



VICTORIA

GOVERNMENT GAZETTE

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No. 884]

FRIDAY, DECEMBER 19.

[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.

ORGAN BOARD.

Clauses 2, 3, 4, and 5 of the Determination made on the 29th June, 1955, and in force as from the beginning of the first pay period to commence in June, 1955, shall be replaced by the following clauses:—

WAGES.

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	15 15 0	15 12 0
Employee erecting, dismantling or repairing organs	15 15 0	15 12 0
Wood worker	15 15 0	15 12 0
Voicer	15 15 0	15 12 0
Tuner	15 15 0	15 12 0
Metal pipe maker	15 15 0	15 12 0
Polisher	15 15 0	15 12 0
Spray hand—		
(a) engaged on finishing coats of any type	14 0 0	13 17 0
(b) engaged on priming and or undercoating, and/or sealing	13 10 0	13 7 0
Employee cutting or papering down and/or filling and/or staining	13 10 0	13 7 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) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
 - (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
 - (3) Forty-five 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.

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 Mildura and Gippsland Districts.		Elsewhere in Victoria.
	£ s. d.		£ s. d.
<i>Apprentices.</i>			
Five-year Term—			
1st year's experience	3 17 0	3 16 0	
2nd year's experience	5 3 0	5 2 0	
3rd year's experience	6 9 6	6 8 0	
4th year's experience	9 13 0	9 16 6	
5th year's experience	12 6 0	12 3 0	
Four-year Term—			
1st year's experience	4 1 6	4 0 6	
2nd year's experience	6 9 6	6 8 0	
3rd year's experience	9 19 0	9 16 6	
4th year's experience	12 6 0	12 3 0	
<i>Improvers.</i>			
Under 16 years of age	2 17 6	2 17 0	
16 and under 17	3 10 6	3 9 6	
17 and under 18	4 14 6	4 13 6	
18 and under 19	6 6 6	6 4 6	
19 and under 20	9 19 0	9 16 6	
20 and under 21	12 5 0	12 2 0	

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

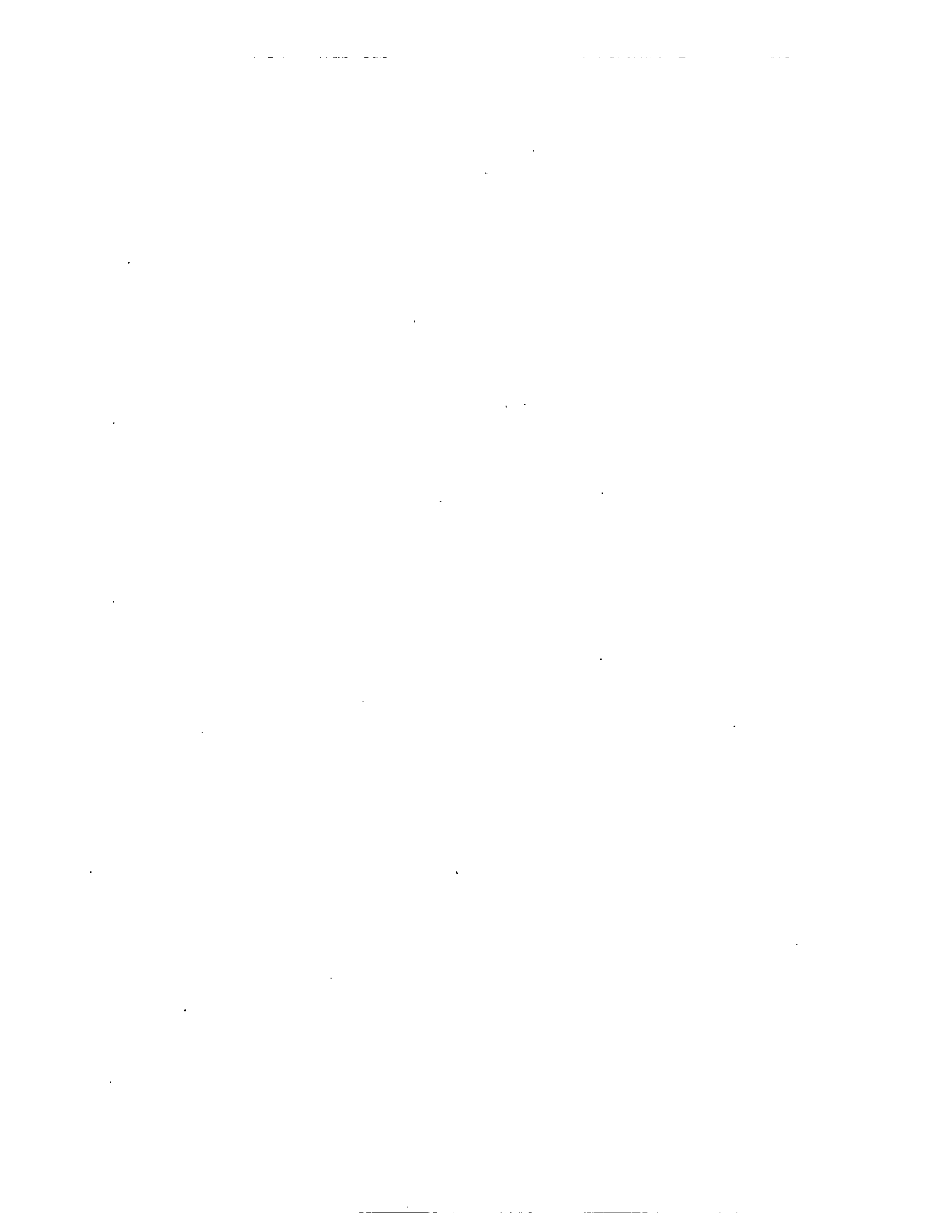
DETERMINATION OF THE HOSPITAL PHARMACISTS WAGES BOARD.

NOTE.

Notices of appeal to the Industrial Appeals Court have been lodged against the Determination.

Section 45 (b) Act 5771, provides that, when an appeal is made in accordance with that Act, the Determination appealed against shall not come into operation until the Appeal has been dealt with by the Court.

12525/55.





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No. 886]

MONDAY, DECEMBER 19.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE FIRE BRIGADE OFFICERS BOARD.

NOTE.—This Determination applies to the area within the Metropolitan Fire District as defined in the *Fire Brigades Act 1928*.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed for "Fire Brigade Officers other than the Chief Officer, the Deputy Chief Officer, the Third Officer, the Fourth Officer, the Chief Electrical Engineer, the Workshops Manager, the Special Service Chief Inspector and the Tailoring Manager" has made the following Determination, namely:—

A. This Determination shall come into force and be operative as from the 5th August, 1955.

PART I.

B. This Part applies to Officers who are required to do fire fighting duties.

WAGES PER WEEK.

1.

Classification.	Wage.	
	84 Hour Duty Period	96 Hour Duty Period
	£ s. d.	£ s. d.
(a) Sub-Station Officer—		
(i) For the first year's service as such	21 16 1	22 9 4
(ii) For the 2nd to the 10th year's (inclusive) service as such	23 4 2	23 18 7
(iii) Thereafter	23 18 3	24 13 3
(b) Station Officer—		
(i) For the first year's service as such	25 14 9	26 11 4
(ii) Thereafter	26 11 7	27 8 11
(c) District Officer—		
(i) For the first year's service as such	29 12 3	30 12 2
(ii) Thereafter	30 12 6	31 13 4
(d) Inspecting District Officer	33 1 1	34 4 0

The weekly wage for each classification includes a basic wage of £12, adjustments to such basic wage shall be made quarterly from the beginning of the first pay period to commence in a November, a February, a May, or an August, in each year according to the variations from time to time in the retail price index figures issued by the Commonwealth Statistician, for Melbourne. The Basic Wage referred to consists of an original basic wage of 87s. plus variations of 26s. made by the Full Arbitration Court, plus cost of living increases which have occurred.

HOURS OF DUTY.

2. The ordinary hours of duty shall not exceed 336 over a working cycle of four weeks, and shall be worked in periods of 48 consecutive hours on duty, followed by 48 consecutive hours off duty. Such periods may be varied for Officers on special duties.

OVERTIME.

3. All time worked in excess of any 48 hours' duty period shall be paid for at the rate of time and a half, calculated to the nearest quarter of an hour.

PROVISION OF QUARTERS.

4. Each Officer shall be entitled to the provision of residential quarters, fuel, and light.

RENTAL ALLOWANCE.

5. Where an Officer is required to live in a residence adjacent to a fire station, he shall receive a weekly rental allowance of £2 2s.

MEAL ALLOWANCE.

6. When an Officer because of an emergency is required to do duty (other than fire duty) away from his duty station during a period which includes a normal meal hour, he shall be paid 5s. as a meal allowance for each such meal hour.

TRANSPORT.

7. When an Officer is required to perform any duty away from his duty station, he shall be provided with brigade transport, or be paid first class fares for necessary public transport.

RELIEVING ALLOWANCE.

8. An Officer required to do relieving duty away from his residential station for any period in excess of 48 hours shall receive a daily living away allowance of 15s. in addition to his weekly salary. The terms of clause 6 shall not apply in such case.

ANNUAL LEAVE.

9. (a) Each Officer shall be entitled to 28 days' annual leave, to be taken within the scope of a rostered month every eleven months.

(b) Where an Officer leaves his employment before the completion of a full qualifying period for annual leave in any year of service, he shall be entitled to pro rata payment in lieu of annual leave for such broken period of service calculated on the basis of 1/11th of the ordinary wage payments received by him during such period.

DAMAGED CLOTHING.

10. When considered necessary by an Officer, he shall make application to the Chief Officer for the repair, dry cleaning or replacement of any article of uniform issued to him.

PROVISION OF SHIRTS, COLLARS AND TIES.

11. Each Officer shall receive an initial issue of two shirts, four collars, and two ties, and an annual replacement of one shirt, two collars, and one tie.

PART II.

This Part applies to Special Service Officers.

WAGES PER WEEK.

1.

Classification.	Wages.
	£ s. d.
Senior Supervisor and Building Inspector	21 13 7
Deputy Chief Inspector of Special Services	24 14 11

ANNUAL LEAVE, DAMAGED CLOTHING, AND PROVISION OF SHIRTS, COLLARS, AND TIES.

2. Special Service Officers shall be entitled to the same provisions in respect of Annual Leave, Damaged Clothing, and Provision of Shirts, Collars and Ties as are prescribed in clauses 9, 10, and 11 in Part I, of this Determination.

PART III.

This part applies to the Electrical Officer, and the Radio Officer.

WAGES PER WEEK.

Classification.	Wages.
	£ s. d.
Electrical Officer	23 17 7
Radio Officer	23 17 7

PART IV.

This Part applies to Officers coming within the ambit of Part II., and Part III., of the Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates for Officers set out in clause 1 of Part II., and clause 1 of Part III., are based upon the following basic wage and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 2 of this Part.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	12 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

2. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by as prescribed or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1955, the amount of the basic wage shall be in clause 1 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor $\cdot 103$ taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach $\cdot 5$ or more the basic wage shall be taken to the next higher shilling.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 2nd August, 1955.



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No. 887]

MONDAY, DECEMBER 19.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE POTTERY BOARD.

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) By Orders in Council of the 11th June, 1946, and the 27th December, 1946, the Board was deprived of the powers to provide for any person or persons or classes of persons employed in—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles; and such powers were conferred on the Roofing Tiles Board.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which, since the 27th day of November, 1939, has had the power "to determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

(a) making pottery, tiles, or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed;

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed" has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the *Labour and Industry Act, 1953*; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES. Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	} At the Rates prescribed for Adults	57 6	1 3	2 3	61 0
15 years of age		67 0	1 6	2 9	71 3
16 " "		77 0	1 6	3 3	81 9
17 " "		91 0	1 9	3 9	96 6
18 " "		125 0	2 8	5 0	132 6
19 " "		146 6	3 0	6 0	155 6
20 " "	180 0	3 9	7 3	191 0	

FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	57 6	1 3	2 3	61 0	..	..	..	..
2nd 6 months	66 6	1 3	2 9	70 6	..	..	..	..
1st year .. .. .	..	..	..	..	66 6	1 3	2 9	70 6
2nd "	74 0	1 6	3 0	78 6	81 0	1 9	3 3	86 0
3rd "	81 0	1 9	3 3	86 0	92 0	1 9	3 9	97 6
4th "	92 0	1 9	3 9	97 6	104 6	2 0	4 3	110 9
5th "	104 6	2 0	4 3	110 9	115 0	2 3	4 9	122 0
6th "	115 0	2 3	4 9	122 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st year	77 6	1 6	3 3	82 3	81 0	1 9	3 3	86 0
2nd "	92 0	1 9	3 9	97 6	104 6	2 0	4 3	110 9
3rd "	104 6	2 0	4 3	110 9	115 0	2 3	4 9	122 0
4th "	115 0	2 3	4 9	122 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st year	92 0	1 9	3 9	97 6	108 0	2 3	4 6	114 9
2nd "	119 0	2 3	4 9	126 0	..	..	..	..
and thereafter the minimum wage								

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	47 6	1 3	2 3	51 0
15 years of age		61 6	1 3	2 6	65 3
16 " "		76 0	1 6	3 0	80 6
17 " "		85 6	1 9	3 6	90 9
18 " "		121 0	2 6	5 0	128 6
19 " "		140 0	3 0	5 9	148 9
20 " "		173 0	3 9	7 0	183 9

FEMALES.
Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	57 0	1 3	2 3	60 6	..	..	..	..
2nd 6 months	64 0	1 3	2 6	67 9	..	..	..	..
1st year .. .. .	..	..	..	..	64 0	1 3	2 6	67 9
2nd "	71 0	1 6	3 0	75 6	78 0	1 9	3 3	83 0
3rd "	78 0	1 9	3 3	83 0	83 6	1 9	3 6	88 9
4th "	83 6	1 9	3 6	88 9	89 6	2 0	4 0	105 6
5th "	99 6	2 0	4 0	105 6	112 0	2 3	4 9	119 0
6th "	112 0	2 3	4 9	119 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st year	65 6	1 3	2 9	69 6	78 0	1 9	3 3	83 0
2nd "	83 6	1 9	3 6	88 9	99 6	2 0	4 0	105 6
3rd "	99 6	2 0	4 0	105 6	112 0	2 3	4 9	119 0
4th "	112 0	2 3	4 9	119 0	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	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>	<i>s. d.</i>	<i>s. d.</i>
1st year	85 0	1 9	3 6	90 3	99 6	2 0	4 0	105 6
2nd "	112 0	2 3	4 9	119 0	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
 Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the Labour and Industry Act, 1953; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialoo; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Fernree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all Other Parts of Victoria.			
	Wages per Week.		Wages per Hour.		Wages per Week.		Wages per Hour.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(i) MALES. All Departments.								
*Head burner	281 6	7 0 ⁰ / ₂₀	278 6	6 11 ¹¹ / ₂₀				
*Burner	273 6	6 10 ¹ / ₂₀	270 6	6 9 ³ / ₂₀				
Burner's assistant (i.e., a person who under the instructions of a burner assists in firing a kiln or kilns) ..	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂₀				
Mouldmaker	284 0	7 1 ¹ / ₂	281 0	7 0 ³ / ₁₀				
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues)	262 6	6 6 ¹ / ₂	259 6	6 5 ¹⁷ / ₂₀				

All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Labour and Industry Act, 1953</i> ; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
(i) MALES—continued.	s. d.	s. d.	s. d.	s. d.
All Departments—continued.				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	289 6	7 2 ¹⁷ / ₂₀	289 6	7 2 ¹⁷ / ₂₀
All other clayhole men (employers to provide tools)	276 0	6 10 ¹ / ₂	273 0	6 9 ⁹ / ₁₀
Man boring or using explosives	282 6	7 0 ¹ / ₂	279 6	6 11 ¹⁷ / ₂₀
Glazed Pipes and Salt-glazed Ware.				
Flanger	282 6	7 0 ³ / ₄	279 6	6 11 ¹⁷ / ₂₀
Man in charge of plunger	272 6	6 9 ¹ / ₂	269 6	6 8 ¹⁷ / ₂₀
Presser	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₁₀
Setter	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Junction sticker	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Man operating or taking off machine making siphons, D traps, inlets, and the like	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Man working pipe-flanging machine	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Mandril operator	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Bitumen joiner	268 0	6 8 ² / ₅	265 0	6 7 ¹ / ₂
Drawer	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Feeder of pipe machine	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Man taking off pipe machine	262 6	6 6 ³ / ₄	259 6	6 5 ¹⁷ / ₂₀
Man in charge of pug or mixer machine	262 6	6 6 ³ / ₄	259 6	6 5 ¹⁷ / ₂₀
Machine rigger	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Hand feeder of raw or burnt clay into crusher or grinding pan	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Man carrying or wheeling into or out of kiln or to or away from kiln	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Man sorting pipes	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Pipe dresser	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Packer of goods into railway trucks	264 0	6 7 ¹ / ₂	261 0	6 6 ³ / ₁₀
All others (except burners, mould-makers, clayhole men, and men boring or using explosives)	260 0	6 6	257 0	6 5 ¹ / ₁₀
Dust Tile Making.				
Tunnel kiln operator	270 0	6 9	267 0	6 8 ¹ / ₁₀
Leading hand slip making	272 0	6 9 ³ / ₄	269 0	6 8 ⁷ / ₁₀
Slip house attendant	265 6	6 7 ¹⁹ / ₂₀	262 6	6 6 ³ / ₄
Head dipper	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Dipper and/or spray operator	272 0	6 9 ³ / ₄	269 0	6 8 ⁷ / ₁₀
Man hand pressing dust tiles or working semi-automatic tile press	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Setter	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Drawer	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Sagger maker	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Man operating box on sagger machine	262 6	6 6 ³ / ₄	259 6	6 5 ¹⁷ / ₂₀
Man operating lever on sagger machine	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Man carrying into or out of kiln	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Ball mill operator (dry grind)	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Head packer	273 6	6 10 ¹ / ₂₀	270 6	6 9 ³ / ₂₀
Packer who packs articles with protective substances into containers with secured lids	268 0	6 8 ² / ₅	265 0	6 7 ¹ / ₂
Other packers	264 0	6 7 ¹ / ₂	261 0	6 6 ³ / ₁₀
All others (except burners, mould-makers, clayhole men, and men boring or using explosives)	260 0	6 6	257 0	6 5 ¹ / ₁₀
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	276 0	6 10 ¹ / ₂	273 0	6 9 ⁹ / ₁₀
Man employed at pinning, leading, and/or cementing insulators or similar ware	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Sanitary ware presser	273 6	6 10 ¹ / ₂₀	270 6	6 9 ³ / ₂₀
Head packer	273 6	6 10 ¹ / ₂₀	270 6	6 9 ³ / ₂₀
Packer who packs articles with protective substances into containers with secured lids	268 0	6 8 ² / ₅	265 0	6 7 ¹ / ₂
Other packers	264 0	6 7 ¹ / ₂	261 0	6 6 ³ / ₁₀
Ball mill operator (dry grind)	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Leading hand slip making	272 0	6 9 ³ / ₄	269 0	6 8 ⁷ / ₁₀
Slip house attendant	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ³ / ₄
Tea-pot hand presser	272 0	6 9 ³ / ₄	269 0	6 8 ⁷ / ₁₀
Man fixing handles or spouts	268 0	6 8 ² / ₅	265 0	6 7 ¹ / ₂
Hollow ware presser	272 0	6 9 ³ / ₄	269 0	6 8 ⁷ / ₁₀
Turner—insulator—				
1st 12 months' experience	276 0	6 10 ¹ / ₂	273 0	6 9 ⁹ / ₁₀
Thereafter	282 6	7 0 ³ / ₄	279 6	6 11 ¹⁷ / ₂₀
Turner—other	276 0	6 10 ¹ / ₂	273 0	6 9 ⁹ / ₁₀

All Other Employees—continued.

	Within the Metropolitan District as defined in the Labour and Industry Act, 1953; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bala, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
(i) MALES—continued.				
General Pottery and Insulator Making—continued.				
Jolly hand—insulator—				
1st 12 months' experience ..	273 6	6 9 ⁹ / ₁₀	270 6	6 9 ³ / ₂₀
Thereafter	280 0	7 0	277 0	6 11 ¹ / ₁₀
Jolly hand—other	273 6	6 9 ⁹ / ₁₀	270 6	6 9 ³ / ₂₀
Jigger hand	273 6	6 9 ⁹ / ₁₀	270 6	6 9 ³ / ₂₀
Man sand-papering ware on machine	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
Man sanding insulators weighing 8 lb. or over	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
Machine rigger	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Caster	272 0	6 9 ¹ / ₂	269 0	6 8 ⁷ / ₁₀
Stoneware thrower—				
4th year's experience	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
5th year's experience	273 6	6 10 ¹ / ₂₀	270 6	6 9 ³ / ₂₀
and thereafter	284 0	7 1 ¹ / ₂	281 0	7 0 ³ / ₁₀
Head placer inside kiln	272 0	6 9 ¹ / ₂	269 0	6 8 ⁷ / ₁₀
Head dipper	277 6	6 11 ¹ / ₂	274 6	6 10 ⁷ / ₂₀
Dipper and/or spray operator ..	272 0	6 9 ¹ / ₂	269 0	6 8 ⁷ / ₁₀
Other placer	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Sagger maker	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Man operating box on sagger machine	262 6	6 6 ¹ / ₂	259 6	6 5 ¹⁷ / ₂₀
Presser (screw and lever-type inclusive)	272 6	6 9 ¹ / ₂	269 6	6 8 ⁷ / ₁₀
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
Hand feeder of raw or burnt clay into crusher or grinding pan	269 6	6 8 ¹⁷ / ₂₀	266 6	6 7 ¹⁹ / ₂₀
Grinder of burnt ware	272 0	6 9 ¹ / ₂	269 0	6 8 ⁷ / ₁₀
Potter's printer	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
Man operating lever on sagger machine	265 6	6 7 ¹³ / ₂₀	262 6	6 6 ¹ / ₂
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) ..	260 0	6 6	257 0	6 5 ¹ / ₁₀
*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 6s. per week.				
(ii) FEMALES.				
All Departments.				
Females	183 6	4 7 ¹ / ₂₀	181 0	4 6 ³ / ₁₀

Provided that a female doing any work classified for a male in clause 25 hereof shall receive the above-mentioned wages rate plus an amount of 75 per cent. of the appropriate margin prescribed in such clause, calculated to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

TIME OF BEGINNING AND ENDING WORK.

3. The ordinary hours for a week's work shall be 40 to be worked by all persons, except burners, tunnel kiln operators, and other shift workers within the following hours:—

Time of Beginning.	Time of Ending.
7.15 a.m. .. .. .	.. 5 p.m. Monday to Friday inclusive.

OVERTIME.

4. (a) By persons employed as burners or tunnel kiln operators in excess of 8 hours on any one day or shift.—Time and a half for the first four hours and double time thereafter.

Provided that for any shift or shifts in excess of five in any week, time and a half shall be paid for the first four hours' work and double time thereafter.

This shall not apply to cases due to arrangements made between employees in regard to exchange of shifts.

(b) By persons employed on shift work other than burners or tunnel kiln operators in excess of 8 hours on any one shift and 80 hours in any two consecutive weeks, or 44 hours in any one week.—Time and a half.

(c) By any other person.—Outside the hours fixed as the times of beginning and ending work.—Time and a half. Provided that any work done, whether inside or outside the times of beginning and ending work, in excess of 8 hours on any day shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

Provided further that the ordinary week of 40 hours is not exceeded an agreement may be entered into between an employer and an employee whereby the daily hours of work may be extended within the prescribed times of beginning and ending work and in such case the overtime rates herein prescribed shall not apply.

Work done on a Saturday shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

For the purposes of calculating overtime under this sub-clause, time lost because of—

- (i) sick leave prescribed in clause 10 hereof;
- (ii) any of the holidays prescribed in clause 8 hereof;
- (iii) absence, for any reason, with the approval of the employer, or
- (iv) being stood down by the employer for any reason other than misconduct—

shall be regarded as having been worked.

MIXED FUNCTIONS.

5. On any day or shift any employee required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade but, in the case of any such employee being required to perform the work of a lower grade to that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

EXTRA RATES FOR SHIFT WORKERS.

6. An addition of 10 per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

SPECIAL RATES.

7. Double time shall be the penal rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

8. (a) All employees shall be entitled to the nine holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally-qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

ANNUAL HOLIDAY.

9. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(b) In addition to the above, seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(d) If, in any twelve-monthly qualifying period, a seven-day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven-day shift worker.

(e) For the purpose of administering sub-clauses (b) and (d) hereof service prior to the 1st January, 1953, shall be disregarded.

SICK LEAVE.

10. (a) Any employee who has been in the industry for a period of not less than three months during the previous twelve months, or with his or her present employer for at least three months, and is disabled by personal ill-health or accident, proof of which is given to the employer by the production of a certificate from a legally-qualified medical practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, shall, on account thereof, be entitled to sick pay as follows:—

- (i) During the first year, 3½ hours' ordinary pay for each completed month of service;
- (ii) During any subsequent year of service, 40 hours' ordinary pay.

Provided that any employee who is in his or her first year in the industry on the 1st April, 1953, shall at that date be entitled to have had or be credited with 2½ hours' sick pay for each completed month of service, provided that such employee shall be entitled to not more than 40 hours' sick leave for such first year.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what employment and paid sick leave he or she has had with any employer in the industry during the previous twelve months, and upon such statement or other evidence the employer shall be entitled to rely and act.

(c) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st July, 1943, shall be disregarded.

(d) Any accumulated sick leave not exceeding 320 hours, standing to the credit of any employee on the 1st April, 1953, shall not be increased by virtue of sub-clause (a) (ii) hereof.

(e) No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under sub-clause (c) hereof.

MORNING TEA INTERVAL.

11. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

12. An allowance of 3s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime. Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

If an employee, pursuant to notice, has provided a meal and is not required to work overtime, or is required to work less than the amount advised, he shall be paid as above prescribed for the meal which he has provided but which is surplus.

BURNERS.

13. A burner shall be paid for the full number of hours of the shift worked.

WET PLACES.

14. (a) Clayhole men working underground in shaft and/or tunnel, who are required to work in a "wet place" for at least one hour during the shift, shall be paid 1s. extra for such shift, unless the wet conditions occur only in the last two hours of the shift. A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

(b) Employees, other than clayhole men, required to do wet work, such as hosing down and cleaning for different clays, shall be provided with gum boots.

CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clayhole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

16. Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Thursday, respectively.

DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities, reasonably sufficient to accomplish such purpose.

CLOTHING ALLOWANCE.

18. (i) An allowance of 6d. per day or part thereof shall be paid for wear and tear on boots to—
 (a) a burner or his assistant engaged at a periodical kiln fired with coal, coke, briquettes, or other solid fuel;
 (b) a drawer, other than one working at an electric or tunnel kiln;
 (c) a setter, placer, or employee wheeling into or out of a kiln, who, in the performance of his duties, has to wheel or carry over gritty kiln waste;
 (d) an employee working on a wet, muddy surface in a clayhole.
 (ii) An amount of 6d. per day or part thereof shall be paid as a clothing allowance to a pipe-machine operator whilst required to oil dies, and to a Mandril operator, other than on an automatic pipe machine.

FIRST-AID ROOM.

19. In any establishment with more than five employees, the employer shall provide a cubicle or room for the sole purpose of treating injuries. Such cubicle or room shall be equipped with first-aid facilities.

CHANGE AND DINING ROOMS.

20. Adequate change rooms, lockers, and dining rooms, and at least one hot shower shall be provided for employees.

PIECEWORK.

21. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Labour and Industry Act 1953, and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	.. ..	3s. 4½d. per trap
Boundary traps, 4 inches	.. ..	2s 5d. per trap
Gully traps (flanged)	.. ..	2s. 1½d. each
Disconnectors	.. ..	2s. 1½d. each
Basins	.. ..	2s. 1½d. each
Junctions	.. ..	29s. per 100

GENERAL POTTERY.

Chambers.		Handling per gross.		Cottage Pans and Traps. Cane.		per doz.	
Turning.		per gross.				s. d.	
s. d.		s. d.				s. d.	
12's	.. .. 19 11	.. ..	19 11	Pans	.. ..	.. ..	33 11½
9's	.. .. 23 8	.. ..	23 8	Traps	.. ..	.. ..	33 11½
6's	.. .. 27 3½	.. ..	27 3½	<i>Bottles (Throwing).</i>			
10s. 0½d. per gross extra to be allowed for embossed chambers.				Acid bottles, including stopping and stamping (3 gallon) 21s. 5½d. per dozen bottles			

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period, respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

Within All Other Parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	.. ..	3 3½ per trap	Disconnectors	.. ..	1 11½ each
Boundary traps, 4 inches	.. ..	2 2½ "	Basins	.. ..	1 11½ "
Gully traps (flanged)	.. ..	1 11½ each	Junctions	.. ..	28 1½ per 100

GENERAL POTTERY.

<i>Bottles (Throwing).</i>		<i>Bung Jars and Demi-johns (Throwing).</i>		<i>Pedestal Pans (Hand Pressed).</i>	
Acid bottles, including stopping and stamping (3 gallon)	.. ..	19 2	per dozen bottles	Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—	
				Straight fronts—	
				Cane 8 10½ each	
				White 8 11½ "	
				Hollow fronts—	
				Cane 8 3½ "	
				White 8 10½ "	
				Sizes exceeding above dimensions—	
				Cane 9 8½ "	
				White 11 0½ "	
				<i>Jars (Throwing).</i>	
				Squat jars—	
				Under 2 gallons 59 3½ per 100 gallons	
				2 gallons and over 53 8½ "	
				<i>Ginger Beer and Ale Bottles (Throwing).</i>	
				1 gallon (screwed) 58 6½ per gross	
				Ale bottles 7 1½ "	
				Others 11 0½ "	

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period, respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.— All piecework prices shall be calculated on the basis of articles "Good from hand".

In this Determination, the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Plus 9/7s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

22. The Board determines that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery and insulator making, and tile sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 24. Provided that adjustments to the rates for adult females, apprentices, and improvers and to the piecework prices, shall be made as follows:—

- (a) The basic wage for adult females shall be 75 per cent. (to the nearest 6d., half or less than half of 6d. to be disregarded) of the basic wage prescribed hereunder.
- (b) The wages rates for apprentices and improvers shall be adjusted according to the percentages set out in clause 25 of the respective basic wage for the sex and area in which they are employed; such adjustments shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.
- (c) The earnings of pieceworkers shall be adjusted by adding or subtracting, as the case may be, to the amount set out in the margin the amount of the rise or fall in the basic wage.

Place.	Basic Wage	—
	£ s. d.	
Within the Metropolitan District as defined in the <i>Labour and Industry Act 1953</i> thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea	12 0 0	Melbourne
Within all other parts of Victoria—3s. less (except clayhole men working underground in shaft and/or tunnel)		

ADJUSTMENT OF BASIC WAGE.

24. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression, means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1955, the amount of the basic wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

25. In addition to the basic wages provided in clause 23, the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.
MALES.	
All Departments.	
	s. d.
Head burner	41 6
Burner	33 6
Burner's assistant	25 6
Mouldmaker	44 0
Kiln labourer	22 6
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	49 6
All other clayhole men (employers to provide tools)	36 0
Men boring or using explosives	42 6
Glazed Pipes and Salt-glazed Ware.	
Flanger	42 6
Man in charge of plunger	32 6
Presser	37 6
Setter	37 6
Junction sticker	37 6
Man operating or taking off machine making siphons, D traps, inlets, and the like	37 6
Man working pipe-flanging machine	29 6
Mandril operator	25 6
Bitumen jointer	28 0
Drawer	29 6
Feeder of pipe machine	25 6
Man taking off pipe machine	22 6
Man in charge of pugor mixer machine	22 6
Machine rigger	29 6
Hand feeder of raw or burnt clay into crusher or grinding pan	29 6
Man carrying or wheeling into or out of kiln or to or away from kiln	25 6
Man sorting pipes	25 6
Pipe dresser	25 6
Packer of goods into railway trucks	24 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	20 0

MARGINAL RATES—continued

Classification.	Margins Per Week.
Males—continued.	
Dust Tile Making.	
	<i>s. d.</i>
Tunnel kiln operator	30 0
Leading hand slip making	32 0
Slip-house attendant	25 6
Head dipper	37 6
Dipper and/or spray operator	32 0
Man hand pressing dust tiles or working semi-automatic tile press	29 6
Setter	37 6
Drawer	29 6
Sagger maker	29 6
Man operating box on sagger machine	22 6
Man operating lever on sagger machine	25 6
Man carrying into or out of kiln	25 6
Ball mill operator (dry grind)	29 6
Head packer	33 6
Packer who packs articles with protective substances into containers with secured lids	28 0
Other packers	24 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	20 0
General Pottery and Insulator Making.	
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	36 0
Man employed at pinning, leading, and/or cementing insulators or similar ware	29 6
Sanitary ware presser	33 6
Head packer	33 6
Packer who packs articles with protective substances into containers with secured lids	28 0
Other packers	24 0
Ball mill operator (dry grind)	29 6
Leading hand slip making	32 0
Slip-house attendant	25 6
Tea-pot hand presser	32 0
Man fixing handles or spouts	28 0
Hollow ware presser	32 0
Turner—insulator—	
1st 12 months' experience	36 0
Thereafter	42 6
Turner—other	36 0
Jolly hand—insulator—	
1st 12 months' experience	33 6
Thereafter	40 0
Jolly hand—other	33 6
Jigger hand	33 6
Man sand-papering ware on machine	25 6
Man sanding insulators weighing 8 lb. or over	25 6
Machine rigger	29 6
Caster	32 0
Stoneware thrower—	
4th year's experience	25 6
5th year's experience	33 6
and thereafter	44 0
Head placer inside kiln	32 0
Head dipper	37 6
Dipper and/or spray operator	32 0
Other placer	20 6
Sagger maker	29 6
Men operating box on sagger machine	22 6
Presser (screw and lever-type inclusive)	32 6
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln	25 6
Hand feeder of raw or burnt clay into crusher or grinding pan	29 6
Grinder of burnt ware	32 0
Potter's printer	25 6
Man operating lever on sagger machine	25 6
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	20 0

26. The wages rates of junior workers shall be adjusted according to the percentages of the basic wage for males and females, respectively, shown hereunder:—

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Labour and Industry Act 1953; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

	Percentage.
Under 15 years of age	24
15 years of age	28
16 " "	32
17 " "	38
18 " "	52
19 " "	61
20 " "	75

FEMALES.

	Commencing Age.	
	15 Years or Under.	16 Years.
	Percentage.	Percentage.
1st 6 months	32	..
2nd 6 months	37	..
1st year .. .. .	..	37
2nd "	41	45
3rd "	45	51
4th "	51	58
5th "	58	64
6th "	64	..
and thereafter the minimum wage.		

	Commencing Age.	
	17 Years.	18 Years.
	Percentage.	Percentage.
1st year	43	45
2nd "	51	58
3rd "	58	64
4th "	64	..
and thereafter the minimum wage.		

	Commencing Age.	
	19 Years.	20 Years.
	Percentage.	Percentage.
1st year	51	60
2nd "	66	..
and thereafter the minimum wage.		

WITHIN ALL OTHER PARTS OF VICTORIA

MALES.

Wages per Week.

	Percentage.
Under 15 years of age	20
15 years of age	26
16 "	32
17 "	36
18 "	51
19 "	59
20 "	73

FEMALES.

Wages per Week.

	Commencing Age.	
	15 Years or Under.	16 Years.
	Percentage.	Percentage.
1st 6 months	32	..
2nd 6 months	36	..
1st year .. .. .	..	36
2nd "	40	44
3rd "	44	47
4th "	47	56
5th "	56	63
6th "	63	..
and thereafter the minimum wage.		

FEMALES—continued.
Wages per Week.

	Commencing Age.	
	17 Years.	18 Years.
	Percentage.	Percentage.
1st year	37	44
2nd "	47	58
3rd "	56	63
4th "	63	..
and thereafter the minimum wage.		

Wages per Week.

	Commencing Age.	
	19 Years.	20 Years.
	Percentage.	Percentage.
1st year	48	56
2nd "	63	..
and thereafter the minimum wage.		

A. V. BARNES, J.P., Chairman.
I. W. RYAN, Secretary.

Melbourne, 8th August, 1955.





VICTORIA

GOVERNMENT GAZETTE.

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No. 888]

MONDAY, DECEMBER 19.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE BOARDING-HOUSES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which since the 30th June, 1925, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in Boarding-houses with accommodation for four or more boarders" has made the following Determination, namely:—

1. That on the 8th September, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		<i>s. d.</i>		<i>s. d.</i>
16 years of age and under	45	108 0	51	92 0
17 years of age	52	125 0	60	108 0
18 years of age	59	141 6	63	113 6
19 years of age	70	168 0	67	120 6
20 years of age	91	218 6	75	135 0

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

2.—continued.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warramboul, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	s. d.	s. d.
<i>Males.</i>		
Porter	260 0	257 0
Head Waiter	277 0	274 0
Other Waiters	260 0	257 0
First Cook, where the number of persons employed in the kitchen is eight or more	352 0	349 0
Five, six or seven	308 0	305 0
Three or four	293 0	290 0
Two or less	278 0	275 0
Second Cook, where the number of persons employed in the kitchen is eight or more	308 0	305 0
Five, six, or seven	282 6	279 6
Other Second Cooks	270 0	267 0
Sweets Cook	274 0	271 0
Grill, Relieving, or Assistant Cook	270 0	267 0
Pantryman or Kitchenman	260 0	257 0
Persons not otherwise provided for	260 0	257 0
<i>Females.</i>		
Housekeeper	207 6	204 6
Laundress	195 6	192 6
Housemaid, Parlourmaid, or General	191 6	188 6
Head Waitress	197 6	194 6
Other Waitresses	191 6	188 6
First Cook	216 6	213 6
Second Cooks	211 6	208 6
Sweets Cook	211 6	208 6
Grills, Relieving, or Assistant Cook	210 6	207 6
Pantrymaid or Kitchenmaid	191 6	188 6
Persons not otherwise provided for	191 6	188 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 85s. per week less, or
 (b) boards and lodges the employee, 53s. per week less.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF EMPLOYMENT.

4. (a) Employees (other than casual employees) shall be engaged by the week and paid by the week.
 (b) Employees (other than casual employees) ready, willing and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 11, Sick Leave) or absence from work without permission of the employer.
 (c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

TERMINATION OF EMPLOYMENT.

5. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

CASUAL LABOUR.

6. Casual employees, i.e., persons employed for not more than one half the number of hours fixed for an ordinary week's work shall be paid at the rate of time and a half.

OVERTIME.

7. The following rates shall be paid for all work done :—

(i) outside a spread of 12 hours per day	Double time	} Calculated on the full rate, i.e., the rate fixed before deducting board and lodging.
(ii) in excess of 9 hours per day within a spread of 12 hours or in excess of 40 hours in any one week	Time and a half	

SPECIAL RATES FOR HOLIDAYS.

8. The special rate payable to persons for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, (within the Metropolitan District as defined in the *Labour and Industry Act 1953*) and Queen's Birthday, shall be double time, calculated on the rates fixed before deducting board and lodging; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable on the day so substituted.

SPECIAL RATE FOR SUNDAY.

9. All work done on Sunday within an employees ordinary week's work of 40 hours shall be paid for at the rate of time and a half.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendment which may be made thereto from time to time.

SICK LEAVE.

11. (a) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st September, 1948, shall be disregarded.

ROSTERED DAY OFF.

- 12. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
- (b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 8.

PAYMENT FOR TRANSPORT.

13. Where an employee is engaged for a country or a seaside boardinghouse, and has to travel 20 miles or more to take up service, he or she shall be paid for his or her transport both ways if—

- (a) he or she serves with satisfaction to his or her employer for four weeks; and
- (b) is willing to complete the full period of his or her engagement.

UNIFORMS.

14. Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white dress, white apron and cap) such uniform shall be provided and laundered by the employer.

UNION OFFICIALS RIGHT OF ENTRY.

15. Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishment or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

DEFINITION.

16. "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

PERIODICAL ADJUSTMENT OF WAGES.

17. The Wages Rates for "Other Employees (Males)" set out in clause 2 are based upon the following basic wage rate, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rate shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Throughout the State	12 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means, the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1955, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(f) The rates for board and lodging for adults shall be increased or decreased by One shilling for every Five shillings per week alteration in the basic wage for Melbourne.

Table.

Deductions for Board and Lodging.											Basic Wage.				
<i>s. d.</i>											<i>s. d.</i>		<i>s. d.</i>		
45	0	..	..	..	..	..	..	..	..	..	199	0	to	203	0
46	0	..	..	..	..	..	..	..	..	..	204	0	to	208	0
47	0	..	..	..	..	..	..	..	..	..	209	0	to	213	0
48	0	..	..	..	..	..	..	..	..	..	214	0	to	218	0
49	0	..	..	..	..	..	..	..	..	..	219	0	to	223	0
50	0	..	..	..	..	..	..	..	..	..	224	0	to	228	0
51	0	..	..	..	..	..	..	..	..	..	229	0	to	233	0
52	0	..	..	..	..	..	..	..	..	..	234	0	to	238	0
53	0	..	..	..	..	..	..	..	..	..	239	0	to	243	0
54	0	..	..	..	..	..	..	..	..	..	244	0	to	248	0
55	0	..	..	..	..	..	..	..	..	..	249	0	to	253	0

Any extension of this table must be of the same construction as the table.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th August, 1955.



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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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

FURNITURE BOARD.

Clauses 2, 3, 4 and 5, of the Determination made on the 29th June, 1955, and in force as from the beginning of the first pay period to commence in June, 1955, shall be replaced by the following clauses:—

2.

WAGES.

Classification.	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.
PART I.—ADULT MALES.		
SECTION "A."—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>		
	£ s. d.	£ s. d.
1. Boul't's carver	16 1 0	15 18 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	16 1 0	15 18 0
3. Moulder—who grinds cutters, sets up and operates	16 1 0	15 18 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	16 1 0	15 18 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	16 1 0	15 18 0
6. Lindeman or similar jointer	16 1 0	15 18 0

WAGES—continued.

Classification.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Ovens Districts.	Elsewhere in Victoria.
PART I.—ADULT MALES—continued.		
<i>Machinist—" B " Grade.</i>		
	£ s. d.	£ s. d.
7. Band and/or jig sawyer	14 6 0	14 3 0
8. Circular sawyer—who sets up and operates	14 6 0	14 3 0
9. Dovetailer—who sets up and operates	14 6 0	14 3 0
10. Buzzer—who sets up and operates	14 6 0	14 3 0
11. Planer—who sets up and operates	14 6 0	14 3 0
12. Thicknesser—who sets up and operates	14 6 0	14 3 0
13. Glue Jointer—who sets up and operates	14 6 0	14 3 0
14. Tenoner—who sets up and operates	14 6 0	14 3 0
15. Turner—copying or automatic lathe—who sets up and operates	14 6 0	14 3 0
16. Morticer—who sets up and operates	14 6 0	14 3 0
17. Sander—Tripledrum—who sets up and operates	14 6 0	14 3 0
18. Belt sander on veneers	14 6 0	14 3 0
19. Multiple Borer—three or more bits—who sets up and operates	14 6 0	14 3 0
20. Moulder—who sets up and operates	14 11 0	14 8 0
<i>Machinist—" C " Grade.</i>		
21. Sander—others	13 16 0	13 13 0
22. Borer—less than three bits	13 16 0	13 13 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 8, 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 16 0	13 13 0
<i>General.</i>		
24. Timber bender	13 16 0	13 13 0
25. Timber stacker	13 1 0	12 18 0
26. Yardman	13 1 0	12 18 0
27. Tally out	13 1 0	12 18 0
28. Employees not elsewhere classified	12 9 0	12 6 0
SECTION " B "—POLISHING, ETC.		
29. Polisher	16 1 0	15 18 0
30. Spray hand—		
(a) engaged on finishing coats of any type	14 6 0	14 3 0
(b) engaged on priming and/or undercoating, and/or sealing	13 16 0	13 13 0
31. Employee cutting or papering down and/or filling and/or staining	13 16 0	13 13 0
SECTION " C "—GENERAL FURNITURE.		
32. Cabinet maker	16 1 0	15 18 0
33. Wood carver	16 1 0	15 18 0
34. Chair frame maker	16 1 0	15 18 0
35. Upholsterer, i.e., a person who is capable of and does web spring canvas first and second stuff cover and finish	16 1 0	15 18 0
35A. Upholsterer, other than defined in Classification 35	14 1 0	13 18 0
36. Assembler first class, i.e., an adult employee engaged in fitting together by nailing, screwing, glueing or fixing in any way machine-jointed or finished parts of furniture or cabinets and who in so doing completely assembles an article	14 8 6	14 5 6
37. Assembler second class, i.e., an adult employee employed (a) assembling component parts of furniture or cabinets, refrigerators; (b) cramping furniture cabinets, or wooden parts of refrigerators	14 1 0	13 18 0
38. Veneer cutter or matcher	14 6 0	14 3 0
39. Stuff over chair or couch frame maker, i.e., an adult who makes frames on which the upholsterers cover all the woodwork except the legs and/or feet and of which the woodwork is prepared by machines	14 3 6	14 0 6
39A. Employees filling loose cushions	13 16 0	13 13 0
40. Veneer layer or gluer engaged in the preparing or making of veneered panels or plywood or coreboard or partly prepared timber or parts of furniture timber cut to size	13 16 0	13 13 0
41. Employee packing furniture and/or mantelpieces	13 13 0	13 10 0
42. Employee cleaning off, i.e., cleaning off glue after assembly	12 16 0	12 13 0
SECTION " D "—BEDDING, BEDSTEDS, AND WIRE MATTRESSES.		
<i>(a) Bedding.</i>		
43. Employee engaged on making box spring mattresses and upholstered base supports	16 1 0	15 18 0
44. Reversible inner spring mattresses and/or soft mattress maker and/or quilt maker including quilting and/or hand tufting	14 6 0	14 3 0
45. Employee who sets up, adjusts and operates any of the following bedding machines:—power tufting; roll edge; tape edge; buttoning; or pre-built border	14 6 0	14 3 0
46. Employee who does not set up or adjust, but only operates any of the following bedding machines:—power tufting; roll edge; tape edge; buttoning; or pre-built border	13 16 0	13 13 0
47. Employee operating filling machines for upholstery, soft bedding and pillows	13 16 0	13 13 0
48. Employee packing bedding	13 13 0	13 10 0

WAGES—continued.

Classification.	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.
PART I.—ADULT MALES.—continued.		
<i>(b) Bedsteads and Wire Mattresses.</i>		
49. Wire weaver—who sets up, adjusts, and operates automatic machines ..	16 1 0	15 18 0
50. Mattress spring and/or spring unit maker (hand)	14 17 0	14 14 0
51. Other wire weavers	14 6 0	14 3 0
52. Stretcher up	13 16 0	13 13 0
53. Tacker up	13 16 0	13 13 0
54. Splitter up	13 16 0	13 13 0
55. Wire drawer	13 14 0	13 11 0
56. Spring maker and assembler on automatic machines	13 16 0	13 13 0
<i>(c) Bedstead Assembly.</i>		
57. Employee framing and/or cramping combination bedsteads and/or settees and/or cots	13 16 0	13 13 0
58. Employee setting up to check and packing combination bedsteads and/or settees and/or cots	13 4 0	13 1 0
SECTION "E"—CARPET PLANNING AND SOFT FURNISHINGS.		
59. Carpet planner	16 1 0	15 18 0
60. Sewer or layer or gluer of carpets, linos, masonite or any other floor covering	14 8 6	14 5 6
61. Employee cutting and/or fixing and/or sewing loose covers, curtains, drapes or blinds	14 6 0	14 3 0
62. Employee mounting, making or hanging blinds	14 6 0	14 3 0
63. Carpet room assistant	13 4 0	13 1 0
SECTION "F"—PICTURE FRAMES.		
64. Stainer who mixes and/or applies stain and/or finishes any kind of wood or compo	14 6 0	14 3 0
65. Mount cutter	13 16 0	13 13 0
66. Mounter	13 16 0	13 13 0
67. Joiner	13 16 0	13 13 0
68. Gilder or bronzer	13 16 0	13 13 0
SECTION "G"—REFRIGERATORS (Other than Ice).		
69. Cabinet maker	16 1 0	15 18 0
70. Painter and/or enameller, spray or brush on coats other than priming	16 1 0	15 18 0
71. Painter and/or enameller, spray or brush on prime coats	14 16 0	14 13 0
72. Wet rubbing	14 16 0	14 13 0
73. Packers of new refrigerators	13 13 0	13 10 0
SECTION "H"—ORNAMENTS OF WOOD.		
74. Wood Turners	16 1 0	15 18 0
75. Polishers	16 1 0	15 18 0
76. Wood machinists (see Section "A")		
PART II.—ADULT FEMALES.		
SECTION A—GENERAL FURNITURE.		
1. Upholstress	10 4 6	10 2 0
2. Veneer matcher	10 4 6	10 2 0
3. Female employed in designing, making, painting, or decorating—		
(a) furnishing accessories or novelties	10 4 6	10 2 0
(b) domestic woodware	10 4 6	10 2 0
(c) walking sticks	10 4 6	10 2 0
SECTION B—BEDDING, ETC.		
4. Females sewing mattresses, pillows, quilts, cushions, &c.	10 4 6	10 2 0
SECTION C—CARPET PLANNING AND SOFT FURNISHINGS.		
5. Carpet sewer	10 5 9	10 3 3
6. Table hand	10 4 6	10 2 0
7. Draping hand or repairer of new goods	10 4 6	10 2 0
8. Shade roller blind maker	10 4 6	10 2 0
9. Cutter of loose covers	10 4 6	10 2 0
10. Cutter of curtains, drapes or blinds	10 4 6	10 2 0
11. Fancy roller blind maker	10 4 6	10 2 0
SECTION D—PICTURE FRAMES.		
12. Mounting and/or fitting	9 12 0	9 9 6
<p>Provided that all other adult females, employed on work for which a male margin of 40s. and over was prescribed in clause 41 of the Determination published in <i>Government Gazette</i> No. 351 of the 14th May, 1954, shall receive a margin equal to 50 per centum of the male margin, but if the male margin was 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.</p>		
PART III.—SAVING.		
<p>No employee shall have his or her rate reduced merely as a result of this Determination.</p>		

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) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Forty-five 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.

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 Warrambol, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
<i>Male Apprentices.</i>		
Five-year Term—	£ s. d.	£ s. d.
1st year's experience	3 18 6	3 18 0
2nd year's experience	5 6 0	5 4 6
3rd year's experience	6 13 0	6 11 0
4th year's experience	10 4 0	10 1 6
5th year's experience	12 12 0	12 9 0
Four-year Term—		
1st year's experience	4 3 6	4 2 6
2nd year's experience	6 13 0	6 11 0
3rd year's experience	10 4 0	10 1 6
4th year's experience	12 12 0	12 9 0
<i>Male Improvers.</i>		
Under 16 years of age	2 19 0	2 18 6
16 and under 17	3 12 0	3 11 0
17 and under 18	4 17 0	4 16 0
18 and under 19	6 9 6	6 8 0
19 and under 20	10 4 0	10 1 6
20 and under 21	12 11 0	12 8 0
<i>Female Apprentices.</i>		
1st year's experience	4 5 0	4 3 6
2nd year's experience	6 1 6	6 0 0
3rd year's experience	8 2 6	8 0 6
4th year's experience	9 5 6	9 3 0
<i>Female Improvers.</i>		
16 years and under	3 1 0	3 0 0
17 years	4 5 0	4 3 6
18 years	6 1 6	6 0 0
19 years	8 2 6	8 0 6
20 years	9 5 6	9 3 0

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

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



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No. 890]

MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 217 of the 12th April, 1954, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS. Rates per Week of 40 Hours.

2. (a)

Experience.	Males.		Females.		Females Commencing at the Trade between the Ages of 18 and 21 Years.
	£	s. d.	£	s. d.	
1st six months	3	4 6	4	0 0	6 8 6
2nd six months	3	14 6	4	9 6	7 1 6
3rd six months	4	7 0	4	18 6	8 2 0
4th six months	5	6 8	5	13 6	9 0 6
5th six months	5	19 0	6	8 6	..
6th six months	6	14 0	7	1 6	..
7th six months	9	11 0	8	2 0	..
8th six months	11	0 6	9	0 6	..
9th six months	12	8 0	..	..	..
10th six months	12	12 6	..	..	..

and thereafter the minimum wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
 (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.
- (b) PROPORTION (IN ANY FACTORY OR PLACE).
Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
 (ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
 (iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination, the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination, shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
	£ s. d.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	15 16 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	15 0 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	14 6 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	14 15 0
All other adult males not herein classified	12 16 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 17 0
Machinists, namely, females employed machining any part of a garment or part of an article	10 12 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	10 12 0
All other adult females not herein classified	9 12 0

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



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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this section published in *Government Gazette* No. 176 of the 6th April, 1954, shall be replaced by the following clause:—

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

(a) IMPROVERS.							(b) ADULTS.										
Males.			Females.														
			Commencing Age.														
s. d.							s. d.										
			Experience.		15 years or under.												
					16 years.		17 years.										
					18 years.		19 years.										
					20 years.												
					s. d.		s. d.										
1st year's experience..	54	0	46	0	55	6	59	0	72	0	88	6	103	6	Females ..	184	6
2nd " " ..	76	6	68	6	75	6	83	0	103	6	114	6	Males—		
3rd " " ..	103	6	88	6	98	0	105	0	134	6	Cutters ..	252	0
4th " " ..	140	0	112	6	122	0	134	6	All others..	249	0
5th " " ..	179	6	134	6	134	6			
6th " " ..	206	6			
7th " " ..	221	6			

and thereafter the rate prescribed for adults.

PROPORTION.
Two male improvers to each male person receiving not less than the rate prescribed for adults.
Three female improvers to each female person receiving not less than the rate prescribed for 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.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support effective decision-making.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection and provide valuable insights into organizational performance.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and integration. It offers strategies to overcome these challenges and ensure the integrity and availability of data.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the importance of a data-driven approach to organizational management and the need for continuous improvement in data management practices.

6. The sixth part of the document provides a detailed overview of the data collection process, including the identification of data sources, the design of data collection instruments, and the implementation of data collection procedures.

7. The seventh part of the document discusses the importance of data security and privacy. It outlines the measures that should be taken to protect sensitive data from unauthorized access and ensure compliance with relevant regulations.

8. The eighth part of the document focuses on the integration of data from different sources. It discusses the challenges of data integration and provides strategies to ensure that data from various systems can be effectively combined and analyzed.



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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 175 of the 6th April, 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.	<i>Males.</i>		
					s. d.
Under 17 years of age	23	56 6	Oven hands .. .. .	.. .. .	253 0
17 years of age	35	86 0	Machine attendants .. .. .	.. .. .	253 0
18 years of age	47	115 6	All others of 3 months' or more experience .. .. .	.. .. .	249 0
19 years of age	63	155 0	All others of less than 3 months' experience .. .. .	.. .. .	247 0
20 years of age	77	189 6	<i>Females.</i>		
<i>Proportion (in any place).</i>			All adults .. .. .	.. .. .	184 6
One improver to every three adult employees.					

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

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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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 172 of the 2nd April, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.			(b) Other Employees.		
	Percentage of Basic Wage.	Amount.			
<i>Males.</i>		<i>s. d.</i>	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	<i>s. d.</i>	Other Parts of Victoria where this Determination Applies.
1st year's experience	22	54 0			
2nd year's experience	31	76 6			
3rd year's experience	42	103 6			
4th year's experience	57	140 0			
5th year's experience	73	179 6			
6th year's experience	84	206 6			
7th year's experience	90	221 6			
and thereafter the minimum wage.			<i>s. d.</i>	<i>s. d.</i>	
			Operators of blue-printing machines—		
			Males—		
			(i) with 3 months' or more experience ..		
			252 0	249 0	
			(ii) with less than 3 months' experience		
			249 0	246 0	
			Females		
			184 6	184 6	
			All other persons—		
			Males		
			249 0	246 0	
			Females		
			184 6	184 6	

WAGES PER WEEK OF 40 HOURS—*continued.*

(a) Improvers— <i>continued.</i>		
	Percentage of Female Basic Wage.	Amount.
<i>Females.</i>		
		<i>s. d.</i>
1st six months' experience	23	42 6
2nd six months' experience	30	55 6
3rd six months' experience	34	62 6
4th six months' experience	41	75 6
5th six months' experience	45	83 0
6th six months' experience	52	96 0
7th six months' experience	57	105 0
8th six months' experience	65	120 0

and thereafter the minimum wage.

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.

One improver to each person of the same sex receiving not less than the minimum wage.

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



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No. 894]

MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 171 of the 2nd April, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.							
Males.			Females.										
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—								
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>							
1st year ..	22	54 0	1st six months	23	42 6	Males ..	..	..	..	..	..	249	0
2nd ..	30	74 0	2nd ..	29	53 6	Females ..	..	..	..	..	..	184	6
3rd ..	41	101 0	3rd ..	34	62 6								
4th ..	56	138 0	4th ..	41	75 6								
5th ..	71	174 6	5th ..	45	83 0								
6th ..	82	201 6	6th ..	52	96 0								
7th ..	87	214 0	7th ..	57	105 0								
			8th ..	65	120 0								

And thereafter the minimum wage 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.

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

Females.

Two improvers to each female person receiving not less than the minimum wage.

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

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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Cake Ornament Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 170 of the 2nd April, 1954, shall be replaced by the following clause:—

2. WAGES PER 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	54 0	1st six months' experience ..	23	42 6		
2nd " " " ..	32	78 6	2nd " " " ..	30	55 6		
3rd " " " ..	42	103 6	3rd " " " ..	34	62 6		
4th " " " ..	57	140 0	4th " " " ..	41	75 6		
5th " " " ..	73	179 6	5th " " " ..	45	83 0		
6th " " " ..	84	206 6	6th " " " ..	52	96 0	Males	249 0
7th " " " ..	90	221 6	7th " " " ..	57	105 0	Females	184 6
			8th " " " ..	65	120 0		

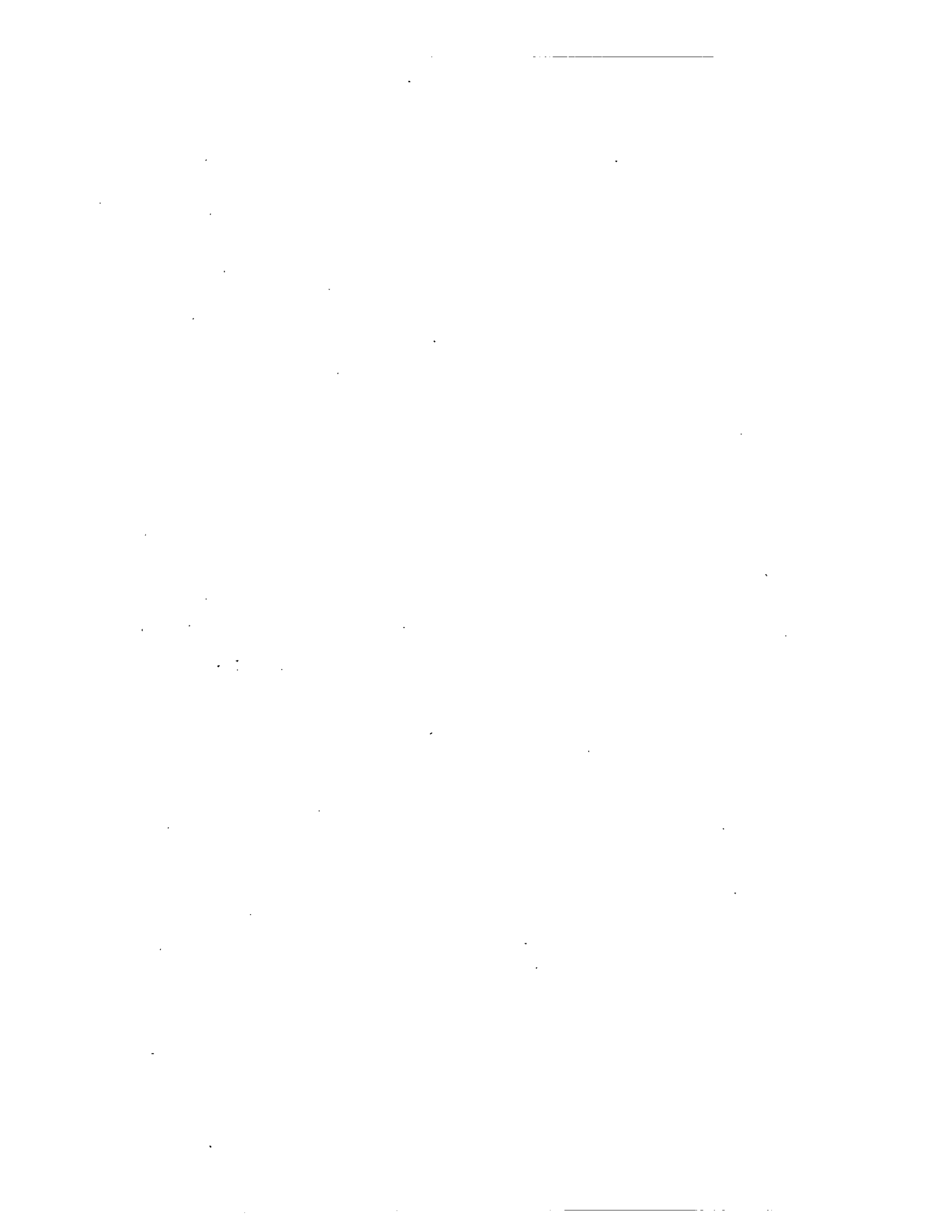
and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

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

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MONDAY, DECEMBER 19.

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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 November, 1955.

Dated at Melbourne, this
9th day of December, 1955.

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

GENERAL BOARD.

(Carbon Articles Section.)

Clause 2 of the Determination for this Section, published in *Government Gazette* No. 169 on the 2nd April, 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 16 years of age	24	59 0	Foreman in charge	275 0
16 years of age and under 17 years	34	83 6	(i) All others of three months' or more experience	260 0
17 years of age and under 18 years	61	150 0	(ii) All others of less than three months' experience	249 0
18 years of age and under 19 years	77	189 6		
19 years of age and under 21 years	92	226 6		
PROPORTION (in any place.)				
One improver to the first fully paid worker; thereafter one additional improver to every two additional 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.

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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 November, 1955.

Dated at Melbourne, this

9th day of December, 1955.

H. N. JONES,

Secretary for Labour and Industry.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 163 of the 2nd April, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Other Employees.		
Males.			Females.					
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.			s. d.
1st year's experience	22	54 0	1st six months' experience	23	42 6	Grinding mill attendant	.. .. .	253 0
2nd "	31	76 6	2nd "	30	55 6	Person engaged in testing and/or checking formulae	.. .. .	259 0
3rd "	42	103 6	3rd "	34	62 6	Person in charge of mixing ingredients and making chalks from given formulae	.. .. .	254 0
4th "	57	140 0	4th "	41	75 6	Persons not provided for—		
5th "	73	179 6	5th "	45	83 0	Males	.. .. .	249 0
6th "	84	206 6	6th "	52	96 0	Females	.. .. .	185 0
7th "	90	221 6	7th "	57	105 0			
			8th "	65	120 0			

and thereafter the minimum wage.

Proportion.
One male improver to each male person receiving not less than the minimum wage.
Three female improvers to each female person receiving not less than the minimum wage.

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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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
12th day of December, 1955.

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

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 14 of the Determination for this Section, published in *Government Gazette* No. 167 of the 2nd April, 1954, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

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	56 6	All adults		249 0
17 years of age	35	86 0			
18 years of age	47	115 6			
19 years of age	63	155 0			
20 years of age	77	189 6			

Proportion (in any place).

One improver to each adult employee.

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14. WAGES PER WEEK OF 40 HOURS.					
(a) IMPROVERS.					
Males.			Females.		
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.
1st year's experience	22	54 0	1st six months' experience	23	42 6
2nd year's experience	31	76 6	2nd six months' experience	29	53 6
3rd year's experience	42	103 6	3rd six months' experience	34	62 6
4th year's experience	57	140 0	4th six months' experience	41	75 6
5th year's experience	73	179 6	5th six months' experience	45	83 0
6th year's experience	84	206 6	6th six months' experience	52	96 0
7th year's experience	90	221 6	7th six months' experience	57	105 0
			8th six months' experience	65	120 0
			9th six months' experience	70	129 0
			10th six months' experience	76	140 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.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.						s. d.
Males:— (i) of 3 months' or more experience .. ..	..	..	..	..	..	250 0
(ii) of less than 3 months' experience .. ..	..	..	..	..	..	249 0
Females .. ..	..	..	..	..	..	184 6

Clauses, other than clauses 2 and 14, of the said Determination for this Section, shall remain in force.



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No. 899]

MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
14th day of December, 1955.

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

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 137 of the 28th March, 1954, be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.					(b) Adults.		
Males.			Females.		Males.		
—	Percentage of Basic Wage.	—	—	Percentage of Female Basic Wage.	—	—	s. d.
		s. d.					
1st year's experience	22	54 0	1st six month's experience	23	42 6	Printing-ink mixer	253 0
2nd " "	31	76 6	2nd " "	30	55 6	All others	249 0
3rd " "	42	103 6	3rd " "	34	62 6		
4th " "	57	140 0	4th " "	41	75 6		
5th " "	73	179 6	5th " "	45	83 0	Females.	
6th " "	84	206 6	6th " "	52	96 0	All persons	184 6
7th " "	90	221 6	7th " "	57	105 0		
			8th " "	65	120 0		

and thereafter the minimum wage.

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.

One improver to each male adult.

Females.

One improver to each female receiving not less than the minimum wage.

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

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No. 900]

MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
14th day of December, 1955.

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

GENERAL BOARD.

(Lampshade Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 136 of the 26th March, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) OTHER EMPLOYEES.		
Males.			Females.			Males.		
Experience.	Percentage of Basic Wage.	Amount.	Experience.	Percentage of Female Basic Wage.	Amount.	s.	d.	
		<i>s. d.</i>			<i>s. d.</i>			
1st year ..	22	54 0	1st six months	23	42 6			
2nd year ..	30	74 0	2nd six months	29	53 6			
3rd year ..	41	101 0	3rd six months	34	62 6			
4th year ..	56	138 0	4th six months	41	75 6			
5th year ..	71	174 6	5th six months	45	83 0			
6th year ..	82	201 6	6th six months	52	96 0			
7th year ..	87	214 0	7th six months	57	105 0			
			8th six months	65	120 0			
PROPORTION.								
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.								
Three female improvers to each female person receiving not less than the minimum wage.								
						Persons engaged in cutting out material for parts of lampshades 251 0		
						All others 249 0		
<i>Females.</i>								
						Persons engaged in sketching, painting or decorating by free-hand or stencils 184 6		
						Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) 184 6		
						All others 184 6		

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

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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
12th day of December, 1955.

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

GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 135 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.	
1st year's experience	22	54 0	1st six months	23	42 6	Adults (i) Of three months' or more experience	253	0
2nd "	31	76 6	2nd "	30	56 6	(ii) Of less than three months' experience	249	0
3rd "	42	103 6	3rd "	34	62 6			
4th "	57	140 0	4th "	41	75 6			
5th "	73	179 6	5th "	45	83 0			
6th "	84	206 6	6th "	52	96 0			
7th "			7th "	57	105 0			
and until 21 "	90	221 6	8th "	65	120 0			
			9th "	70	129 0			
			10th "					
			and until 21	76	140 0			

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.
One male improver to each male person receiving not less than the minimum wage.

Females.
Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(a) Designer of patterns to be used for producing articles of wearing apparel	270	9
(b) Assistant to (a) above	219	3
(c) Designers of patterns used for the production of transfers as applied to fabrics	219	3
(d) Assistants to (c) above	192	3
(e) Operator of perforating machine	184	6
(f) Any other adult	184	6

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

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MONDAY, DECEMBER 19.

[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 November, 1955.

Dated at Melbourne, this
12th day of December, 1955.

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

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 134 of the 26th March, 1954, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.	
<i>Males.</i>	Percentage of Basic Wage.	<i>s. d.</i>	<i>Females.</i>	Percentage of Female Basic Wage.	
1st year's experience ..	22	54 0	1st six months' experience ..	23	42 6
2nd year's experience ..	31	76 6	2nd six months' experience ..	30	55 6
3rd year's experience ..	42	103 6	3rd six months' experience ..	34	62 6
4th year's experience ..	57	140 0	4th six months' experience ..	41	75 6
5th year's experience ..	73	179 6	5th six months' experience ..	45	83 0
6th year's experience ..	84	206 6	6th six months' experience ..	52	96 0
7th year's experience ..	90	221 6	7th six months' experience ..	57	105 0
and thereafter the rate prescribed for adults			8th six months' experience ..	65	120 0
<i>s. d.</i>					
Males .. 249 0					
Females .. 184 6					

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for 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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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 November, 1955.

Dated at Melbourne, this
12th day of December, 1955.

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

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 133 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	56 6	Persons engaged in making or preparing moulds	..	259	0
17 years of age	..	35	86 0	Persons engaged in coloring or decorating models—			
18 years of age	..	47	115 6	(a) by hand	..	273	0
19 years of age	..	63	155 0	(b) by spray, or otherwise than by hand	..	261	0
20 years of age	..	77	189 6	Persons engaged in assembling or finning models			
				when taken from moulds	..	254	0
				All others	..	249	0

PROPORTION (IN ANY PLACE).

One improver to every three adult employees.

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. 903.—11971/55.—PRICE 3d.

