



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 437]

TUESDAY, JULY 5.

[1955

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, 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 May, 1955.

Dated at Melbourne, this
1st day of July, 1955.

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

CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 120 of the 26th March, 1954, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

		(a) CEMENT WORKS.			
		Wages per Week.			
		Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable.)	Total Wage.
		%	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		43	102 0	2 0	104 0
Under 17 years of age		53	125 6	2 9	128 3
Under 18 years of age		61	144 6	3 3	147 9
Under 19 years of age		74	175 6	4 0	179 6
Under 20 years of age		84	199 0	4 3	203 3
Under 21 years of age		95	225 0	5 0	230 0

QUARRY.

(b) The wages for apprentices and improvers shall be the appropriate rates prescribed for cement works plus 7s. per week.

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

(a)	Cement Works.	*Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Cement Burner		295 0	6 0	301 0
Tester on Slurry Controls		290 0	6 0	296 0
Miller		287 6	6 0	293 6
Coal Drier		287 6	6 0	293 6
Potash plant attendant		283 6	6 0	289 6
Loader in railway trucks at bagging sheds		292 0	6 0	298 0
Machine Bag Filler		292 0	6 0	298 0
Electrostatic Precipitator Attendant		280 0	6 0	286 0
Pipe Line Attendant		270 0	6 0	276 0
Slurry Tank Attendant		280 0	6 0	286 0
Mammoth Crusher Attendant		305 6	6 0	311 6
Mammoth Crusher Assistant		275 6	6 0	281 6
Truck Trimmer		268 0	6 0	274 0
Truck Cleaner		266 0	6 0	272 0
Cleaner (other)		264 0	6 0	270 0
Truck Tarper		272 6	6 0	278 6
Mill Room Helper		271 6	6 0	277 6
Centrifuge Operator		275 6	6 0	281 6
Potash Residue Attendant		272 0	6 0	278 0
Experienced Factory Operative		266 6	6 0	272 6
Train Attendant		275 0	6 0	281 0
All others		243 0	6 0	249 0

(b)	Quarries.	*Wages per Week.		
		Adjustable Rate.	Plus War Loading (Non-adjustable.)	Total Wage.
		s. d.	s. d.	s. d.
Powder Monkey		312 0	6 0	318 0
Jack Hammerman		312 0	6 0	318 0
Platelayer		288 6	6 0	294 6
Bankman		286 0	6 0	292 0
Underground Quarryman		300 0	6 0	306 0
Pump Attendant		291 0	6 0	297 0
Signal Attendant		275 0	6 0	281 0
Leverman		272 6	6 0	278 6
Dump Man		275 0	6 0	281 0
String Puller		270 0	6 0	276 0
Switch Attendant		270 0	6 0	276 0
Dray Attendant		274 6	6 0	280 6
All others		250 0	6 0	256 0

LEADING HANDS.

(c) In addition to the appropriate wages rate prescribed in sub-clauses (a) or (b) hereof a Leading Hand shall be entitled to the following allowance:—

- If in charge of 4 or less men 1/- per day.
- If in charge of 5 to 8 men 1/6 per day.
- If in charge of 9 men or more 2/- per day.

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. 438]

TUESDAY, JULY 5.

[1955

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, 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 May, 1955.

Dated at Melbourne, this
1st day of July, 1955.

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

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in Government Gazette No. 47 of the 4th February, 1955, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours.
<i>Males.</i>	
Grinder or polisher	290 6
Electro-plater—	
1st Class	312 0
2nd Class	287 0
3rd Class	259 0
Liner or hand decorator	290 6
Coater	270 6
Spray operator	262 0
Other employees with not less than three months' experience in the metal trades industry	246 0
All others	237 0
<i>Females.</i>	
Females employed at—	
(a) hand burnishing, hand finishing, or lacquering	200 0
(b) polishing	290 6
All others { under one month's experience in the industry	177 6
{ thereafter	193 6

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

APPRENTICESHIP.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Proportion.

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 237s. per week, and two female apprentices to every three female workers receiving not less than 177s. 6d. per week.

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.

Period of Apprenticeship.

(e) 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.

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.

(h) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage, 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.

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

		Percentage of Basic Wage.	Total Wage Payable.
		Per Week.	£ s. d.
<i>Four and Five-year Terms.</i>			
1st year	.. .. .	32	3 16 0
2nd year	.. .. .	43	5 2 0
3rd year	.. .. .	54	6 8 0
4th year	.. .. .	83	9 16 6
5th year	.. .. .	100 + 6s.	12 3 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>			
1st year	.. .. .	34	4 0 6
2nd year	.. .. .	54	6 8 0
3rd year	.. .. .	83	9 16 6
4th year	.. .. .	100 + 6s.	12 3 0

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

Hours.

(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 18 years shall be required to work overtime or shift work unless he so desires.

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

Payment by Results.

(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 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.

(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 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.
<i>I.—Junior Females.</i>			
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
<i>II.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages in the case of junior females are related to the female basic wage, and for junior males to the male basic wage. The total wage is calculated to the nearest 6d., half or less than half of 6d. in a result is disregarded.

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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) Junior employees shall not be employed:—

If under the age of 16 years—

- on oil or gas burners or fires used for heating or small articles; or
- using electric arc or oxy-acetylene blow pipe.

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





VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 439]

TUESDAY, JULY 5.

[1955

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, 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 May, 1955.

Dated at Melbourne, this
1st day of July, 1955.

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

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I., and 1 of Part II., of the Determination published in Government Gazette No. 36 of the 4th. February, 1955, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 34s. 2d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 34s. 2d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 34s. 2d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYERS.	WAGES PER WEEK OF 40 HOURS.		
	Adjustable Rate.	Holiday Allowance.	Total Weekly Wage.
	A.	B.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	335 3	12 11	348 2
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings			
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	269 11	10 5	280 4
All others			

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

I. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant } Former attendant } Former assistant } Cut off attendant }	.. .. .	£15 8s. 6d (including 6s. shift allowance).
Dryer attendant .. .. .	.. .. .	£15 1s. (including 6s. shift allowance).
All others .. .. .	.. .. .	£14 4s. (including 6s. shift allowance).
The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.		
All others whose contract of employment covers day work only ..	.. .. .	£13 18s.

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