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Labour and Industry Acts.

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 Acts, 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, 1956.

Dated at Melbourne, this
19th day of September, 1956.

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

PLATE GLASS BOARD.

Clauses 2, 3, 4, and 5 of the Determination made on the 29th May, 1956, and in force on the 1st June, 1956, shall be replaced by the following clauses:—

2. WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES.		
Section "A"—Glass.		
Hand painter or designer on or for glass	17 8 0	17 5 0
Pencil hand-embosser	16 10 6	16 7 6
Employee who is capable of and is engaged on (*a*) silvering; (*b*) cutting plate glass for silvering; (*c*) cutting plate glass and structural glass to all shapes and for all purposes for which plate and structural glass is normally used in the trade; (*d*) brilliant cutting; (*e*) bevelling, i.e., performing all functions in glass bevelling including maintaining of mills; (*f*) glass bending; (*g*) glazing, i.e., called upon to cut and glaze all types of glass including structural glass, in all manners customary to the trade; (*h*) sandblasting and/or stencil cutting and who performs the functions necessary for sand engraving to designs on glass	16 18 0	16 15 0
Trainee Tradesman—		
First year	14 17 0	14 14 0
Second year	15 1 0	14 18 0
Third year	15 5 0	15 2 0
Fourth year	15 14 0	15 11 0
Cutter, glazier, bevelling shop employee, sand blaster, stencil cutter (other than a trainee tradesman), glass blocker, scratch polisher	16 10 6	16 7 6
Cutter using jigs	16 0 6	15 17 6
Tradesman's Assistant, i.e., an adult employee other than a tradesman, or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	14 13 0	14 10 0
Rubber-out embosser	14 13 0	14 10 0
Cementer	14 13 0	14 10 0
Employee turning out lead from mill for leadlight glazier	14 13 0	14 10 0
Silk Screen maker	15 3 0	15 0 0
Silk Screen operator	14 5 0	14 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	14 1 0	13 18 0

WAGES—*continued.*

Adults, Journeymen, or Journeywomen.	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.
PART I.—ADULT MALES—*continued.*		
Section "B"—Safety Glass.		
Employee who is capable of and is engaged on cutting plate glass to all shapes and for all purposes for which plate glass is normally used in the trade ..	16 18 0	16 15 0
Other Cutters	16 10 6	16 7 6
Employee in charge of laminating room	16 10 6	16 7 6
Edge grinders (including allowance for wet work)	16 10 6	16 7 6
Autoclave attendant	15 3 0	15 0 0
Furnace operator—		
(a) First three months	15 3 0	15 0 0
(b) After three months' service	16 10 6	16 7 6
Furnace operator's assistant	15 3 0	15 0 0
Employees on cornering	15 3 0	15 0 0
Scratch polisher	14 13 0	14 10 0
Edge workers employed on automatic or semi-automatic machines	14 13 0	14 10 0
Edge sealer	14 13 0	14 10 0
Employee packing, unpacking, or issuing glass	14 13 0	14 10 0
Employee working automatic cutting machine	14 13 0	14 10 0
Employee breaking out after automatic cutting machine	14 13 0	14 10 0
PART II.—ADULT FEMALES.		
Safety Glass.		
Females engaged on scratch polishing machines	10 9 0	10 7 0
Females engaged on inspecting and testing	10 5 0	10 3 0
All other work	10 1 0	9 19 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed in clause 38 of the Determination published in *Government Gazette* No. 233 of the 12th April, 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.

PART III.—SAVING.

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

SPECIAL RATES.

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

1. 15s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 30s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 45s. 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) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;

(ii) 6d. 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.

(iii) 4d. 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;

(iv) 6d. 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.

(v) 4d. 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;

(vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

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.
Apprentices.	£ s. d.	£ s. d.
Five-year Term—		
1st year's experience	5 2 6	5 1 6
2nd year's experience	6 11 6	6 10 0
3rd year's experience	7 14 0	7 12 0
4th year's experience	11 14 0	11 11 6
5th year's experience	14 5 0	14 2 0
Four-year Term—		
1st year's experience	5 8 0	5 6 6
2nd year's experience	7 14 0	7 12 0
3rd year's experience	11 14 0	11 11 6
4th year's experience	14 5 0	14 2 0
Improvers (Males).		
Under 16 years of age	3 3 0	3 2 6
16 and under 17	3 17 0	3 16 0
17 and under 18	5 3 6	5 2 6
18 and under 19	6 18 6	6 16 6
19 and under 20	10 18 0	10 15 6
20 and under 21	13 8 0	13 5 0
Female Apprentices.		
1st year's experience	4 10 6	4 9 6
2nd year's experience	6 9 6	6 8 0
3rd year's experience	8 13 6	8 11 6
4th year's experience	9 18 0	9 16 0
Female Improvers.		
16 years and under	3 5 0	3 4 6
17 years	4 10 6	4 9 6
18 years	6 9 6	6 8 0
19 years	8 13 6	8 11 6
20 years	9 18 0	9 16 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.