Operator in charge of forcing or extruding machine .. .. .	12 17 0
20.	First assistant on calender, 48 inches and over .. .. .	12 19 6
21.	First assistant on calender under 48 inches .. .. .	12 13 0
22.	Operator in charge of calender, 72 inches and under .. .. .	13 11 0
23.	Operator in charge of calender, over 72 inches .. .. .	13 16 0
24.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing .. .. .	13 13 0
25.	Plastic press operator, other .. .. .	13 0 0
26.	Process worker, i.e., a person employed—	
	(a) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types and paste moulding operators .. .. .	12 18 0
	(b) in the powder room .. .. .	12 18 0
<i>Adult Females.</i>		
All classifications .. .. .		9 5 0
CASEIN SECTION.		
<i>Adult Males.</i>		
27.	Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe .. .. .	13 13 0
28.	Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., pressure, temperature, and time of curing .. .. .	13 13 0
29.	Plastic press operator, other .. .. .	13 0 0
30.	Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines .. .. .	12 18 0
31.	Employee engaged in any operation not set out above .. .. .	12 9 0
<i>Adult Females.</i>		
All classifications .. .. .		9 5 0

SPECIAL RATES.

- 4. (a) Employees handling carbon black before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.
- (b) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

## SHIFT RATES.

5. (a) Male employees engaged on continuous work shifts shall be paid an additional 3s. 11d. per shift on afternoon and night shift.

(b) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 6 of this Determination shall be paid an additional 3s. 11d. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances :—

*Continuous Shifts—*

	<i>s. d.</i>
Morning shift .. .. .	2 0
Afternoon shift .. .. .	3 0
Night shift .. .. .	4 0

*Rotating Shifts—*

Afternoon shift .. .. .	3 0
Night shift .. .. .	4 0

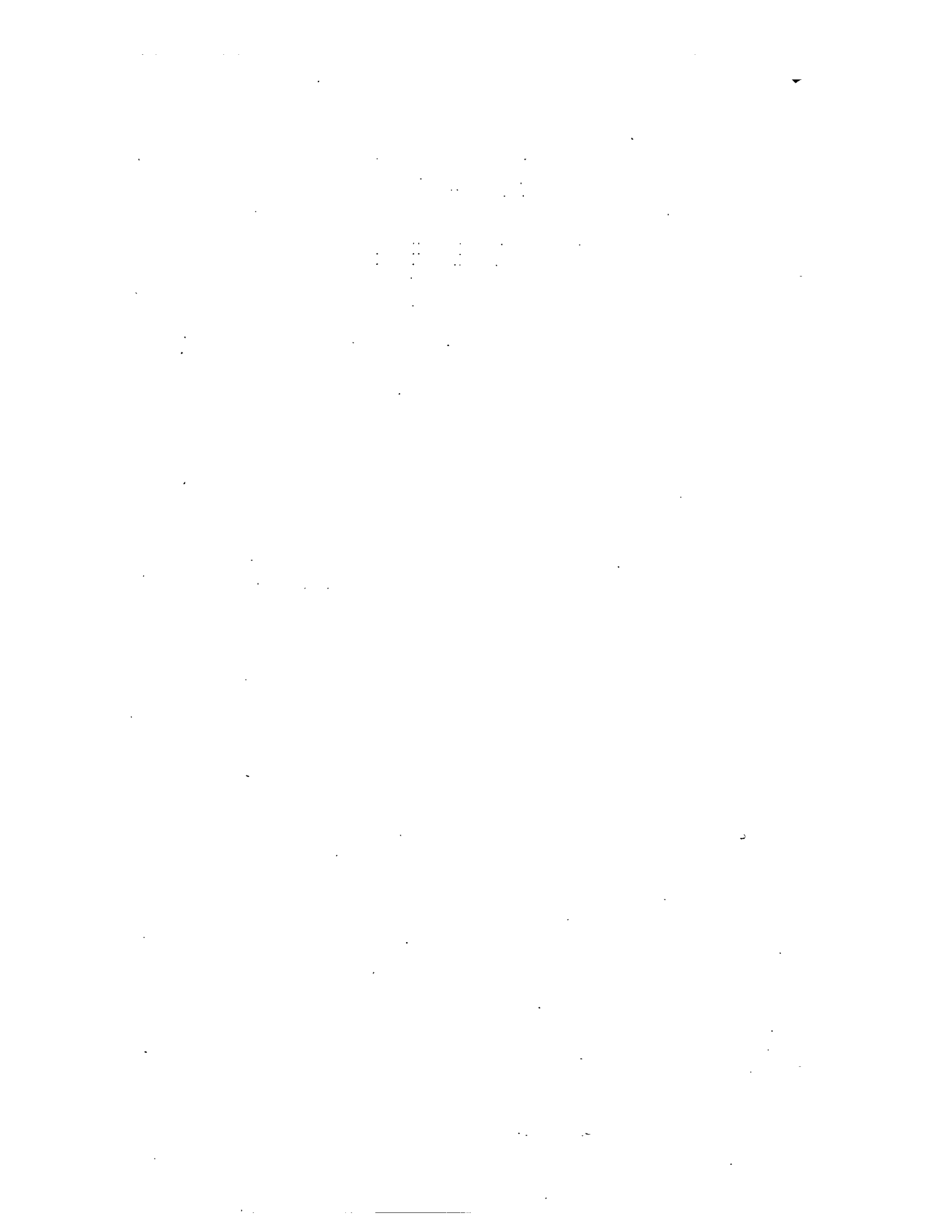
(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (a), (b), (c) or (d) hereof.

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







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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**SADDLERY AND HARNESS BOARD.**

Clauses 3, 5, 6 and 7 of the Determination published in *Government Gazette* No. 92 of the 1st March, 1954, shall be replaced by the following clauses:—

3.

**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.
Journeyman .. .. .	13 16 0	13 13 0
Journeywomen .. .. .	9 13 0	9 10 6

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material in the saddlery and harness trade or repairing harness of a dirty or offensive nature shall be paid 3d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

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

(b) Female working on large machines (7-5, 45K, 7-27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

5. (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.
	s. d.	s. d.
<b>Five-year terms—</b>		
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 .. .. .	226 0	233 0
<b>Four-year terms—</b>		
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 :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whipthong maker; (5) Collar 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 forty hours of working time per annum.
- (j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.
- (l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.
- (m) An apprentice shall not work under any system of piecework.
- (n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (o) *Tools of 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.

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

	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.
Under 16 years 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 .. .. .	A further 1 for every 3 such male employees over 20.

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

## JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay:—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	88 6	87 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

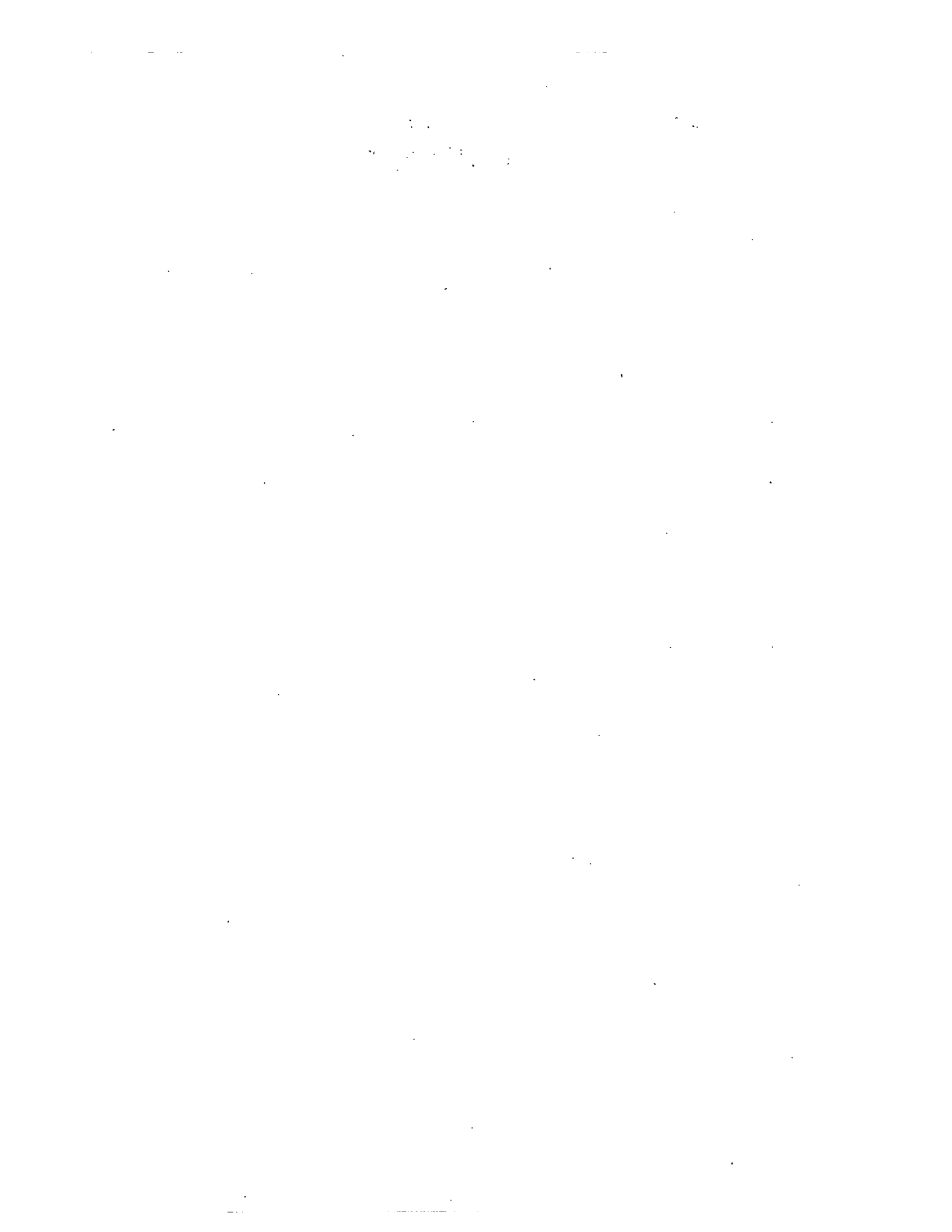
and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult female rate prescribed in clause 3.

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

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

(c) 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 3, 5, 6 and 7, of the said Determination shall remain in force.





VICTORIA  
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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**STATIONERY BOARD.**

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 126 of the 26th March, 1954, shall be replaced by the following clauses:—

2.

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males—continued.</i>		<i>£ s. d.</i>
20	Employee working pasteboard machine .. .. .	13 9 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines .. .. .	14 14 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking, and/or cutting of material (except leather) solely and continuously .. .. .	13 7 6
	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship .. .. .	13 4 0
24	Toilet roll automatic core-making machines .. .. .	13 7 6
25	Toilet paper crepeing machinist .. .. .	13 7 6
26	Toilet roll slitting and rewinding machinist .. .. .	13 7 6
27	Toilet paper oval roll slotting machinist .. .. .	13 4 0
28	Any other adult male .. .. .	12 12 0
29	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. Provided that the rates for a night shift when working because of daytime light or power restrictions shall be 12s.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery .. .. .	10 1 0
2	Female embosser .. .. .	10 2 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) .. .. . (b) from nine to fifteen employees (both inclusive) .. .. . (c) over fifteen employees .. .. .	10 5 0 10 16 6 11 4 0
4	Female employees not otherwise specified .. .. .	9 9 6

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES

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

		Third Column. Weekly Wage.
		<i>£ s. d.</i>
1	Under 15 years of age .. .. .	2 15 6
2	Between 15 and 16 years of age .. .. .	3 8 0
3	Between 16 and 17 years of age .. .. .	4 8 0
4	Between 17 and 18 years of age .. .. .	5 18 6
5	Between 18 and 19 years of age .. .. .	7 8 6
6	Between 19 and 20 years of age .. .. .	9 1 6
7	Between 20 and 21 years of age .. .. .	10 14 0

Where the work is performed by a male apprentice:—

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

Where the work is performed by a female junior—

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

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







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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### TENTMAKERS BOARD.

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

2. **WAGES PER WEEK (ADULTS).**

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of industrial spindle polishing mops	13 10 0	13 7 0
Journeyman engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle	13 16 0	13 13 0
Other Journeyman engaged in the manufacture or repair of canvas goods of all descriptions	13 10 0	13 7 0
All other Journeyman	13 16 0	13 13 0
Journeywoman engaged in machining industrial spindle polishing mops	9 13 0	9 10 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 5 6	9 3 0
All other Journeywoman	9 13 0	9 10 6

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

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

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

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

No. 857.—S171/54.—Price 3d.

APPRENTICES—MALES.

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

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>Five year terms—</b>		
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
<b>Four year terms—</b>		
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 :—

- (1) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

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

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

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

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

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

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

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

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

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

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

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

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

JUNIOR WORKERS—MALES.

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	71 0	70 0
16 and under 17 years of age .. .. .	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 .. .. .	A further 1 for every 3 such male employees over 20

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

**JUNIOR WORKERS—FEMALES.**

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

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria
Under 16 years of age .. .. .	<i>s. d.</i> 71 0	<i>s. d.</i> 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.

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No. 858]

MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

## PLUMBERS BOARD.

Clause 1 of Part I. and clauses 1 and 2 of Part II. of the Determination made on the 10th February, 1954, and in force as from the 25th February, 1954, shall be replaced by the following clauses:—

## PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

## I. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	
				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	
6th year ..	100 plus 27s.	263 0	16 0	279 0	

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 16s. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.\*

					s. d.
1st year ..	..	..	..	..	81 9
2nd year ..	..	..	..	..	104 9
3rd year ..	..	..	..	..	140 4
4th year ..	..	..	..	..	208 3
5th year ..	..	..	..	..	269 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four .. .. }  
 Two improvers to fifteen .. .. } workers receiving not  
 Three improvers to thirty .. .. } less than £15 16s. per  
 and thereafter one additional im- } week.  
 prover to every seven additional }

\* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including 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 employment in workshops.

Person employed—	Wages Per Week.		Wages Per Hour.		Person employed—	Wages Per Week.		Wages Per Hour.		
	£	s.	d.	s.		£	s.	d.	s.	
(a) Where the artificial temperature is—					(a) Where the artificial temperature is—					
Over 130° F. . . . .	20	2	2	10	0½	19	15	6	9	10½
115° F., but not exceeding					115° F., but not exceeding					
130° F. . . . .	19	5	4	9	7½	18	18	8	9	5½
50° F. or lower . . . . .	20	2	2	10	0½	19	15	6	9	10½
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	18	3	8	9	1	17	17	0	8	11
(c) Lead burning or at lead work connected therewith . . . . .	17	6	10	8	8	17	0	2	8	6
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) . . . . .	16	2	7	8	0½	15	16	0	7	10½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	16	2	7	8	0½	15	16	0	7	10½
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	16	2	7	8	0½	15	16	0	7	10½

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof 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 the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.	
Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith . . . . .	15 18 0
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power) . . . . .	14 13 9
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	14 13 9
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	14 13 9

Provided—

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages proscribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 13s. 9d. per week of 40 hours.

(b) IMPROVERS.\*

(i) WAGES.					(ii) PROPORTION (within any factory or place).	
Per Week of 40 Hours.						
<i>s. d.</i>						
1st year	..	..	..	..	81	9
2nd year	..	..	..	..	104	9
3rd year	..	..	..	..	140	4
4th year	..	..	..	..	208	3
5th year	..	..	..	..	269	5
and thereafter the minimum wage.						
					One improver to four	} workers receiving not less than £14 13s. 9d. per week
					Two improvers to fifteen	
					Three improvers to thirty	
					and thereafter one additional improver to every seven additional	

\* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1923* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

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







VICTORIA

## GOVERNMENT GAZETTE

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No. 859]

MONDAY, SEPTEMBER 6.

[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  
30th day of August, 1954.

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

## SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

Clause 2 of the Determination made on the 5th May, 1954, and in force as from the beginning of the first pay period to commence on or after the 20th May, 1954, shall be replaced by the following clause:—

## 2. (a) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		<i>s. d.</i>			<i>s. d.</i>
Under 15 years of age .. .. .	40	94 6	Under 15 years of age .. .. .	48	85 0
At 15 years of age .. .. .	42	99 0	At 15 years of age .. .. .	51	90 6
At 16 years of age .. .. .	48	113 6	At 16 years of age .. .. .	55	97 6
At 17 years of age .. .. .	63	148 6	At 17 years of age .. .. .	62	109 6
At 18 years of age .. .. .	80	189 0	At 18 years of age .. .. .	73	129 0
At 19 years of age .. .. .	97	229 0	At 19 years of age .. .. .	83	147 0
At 20 years of age .. .. .	100 + 15s.	251 0	At 20 years of age .. .. .	97	171 6

## PROPORTION (IN ANY SHOP).

*Apprentices.*

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

*Improvers.*

One male improver to every male worker receiving not less than the minimum wage.

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver

(b)

OTHER EMPLOYEES.

	Wages per week of 40 hours.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies :—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop) .. .. .	288 0	265 0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male .. .. .	279 0	..
Female—		
Where one or more adult males are under her control .. .. .	..	256 0
In other cases .. .. .	..	205 0
Other employees .. .. .	273 0	192 6

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

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



VICTORIA

**GOVERNMENT GAZETTE.**

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**No. 860]**

**MONDAY, SEPTEMBER 6.**

**[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  
30th day of August, 1954.

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

**LIFT BOARD.**

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

2.

**EMPLOYEES.**

	Weekly Wage. <i>s. d.</i>	<i>Note.</i>
Senior lift attendant (male or female), i.e., a person who directs passengers to and/or controls the departure of three or more lifts .. .. .	278 0	The Board has determined that no apprentices shall be taken to the trade.
Lift attendants (male or female) .. .. .	266 0	

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

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



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No. 861]

MONDAY, SEPTEMBER 6.

[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  
30th day of August, 1954.

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

**LIMEBURNERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 119 of the 26th March, 1954, shall be replaced by the following clause:—

2.

**WAGES.**

(a) *Apprentices or Improvers (Day Shift).*

Wages Per Week of 40 Hours.								Percentage of Basic Wage.	—
16 years of age or under	..	..	..	..	..	..	..	49	s. d. 115 6
17 years of age	..	..	..	..	..	..	..	57	134 6
18 years of age	..	..	..	..	..	..	..	70	165 0
19 years of age	..	..	..	..	..	..	..	86	203 0
20 years of age	..	..	..	..	..	..	..	100	266 6
								plus 20s. 6d.	

**PROPORTION (WITHIN ANY PLACE).**

One apprentice and one improver to every three or fraction of three workers receiving not less than 264s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

No. 861.—8129/54.—PRICE 3D.

*(b) Other Employees (Day Shift).*

Wages Per Week of 40 Hours.		—
		<i>s. d.</i>
Hydrator Attendant .. .. .	Group 1.	286 0
Operator of a mechanical bagging machine .. .. .	Group 2.	281 6
Lime burner or feeder, Drawer, or Attendant .. .. .	Group 3.	274 0
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment) .. .. .	Group 4.	287 0
All others .. .. .	Group 5.	264 0

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



VICTORIA  
GOVERNMENT GAZETTE.

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No. 862]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**MANUFACTURING CHEMISTS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 35 of the 14th May, 1954, shall be replaced by the following clause:—

2.

WAGES.

	Apprentices.		Improvers.		
	Males.	Females.	Males.	Females.	
	Per Week.	Per Week.	Per Week.	Per Week.	
	s. d.	s. d.	s. d.	s. d.	
1st year .. .. .	68 6	56 6	Under 16 years of age .. .. .	68 6	56 6
2nd year .. .. .	82 6	69 0	16 years of age .. .. .	82 6	69 0
3rd year .. .. .	113 6	79 6	17 years of age .. .. .	113 6	79 6
4th year .. .. .	153 6	92 0	18 years of age .. .. .	153 6	92 0
5th year .. .. .	191 0	113 6	19 years of age .. .. .	191 0	113 6
			20 years of age .. .. .	236 0	140 0

NUMBER (in any place).

*Apprentices.*

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

*Male Improvers.*

One male improver to every three or fraction of three male workers receiving 269s. per week.

*Female Improvers.*

One female improver to every two or fraction of two female workers receiving 187s. 6d. per week.

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

OTHER EMPLOYEES.		Wages Per Week of 40 Hours.
<i>Males.</i>		
(a) <i>Employees in Warehouses.</i>		<i>s. d.</i>
Foreman of any Department in which six or more workers are employed	.. .. .	300 0
Foreman of any Department in which three to five workers are employed	.. .. .	291 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	.. .. .	289 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	.. .. .	282 0
Drug Department employee who is required only to weigh and/or measure under supervision	.. .. .	276 0
Salesman in any Department under supervision	.. .. .	273 6
All others	.. .. .	269 0
(b) <i>Employees (other than in Warehouses).</i>		
(i) In Alkaloid Extraction Department.		
Foreman in charge of one or more persons	.. .. .	302 0
First assistant	.. .. .	284 0
Second assistant	.. .. .	278 0
(ii) In Alkaloid Refining Department.		
Person in charge of refining operations and records	.. .. .	292 0
Refinery operator purifying alkaloids	.. .. .	284 0
Refinery operator (other)	.. .. .	278 0
(iii) In Other Places.		
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	.. .. .	300 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	.. .. .	291 0
First Assistant where five or more workers are employed	.. .. .	283 0
Ether stillman	.. .. .	281 0
Assistant including operators of machines engaged in any of the following processes under supervision:—		
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	.. .. .	} 276 0
(b) Granulating	.. .. .	
(c) Pill and Tablet Coating	.. .. .	
All others	.. .. .	269 0
<i>Females.</i>		
Alkaloid Refinery Department.		
Person in charge of refining operations and records	.. .. .	241 0
Person filling and wrapping	.. .. .	210 6
Other Places.		
Forewoman in charge of one to five workers	.. .. .	206 0
Forewoman in charge of six or more workers	.. .. .	210 9
Other adults	.. .. .	187 6

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





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**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 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  
30th day of August, 1954.

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

**MINERAL EARTHS BOARD.**

Clause 2 of Part 1 and clause 20 of Part 2 of the Determination published in *Government Gazette* No. 28 of the 28th January, 1954, shall be replaced by the following clauses:—

**PART 1.**

Persons **OTHER THAN** those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

**2. WAGES PER WEEK OF 40 HOURS.**

(a) IMPROVERS.				(b) OTHER EMPLOYEES.	
		Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age	.. ..	36	85 0	Ball mill attendant and/or employee milling silica	.. 288 0
17 to 18 years of age	.. ..	62	146 6	Other Mill attendants	.. 276 0
18 to 19 years of age	.. ..	81	191 0	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	.. 269 0
19 to 21 years of age	.. ..	96	226 6	Leading Hands—	
<i>Proportions (in any place).</i>				Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.	
One improver to every six adult employees.				<i>Note:</i> —The above rates include an amount of 3s. as a clothing allowance.	

**PART 2.**

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

20.

\* WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
<i>Males.</i>			<i>Males.</i>		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age .. .. .	36	85 0	Leading charging hand .. .. .		281 0
17 to 18 years of age .. .. .	62	146 6	Assistant charging hand .. .. .		265 0
18 to 19 years of age .. .. .	81	191 0	Notcher .. .. .		281 0
19 to 21 years of age .. .. .	96	226 6	Oven hands .. .. .		273 0
			Process worker (including taker off conveyor or granulator attendant) .. .. .		261 0
<i>Females.</i>			<i>Females.</i>		
	Percentage of Female Basic Wage.	s. d.			s. d.
Under 16 years of age .. .. .	38	67 6	Leading Hands—		
16 to 17 years of age .. .. .	51	90 6	Leading hands in charge of not fewer than three and not more than twelve employees, 12s. per week extra; more than twelve employees, 20s. per week extra.		
17 to 18 years of age .. .. .	54	95 6			
18 to 19 years of age .. .. .	64	113 6			
19 to 20 years of age .. .. .	73	129 0			
20 to 21 years of age .. .. .	83	147 0			
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>One male improver to every six adult employees.</p> <p><i>Females.</i></p> <p>One female improver to every four or fraction of four female workers receiving not less than the adult female rate.</p>			<p>NOTE.—The above rates include an allowance of 7½ per cent. for all shifts.</p> <p>Adult females .. .. . 186 6</p>		

\* These wages are loaded to compensate for industry disabilities.

Clauses, other than clause 2 of Part 1, and clause 20 of Part 2, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 864]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 3 of the 5th January, 1954, shall be replaced by the following clause:—

2.

WAGES.

APPRENTICES OR IMPROVERS.					OTHER EMPLOYEES.		
	Wages per Week.					Wages per Week.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 years of age or under ..	35	82 6	47	33 0	Operator of a camera other than—		
17 years of age..	48	108 6	55	97 6	(i) An operator of an enlarging camera, and/or		
*18 years of age..	62	146 6	69	122 0	(ii) An operator making copy negatives from flat originals—		
*19 years of age..	78	184 0	82	145 0	*21 years of age ..	242 0	189 0
*20 years of age..	97	229 0	94	166 6	*22 years of age ..	256 0	217 6
					23 years of age or over ..	278 0	240 0
					Artists colouring or working up ..	257 6	186 6
					Retouchers ..	261 6	192 6
					Printers or developers—		
					(a) Developing plates or films exposed by amateurs, or		
					(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives ..	261 6	188 0
					Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	261 6	201 6
					All others (including spotters) ..	255 0	178 0

\* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age and may be paid accordingly.

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. 865]

MONDAY, SEPTEMBER 6.

[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  
30th day of August, 1954.

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

### PORT PHILLIP SEAMEN'S BOARD.

Clause I of Parts I., II., III., and IV., of the Determination published in *Government Gazette* No. 117 of the 26th March, 1954, shall be replaced by the following clauses :—

#### PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

#### 1. (a) WAGES PER WEEK.

	£	s.	d.
Fireman .. .. .	14	2	6
A.B. .. .. .	13	12	6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

#### PART II.

This Part applies to employees on Pilot Ships.

#### WAGES PER WEEK.

1.

	Ordinary Wage.			Sea-Going Allowance.			Total Wage.		
	£	s.	d.	£	s.	d.	£	s.	d.
Fireman .. .. .	12	4	6	1	17	0	14	1	6
A.B. .. .. .	11	15	3	1	17	0	13	12	3
Ordinary Seaman .. .. .	10	12	10	1	8	0	12	0	10

## PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

## WAGES PER WEEK.

## 1. (a) Day Workers :—

	£	s.	d.
A.B. .. .. .	13	2	0
Deck Hand .. .. .	12	13	0
Fireman .. .. .	13	11	0
Greaser .. .. .	13	12	0
Winchman .. .. .	13	8	6
Coal Gang Hand .. .. .	13	2	0
Diver .. .. .	16	2	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

## PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

## WAGES PER WEEK.

## 1. (a) Day Workers :—

	£	s.	d.
A.B. .. .. .	13	2	0
Deck Hand .. .. .	12	13	0
Fireman .. .. .	13	11	0
Greaser .. .. .	13	12	0
Winchman .. .. .	13	8	6
Coal Gang Hand .. .. .	13	2	0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

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



VICTORIA

## GOVERNMENT GAZETTE.

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No. 866]

MONDAY, SEPTEMBER 6.

[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  
30th day of August, 1954.

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

**POSTERHANGERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 228 of the 12th April, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		<i>s. d.</i>		<i>s. d.</i>
1st six months' experience	41	97 0	Posterhangers or Billposters	256 0
2nd " "	47	111 0		
3rd " "	59	139 0		
4th " "	69	163 0		
5th " "	73	172 6		
6th " "	79	186 6		
<b>PROPORTION.</b>				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 256s. per week.				
<i>Improvers.</i>				
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 256s. per week.				

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

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

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VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 867]

MONDAY, SEPTEMBER 6.

[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.

**GENERAL BOARD.**

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 132 of the 26th March, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Adults.		
	Percentage of Basic Wage.	s. d.			s. d.
Under 17 years of age .. .. .	23	54 6	Males— (i) of 3 months' or more experience .. .. .		243 0
17 years of age .. .. .	35	82 6	(ii) of less than 3 months' experience .. .. .		239 0
18 " " .. .. .	47	111 0	Females .. .. .		177 0
19 " " .. .. .	63	148 6			
20 " " .. .. .	77	181 6			
<i>Proportion (in any place).</i>					
One improver to each adult employee.					

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

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

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author outlines the various methods used for data collection and analysis. These include surveys, interviews, and focus groups. Each method has its own strengths and weaknesses, and the choice of method depends on the specific research objectives.

The third section provides a detailed overview of the statistical tools used in the study. It covers both descriptive and inferential statistics, explaining how they are applied to interpret the data. The author also discusses the limitations of these tools and the need for careful interpretation of the results.

Finally, the document concludes with a summary of the findings and their implications. It highlights the key insights gained from the research and offers practical recommendations for future studies. The author also acknowledges the limitations of the study and suggests areas for further exploration.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 868]

MONDAY, SEPTEMBER 6.

[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.

### GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 131 of the 26th March, 1954. shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age ..	23	54 6	Adults (i) of three months' or more experience ..	243 0
17 years of age ..	35	82 6	(ii) of less than three months' experience ..	239 0
18 " " ..	47	111 0		
19 " " ..	63	148 6		
20 " " ..	77	181 6		
<i>Proportion (in any place).</i>				
One improver to every two fully-paid workers.				

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

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

No. 868.—3112/54.—PRICE 3d.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 869]

MONDAY, SEPTEMBER 6.

[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.

### GENERAL BOARD. (Toys Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 130, of the 26th March, 1954, shall be replaced by the following clause:—

#### 2. WAGES FOR WEEK OF 40 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
Males.			Females.						
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.				
1st year's experience	22	52 0	1st six months' experience	29	51 6				
2nd "	31	73 0	2nd "	38	67 6				
3rd "	42	99 0	3rd "	43	76 0				
4th "	57	134 6	4th "	52	92 0				
5th "	73	172 6	5th "	57	101 0				
6th "	84	198 0	6th "	66	117 0				
7th "	90	212 6	7th "	72	127 6				
			8th "	83	147 0				
			9th "	89	157 6				
			10th "	95	168 0				

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

#### PROPORTION (IN ANY PLACE.).

##### Males.

- (a) Where no adult male is employed—one male improver.  
(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

##### Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1933, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

Males.		s. d.
Designers .. ..	..	259 0
Cutters-out .. ..	..	246 0
Fillers and/or stuffers ..	..	243 0
All others .. ..	..	239 0

##### Females.

Designers .. ..	..	190 9
Cutters-out .. ..	..	177 0
Machinists .. ..	..	177 0
Fillers and/or stuffers ..	..	177 0
All others .. ..	..	177 0

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

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

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in financial reporting and compliance with regulatory requirements. The text notes that incomplete or inconsistent records can lead to misunderstandings, disputes, and potential legal consequences.

2. The second part of the document outlines the various methods and tools used to collect, store, and analyze data. It highlights the significance of choosing appropriate data management systems that can handle large volumes of information efficiently. The document also discusses the importance of data security and privacy, ensuring that sensitive information is protected from unauthorized access and breaches.

3. The third part of the document focuses on the application of data analysis techniques to derive meaningful insights from the collected information. It describes how statistical methods and data visualization tools can be used to identify trends, patterns, and anomalies. The text stresses that effective data analysis is crucial for making informed decisions and optimizing organizational performance.

4. The fourth part of the document addresses the challenges and limitations associated with data management and analysis. It acknowledges that data quality, integration, and interpretation can be complex tasks. The document provides suggestions for overcoming these challenges, such as implementing data governance policies, ensuring data accuracy, and seeking expert advice when necessary.

5. The final part of the document concludes by summarizing the key points and emphasizing the overall importance of a robust data management strategy. It encourages organizations to continuously evaluate and improve their data practices to stay competitive in a data-driven world. The document also provides contact information for further assistance and resources.



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 870]

MONDAY, SEPTEMBER 6.

[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.

**GENERAL BOARD.**

(Vinegar and Yeast Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 129 of the 26th March, 1954, shall be replaced by the following clause :—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.	
Males.			Females.			Males.	
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.
Under 17 years of age	43	101 6	Under 17 years of age	55	97 6	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	272 0
17 years of age ..	53	125 0	17 years of age ..	61	108 0		
18 years of age ..	70	165 0	18 years of age ..	67	118 6	All others ..	266 0
19 years of age ..	80	210 0	19 years of age ..	83	147 0	Men engaged in cleaning vinegar generators— 7s. 6d. for each generator cleaned	
20 years of age ..	98	231 6	20 years of age ..	90	159 6	Females.	
						All adults ..	182 0

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.

One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.

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

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

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VICTORIA  
GOVERNMENT GAZETTE

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No. 871]

MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

**MARINE STORES BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 222 of the 12th April, 1954, shall be replaced by the following clause:—

2. (a)—

*Adult Males.*

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	13 1 0	12 18 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees ..	13 7 0	13 4 0

*Adult Female and Male Junior Rates.*

(b) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
			Per Week.	Per Week.
		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
(i) Adult Females .. .. .	75	7 0	9 4 0	9 1 6
(ii) Junior Males—				
Under 17 years of age .. .. .	34	3 0	4 3 0	4 2 0
17 years of age .. .. .	46	4 0	5 12 6	5 11 0
18 years of age .. .. .	58	5 0	7 2 0	7 0 0
19 years of age .. .. .	73	6 0	8 18 6	8 16 0
20 years of age .. .. .	88	7 0	10 14 6	10 12 0

The total wage shall be calculated to the nearest sixpence.  
 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. 872]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### MILLET BROOM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 101 of the 1st March, 1954, shall be replaced by the following clause:—

2.

(a) APPRENTICES OR IMPROVERS.								(b) Other Employees.	
Broom Section.			Feather Duster or Mop Sections.						
	Percent- age of Basic Wage.	Wages per Week of 40 Hours.	Males.		Females.				
			Percent- age of Basic Wage.	Wages per Week of 40 Hours.		Percent- age of Female Basic Wage.	Wages per Week of 40 Hours.		
		<i>s. d.</i>							
1st Year	28	66 0	1st Year	28	66 0	1st Year	38	67 6	<i>Broom Making.</i> Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) .. .. . 276 0 Second sorter .. .. . 271 0 Maker or sewer .. .. . 276 0 Cutter off .. .. . 266 6 All others .. .. . 252 6
2nd Year	37	87 6	2nd Year	37	87 6	2nd Year	50	88 6	
3rd Year	42	99 0	3rd Year	42	99 0	3rd Year	55	97 6	
4th Year	59	139 0	4th Year	59	139 0	4th Year	65	115 0	
5th Year	71	167 6	5th Year	71	167 6	5th Year	76	134 6	
6th Year	90	212 6	6th Year	90	212 6	6th Year	90	159 6	
And thereafter the minimum wage.			And thereafter the minimum wage.			And thereafter the minimum wage.			

(a) APPRENTICES OR IMPROVERS.	(b) Other Employees.		
PROPORTION IN ANY FACTORY OR PLACE.			
APPRENTICES. <i>Broom Section.</i>			
One apprentice to every three or fraction of three workers receiving not less than 252s. 6d. per week of 40 hours, or the prescribed piecework prices.	Males	.. ..	Wages per Week of 40 Hours. s. d. 252 6
	Females	.. ..	184 6
APPRENTICES. <i>Feather Duster or Mop Sections.</i>			
One apprentice to every three or fraction of three workers receiving not less than 252s. 6d. per week of 40 hours.	Males	.. ..	Wages per Week of 40 Hours. s. d. 252 6
	Females	.. ..	184 6

IMPROVERS.

*Feather Duster Making Section.*

Two male improvers to every worker receiving not less than 252s. 6d. per week of 40 hours.  
Two female improvers to every female worker receiving not less than 184s. 6d. per week of 40 hours.

IMPROVERS.

*Mop Making Section.*

Two male improvers to every worker receiving not less than 252s. 6d. per week of 40 hours.  
Two female improvers to every female worker receiving not less than 184s. 6d. per week of 40 hours.

*Broom Section.*

One improver to every three or fraction of three workers receiving not less than 252s. 6d. per week of 40 hours, or the prescribed piece-work prices.

Clauses, other than clause 2, of the said Determination shall remain in force provided that in clause 15 the amount of 117s. 6d. wherever appearing shall be increased to 154s. 6d.



# VICTORIA GOVERNMENT GAZETTE.

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No. 873]

MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

### NON-FERROUS METALS BOARD

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 122 of the 26th March, 1954, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	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.
Furnaceman—caster tilting furnace .. .. .	14 2 0	14 8 6	13 19 0
Furnaceman remelt other .. .. .	14 0 0	14 6 6	13 17 0
Assistant remelt furnaceman .. .. .	13 13 0	13 19 6	13 10 0
Leading chargemaker .. .. .	14 1 0	14 7 6	13 18 0
Chargemaker .. .. .	13 2 0	13 8 6	12 19 0
Metal sorter .. .. .	13 2 0	13 8 6	12 19 0
Bundler, baler, and/or Briquetter .. .. .	13 2 0	13 8 6	12 19 0
Press operator (Automatic with dual control) .. .. .	14 8 0	14 14 6	14 5 0
Press operator .. .. .	14 2 0	14 8 6	13 19 0
Butt handler .. .. .	13 2 0	13 8 6	12 19 0
Leader out .. .. .	13 1 0	13 7 6	12 18 0
Draw bench leading hand .. .. .	13 14 0	14 0 6	13 11 0
Draw bench operator .. .. .	13 1 0	13 7 6	12 18 0
Die attendant .. .. .	13 10 0	13 16 6	13 7 0
Pointer, Hammer, and Swager .. .. .	13 4 0	13 10 6	13 1 0
Stretcher and/or straightener .. .. .	13 4 0	13 10 6	13 1 0
Copper wire drawing machine operator .. .. .	13 2 0	13 8 6	12 19 0
Butt welder .. .. .	13 0 0	13 6 6	12 17 0
Furnaceman other .. .. .	13 16 0	14 2 6	13 13 0
Furnaceman assistant .. .. .	12 18 0	13 4 6	12 15 0
Other machine operator .. .. .	13 2 0	13 8 6	12 19 0
Machine assistant .. .. .	12 18 0	13 4 6	12 15 0
Mill assistant .. .. .	12 18 0	13 4 6	12 15 0
Examiner .. .. .	13 4 0	13 10 6	13 1 0
Pickler .. .. .	13 2 0	13 8 6	12 19 0
Weighman .. .. .	13 6 0	13 12 6	13 3 0
Sawyer .. .. .	13 6 0	13 12 6	13 3 0
Saw Sharpener .. .. .	13 8 0	13 14 6	13 5 0
Crane chaser .. .. .	13 1 0	13 7 6	12 18 0
Labourer (yard) .. .. .	12 12 0	12 18 6	12 9 0
Labourer sweeper and cleaner .. .. .	12 6 0	12 12 6	12 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.

## JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Foundries.</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 6 0	10 16 6
<i>Elsewhere.</i>					
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.

Provided that the rate payable to any employee shall not, excluding the constant loading, 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.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading 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; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 874]

MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 19 of the 28th January, 1954, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.	
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.
	Males.		Females.			
	Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
15 years of age or under	22	52 0	29	51 6	Propagators in charge of one or more employees working under glass .. .. .	272 0
18 years of age ..	28	86 0	31	55 0	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing .. .. .	261 6
17 years of age ..	39	92 0	45	79 6	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding .. .. .	177 0
18 years of age ..	54	127 6	62	109 6	Nursery labourers .. .. .	245 0
19 years of age ..	64	151 0	77	136 6		
20 years of age ..	88	207 6	90	169 6		

**ПРОВОДНОК.**

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

*Improvers.*  
One improver to every three or fraction of three workers receiving not less than 245s. 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.

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# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### ORGAN BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 18th February, 1954, and in force as from the beginning of the first pay period to commence in February, 1954, shall be replaced by the following clauses:—

#### WAGES.

2.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder .. .. .	14 6 0	14 3 0
Employee erecting, dismantling or repairing organs .. .. .	14 6 0	14 3 0
Wood worker .. .. .	14 6 0	14 3 0
Voicer .. .. .	14 6 0	14 3 0
Tuner .. .. .	14 6 0	14 3 0
Metal pipe maker .. .. .	14 6 0	14 3 0
Polisher .. .. .	14 6 0	14 3 0
Spray hand—		
(a) engaged on finishing coats of any type.. .. .	13 6 0	13 3 0
(b) engaged on priming and or undercoating, and/or sealing .. .. .	13 6 0	13 3 0
Employee cutting or papering down and/or filling and/or staining .. .. .	13 6 0	13 3 0

#### SPECIAL RATES.

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

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

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

- (i) Sixpence per hour to employees working in confined spaces ;  
 Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise :
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

*Special Rates Not Cumulative.*

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

*Rates Not Subject to Penalty Additions.*

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

*Tool Allowance.*

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

**MIXED FUNCTIONS.**

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

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

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

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

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



VICTORIA  
GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**OVENMAKERS BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 161 of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>STOVEMAKING SECTION.</b>		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width .. .. .	264 0	261 0
Between 3 ft. 6 in. and 5 feet in width .. .. .	267 0	264 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods .. .. .	281 6	278 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling .. .. .	267 0	264 0
Tester not engaged as fitter .. .. .	256 0	253 0
Pattern and moulding box fitter and filer .. .. .	267 0	264 0
Painter, brush .. .. .	257 0	254 0
Painter, spray .. .. .	260 0	257 0
Press operator .. .. .	258 0	255 0
Other power machinist .. .. .	255 0	252 0
Polisher and grinder .. .. .	264 0	261 0
Stove blacksmith .. .. .	261 0	258 0
Electroplater in charge .. .. .	273 0	270 0
Electroplater's assistant .. .. .	259 0	256 0
Labourer delivering material to and taking finished articles from fitters .. .. .	253 0	250 0
Stove blacksmith's striker .. .. .	256 0	253 0
Labourer directly assisting workmen whose margins exceed 26s. per week .. .. .	259 0	256 0
Other employees with not less than three months' experience in the industry .. .. .	245 0	242 0
All others .. .. .	239 0	236 0

WAGES PER WEEK OF 40 HOURS.

	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<b>PORCELAIN ENAMELLING SECTION.</b>		
Fuser .. .. .	268 0	265 0
Fuser's assistant .. .. .	259 0	256 0
Mill hand and mixer .. .. .	259 0	256 0
Sprayer .. .. .	260 0	257 0
Shot and sand-blast dresser .. .. .	265 0	262 0
Other dresser .. .. .	260 0	257 0
Swiller, gripper, and brusher .. .. .	256 0	253 0
Pickler .. .. .	256 0	253 0
Racksman .. .. .	254 0	251 0
Other employees with not less than three months' experience in the industry	245 0	242 0
All others .. .. .	239 0	236 0

JUNIOR MALE AND FEMALE LABOUR.

3. *Wages Per Week of 40 Hours.*

	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
				Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<i>I.—Adult Females.</i>					
Under one month's experience .. .. .	75	..	..	177 0	174 6
All others .. .. .	75	..	16 0	193 0	190 6
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	52	..	3 6	95 6	94 0
18 years of age .. .. .	62	..	4 0	113 6	112 0
19 years of age .. .. .	72	..	4 6	132 0	130 0
20 years of age .. .. .	82	..	5 0	150 0	148 0
<i>III.—Junior Males.</i>					
Under 16 years of age .. .. .	24	..	2 0	58 6	58 0
16 years of age .. .. .	34	..	3 0	83 0	82 0
17 years of age .. .. .	46	..	4 0	112 6	111 0
18 years of age .. .. .	58	..	5 0	142 0	140 0
19 years of age .. .. .	73	..	6 0	178 6	176 0
20 years of age .. .. .	88	..	7 0	214 6	212 0
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age .. .. .	24	1 0	2 0	59 6	59 0
16 years of age .. .. .	32	1 9	2 6	80 0	79 0
17 years of age .. .. .	58	3 0	5 0	145 0	143 0
18 years of age .. .. .	73	4 0	6 0	182 6	180 0
19 years of age and over .. .. .	88	4 6	7 0	219 0	216 6

\* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

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



VICTORIA  
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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

**PAINT AND COLOUR BOARD.**

Clause 2 of the Determination, published in *Government Gazette* No. 174 of the 6th April, 1954 shall be replaced by the following clause—

2.

## IMPROVERS.\*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		<i>s. d.</i>			<i>s. d.</i>
15 years of age ..	44	104 0	16 years of age ..	48	85 0
16 years of age ..	48	113 6	17 years of age ..	58	102 6
17 years of age ..	58	137 0	18 years of age ..	69	122 0
18 years of age ..	69	163 0	19 years of age ..	80	141 6
19 years of age ..	80	189 0	20 years of age ..	95	168 0
20 years of age ..	95	224 0			

\*NOTE.—The board has determined, that the trade is so unskilled that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

## OTHER EMPLOYEES.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 40 Hours.		
	Adjustable Weekly Wage.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead—			
Employee engaged on lead filters .. .. .	..	..	268 0
Employee engaged on carbonators .. .. .	..	..	267 0
Employee engaged on lead dryers .. .. .	..	..	266 0
Employee engaged on lead melting kettles .. .. .	..	..	265 6
General process worker .. .. .	..	..	263 0
All others .. .. .	..	..	258 0
Elsewhere—			
Varnish maker or natural gum runner .. .. .	285 0	3 0	288 0
Oil boiler or burner or chemical colour maker .. .. .	279 0	3 0	282 0
Tinter of paint, lacquer or enamel .. .. .	275 0	3 0	278 0
Varnish maker's assistant .. .. .	264 0	3 0	267 0
Employee selecting, handling, weighing, and/or distributing pigments or resins .. .. .	264 0	3 0	267 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker .. .. .	262 0	3 0	265 0
All other males .. .. .	255 0	3 0	258 0
All other females .. .. .	178 9	3 0	181 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

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



**VICTORIA**

**GOVERNMENT GAZETTE.**

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**No. 878]**

**MONDAY, SEPTEMBER 6.**

**[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  
2nd day of September, 1954.

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

**PLASTER OF PARIS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 210 of the 12th April, 1954, shall be replaced by the following clause:—

2.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Emergency Loading (Non- adjustable).	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>
Under 17 years of age	48	113 6	2 9	116 3	(a) MILL EMPLOYEES.			
17 years of age ..	63	148 6	3 9	152 3	Calciner .. .. .	283 6	6 0	289 6
18 " " ..	78	184 0	4 6	188 6	Mechanical shovel attendant ..	273 6	6 0	279 6
19 " " ..	93	219 6	5 6	225 0	Bagger .. .. .	269 0	6 0	275 0
20 " " ..	100 + 3s.	239 0	6 0	245 0	All others .. .. .	259 6	6 0	265 6
PROPORTION (IN ANY PLACE).					(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving not less than 265s. 6d. per week.					Manager in charge of gypsum pit	303 6	..	303 6
					Gypsum raisers .. .. .	249 6	..	249 6

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

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







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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### PLATE GLASS BOARD.

Clauses 2 and 5 of the Determination published in *Government Gazette* No. 233 of the 12th April, 1954, shall be replaced by the following clauses:—

2.

#### WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrumbool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>PART I.—ADULT MALES.</b>		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass .. .. .	14 13 0	14 10 0
Pencil hand-embosser .. .. .	14 6 0	14 3 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker .. .. .	14 6 0	14 3 0
Trainee Tradesman—		
First year .. .. .	13 10 0	13 7 0
Second year .. .. .	13 14 0	13 11 0
Third year .. .. .	13 18 0	13 15 0
Fourth year .. .. .	14 2 0	13 19 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass .. .. .	13 6 0	13 3 0
Rubber-out embosser .. .. .	13 6 0	13 3 0
Cementer .. .. .	13 6 0	13 3 0
Employee turning out lead from mill for leadlight glazier .. .. .	13 6 0	13 3 0
Silk Screen maker .. .. .	13 6 0	13 3 0
Silk Screen operator .. .. .	12 18 0	12 15 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass .. .. .	12 14 0	12 11 0

WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<b>PART I.—ADULT MALES—continued.</b>		
<i>Section "B"—Safety Glass.</i>		
Cutter .. .. .	14 6 0	14 3 0
Beveller .. .. .	14 6 0	14 3 0
Employee in charge of laminating room .. .. .	14 6 0	14 3 0
Edge grinders (including allowance for wet work) .. .. .	14 6 0	14 3 0
Autoclave attendant .. .. .	13 16 0	13 13 0
Furnace operator—		
(a) First three months .. .. .	13 16 0	13 13 0
(b) After three months' service .. .. .	14 6 0	14 3 0
Furnace operator's assistant .. .. .	13 16 0	13 13 0
Employees on cornering .. .. .	13 16 0	13 13 0
Scratch polisher .. .. .	13 6 0	13 3 0
Edge workers employed on automatic or semi-automatic machines .. .. .	13 6 0	13 3 0
Edge sealer .. .. .	13 6 0	13 3 0
Employee packing, unpacking, or issuing glass .. .. .	13 6 0	13 3 0
Employee working automatic cutting machine .. .. .	13 6 0	13 3 0
Employee breaking out after automatic cutting machine .. .. .	13 6 0	13 3 0
<b>PART II.—ADULT FEMALES.</b>		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines .. .. .	9 9 0	9 6 6
Females engaged on inspecting and testing .. .. .	9 5 0	9 2 6
All other work .. .. .	9 1 0	8 18 6

APPRENTICES AND IMPROVERS—RATES OF PAY.

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

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

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



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No. 880]

MONDAY, SEPTEMBER 6.

[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

2nd day of September, 1954.

H. N. JONES,

Acting Secretary for Labour and Industry.

### PROCESS ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 188 of the 6th April, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.	Male Juniors, not being Apprentices, and Female Juniors.		
	Male.		
		Percentage of Rate Prescribed for "Any Other Adult Male".	Total Wage Payable.
		%	£ s. d.
	Under 15 years of age .. .. .	22	2 15 6
	Between 15 and 16 years of age .. .. .	27	3 8 0
	Between 16 and 17 years of age .. .. .	35	4 8 0
	Between 17 and 18 years of age .. .. .	47	5 18 6
	Between 18 and 19 years of age .. .. .	59	7 8 6
	Between 19 and 20 years of age .. .. .	72	9 1 6
	Between 20 and 21 years of age .. .. .	85	10 14 0
	A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week, he shall be paid <i>pro rata</i> for the hours worked by him.		
	Female.		
		Percentage of an Adult Female Rate of £10 1s. 6d. (Adjustable).	Total Wage Payable.
		%	£ s. d.
	First year's experience .. .. .	30	3 0 6
	Second year's experience .. .. .	40	4 0 6
	Third year's experience .. .. .	50	5 0 6
	Fourth year's experience .. .. .	60	6 0 6
	Fifth year's experience .. .. .	75	7 10 6
	And thereafter the minimum wage prescribed for females for the class of work which she is doing.		
	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.		
	In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.		

(b) Other Employees.			
Male.	Per Week.	Female.	Per Week.
	£ s. d.		£ s. d.
(i) Photo Engraving—		A female employee in charge of or who supervises, directs or is responsible for the work of—	
(a) Artist and/or designer .. .. .	15 0 6	(a) from 3 to 8 employees (both inclusive) ..	10 5 0
(b) Camera operator .. .. .	15 0 6	(b) from 9 to 15 employees (both inclusive) ..	10 16 6
(c) Half-tone etcher .. .. .	15 0 6	(c) over 15 employees ..	11 4 0
(d) Line etcher .. .. .	14 16 0	Female employees not otherwise specified ..	9 9 6
(e) Photo imposer .. .. .	14 16 0		
(f) Engraver .. .. .	14 16 0		
(g) Router and/or moulder and/or proofer ..	14 14 0		
(ii) Photo Lithography—		<i>Female to be Paid Male Rate.</i>	
(a) Artist and/or designer .. .. .	15 0 6	Where a female is employed to do any work specifically named or described or of the class mentioned in the classification for a male, she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work (other than the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c),) which, at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed; provided further that this clause shall not apply to any individual employee in respect of the work of items (ii) (a), (ii) (b), (iii) (a), (iii) (b), and (iii) (c), which, at 22nd February, 1942, was being done by her.	
(b) Camera operator .. .. .	15 0 6		
(c) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer-down on lithographic metal plate .. .. .	14 16 0		
(d) Lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates .. .. . (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.)	13 4 0		
(iii) Photogravure—			
(a) Artist and/or designer .. .. .	15 0 6		
(b) Camera operator .. .. .	15 0 6		
(c) Plate and/or cylinder maker; that is, negative and/or positive retoucher and/or sensitizer and/or planner and/or printer-down and/or transferer and/or etcher .. .. .	15 0 6		
(iv) Any other adult male .. .. .	12 12 0		

An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

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



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MONDAY, SEPTEMBER 6.

[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  
2nd day of September, 1954.

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

### RABBIT PROCESSING BOARD.

Clauses 2 and 22 of the Determination published in *Government Gazette* No. 53 of the 16th February, 1954, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers (Males).	Percentage of Basic Wage.		Total Wage.
	%	s. d.	s. d.
Under 16 years of age .. .. .	42		99 0
16 years of age .. .. .	57		134 6
17 years of age .. .. .	69		163 0
18 years of age .. .. .	90		212 6
19 years of age .. .. .	100	+ 29 0	265 0
20 years of age .. .. .	100	+ 35 6	271 6

#### PROPORTION.

##### *Males.*

One apprentice or improver to every four or fraction of four adult workers.

Other Employees.	Total Ordinary Wage.
	£ s. d.
Rabbit skimmers or boners .. .. .	15 15 0
Grader who grades for the export trade .. .. .	18 0 6
Females washing, processing and/or packing rabbits .. .. .	15 6 6
All others .. .. .	15 6 6

#### PIECEWORK.

22. The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Skinning rabbits (heads off) .. .. .	6s. 9·4d. per 100
Skinning rabbits (heads on) .. .. .	8s. 11·7d. per 100
Skinning hares .. .. .	26s. 5·3d. per 100
Boning rabbit or hares (including washing weighing and taking in and out of chamber) .. .. .	2·872d. per lb.

Clauses, other than clauses 2 and 22, of the said Determination shall remain in force.

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

