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[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 August, 1955.

Dated at Melbourne, this  
8th day of August, 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>	
	<i>s. d.</i>
Grinder or polisher .. .. .	293 6
Electro-plater—	
1st Class .. .. .	315 0
2nd Class .. .. .	290 0
3rd Class .. .. .	262 0
Liner or hand decorator .. .. .	293 6
Coater .. .. .	273 6
Spray operator .. .. .	265 0
Other employees with not less than three months' experience in the metal trades industry .. .. .	249 0
All others .. .. .	240 0
<i>Females.</i>	
Females employed at—	
(a) hand burnishing, hand finishing, or lacquering .. .. .	202 6
(b) polishing .. .. .	293 6
All others { under one month's experience in the industry .. .. .	180 0
{ thereafter .. .. .	196 0

*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 of 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 17 0
2nd year	.. .. .	43	5 3 0
3rd year	.. .. .	54	6 9 6
4th year	.. .. .	83	9 19 0
5th year	.. .. .	100 + 6s.	12 6 0
<i>Four-year Terms—Apprentices Commencing after the Age of 17 Years.</i>			
1st year	.. .. .	34	4 1 6
2nd year	.. .. .	54	6 9 6
3rd year	.. .. .	83	9 19 0
4th year	.. .. .	100 + 6s.	12 6 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.

WAGES PER WEEK OF 40 HOURS—continued.

	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool; and within Mildura and Ovens and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>II.—Junior Females.</i>						
17 years of age and under .. .. .	52	..	3 6	4 17 0	4 19 6	4 16 0
18 years of age .. .. .	62	..	4 0	5 15 6	5 18 6	5 14 0
19 years of age .. .. .	72	..	4 6	6 14 0	6 17 6	6 12 6
20 years of age .. .. .	82	..	5 0	7 12 6	7 16 6	7 10 6
<i>III.—Junior Males.</i>						
Under 16 years of age .. .. .	24	..	2 0	2 19 6	3 1 0	2 19 0
16 years of age .. .. .	34	..	3 0	4 4 6	4 7 0	4 3 6
17 years of age .. .. .	46	..	4 0	5 14 6	5 17 6	5 13 0
18 years of age .. .. .	58	..	5 0	7 4 0	7 8 0	7 2 6
19 years of age .. .. .	73	..	6 0	9 1 0	9 6 0	8 19 0
20 years of age .. .. .	88	..	7 0	10 18 0	11 4 0	10 15 6
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age .. .. .	24	..	3 0	3 0 6	3 2 0	3 0 0
16 years of age .. .. .	32	..	4 3	4 1 0	4 3 0	4 0 0
17 years of age .. .. .	58	..	8 0	7 7 0	7 11 0	7 5 6
18 years of age .. .. .	73	..	10 0	9 5 0	9 10 0	9 3 0
19 years of age and over .. .. .	88	..	11 6	11 2 6	11 8 6	11 0 0

A junior employer 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.

\* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (x) Punching machines handling plates weighing more than 84 lb.
- (xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
  - on oil or gas burners or fires used for heating of small articles; or
  - using electric arc or oxy-acetylene blow-pipe; or
- (ii) if under 18 years of age—
  - as furnaceman or assistant to furnaceman; or
  - as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

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

