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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
4th day of January, 1956.

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

TINSMITHS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette*, No. 34 of the 4th February, 1955, shall be replaced by the following clauses:—

2. WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Sheet metal worker (1st class)	16 1 0	16 7 6	15 18 0
Sheet metal worker (2nd class)	14 16 0	15 2 6	14 13 0
Spinner (1st class)	15 6 0	15 12 6	15 3 0
Spinner other	13 16 0	14 2 6	13 13 0
Die setter	13 16 0	14 2 6	13 13 0
Die setter—press operator working from blue prints or plans	14 16 0	15 2 6	14 13 0
Press operator (heavy)	13 11 0	13 17 6	13 8 0
Press operator (light)	13 8 0	13 14 6	13 5 0
Solderer and dipper	13 11 0	13 17 6	13 8 0
Drop hammer stamper	13 11 0	13 17 6	13 8 0
Guillotine operator (as defined)	14 16 0	15 2 6	14 13 0
Guillotine operator (other)	13 8 0	13 14 6	13 5 0
Guttering machinist	13 8 0	13 14 6	13 5 0
Power machinist (not otherwise specified)	13 8 0	13 14 6	13 5 0
Spray painter (on both prime and finishing coats)	14 6 0	14 12 6	14 3 0
Spray painter (on one coat work)	13 16 0	14 2 6	13 13 0
<i>(b) Welding Division.</i>			
Welder—			
1st class	16 1 0	16 7 6	15 18 0
2nd class	14 1 0	14 7 6	13 18 0
3rd class	13 11 0	13 17 6	13 8 0
Tack welder	13 16 0	14 2 6	13 13 0
Welder—special class (as defined)	16 8 6	16 15 0	16 5 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.F.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand	13 16 0	14 2 6	13 13 0
Canister-maker by hand and riveter by hand	13 16 0	14 2 6	13 13 0
Solderer and dipper	13 8 0	13 14 6	13 5 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	13 16 0	14 2 6	13 13 0
Operator of power capping machines or metal pots on automatic machines	13 11 0	13 17 6	13 8 0
Operator of other power presses and other power machines	13 8 0	13 14 6	13 5 0
Cap solderer (not otherwise classified)	13 8 0	13 14 6	13 5 0
<i>(d) Galvanizing.</i>			
Galvanizer	14 13 6	15 0 0	14 10 6
Tinner and grease tinner	14 13 6	15 0 0	14 10 6
Assistant working over metal pot	13 11 0	13 17 6	13 8 0
Pickler	13 9 0	13 15 6	13 6 0
All others in this Division	13 5 0	13 11 6	13 2 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	14 16 0	15 2 6	14 13 0
Spray operator	13 16 0	14 2 6	13 13 0
Grainer, liner, and filliter	13 8 0	13 14 6	13 5 0
Painter and lacquerer	13 8 0	13 14 6	13 5 0
Dipper	13 8 0	13 14 6	13 5 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	14 11 0	14 17 6	14 8 0
Fuser on medallions, badges, or buckles	13 8 0	13 14 6	13 5 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	13 9 0	13 15 6	13 6 0
Inspector (other)	13 6 0	13 12 6	13 3 0
Mill hand and mixer	13 9 0	13 15 6	13 6 0
Packer and despatcher	13 13 6	14 0 0	13 10 6
Pickler	13 9 0	13 15 6	13 6 0
Rackman	13 4 0	13 10 6	13 1 0
Sand and shot blaster	14 13 6	15 0 0	14 10 6
Sprayer	13 11 0	13 17 6	13 8 0
Swiller, gripper, and brusher	13 8 0	13 14 6	13 5 0
Other employees with not less than three months' experience in the metal trades industry	12 15 0	13 1 6	12 12 0
Employee not elsewhere classified in any Division	12 9 0	12 15 6	12 6 0
<i>(g) General.</i>			
Process worker	13 8 0	13 14 6	13 5 0
Tool and/or material storeman (as defined)	13 13 6	14 0 0	13 10 6
Storeman and/or packer	13 13 6	14 0 0	13 10 6

Leading Hands.

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

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen	s. d.
All other labour	7 6 per week.
	5 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Sheet-metal worker—1st class.
- Welder—special class.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—special class;
the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

(j) **WAGES PER WEEK OF 40 HOURS.**

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>Four and Five-year Terms.</i>				
1st year	32	3 18 6	4 1 0	3 18 0
2nd year	43	5 6 0	5 8 6	5 4 6
3rd year	54	6 13 0	6 16 6	6 11 0
4th year	83	10 4 0	10 9 6	10 1 6
5th year	100 plus 6s.	12 12 0	12 18 6	12 9 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	34	4 3 6	4 6 0	4 2 6
2nd year	54	6 13 0	6 16 6	6 11 0
3rd year	83	10 4 0	10 9 6	10 1 6
4th year	100 plus 6s.	12 12 0	12 18 6	12 9 0

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

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

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

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75		9 4 6	9 9 6	9 2 0
All others	75	18 0	10 0 6	10 5 6	9 18 0
When employed in a classification for which the corresponding margin in clause 24 of the Determination published in <i>Government Gazette</i> No. 311 of the 30th April, 1954, exceeded 28s. per week, but did not exceed 40s. per week—75 per centum of the margin now prescribed for that classification in clause 24 hereof in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
				Additional Amount.	
17 years of age and under	52		4 19 6	5 2 0	4 18 0
18 years of age	62		5 18 6	6 1 6	5 17 0
19 years of age	72		6 17 6	7 1 0	6 15 6
20 years of age	82		7 16 6	8 0 6	7 14 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	24	2 0	3 1 0	3 2 6	3 0 6
16 years of age	34	3 0	4 6 6	4 9 0	4 5 6
17 years of age	46	4 0	5 17 0	6 0 0	5 16 0
18 years of age	58	5 0	7 7 6	7 11 6	7 6 0
19 years of age	73	6 0	9 5 6	9 10 6	9 3 6
20 years of age	88	7 0	11 3 6	11 9 0	11 1 0

* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

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

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

Prohibited Occupations.

(b) Junior employees shall not be employed :—

- (i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe; or
- (ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

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