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[1940

Factories and Shops Acts.

DETERMINATIONS OF WAGES BOARDS ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Francis Anthony Marzorini, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1940, as set out in the Schedule hereto:—

Dated at Melbourne, this
31st day of July, 1940.

F. A. MARZORINI,
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 126 of the 2nd May, 1940, shall be replaced by the following Clause:—
(2)

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

| | Wages per Week of 44 Hours. | |
|-------------------------|---|------------------------|
| | Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| | £ s. d. | £ s. d. |
| Under 17 | 1 5 0 | 1 4 0 |
| 17 and under 18 | 1 12 0 | 1 10 0 |
| 18 and under 19 | 1 17 6 | 1 18 0 |
| 19 and under 20 | 2 6 0 | 2 4 0 |
| 20 and under 21 | 2 14 6 | 2 12 6 |

PROPORTION (within any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 81/- per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 81/- per week of 44 hours.

Provided that not more than one person under the age of 21 years shall be employed by any employer to each two or fraction of two adults employed by the said employer.

ADULT MALES.

| | Wages per week of 44 Hours. | | |
|---|---|-----------|------------------------|
| | Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; at Warrnambool; and in Mildura and Gippsland Districts. | Yallourn. | Elsewhere in Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Cordial Maker, i.e., one who makes up either from his own or his employer's recipe | 5 4 0 | 5 11 0 | 5 1 0 |
| Employee who under the direction of employer or foreman is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant | 4 14 0 | 5 1 0 | 4 11 0 |
| Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine | 4 9 0 | 4 16 0 | 4 6 0 |
| Employee bottling aerated or carbonated waters | 4 6 6 | 4 13 6 | 4 3 6 |
| Employee engaged in handling Glauber Salts | 4 6 6 | 4 13 6 | 4 3 6 |
| All other male adults | 4 4 0 | 4 11 0 | 4 1 0 |
| Leading hand, 1s. per day in addition to the above rates. | | | |

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 126 of the 2nd May, 1940, shall remain in force.

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 144 of the 4th May, 1940, shall be replaced by the following clauses:—

| | Wages per Week of 44 Hours. | | | Wages per Week of 44 Hours. | |
|--|---|---|--|---|---|
| | Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool. | Other parts of Victoria where this Determination applies. | | Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool. | Other parts of Victoria where this Determination applies. |
| | £ s. d. | £ s. d. | | £ s. d. | £ s. d. |
| Implement smiths | 5 4 0 | 5 1 0 | Wood Mill Section—continued. | | |
| Bulldozers | 4 16 0 | 4 13 0 | Moulding machinists (where the machinists set up their machines and grind their knives or cutters) | 5 2 0 | 4 19 0 |
| Blacksmiths' strikers | 4 10 0 | 4 7 0 | Moulder machinists (where the machinists set up their machines only) | 4 16 0 | 4 13 0 |
| Blacksmiths' strikers (on double fires) | 4 12 0 | 4 9 0 | Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters) | 4 19 0 | 4 16 0 |
| Carpenters engaged on agricultural implement making (including tool allowance) | 5 4 0 | 5 1 0 | Buzzer machinists (only operating or feeding machines) | 4 10 0 | 4 7 0 |
| Agricultural implement fitters and comb fitters | 4 19 0 | 4 16 0 | Thickneser machinists | 4 10 0 | 4 7 0 |
| Agricultural implement fitters and comb fitters (after two years' experience) | 5 2 0 | 4 19 0 | Tenoning machinists (only operating or feeding machines) | 4 10 0 | 4 7 0 |
| Pattern fitters and finishers | 5 2 0 | 4 19 0 | Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters) | 4 19 0 | 4 16 0 |
| Plough fitters | 4 17 0 | 4 14 0 | Boring and drilling machinists | 4 10 0 | 4 7 0 |
| Assemblers | 4 11 6 | 4 8 6 | Bending machinists | 4 14 0 | 4 11 0 |
| Assemblers (after two years' experience) | 4 15 0 | 4 12 0 | Mortising machinists | 4 10 0 | 4 7 0 |
| Windmill erectors | 4 19 0 | 4 16 0 | Sanding machinists | 4 14 0 | 4 11 0 |
| Windmill makers other than fitters | 4 18 0 | 4 15 0 | Timber markers | 4 10 0 | 4 7 0 |
| Wheel rimmers | 4 19 0 | 4 16 0 | Pulling-out machinists | 4 10 0 | 4 7 0 |
| Furnacemen on small rivet heating or bolt heating | 4 12 0 | 4 9 0 | Band sawyers | 4 16 0 | 4 13 0 |
| Furnacemen's assistants | 4 10 0 | 4 7 0 | Circular sawyers | 4 14 0 | 4 11 0 |
| Dressers and fettlers | 4 12 0 | 4 9 0 | Crosscut sawyers | 4 10 0 | 4 7 0 |
| Grinders and emery-wheel attendants | 4 12 0 | 4 9 0 | Casemaking sawyers | 4 10 0 | 4 7 0 |
| Grinders (using portable machine) | 4 14 0 | 4 11 0 | Stackers | 4 10 0 | 4 7 0 |
| Heaters | 4 10 0 | 4 7 0 | | | |
| Picklers | 4 7 0 | 4 4 0 | | | |
| Hammer drivers | 4 12 0 | 4 9 0 | | | |
| Wire weavers | 4 10 0 | 4 7 0 | | | |
| Painters (brush hand) | 4 10 0 | 4 7 0 | | | |
| Spray painters | 4 14 0 | 4 11 0 | | | |
| Paint dippers and mixers | 4 7 0 | 4 4 0 | | | |
| Writers and liners | 4 19 0 | 4 16 0 | | | |
| Wire drawers | 4 10 0 | 4 7 0 | | | |
| Chippers | 4 10 0 | 4 7 0 | | | |
| Sand and shot blast dressers | 4 14 0 | 4 11 0 | | | |
| Dismantlers | 4 10 0 | 4 7 0 | | | |
| Checkers | 4 12 0 | 4 9 0 | | | |
| Inspectors | 4 12 0 | 4 9 0 | | | |
| Storemen and packers | 4 7 6 | 4 4 6 | | | |
| Process workers | 4 10 0 | 4 7 0 | | | |
| Patternmakers | 6 0 0 | 5 17 0 | | | |
| All others | 4 4 0 | 4 1 0 | | | |
| Machinists. | | | | | |
| 1st class | 5 11 0 | 5 8 0 | | | |
| 2nd class | 5 2 0 | 4 19 0 | | | |
| 3rd class | 4 16 0 | 4 13 0 | | | |
| Drillers | 4 12 0 | 4 9 0 | | | |
| Die setters and machine setters | 4 14 0 | 4 11 0 | | | |
| Machinists coming within the definition of process workers | 4 10 0 | 4 7 0 | | | |
| Welders. | | | | | |
| 1st class | 5 14 0 | 5 11 0 | | | |
| 2nd class | 4 16 0 | 4 13 0 | | | |
| 3rd class | 4 12 0 | 4 9 0 | | | |
| Tack welders | 4 14 0 | 4 11 0 | | | |
| Sheet Metal Workers. | | | | | |
| 1st class bench hand | 5 9 0 | 5 6 0 | | | |
| 2nd class bench hand | 5 2 0 | 4 19 0 | | | |
| Wood Mill Section. | | | | | |
| Saw doctors | 5 14 0 | 5 11 0 | | | |
| Casemakers | 4 16 0 | 4 13 0 | | | |
| Shaper machinists (wood) | 5 5 0 | 5 2 0 | | | |
| Turners | 5 5 0 | 5 2 0 | | | |

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 144 of the 4th May, 1940, shall remain in force.

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

| | Weekly Hiring. | Hourly Hiring |
|--|----------------|---------------|
| | s. d. | s. d. |
| <i>Junior Males.</i> | | |
| In blacksmithing, bulldozing, and work associated therewith: furnace work and heating— | | |
| Under 16 years of age .. | 17 0 | 18 3 |
| 16 and under 17 years of age .. | 27 3 | 28 11 |
| 17 and under 18 years of age .. | 48 3 | 51 3 |
| 18 and under 19 years of age .. | 61 0 | 64 9 |
| 19 and under 21 years of age .. | 73 6 | 78 0 |
| In all occupations except blacksmithing, bulldozing, and work associated therewith— | | |
| 1st year's experience .. | 15 6 | 16 8 |
| 2nd year's experience .. | 24 6 | 26 0 |
| 3rd year's experience .. | 33 6 | 35 7 |
| 4th year's experience .. | 45 3 | 48 1 |
| 5th year's experience .. | 57 9 | 61 4 |
| 6th year's experience .. | 71 3 | 75 8 |
| <i>Adult Females.</i> | | |
| If of less than twelve months' experience | 52 0 | 55 2 |
| If of twelve months' experience or more | 59 3 | 62 10 |
| <i>Junior Females.</i> | | |
| 1st year's experience | 14 0 | 15 0 |
| 2nd year's experience | 18 9 | 20 1 |
| 3rd year's experience | 30 6 | 32 5 |
| 4th year's experience | 38 6 | 40 11 |
| 5th year's experience | 44 0 | 46 9 |
| Thereafter until reaching the age of 21 years | 49 3 | 52 3 |

SCHEDULE—continued.

THE BEDSTEADMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 136 of 3rd May, 1940, shall be replaced by the following:—

| (2) | Wages per week of 44 hours. | |
|---|---|--|
| | Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool. | Other Parts of Victoria where the Determination applies. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Bedstead smiths | 95 0 | 92 0 |
| Chill fitters called on to design and model | 107 0 | 104 0 |
| Other chill fitters | 95 0 | 92 0 |
| Machinists | 92 0 | 89 0 |
| Platers in charge | 104 0 | 101 0 |
| Polishers and grinders | 94 0 | 91 0 |
| Chippers and casters | 91 0 | 88 0 |
| Furnacemen | 91 0 | 88 0 |
| Bedstead fitters and mounters | 95 0 | 92 0 |
| Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters | 94 0 | 91 0 |
| Japanners and lacquerers | 92 0 | 89 0 |
| All others | 84 0 | 81 0 |
| (3) UNAPPRENTICED MALE JUNIORS AND FEMALES.. | | |
| (a) Junior Males. | | Weekly Hiring. |
| | | <i>s. d.</i> |
| Under 16 years of age | | 17 0 |
| 16 and under 17 years of age | | 27 6 |
| 17 " " 18 " " | | 48 3 |
| 18 " " 19 " " | | 60 9 |
| 19 " " 21 " " | | 73 3 |
| (b) Adult Females. | | Hourly Hiring. |
| | | <i>s. d.</i> |
| If of less than 12 months' experience | | 52 3 |
| Of 12 months' experience or more | | 59 0 |
| (c) Junior Females. | | |
| 1st year's experience | | 14 0 |
| 2nd " " | | 18 9 |
| 3rd " " | | 30 9 |
| 4th " " | | 38 6 |
| 5th " " | | 44 0 |
| Thereafter until reaching 21 years | | 49 3 |

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 136 of 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

BOOT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 216 of the 31st May, 1940, shall be replaced by the following clause:—

(2)

WAGES.

Apprentices or Improvers.

| Apprentices—MALES.† | | | | |
|-----------------------------|-----------------|--------------|--------------|-------------------|
| Wages per Week of 44 hours. | | | | |
| | Commencing Age. | | | |
| | Under-16 years. | 16 years. | 17 years. | 18 years or over. |
| | s. d. | s. d. | s. d. | s. d. |
| 1st year .. | 13 6 | 19 9 | 19 9 | 29 0 |
| 2nd year .. | 19 9 | 28 6 | 29 0 | 39 0 |
| 3rd year— | | | | |
| 1st 6 months .. | 20 0 | 38 0 | 38 6 | 53 3 |
| 2nd 6 months .. | 29 0 | 38 0 | 38 6 | 61 9 |
| 4th year— | | | | |
| 1st 6 months .. | 38 6 | 44 6 | 53 3 | Minimum wage |
| 2nd 6 months .. | 38 6 | 44 6 | 61 9 | |
| 5th year— | | | | |
| 1st 6 months .. | 45 6 | 53 3 | Minimum wage | |
| 2nd 6 months .. | 45 6 | 61 9 | | |
| 6th year— | | | | |
| 1st 6 months .. | 53 3 | Minimum wage | | |
| 2nd 6 months .. | 61 9 | | | |
| Thereafter .. | | Minimum wage | | |

Proportion.

(In any factory or place.)

One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than the minimum hour rate fixed for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause (4) for wages and proportion of unapprenticed Junior Workers.

† Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above.

Other Employees.

| MALES. | | Wages per week of 44 hours. | FEMALES. | | Wages per week of 44 hours. |
|---|--|-----------------------------|----------|--|-----------------------------|
| | | s. d. | | | s. d. |
| Pattern Cutting— | | | | | |
| Pattern Cutters or Designers .. | | 109 0 | | | |
| Clicking— | | | | | |
| Clicking outsides (other than felt, fabric, sheep's roans or splits) .. | | 109 0 | | | |
| Clicking felt, linings, fabrics, sheep's roans, splits— | | | | | |
| By hand .. | | 106 0 | | | |
| By machine .. | | 103 0 | | | |
| All others .. | | 103 0 | | | |
| Stuff cutting— | | | | | |
| Cutting leather outsides or insoles .. | | 106 0 | | | |
| Ranging by hand .. | | 106 0 | | | |
| All others .. | | 103 0 | | | |
| Making— | | | | | |
| All operatives except those for whom the rates herein— | | | | | |
| after appearing are prescribed .. | | 109 0 | | | |
| Operator of bottom levelling machine .. | | 103 0 | | | |
| Operator of buzzer machine .. | | 103 0 | | | |
| Operator of loose nailing machine .. | | 103 0 | | | |
| Levelling by hand .. | | 103 0 | | | |
| Heeling by hand .. | | 103 0 | | | |
| Opening channels .. | | 103 0 | | | |
| Closing channels .. | | 103 0 | | | |
| Feathering .. | | 103 0 | | | |
| Turning pumps .. | | 103 0 | | | |
| Laying linings and shanking .. | | 103 0 | | | |
| Pulling up backs .. | | 103 0 | | | |
| Pulling on .. | | 103 0 | | | |
| Tingling and trimming (hand or machine) .. | | 103 0 | | | |
| Putting on heels and toe plates .. | | 103 0 | | | |
| Attaching wood heels by hand .. | | 103 0 | | | |
| Putting in stiffeners or toes .. | | 100 0 | | | |
| Putting in bottom fillings and shanks .. | | 100 0 | | | |
| Slipping off .. | | 100 0 | | | |
| Pulling out tacks .. | | 100 0 | | | |
| Stamping and sorting soles .. | | 100 0 | | | |
| Solutioning or cementing by hand or machine .. | | 100 0 | | | |
| Putting studs or bars on football boots .. | | 100 0 | | | |
| Finishing— | | | | | |
| Finishing right through by hand .. | | 109 0 | | | |
| Operating heel trimmer .. | | 109 0 | | | |
| Operating edge trimmer .. | | 109 0 | | | |
| Operating edge setter .. | | 109 0 | | | |
| Operating heel scourer .. | | 109 0 | | | |
| Operating Naumkeag machine and/or sandpapering machine .. | | 105 0 | | | |
| Slipping off .. | | 100 0 | | | |
| All others .. | | 103 0 | | | |

Clauses (3) to (19) inclusive and the Piece-work Schedules of the Determination as published in *Government Gazette* No. 216 of the 31st May, 1940, shall remain in force.

Females employed clicking, designing or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience, shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers—

| | Wages per week of 44 hours. |
|-----------------------------|-----------------------------|
| | s. d. |
| 1st 6 months' experience .. | 18 3 |
| 2nd " .. | 19 9 |
| 3rd " .. | 23 3 |
| 4th " .. | 26 3 |
| 5th " .. | 28 3 |
| 6th " .. | 31 3 |
| 7th " .. | 36 3 |
| 8th " .. | 40 0 |
| Thereafter .. | 54 6 |

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 54s. 6d. per week of 44 hours.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 54s. 6d. per week of 44 hours.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than 54s. 6d. per week of 44 hours.

(a) Females employed clicking, designing or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c) Females with four years' experience and over employed operating a machine with hot or liquid wax shall receive an addition to their ordinary wage at the rate of 7s. 6d. per week.

(d) Females (i) with four years' experience employed on any form of sewing machine .. 59 3

(ii) Employed on any other machine .. 56 3

(iii) Employed on any other work set out in clause 3 (Female Work) .. 54 6

(e) Females over the age of twenty-one years without the experience referred to in clause (d) (i) above shall for the first twelve months be paid £2 14s. 6d., and thereafter the rate prescribed for their occupation.

SCHEDULE—continued.

BUILDERS' LABOURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 129 of 2nd May, 1940, shall be replaced by the following:—

| (2) | | WAGES OF WEEKLY EMPLOYEES. | | Wages, per week. | |
|--|--|----------------------------|--|---------------------|----|
| | | | | s. | d. |
| (a) Labourer employed as steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey: Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof .. | | | | 96 | 0 |
| (b) Builders' labourers in occupations other than those set out in sub-clause (a) .. | | | | 90 | 0 |

(3) WAGES OF CASUAL EMPLOYEES.

Builders' labourers shall, subject to the conditions hereinafter set out, be deemed to be and shall be paid as casual employees for the first six months of their employment. At the end of six months employees who have been continuously employed for that period without loss of time on all usual working days and with loss of time if such is due to the fault of the employee shall be deemed thereafter to be continuously employed and shall be paid not less than the weekly rate herein prescribed. The period of six months referred to in this clause may have been served during or before or partly during and partly before the date of the coming into operation of this Determination.

Casual employees shall be paid not less than the following per hour:—

| | | For a 44-hour week. | | For a 48-hour week. | |
|--|---------|------------------------|----|------------------------|----|
| | | s. | d. | s. | d. |
| (a) If doing the work set out in (2) (a) above.. | .. .. . | 2 | 6 | 2 | 3½ |
| (b) If doing the work set out in (2) (b) above.. | .. .. . | 2 | 4 | 2 | 1½ |

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette* No. 129 of 2nd May, 1940, shall remain in force.

CARETAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 4th May, 1940, shall be replaced by the following Clause:—

(2)

IMPROVERS.

| Wages per week of 46 hours. | | PROPORTION (in any place). | |
|-----------------------------|-------|---|--|
| | s. d. | One improver to every worker receiving not less than 86s. per week of 46 hours. | |
| Under 18 years of age .. | 38 0 | NOTE.—The Board has determined that no apprentice shall be taken in the trade. | |
| 18 to 19 years of age .. | 48 3 | | |
| 19 to 20 years of age .. | 60 0 | | |
| 20 to 21 years of age .. | 70 9 | | |

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

| | Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool. | | All Other Parts of Victoria where this Determination Applies. | |
|--|--|----|---|----|
| | s. | d. | s. | d. |
| Persons engaged weekly to take care of buildings which contain— | | | | |
| 41 or more flats .. | 93 | 0 | 90 | 0 |
| 21 to 40 flats .. | 89 | 0 | 86 | 0 |
| 20 or less flats .. | 84 | 0 | 81 | 0 |
| Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes .. | | | | |
| 84 | 0 | 81 | 0 | |
| Other caretakers of buildings in charge of— | | | | |
| 11 or more cleaners .. | 121 | 6 | 118 | 6 |
| 4 to 10 cleaners .. | 111 | 6 | 108 | 6 |
| 1 to 3 cleaners .. | 100 | 6 | 97 | 6 |
| All others .. | 89 | 0 | 86 | 0 |

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 152 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

CARRIAGE BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 197 of 17th May, 1940, shall be varied as follow:—

(2)

| | DAY SHIFT. | | | |
|--|--|---|------------------------------|---|
| | Wages per Week of 44 Hours. | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura; and the Gippsland District. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. | All other parts of Victoria. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. |
| MALES. | | | | |
| <i>Development, Tool Room, and Maintenance Sections.</i> | | | | |
| | (A ¹) s. d. | (B ¹) s. d. | (A ²) s. d. | (B ²) s. d. |
| Aero mechanic required to hold "A" and "B" certificates .. | 124 0 | 6 1 | 121 0 | 5 11 |
| Aero mechanic required to hold "B" and "C" certificates .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Aero mechanic not required to hold any certificate or only "C" certificate .. | 111 0 | 5 5 | 108 0 | 5 3 |
| Patternmaker .. | 123 0 | 6 0 | 120 0 | 5 10 |
| Toolmaker, tool hardener, and diemaker (in wood or metal) .. | 120 0 | 5 10 | 117 0 | 5 9 |
| Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. | 117 0 | 5 9 | 114 0 | 5 7 |
| Tradesman, the greater part of whose time is occupied marking off .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker | | | | |
| Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work .. | | | | |
| (b) On low-pressure work .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Plate or machine moulders and/or coremakers— | 103 0 | 5 1 | 101 0 | 4 11 |
| 1st six months' experience .. | 93 0 | 4 7 | 90 0 | 4 5 |
| 2nd six months' experience .. | 96 0 | 4 8 | 93 0 | 4 7 |
| 3rd six months' experience .. | 99 0 | 4 9 | 96 0 | 4 8 |
| After two years' experience .. | 104 0 | 5 1 | 101 0 | 4 11 |
| Template maker .. | 118 0 | 5 9 | 115 0 | 5 8 |
| First-class welder .. | 117 0 | 5 9 | 114 0 | 5 7 |
| Second-class welder .. | 106 0 | 5 2 | 103 0 | 5 1 |
| Third-class welder .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Fourth-class welder .. | 93 6 | 4 7 | 90 6 | 4 5 |
| Electrical mechanic, motor mechanic, motor tuner and tester, and die setter .. | 111 0 | 5 5 | 108 0 | 5 3 |
| First-class machinist in metal .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Second-class machinist in metal .. | 104 0 | 5 1 | 101 0 | 4 11 |
| Third-class machinist in metal .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic .. | 93 0 | 4 7 | 90 0 | 4 5 |
| <i>Body-making Section.</i> | | | | |
| First-class body maker .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Second-class body maker .. | 111 0 | 5 5 | 108 0 | 5 3 |
| Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line" .. | 111 0 | 5 5 | 108 0 | 5 3 |
| Assembler (other than process worker as defined) when not "on the line" .. | 106 0 | 5 2 | 103 0 | 5 1 |
| First-class machinist .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Second-class machinist .. | 104 0 | 5 1 | 101 0 | 4 11 |
| Third-class machinist .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Oxy and electric welder working in conjunction with any of the preceding workmen "on the line" .. | 104 0 | 5 1 | 101 0 | 4 11 |
| Other oxy and electric welders .. | 102 0 | 5 0 | 99 0 | 4 10 |
| Metal panel fixer .. | 99 0 | 4 10 | 96 0 | 4 8 |
| Driller and/or borer (not using jigs) .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Driller and/or borer (using jigs) .. | 93 6 | 4 7 | 90 6 | 4 5 |
| <i>Panel Section.</i> | | | | |
| First-class panel beater .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Second-class panel beater, metal panel worker .. | 111 0 | 5 5 | 108 0 | 5 3 |
| Solderer, assembler (other than process worker as defined) air hammer operator .. | 106 0 | 5 2 | 103 0 | 5 1 |
| Toledo press operator over 400 tons pressure .. | 105 0 | 5 2 | 102 0 | 5 0 |
| Press operator (heavy) .. | 105 0 | 5 2 | 102 0 | 5 0 |
| Press operator (light) .. | 97 0 | 4 9 | 94 0 | 4 7 |
| Oxy-acetylene and electric welder .. | 102 0 | 5 0 | 99 0 | 4 10 |
| Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler .. | 99 0 | 4 10 | 96 0 | 4 8 |
| Other panel machinists .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Driller (not using jigs) .. | 95 6 | 4 8 | 92 6 | 4 6 |
| Driller (using jigs) .. | 91 0 | 4 5 | 88 0 | 4 4 |
| Tubemaker .. | 95 6 | 4 8 | 92 6 | 4 6 |
| Emery grinder, grinder and/or buffer (metal) .. | 93 6 | 4 7 | 90 6 | 4 5 |
| Grinder and/or buffer (using portable machine) .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Metal band sawyer .. | 101 0 | 4 11 | 98 0 | 4 10 |
| Panel edge turner .. | 104 0 | 5 1 | 101 0 | 4 11 |
| Rotary buffer operator— | | | | |
| (a) While doing dent-knocking .. | 111 0 | 5 5 | 108 0 | 5 3 |
| (b) While not doing dent-knocking .. | 98 0 | 4 10 | 95 0 | 4 8 |

SCHEDULE—continued.
CARRIAGE BOARD—continued.

| | DAY SHIFT. | | | |
|--|--|---|-------------------------------------|---|
| | Wages per Week of 44 Hours. | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. | All other parts of Victoria. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. |
| MALES—continued. | | | | |
| <i>Smithing Section.</i> | | | | |
| Smith | (A ¹) s. d. 115 0 | (B ¹) s. d. 5 8 | (A ²) s. d. 112 0 | (B ²) s. d. 5 6 |
| Axle maker, axle turner, spring fitter, laminated spring maker .. | 114 0 | 5 7 | 111 0 | 5 5 |
| First-class machinist (metal) | 114 0 | 5 7 | 111 0 | 5 5 |
| Second-class machinist (metal) | 104 0 | 5 1 | 101 0 | 4 11 |
| Third-class machinist (metal) | 98 0 | 4 10 | 95 0 | 4 8 |
| Rivetter on motor truck or waggon body | 111 0 | 5 8 | 108 0 | 5 3 |
| Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer | 104 6 | 5 1 | 101 6 | 4 11 |
| Bulldozer operator— | | | | |
| (a) Setting up machines | 104 6 | 5 1 | 101 6 | 4 11 |
| (b) Not setting up machines | 98 0 | 4 10 | 95 0 | 4 8 |
| Drop hammer smith— | | | | |
| (a) When dies are not used | 115 0 | 5 8 | 112 0 | 5 6 |
| (b) When dies are used | 98 0 | 4 10 | 95 0 | 4 8 |
| Cold setter | 101 0 | 4 11 | 98 0 | 4 10 |
| Grinder and/or buffer using portable machine | 98 0 | 4 10 | 95 0 | 4 8 |
| Garnish mould finisher | 103 0 | 5 1 | 100 0 | 4 11 |
| Cushion and squab spring assembler and frame operative, electric stove attendant | 99 0 | 4 10 | 96 0 | 4 8 |
| Vyeman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs) .. | 98 0 | 4 10 | 95 0 | 4 8 |
| Driller and/or borer (using jigs), spring service worker | 93 6 | 4 7 | 90 6 | 4 5 |
| Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or tapper | 93 6 | 4 7 | 90 6 | 4 5 |
| Striker | 93 0 | 4 7 | 90 0 | 4 5 |
| <i>Painting Section.</i> | | | | |
| Writer | 114 0 | 5 7 | 111 0 | 5 5 |
| Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming) | 111 0 | 5 5 | 108 0 | 5 3 |
| Spotter and/or toucher up, duco polisher (using buffers) | 104 0 | 5 1 | 101 0 | 4 11 |
| Stopper up | 102 0 | 5 0 | 99 0 | 4 10 |
| Transfer grainer | 101 0 | 4 11 | 98 0 | 4 10 |
| Acid washer, wet rubber and/or polisher | 98 0 | 4 10 | 95 0 | 4 8 |
| Brush or spray painters on floors, under-carriages and gear: bow socker enameller | 95 6 | 4 8 | 92 6 | 4 6 |
| Spray painter (on priming only) | 103 0 | 5 1 | 100 0 | 4 11 |
| Dipper and hanger | 92 0 | 4 6 | 89 0 | 4 4 |
| Painter's labourer | 90 0 | 4 5 | 87 0 | 4 3 |
| <i>Trimming Section.</i> | | | | |
| Tradesman trimmer (including cutter by hand), squab and/or cushion maker | 111 0 | 5 5 | 108 0 | 5 3 |
| Electric machine cutter | 106 0 | 5 2 | 103 0 | 5 1 |
| Sectional trimmer (as defined) | 102 0 | 5 0 | 99 0 | 4 10 |
| Marker out or scriber using patterns or templates, pleat stuffer (male adult) | 97 0 | 4 9 | 94 0 | 4 7 |
| Strap maker | 98 0 | 4 10 | 95 0 | 4 8 |
| Paster (male adult)— | | | | |
| First year's experience | 96 0 | 4 8 | 93 0 | 4 7 |
| Second year's experience | 98 0 | 4 10 | 95 0 | 4 8 |
| Third year's experience and thereafter | 100 0 | 4 11 | 97 0 | 4 9 |
| Band and/or jig sawer, air hammer operator, skiving machinist, sewing machinist (male adult), camachine operator (male adult), and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools | 98 0 | 4 10 | 95 0 | 4 8 |
| <i>Woodmill Section.</i> | | | | |
| Saw doctor | 117 0 | 5 9 | 114 0 | 5 7 |
| First-class wood machinist (as defined) | 108 0 | 5 3 | 105 0 | 5 2 |
| Second-class wood machinist (as defined) | 104 0 | 5 1 | 101 0 | 4 11 |
| Assembler (without use of jigs) | 108 0 | 5 3 | 105 0 | 5 2 |
| Assembler (with use of jigs) | 104 0 | 5 1 | 101 0 | 4 11 |
| Sand-paper and emery machinist | 94 0 | 4 7 | 91 0 | 4 5 |
| Timber stacker, timber kiln attendant | 90 0 | 4 5 | 87 0 | 4 3 |

SCHEDULE—continued.

CARRIAGE BOARD—continued.

| | DAY SHIFT. | | | |
|---|--|---|------------------------------|---|
| | Wages per Week of 44 Hours. | | | |
| | Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. | All other parts of Victoria. | * Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness. |
| MALES—continued | (A ¹) s. d. | (B ¹) s. d. | (A ²) s. d. | (B ²) s. d. |
| <i>Glass Section.</i> | | | | |
| Plate-glass cutter, plate-glass beveller, plate-glass driller | 108 0 | 5 3 | 105 0 | 5 2 |
| Plate-glass grinder | 95 6 | 4 8 | 92 6 | 4 6 |
| Assembler of prepared parts (not coming within the definition of process worker) | 101 0 | 4 11 | 98 0 | 4 10 |
| <i>Chassis Assembling Section.</i> | | | | |
| Motor mechanic | 111 0 | 5 5 | 108 0 | 5 3 |
| Petrol tank operative | 100 0 | 4 11 | 97 0 | 4 9 |
| Chassis assembler and/or wirer | 99 0 | 4 10 | 96 0 | 4 8 |
| Assembler of chassis parts independently of main assembly, body mounter | 98 0 | 4 10 | 95 0 | 4 8 |
| Rivetter, tire fitter | 95 6 | 4 8 | 92 6 | 4 6 |
| Driver of chassis | 91 0 | 4 5 | 88 0 | 4 4 |
| Labourer assisting without using tools | 88 0 | 4 4 | 85 0 | 4 1 |
| <i>Horse-drawn Vehicle Section.</i> | | | | |
| Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker | 108 0 | 5 3 | 105 0 | 5 2 |
| Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender | 104 0 | 5 1 | 101 0 | 4 11 |
| Nave mortise and boring machinist | 94 0 | 4 7 | 91 0 | 4 5 |
| (All other classifications as prescribed for in other sections.) | | | | |
| <i>Rolling-stock Section.</i> | | | | |
| Body maker, wheel turner | 114 0 | 5 7 | 111 0 | 5 5 |
| Wheel grinder, pitman | 104 6 | 5 1 | 101 6 | 4 11 |
| (All other classifications as prescribed for in other sections.) | | | | |
| <i>Miscellaneous Employees.</i> | | | | |
| Operator of tractor with or without trailers | 99 0 | 4 10 | 96 0 | 4 8 |
| Case maker | 95 6 | 4 8 | 92 6 | 4 6 |
| Die-casting machine operative | 98 0 | 4 10 | 95 0 | 4 8 |
| Case repairer | 91 0 | 4 5 | 88 0 | 4 4 |
| Process worker (as defined) in all sections | 91 0 | 4 5 | 88 0 | 4 4 |
| All others in all sections | 84 0 | 4 1 | 81 0 | 4 0 |
| Leading hand—all sections (see Clause 15). | | | | |

(a) The minimum rates to be paid to female machinists shall be at the rate of—

| | Per Week of 44 Hours. | Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below. | |
|--|-----------------------|--|-------|
| | £ s. d. | s. d. | s. d. |
| First six months (without previous experience) | 1 9 4 | | |
| Second six months | 2 1 5 | | |
| Third six months | 2 7 9 | | |
| Thereafter | 2 16 1 | | |
| (b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding: also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours— | | 29 4 | 1 5 |
| For the first six months | 1 9 4 | 41 5 | 2 0 |
| For the second six months | 2 1 5 | 47 9 | 2 4 |
| Thereafter | 2 16 1 | 56 1 | 2 9 |

SCHEDULE—continued.
CARRIAGE BOARD—continued.

(3) (vi)—

WAGES.

| | Per Week of 44 Hours. |
|--|--------------------------|
| (vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935— | s. d. |
| Five-year terms— | |
| First year | 13 0 |
| Second year | 18 0 |
| Third year | 23 6 |
| Fourth year | 34 6 |
| Fifth year | 47 0 |
| Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years— | |
| First year | 18 0 |
| Second year | 23 6 |
| Third year | 34 6 |
| Fourth year | 47 0 |
| (vi) (b) Other apprentices— | |
| Five-year terms— | |
| First year | 15 0 |
| Second year | 21 6 |
| Third year | 37 6 |
| Fourth year | 61 0 |
| Fifth year | 76 6 |
| Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years— | |
| First year | 18 0 |
| Second year | 36 6 |
| Third year | 61 0 |
| Fourth year | 76 6 |

| Commencing Age. | With No Experience. | With Full Years of Experience, as under— | | | | | | Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below. | | | |
|-----------------|------------------------|--|-------|-------|-------|-------|-------|---|-------|-------|-------|
| | | 1. | 2. | 3. | 4. | 5. | 6. | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 14-15 years .. | 18 0 | 22 3 | 29 6 | 36 6 | 44 0 | 54 0 | 66 0 | 18 0 | 0 11 | 36 6 | 1 9 |
| 15-16 " .. | 18 0 | 25 9 | 33 0 | 40 0 | 47 6 | 56 6 | .. | 22 0 | 1 1 | 39 9 | 1 11 |
| 16-17 " .. | 22 0 | 29 3 | 36 6 | 43 6 | 53 6 | .. | .. | 22 3 | 1 1 | 40 0 | 2 0 |
| 17-18 " .. | 25 6 | 32 9 | 40 0 | 47 0 | .. | .. | .. | 25 6 | 1 3 | 43 6 | 2 2 |
| 18-19 " .. | 29 0 | 36 3 | 43 6 | .. | .. | .. | .. | 25 9 | 1 3 | 44 0 | 2 2 |
| 19-20 " .. | 32 6 | 39 9 | .. | .. | .. | .. | .. | 29 0 | 1 5 | 47 0 | 2 4 |
| 20-21 " .. | 36 0 | .. | .. | .. | .. | .. | .. | 29 3 | 1 5 | 47 6 | 2 4 |
| | | | | | | | | 29 6 | 1 5 | 53 6 | 2 7 |
| | | | | | | | | 32 6 | 1 7 | 54 0 | 2 8 |
| | | | | | | | | 32 9 | 1 7 | 56 6 | 2 9 |
| | | | | | | | | 33 0 | 1 7 | 60 0 | 3 3 |
| | | | | | | | | 36 0 | 1 9 | .. | .. |
| | | | | | | | | 36 3 | 1 9 | .. | .. |

Clauses (5) to (26) inclusive of the Determination as published in *Government Gazette* No. 197 of 17th May, 1940, shall remain in force.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 156 of the 9th May, 1940, Clauses (1) and (2) of Part I., Clause (1) of Part II., Clauses (1) and (2) of Part III. and Clauses (1) and (2) of Part IV. shall be replaced by the following clauses:—

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggors (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(1)

ADULT EMPLOYEES.

| | WEEKLY WAGE. | | |
|---|--|--------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Employee driving jinker, boiler truck, V or float— | | | |
| One horse | 4 14 0 | 5 0 6 | 4 11 0 |
| Two or three horses | 4 19 0 | 5 5 6 | 4 16 0 |
| Additional horses—6d. extra per day for each extra horse. | | | |
| Employee driving— | | | |
| One horse | 4 8 0 | 4 14 6 | 4 5 0 |
| Two horses | 4 13 0 | 4 19 6 | 4 10 0 |
| Three horses | 4 16 0 | 5 2 6 | 4 13 0 |
| Four horses | 4 18 0 | 5 4 6 | 4 15 0 |
| Five horses | 4 19 0 | 5 5 6 | 4 16 0 |
| Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line. | | | |
| In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle. | | | |
| Employee driving— | | | |
| Motor bicycle with side car | 4 9 0 | 4 15 6 | 4 6 0 |
| Other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 4 13 0 | 4 19 6 | 4 10 0 |
| Over 25 cwt., but not over 3 tons | 4 17 0 | 5 3 6 | 4 14 0 |
| Over 3 tons but under 6 tons | 5 0 0 | 5 6 6 | 4 17 0 |
| Further tonnage—for each complete ton over 6, an extra 1s. per week. | | | |
| Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer. | | | |
| Loader | 4 10 0 | 4 16 6 | 4 7 0 |
| Loading Loader | 4 16 0 | 5 2 6 | 4 13 0 |
| Stableman | 4 6 0 | 4 12 6 | 4 3 0 |
| Head stableman | 4 10 0 | 4 16 6 | 4 7 0 |
| Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein | 4 11 0 | 4 17 6 | 4 8 0 |
| Sanitary carter's mate | 4 9 0 | 4 15 6 | 4 6 0 |
| Supervisor | 4 14 0 | 5 0 6 | 4 11 0 |
| Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver | 4 13 0 | 4 19 6 | 4 10 0 |
| Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified | 4 4 0 | 4 10 6 | 4 1 0 |

(2)

EXTRA RATES.

| | per week s. d. |
|---|-------------------|
| Further additional amount for employee driving bulk milk vehicle | 1 0 |
| Further additional amount for employee driving sanitary vehicle— | |
| Between 7 a.m. and 10 p.m. | 3 0 |
| Between 10 p.m. and 7 a.m. | 6 0 |
| Further additional amount for employee carting specially offensive material | 6 0 |
| Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material | 6 0 |
| Further additional amount for an employee driver (not a supervisor), who is required in any week to collect monies and account for them as part of his duties | 1 0 |
| Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle | 1 0 |

PART II.

(This part applies only to persons employed as Wharf Draggors.)

RATES OF WAGE.

(1) The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 0 9-11d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD—continued.

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

| (1) | ADULT EMPLOYEES. | Weekly Wage. | | |
|---|------------------|---|--------------|------------------------------|
| | | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | | £ s. d. | £ s. d. | £ s. d. |
| Employee driving— | | | | |
| One horse | | 4 8 0 | 4 14 6 | 4 5 0 |
| Two horses | | 4 13 0 | 4 19 6 | 4 10 0 |
| Employee driving— | | | | |
| Motor bicycle with side car | | 4 9 0 | 4 15 6 | 4 6 0 |
| Other motor vehicle having maker's capacity of— | | | | |
| 25 cwt. or less | | 4 13 0 | 4 19 6 | 4 10 0 |
| Over 25 cwt. but not over 3 tons | | 4 17 0 | 5 3 6 | 4 14 0 |
| Over 3 tons but under 6 tons | | 5 0 0 | 5 6 6 | 4 17 0 |
| Further tonnage—for each complete ton over 5 an extra 1s. per week | | .. | .. | .. |
| Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer | | .. | .. | .. |
| Stableman | | 4 6 0 | 4 12 6 | 4 3 0 |
| Head stableman | | 4 10 0 | 4 16 6 | 4 7 0 |
| Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified | | 4 4 0 | 4 10 6 | 4 1 0 |

| (2) | EXTRA RATES. | Per week. s. d. |
|-----|---|--------------------|
| | Further additional amount for employee driving retail milk vehicle | 9 0 |
| | Further additional amount for employee of retail dairyman driving bulk milk vehicle | 1 0 |

PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

| (1) | ADULT EMPLOYEES. | Weekly Wage. | | |
|--|------------------|---|--------------|------------------------------|
| | | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | | £ s. d. | £ s. d. | £ s. d. |
| Driver of a motor waggon with a combined weight of vehicle and maximum load of under 10 tons | | 5 0 0 | 5 6 6 | 4 17 0 |
| Driver of a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons | | 5 2 0 | 5 8 6 | 4 19 0 |
| Further tonnage for each complete ton over 13 tons—1s. per week extra | | .. | .. | .. |
| Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer | | .. | .. | .. |
| Motor driver's assistant and any employee not elsewhere specified | | 4 4 0 | 4 10 6 | 4 1 0 |

| (2) | EXTRA RATES. | Per Week. s. d. |
|-----|--|--------------------|
| | Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages | 3 0 |
| | Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets | 6 0 |
| | Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties | 1 0 |
| | Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle | 5 0 |
| | Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart fuel oil in drums the aggregate weight whereof is one ton or more, at the rate of | 3 0 |

The following clauses of the Determination as published in *Government Gazette* No. 156 of the 9th May, 1940, shall remain in force:—

Clauses (3) to (34) inclusive of Part I., Clauses (2) to (13) inclusive of Part II., Clauses (3) to (30) inclusive of Part III., and Clauses (3) to (29) inclusive of Part IV.

SCHEDULE—continued.

CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 185 of the 10th May, 1940, shall be replaced by the following Clause:—
(2)

| Apprentices and Improvers. | | | Other Employees. | | |
|--|-----------------------------|-----------------------------|---|-------------------------------------|--|
| | CEMENT WORKS. | QUARRIES. | CEMENT WORKS. | Wages per week of 44 hours. | |
| | Wages per week of 44 hours. | Wages per week of 44 hours. | | Employed Continuously on Day Shift. | Employed Alternately on Two or Three Shifts. |
| Under 16 years of age .. | 32s. 0d. | 38s. 9d. | Cement Burners .. | .. | 107s. 9d. |
| " 17 " " .. | 40s. 6d. | 45s. 3d. | Testers on Slurry Controls .. | .. | 105s. 3d. |
| " 18 " " .. | 46s. 9d. | 53s. 0d. | Millers (new plant) .. | .. | 104s. 0d. |
| " 19 " " .. | 57s. 0d. | 62s. 3d. | Millers (old plant) .. | .. | 102s. 0d. |
| " 20 " " .. | 65s. 0d. | 69s. 9d. | Fuller Coal Millers (old plant) .. | .. | 104s. 0d. |
| " 21 " " .. | 74s. 0d. | 78s. 3d. | Coal Driers (old plant) .. | .. | 104s. 0d. |
| PROPORTION (in any factory or place). | | | Loaders in railway trucks at bagging sheds .. | 88s. 0d. | .. |
| Apprentices. | | | Machine Bag Fillers .. | 88s. 0d. | .. |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | Stackers .. | 93s. 0d. | .. |
| Improvers. | | | Electrostatic Precipitator Attendant (new plant) .. | .. | 102s. 3d. |
| One improver to every five or fraction of five workers receiving not less than the minimum wage. | | | Electrostatic Precipitator Attendant (old plant) .. | .. | 97s. 9d. |
| | | | Rubber Band Attendants .. | 93s. 0d. | 95s. 9d. |
| | | | Slurry Tank Attendants (new plant) .. | .. | 101s. 9d. |
| | | | Mammoth Crusher Attendant (new plant) .. | 98s. 0d. | 100s. 9d. |
| | | | All others .. | 90s. 0d. | 92s. 9d. |

| Wages per week of 44 hours. | | | |
|-----------------------------|----|---|---------------------------|
| QUARRIES. | | Batesford. | |
| | | Day Shift. | Afternoon or Night Shift. |
| | | | |
| Powder Monkeys .. | .. | 109s. 0d. | 114s. 0d. |
| Jack Hammermen .. | .. | 109s. 0d. | 114s. 0d. |
| Platelayers .. | .. | 106s. 0d. | 111s. 0d. |
| Bankmen .. | .. | 104s. 0d. | 108s. 9d. |
| Underground Drainers .. | .. | 133s. 6d. | 134s. 3d. |
| Underground Quarrymen .. | .. | 112s. 0d. | 112s. 9d. |
| Pump Attendants .. | .. | 109s. 0d. | 109s. 9d. |
| Signal Attendants .. | .. | 102s. 6d. | 103s. 3d. |
| All others .. | .. | 97s. 0d. | 101s. 6d. |
| | | Elsewhere within the Area to which the Determination applies. | |
| | | 102s. 0d. | |
| | | 102s. 0d. | |
| | | 99s. 0d. | |
| | | 97s. 0d. | |
| | | .. | |
| | | .. | |
| | | .. | |
| | | 90s. 0d. | |

Clauses 3 to 9 inclusive of the Determination published in *Government Gazette* No. 185 of the 10th May, 1940, shall remain in force.

CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 249 of the 20th June, 1940, shall be replaced by the following clause:—
(2)

| (a) Apprentices and Improvers. | | | | (b) Other Employees. | | | |
|---|----|----|------|---|----|----|------|
| WAGES. | | | | WAGES. | | | |
| Per Week of 44 Hours. | | | | Per Week of 44 Hours. | | | |
| s. d. | | | | s. d. | | | |
| Under 16 years of age | .. | .. | 24 0 | Leading hand (i.e., one having under his control and being responsible for the work done by four or more men) | .. | .. | 95 0 |
| " 17 | " | .. | 31 9 | Man operating a machine mixing cement or concrete | .. | .. | 94 0 |
| " 18 | " | .. | 39 6 | Other mixers of cement or concrete | .. | .. | 92 0 |
| " 19 | " | .. | 49 6 | Moulders on centrifugal pipe machines | .. | .. | 93 0 |
| " 20 | " | .. | 57 6 | Other moulders of cement or concrete articles including operator of any machines not elsewhere included | .. | .. | 92 0 |
| " 21 | " | .. | 66 6 | Repairers or renderers of cement or concrete articles Mould assemblers | .. | .. | 90 6 |
| PROPORTION (in any Factory or Place). Apprentices. | | | | Where the load carried per man is of a greater average weight than 90 lb.:— | | | |
| One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours. | | | | (a) Lumpers of cement or concrete articles (in and out of tanks) | | | |
| An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930. | | | | (b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles | | | |
| Improvers. Cement Tilemakers' Section. | | | | Wirers on drums or mandrils for pipe-making | | | |
| Three improvers to four workers | .. | .. | .. | Operator of cement sprayer | .. | .. | 90 0 |
| Four improvers to five or six workers | .. | .. | .. | Tile or ridge makers and the takers off of same | .. | .. | 91 6 |
| Five improvers to seven workers | .. | .. | .. | Crusher or crusher screen attendant | .. | .. | 89 6 |
| Six improvers to eight workers, and thereafter one improver to every two workers | .. | .. | .. | Strippers | .. | .. | 89 6 |
| All Other Sections. | | | | Finisher of pipes made on vibrator | .. | .. | 87 0 |
| One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours. | .. | .. | .. | All others | .. | .. | 86 0 |
| | | | | NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel. | | | |

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 249 of the 20th June, 1940, shall remain in force.

SCHEDULE—continued.

COMMERCIAL CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 264 of the 27th June, 1940, shall be replaced by the following clause:—

(2) APPRENTICES OR IMPROVERS.

| MALES. | | | | | FEMALES. | | | | |
|--|-----------------|------------|------------|-------------------|---------------------------------------|--------------|---|----------------------|--|
| Wages per Week. | | | | | Wages per Week. | | | | |
| Experience. | Commencing Age. | | | | Experience. | Apprentices. | Improvers. | | |
| | Under 16 Years. | 16 Years. | 17 Years. | 18 Years or Over. | | | Typists, Stenographers or Operators of Ledger-keeping Machines. | All Other Improvers. | |
| | | | | | | | | | |
| 1st year | s. d. 20 3 | s. d. 20 3 | s. d. 22 3 | s. d. 23 9 | 1st year | s. d. 20 3 | s. d. 26 9 | s. d. 20 3 | |
| 2nd year | 26 9 | 26 9 | 32 0 | 38 6 | 2nd year | 23 9 | 30 6 | 23 9 | |
| 3rd year | 32 0 | 34 6 | 45 6 | 51 9 | 3rd year | 31 0 | 37 6 | 31 0 | |
| 4th year— | | | | | 4th year | 38 6 | 43 0 | 38 6 | |
| 1st six months .. | 42 0 | 47 3 | 53 3 | 66 0 | 5th year and until 21 years of age .. | 47 3 | 50 9 | 47 3 | |
| 2nd six months .. | 42 0 | 47 3 | 66 0 | 67 0 | | | | | |
| 5th year— | | | | | | | | | |
| 1st six months .. | 56 9 | 59 6 | 78 3 | 82 6 | | | | | |
| 2nd six months .. | 56 9 | 76 0 | 78 3 | 82 6 | | | | | |
| 6th year and until 21 years of age | 78 3 | 82 6 | .. | .. | | | | | |

PROPORTION (in any place).

| APPRENTICES. | IMPROVERS. |
|---|--|
| One apprentice to every two or fraction of two workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924. | One improver to one or two Two improvers to three or four Three improvers to five or six And thereafter one improver to every three or fraction of three Workers receiving not less than minimum wage. |

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

(a) In cases where only one person coming within the scope of this Determination is employed, and such person is under 21 years of age, and in cases where a person is employed in connexion with copying work for a Directory, and such person is under 21 years of age, the lowest rate of wages per week to be paid to such person in either of such cases shall be the rate fixed for an improver, male or female (as the case may be), of the like experience.

(b) Female employees under the age of 21 years (other than apprentices or improvers) employed as telephone switchboard attendants.

| | | | | | Wages per Week. |
|---------------------------------------|----|----|----|----|-----------------|
| | | | | | s. d. |
| 1st year | .. | .. | .. | .. | 21 9 |
| 2nd year | .. | .. | .. | .. | 25 9 |
| 3rd year | .. | .. | .. | .. | 32 6 |
| 4th year | .. | .. | .. | .. | 40 0 |
| 5th year and until 21 years of age .. | .. | .. | .. | .. | 49 0 |

OTHER EMPLOYEES.

WAGES PER WEEK.

| | Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong. | | Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol. | | All other Parts of Victoria where this Determination Applies. | |
|---|---|----------|--|----------|---|----------|
| | Males. | Females. | Males. | Females. | Males. | Females. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Stenographers, typists, or operators of calculating, or ledger-keeping machines | 96 0 | 62 3 | 93 0 | 57 9 | 90 6 | 53 0 |
| Telephone switchboard attendants | 96 0 | 61 0 | 93 0 | 57 9 | 90 6 | 53 0 |
| All other adults | 96 0 | 59 6 | 93 0 | 56 3 | 90 6 | 53 0 |

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 264 of the 27th June, 1940, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 135 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

JUNIORS.

| | Wages per Week of 44 Hours. | | Wages per Week of 44 Hours. | |
|--|-----------------------------|-------------------------------|-----------------------------|----------|
| | | | Males. | Females. |
| Hard Fibre Department. | | Other Junior Workers. | | |
| Males. | s. d. | Under 16 years of age .. | s. d. | s. d. |
| Hand reelers | 58 3 | From 16 to 17 years of age .. | 17 9 | 16 6 |
| Attendants to rope house machine—for under 2 inch circumference.. .. . | 50 9 | " 17 to 18 " " .. | 23 9 | 21 3 |
| Lappers of clothes lines | 49 9 | " 18 to 19 " " .. | 29 0 | 25 6 |
| Persons balling lashing | 40 0 | " 19 to 20 " " .. | 34 3 | 29 6 |
| Persons balling binder twine | 36 3 | " 20 to 21 " " .. | 43 0 | 34 9 |
| | | | 54 0 | 38 0 |
| Females. | | | | |
| Balling binder twine | 49 3 | | | |
| Balling lashing | 49 3 | | | |
| Bagging binder twine | 48 3 | | | |
| All others | 45 3 | | | |

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed two juniors to one adult in the hard fibre section of the industry and three juniors to one adult in the soft fibre section.

| | | Wages per Week of 44 Hours. |
|---|--|-----------------------------|
| <i>(a) Adult Males.</i> | | s. d. |
| First rope layer on heavy type 12 strand machine .. | | 106 0 |
| Rope layer on heavy type 9 strand machine.. | | 101 0 |
| Foreman in charge of spinning and preparing departments .. | | 102 0 |
| Other rope layers in walk with travellers .. | | 97 0 |
| Rope splicer on driving ropes and springs .. | | 96 0 |
| Storeman in charge .. | | 94 0 |
| Packer working press (hand or power), pressing over 28 lb. in weight.. | | 92 0 |
| Rope house machinist making 2 inch up to and including 4 inch .. | | 92 0 |
| Rope house machinist making over 4 inch .. | | 95 0 |
| Power reeler or finisher in connexion with heavy type 12 strand machine .. | | 92 0 |
| Feeder of 1st spreader .. | | 90 0 |
| Traveller driver on heavy type 12 strand machine .. | | 90 0 |
| Damp mixer or batcher .. | | 89 0 |
| Feeder of softeners or batchers .. | | 89 0 |
| Rope and binder twine packer .. | | 89 0 |
| Winder and warper in tarring department .. | | 90 0 |
| Winding, oiling, and tarring yarn .. | | 90 0 |
| Oiler and/or belt repairer .. | | 90 0 |
| Maker of rope fenders .. | | 90 0 |
| Maker of pig nets .. | | 89 0 |
| Power reeler or finisher in walk .. | | 89 0 |
| Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) | | 87 0 |
| Opening manila hemp .. | | 87 0 |
| Scutcher .. | | 87 0 |
| Lumping, loading or unloading hemp, flax, or twine in store or factory .. | | 87 0 |
| Feeder of tow breaker card .. | | 87 0 |
| Lumping hemp, flax, or binder twine on wharf .. | | 90 0 |
| Packing and balling shop twine .. | | 89 0 |
| Mat finisher .. | | 89 0 |
| Layer of lines or cords in walk .. | | 93 0 |
| Twister or layer of yarn in walk .. | | 89 0 |
| Maker of fishing lines .. | | 89 0 |
| Hand reelers .. | | 87 0 |
| Matting weavers .. | | 89 0 |
| All other machine operators or employees feeding or taking from machines .. | | 87 0 |
| All others .. | | 84 0 |
| <i>(b) Adult Females.</i> | | |
| <i>Hard Fibre Department.</i> | | |
| Balling binder twine .. | | 49 3 |
| Balling lashing .. | | 49 3 |
| Bagging binder twine .. | | 48 3 |
| All others .. | | 45 3 |
| <i>Soft Fibre Department.</i> | | |
| Feeding breaker card with clock .. | | 49 3 |
| Feeding spreaders.. | | 48 3 |
| Feeding finisher cards (hemp) .. | | 48 3 |
| Spinning .. | | 49 3 |
| Wet spinning .. | | 50 3 |
| All other machine operators and employees feeding or taking from machines .. | | 48 3 |
| All others .. | | 45 3 |

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 135 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 145 of the 4th May, 1940, shall be replaced by the following clauses:—

| (2) | *Wages per Week of 44 Hours. £ s. d. | | *Wages per Week of 44 Hours. £ s. d. |
|---|--|---|--|
| Implement smiths | 5 1 0 | 1st class | 5 8 0 |
| Bulldozers | 4 13 0 | 2nd class | 4 19 0 |
| Blacksmiths' strikers | 4 7 0 | 3rd class | 4 13 0 |
| Blacksmiths' strikers (on double fires) | 4 9 0 | Drillers | 4 9 0 |
| Carpenters engaged on agricultural implement making (including tool allowance) | 5 1 0 | Die setters and machine setters | 4 11 0 |
| Agricultural implement fitters and comb fitters | 4 16 0 | Machinists coming within the definition of process workers | 4 7 0 |
| Agricultural implement fitters and comb fitters (after two years' experience) | 4 19 0 | | |
| Pattern fitters and finishers | 4 19 0 | | |
| Plough fitters | 4 14 0 | | |
| Assemblers | 4 8 6 | | |
| Assemblers (after two years' experience) | 4 12 0 | | |
| Windmill erectors | 4 16 0 | | |
| Windmill makers other than fitters | 4 15 0 | | |
| Wheel rimmers | 4 16 0 | | |
| Furnacemen on small rivet heating or bolt heating | 4 9 0 | | |
| Furnacemen's assistants | 4 7 0 | | |
| Dressers and fettlers | 4 9 0 | | |
| Grinders and emery-wheel attendants | 4 9 0 | | |
| Grinders (using portable machine) | 4 11 0 | | |
| Heaters | 4 7 0 | | |
| Picklers | 4 4 0 | | |
| Hammer drivers | 4 9 0 | | |
| Wire weavers | 4 7 0 | | |
| Painters (brush hand) | 4 7 0 | | |
| Spray painters | 4 11 0 | | |
| Paint dippers and mixers | 4 4 0 | | |
| Writers and liners | 4 16 0 | | |
| Wire drawers | 4 7 0 | | |
| Chippers | 4 7 0 | | |
| Sand and shot blast dressers | 4 11 0 | | |
| Dismantlers | 4 7 0 | | |
| Checkers | 4 9 0 | | |
| Inspectors | 4 9 0 | | |
| Storemen and packers | 4 4 6 | | |
| Process workers | 4 7 0 | | |
| Patternmakers | 5 17 0 | | |
| All others | 4 1 0 | | |

* HOURLY HIRING.—For conditions regarding hourly hiring see clause 12 (b).

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

| | Weekly Hiring. | Hourly Hiring. |
|--|----------------|----------------|
| | s. d. | s. d. |
| <i>Junior Males.</i> | | |
| In blacksmithing, bulldozing, and work associated therewith: fur- nace work and heating— | | |
| Under 16 years of age | 17 0 | 18 3 |
| 16 and under 17 years of age | 27 3 | 28 11 |
| 17 and under 18 years of age | 48 3 | 51 3 |
| 18 and under 19 years of age | 61 0 | 64 9 |
| 19 and under 21 years of age | 73 6 | 78 0 |
| In all occupations except black- smithing, bulldozing, and work associated therewith— | | |
| 1st year's experience | 15 6 | 16 8 |
| 2nd year's experience | 24 6 | 26 0 |
| 3rd year's experience | 33 6 | 35 7 |
| 4th year's experience | 45 3 | 48 1 |
| 5th year's experience | 57 9 | 61 4 |
| 6th year's experience | 71 3 | 75 8 |
| <i>Adult Females.</i> | | |
| If of less than twelve months' experience | 52 0 | 55 2 |
| If of twelve months' experience or more | 59 3 | 62 10 |
| <i>Junior Females.</i> | | |
| 1st year's experience | 14 0 | 15 0 |
| 2nd year's experience | 18 9 | 20 1 |
| 3rd year's experience | 30 6 | 32 5 |
| 4th year's experience | 38 6 | 40 11 |
| 5th year's experience | 44 0 | 46 9 |
| Thereafter until reaching the age of 21 years | 49 3 | 52 3 |

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 145 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (14) (a) to the number of 4 days per annum.

(i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

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

(l) 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.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, 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.

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

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

(p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(q) 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.

(3)

| Juvenile Workers, i.e. | | | | | | | Other Employees. | | | |
|---|-----------------------------|--------------|--------------|--------------|--------------|--------------|---|-------|-----------------------|-----------------------|
| Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles— | | | | | | | | | Wages Per Week. | Hours Per Week. |
| | | | | | | | | | s. d. | |
| | | | | | | | | | | |
| Experience. | Wages Per Week of 44 Hours. | | | | | | Males. | | | |
| | Commencing Age— | | | | | | | | | |
| | 15 years or under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | | | |
| 1st year—1st six months .. | 15 6 | 18 6 | 26 0 | 28 3 | 41 0 | 48 6 | Grinders or polishers | 105 6 | 44 | |
| 2nd | 18 6 | 26 0 | 28 3 | 41 0 | 48 6 | 65 6 | Electro-platers— | | | |
| 2nd year—1st | 26 0 | 28 3 | 41 0 | 48 6 | 65 6 | .. | First Class | 114 0 | 44 | |
| 2nd | 28 3 | 41 0 | 48 6 | 65 6 | 76 6 | .. | Second Class | 104 0 | 44 | |
| 3rd year—1st | 41 0 | 48 6 | 65 6 | 76 6 | .. | .. | Third Class | 92 0 | 44 | |
| 2nd | 48 6 | 65 6 | 76 6 | 82 0 | .. | .. | Liners or hand decorators .. | 105 6 | 44 | |
| 4th year | 65 6 | 76 6 | 82 0 | .. | .. | .. | Coaters | 97 6 | 44 | |
| 5th year | 76 6 | 82 0 | .. | .. | .. | .. | All others | 84 0 | 44 | |
| 6th year | 82 0 | .. | .. | .. | .. | .. | Females. | | | |
| | | | | | | | Females employed at— | | | |
| | | | | | | | (a) Hand burnishing, hand finishing, or lacquering | 69 3 | 44 | |
| | | | | | | | (b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length | 105 6 | 44 | |
| | | | | | | | All others | 47 9 | 44 | |

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 147 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 134 of the 3rd May, 1940, shall be replaced by the following clauses :—

(2)

| Adults. | Wages per Week of 44 Hours. | |
|---|---|---|
| | 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. | Other Parts of Victoria where this Determination Applies. |
| | £ s. d. | £ s. d. |
| Aero mechanic holding A and B certificates | 6 4 0 | 6 1 0 |
| Aero mechanic holding C and D certificates | 5 14 0 | 5 11 0 |
| Patternmaker | 6 3 0 | 6 0 0 |
| Toolmaker | 6 0 0 | 5 17 0 |
| Tradesman, the greater part of whose time is occupied in marking off | 5 17 0 | 5 14 0 |
| Tradesman in gun armament, instrument, and torpedo work | 6 0 0 | 5 17 0 |
| Tradesman, turbine-blade fitter | 5 17 0 | 5 14 0 |
| Tradesman | 5 14 0 | 5 11 0 |
| Motor mechanic | 5 11 0 | 5 8 0 |
| Motor tuner and tester | 5 11 0 | 5 8 0 |
| Motor cycle mechanic | 5 11 0 | 5 8 0 |
| Tradesman, wet-stone grinder and glazier | 5 14 0 | 5 11 0 |
| Tradesman, brassfinisher | 5 14 0 | 5 11 0 |
| First-class machinist | 5 14 0 | 5 11 0 |
| Second-class machinist | 5 4 0 | 5 1 0 |
| Third-class machinist | 4 18 0 | 4 15 0 |
| Process worker | 4 12 0 | 4 9 0 |
| Forger and/or faggoter | 6 6 0 | 6 3 0 |
| Toolsmith | 5 17 0 | 5 14 0 |
| Angle-iron smith | 5 17 0 | 5 14 0 |
| Annealer and/or case hardener | 5 9 0 | 5 6 0 |
| Coppersmith, brasssmith, and other smiths | 5 15 0 | 5 12 0 |
| Blacksmith's machinist | 4 18 0 | 4 15 0 |
| Welder— | | |
| First-class (other than when using Cutler machine) | 5 17 0 | 5 14 0 |
| First-class, using Cutler machine | 5 6 0 | 5 3 0 |
| Second-class | 4 18 0 | 4 15 0 |
| Third-class | 4 14 0 | 4 11 0 |
| Tack welder | 4 16 0 | 4 13 0 |
| Moulding and brass moulding— | | |
| Jobbing moulder | 5 14 0 | 5 11 0 |
| Jobbing coremaker | 5 14 0 | 5 11 0 |
| Plate and machine moulder and/or coremaker— | | |
| 1st six months | 4 13 0 | 4 10 0 |
| 2nd six months | 4 16 0 | 4 13 0 |
| 3rd six months | 4 19 0 | 4 16 0 |
| After two years | 5 4 0 | 5 1 0 |
| Forge furnaceman | 5 11 0 | 5 8 0 |
| Cupola furnaceman | 5 2 0 | 4 19 0 |
| Electric furnaceman | 5 1 0 | 4 18 0 |
| All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires) | 4 19 0 | 4 16 0 |
| Brass polisher | 5 0 0 | 4 17 0 |
| Casting dresser (brass) | 4 15 0 | 4 12 0 |
| (b) Window-frame Making. | | |
| Tradesman | 5 14 0 | 5 11 0 |
| Assembler and fitter (not coming within the definition of tradesman) | 5 2 0 | 4 19 0 |
| Machinist (not a process worker) | 4 18 0 | 4 15 0 |
| Process worker | 4 12 0 | 4 9 0 |
| (c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines. | | |
| Adding, calculating and book-keeping machine mechanic | 5 15 0 | 5 12 0 |
| Cash register mechanic | 5 15 0 | 5 12 0 |
| Tradesman | 5 14 0 | 5 11 0 |
| First-class mechanic | 5 9 0 | 5 6 0 |
| Second-class mechanic | 5 6 0 | 5 3 0 |
| Process worker | 4 12 0 | 4 9 0 |

NOTE.—Persons engaged on ship repairs shall be paid the following amounts in addition to the rates specified in clause 2 :—

| | |
|--------------------------|---------------|
| Tradesmen | s. d. |
| All other labour | 3 0 per week. |
| | 2 0 .. |

APPRENTICESHIP.

3. (1) Minors shall not be engaged in the following occupations except under contracts of apprenticeship :—

(a) Mechanical engineering, i.e., one or more of the following :—

- (i) Pattern-making.
- (ii) Fitting and turning.
- (iii) First and second-class machinist.
- (iv) First-class welding.

(b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.

(c) Motor mechanic.

(d) Safe and strongroom making.

SCHEDULE—continued.

- (e) Scale-making (except the making of parts by specialized processes and the assembling thereof).
 (f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).
 (g) Window-frame fitting.
 (h) Smithing—

- (i) Blacksmithing.
 (ii) Copper and/or brass smithing.

- (i) Moulding—one or more of the following :—

- (i) Jobbing, moulding and core making
 (ii) Jobbing, brass moulding and core making.

- (2) The proportion of apprentices who may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
 Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
 Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
 Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
 Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
 Smithing—one apprentice for every three, or fraction of three, tradesmen.
 Moulding—one apprentice for every two, or fraction of two, tradesmen.
 Brass polishing—one apprentice for every three, or fraction of three, tradesmen.
 Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic—one apprentice to every three or fraction of three adults receiving not less than 100s. per week.

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

- (3) The periods of apprenticeship shall be as follow :—

For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause : If the apprentice when articulated is under the age of 17, 5 years ; if over the age of 17, 4 or 5 years, at the option of the contracting parties.

For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.

- (4) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

- (5) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.

- (6) Until further order any contract of apprenticeship hereafter made may contain the following provision :—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

| Wages. | | | | | | | | | | Per Week of 44 hours. |
|--|----|----|----|----|----|----|----|----|----|--------------------------|
| (7) Five-year terms— | | | | | | | | | | s. d. |
| 1st year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 0 |
| 2nd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 21 6 |
| 3rd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 37 6 |
| 4th year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 |
| 5th year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 76 6 |
| Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years— | | | | | | | | | | s. d. |
| 1st year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 18 0 |
| 2nd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 36 6 |
| 3rd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 |
| 4th year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 76 6 |
| The sum of 2s. 6d. shall be added to the above rates where the apprentice is in the trade of pattern making. | | | | | | | | | | |
| Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (g) of this clause— | | | | | | | | | | s. d. |
| 1st year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 16 0 |
| 2nd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 22 0 |
| 3rd year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 43 3 |
| 4th year .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 55 3 |

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

- (8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 15 (a) to the number of 4 days per annum.

- (9) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

- (10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

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

- (12) 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.

- (13) 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 the Determination for the trade, 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.

- (14) 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.

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

- (16) 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.

SCHEDULE—continued.

IMPROVERS.

4. Employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines.

| Wages. | | | | | | | | | | Per Week of 44 hours. |
|----------|----|----|----|----|----|----|----|----|----|--------------------------|
| | | | | | | | | | | s. d. |
| 1st year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 0 |
| 2nd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 21 6 |
| 3rd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 37 6 |
| 4th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 |
| 5th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 76 6 |

Notwithstanding anything elsewhere in this determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—One improver to every two or fraction of two workers receiving not less than 92s. per week.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines.

(b) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core-making, in which females were employed on the 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wages :—

| | | | | | | | | | | Weekly Hiring. | Hourly Hiring. |
|---------------------------------------|----|----|----|----|----|----|----|----|----|-------------------|-------------------|
| | | | | | | | | | | s. d. | s. d. |
| If of less than 12 months' experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 52 0 | 55 2 |
| If of 12 months' or more experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 59 3 | 62 10 |

(c) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages :—

| | | | | | | | | | | Weekly Hiring. | Hourly Hiring. |
|---|----|----|----|----|----|----|----|----|----|-------------------|-------------------|
| | | | | | | | | | | s. d. | s. d. |
| 1st year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 14 0 | 15 0 |
| 2nd year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 18 9 | 20 1 |
| 3rd year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 30 6 | 32 5 |
| 4th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 38 6 | 40 11 |
| 5th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 44 0 | 46 9 |
| Thereafter until reaching 21 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 49 3 | 52 3 |

(d) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 20 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

| | | | | | | | | | | Weekly Hiring. | Hourly Hiring. |
|-----------------------|----|----|----|----|----|----|----|----|----|-------------------|-------------------|
| | | | | | | | | | | s. d. | s. d. |
| 1st year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 6 | 16 8 |
| 2nd year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 24 6 | 26 0 |
| 3rd year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 33 6 | 35 7 |
| 4th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 45 3 | 48 1 |
| 5th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 57 9 | 61 4 |
| 6th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 67 0 | 71 2 |
| 7th year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 71 3 | 75 8 |

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(e) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 20) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

| | | | | | | | | | | Weekly Hiring. | Hourly Hiring. |
|------------------------------|----|----|----|----|----|----|----|----|----|-------------------|-------------------|
| | | | | | | | | | | s. d. | s. d. |
| Under 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 17 0 | 18 3 |
| 16 and under 17 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 27 3 | 28 11 |
| 17 and under 18 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 48 3 | 51 3 |
| 18 and under 19 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 | 64 9 |
| 19 and under 21 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | 73 6 | 78 0 |

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

Clauses (6) to (21) inclusive of the Determination as published in *Government Gazette* No. 134 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 153 of the 8th May, 1940, shall be replaced by the following clauses:—

(2)

| APPRENTICES AND IMPROVERS. | | | |
|--|----|----|-----------------|
| | | | Wages per week. |
| | | | £ s. d. |
| Under 16 years of age | .. | .. | 1 10 3 |
| 16 and under 18 years of age | .. | .. | 2 2 6 |
| 18 and under 19 years of age | .. | .. | 3 1 0 |
| 19 and under 20 years of age | .. | .. | 3 13 0 |
| 20 years of age | .. | .. | Minimum Wage. |
| PROPORTION (by any employer). | | | |
| Apprentices. | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | |
| Improvers. | | | |
| One improver to 50 or more workers receiving not less than the minimum wage. | | | |

| JUNIOR LABOUR. | | | |
|--|----|----|-----------------|
| The minimum rates of wages to be paid by employers to persons, other than apprentices or improvers, working as greasers or as cleaners, or as motor drivers, or attendants, where the motor does not exceed 50 horse-power in all, and when such persons have not reached 20 years of age, shall be as follows:— | | | |
| | | | Wages per week. |
| | | | £ s. d. |
| (a) Under 16 years of age | .. | .. | 1 10 3 |
| 16 and under 18 years of age | .. | .. | 2 2 6 |
| 18 and under 19 years of age | .. | .. | 3 1 0 |
| 19 and under 20 years of age | .. | .. | 3 13 0 |
| (b) If greasers they sometimes, under the control of an engine driver, stop or start an engine, 6s. per week extra. | | | |
| (c) If cleaners receiving less than £3 5s. per week they sometimes, under the control of an engine-driver, stop or start an engine, 6s per week extra. | | | |

SCHEDULE—continued.

OTHER EMPLOYEES—continued.

| | Wages per Week. | | | |
|--|---|---|--------------|--|
| | Persons, other than those Employed in Bush Saw-mills. | | | Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included. |
| | Within 20 miles of the G.P.O., Melbourne, and in the Gippsland District, 10 miles of the Principal Post Offices at Geelong and Warrnambool. | Within 15 miles of the Mildura Post Office. | At Yallourn. | |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| (13) Crane drivers—continued. | | | | |
| (c) Drivers of cantilever cranes with driving platforms more than 25 feet from the ground | 5 8 0 | 5 14 0 | 5 14 6 | 5 5 0 |
| (d) Drivers of other lofty cranes outside buildings not in course of erection where the driving platform is situated more than 25 feet from the level of the ground | 5 6 6 | 5 12 6 | 5 13 0 | 5 3 6 |
| (e) Drivers of cranes in convertor sheds | 5 6 6 | 5 12 6 | 5 13 0 | 5 3 6 |
| (f) Drivers of locomotive cranes, that is, cranes mounted upon the superstructure of a locomotive engine running on railway lines used for general locomotive traffic | 5 4 0 | 5 10 0 | 5 10 6 | 5 1 0 |
| (g) Drivers of steam travelling cranes with a lifting capacity of over 30 tons | 5 4 0 | 5 10 0 | 5 10 6 | 5 1 0 |
| (h) Drivers of steam cranes not elsewhere included | 5 0 0 | 5 6 0 | 5 6 6 | 4 17 0 |
| (i) Drivers of electric cranes not elsewhere included— | | | | |
| (i) Electric cranes with four motions and over | 5 0 0 | 5 6 0 | 5 6 6 | 4 17 0 |
| Overhead traverser cranes with auxiliary hoist | | | | |
| Traverser cranes with jib hoist | 4 14 0 | 5 0 0 | 5 0 6 | 4 11 0 |
| (ii) Electric cranes with two or three motions | | | | |
| Overhead traverser cranes | | | | |
| Stationary jib cranes | | | | |
| Stationary jib hoist cranes | 4 14 0 | 5 0 0 | 5 0 6 | 4 11 0 |
| Traverser jib cranes | | | | |
| (j) Drivers of hydraulic stationary jib cranes | 4 14 0 | 5 0 0 | 5 0 6 | 4 11 0 |
| (k) Drivers of cranes and hoists (except pneumatic and small hoists and two motion electric man-power cranes) not elsewhere included | 4 14 0 | 5 0 0 | 5 0 6 | 4 11 0 |
| (l) Drivers of cranes not exceeding 5 tons lifting capacity manipulated by strings from the ground | 4 10 0 | 4 16 0 | 4 16 6 | 4 7 0 |
| (14) Sub-station attendants in charge of sub-stations (as herein defined) | 4 16 0 | 5 2 0 | 5 2 6 | 4 13 0 |
| (15) Electric locomotive or traction motor-driver | 4 12 0 | 4 18 0 | 4 18 6 | 4 9 0 |
| (16) Motor-drivers or attendants (as herein defined) | 4 10 0 | 4 16 0 | 4 16 6 | 4 7 0 |
| (17) Firemen— | | | | |
| (a) If a fireman attends to one boiler or one suction gas generator | 4 10 0 | 4 16 0 | 4 16 6 | 4 7 0 |
| (b) If a fireman attends to two boilers or two suction gas generators | 4 11 6 | 4 17 6 | 4 18 0 | 4 8 6 |
| (c) If a fireman attends to three or more boilers or three or more suction gas generators or boilers and/or generators developing 1,000 i.h.p. in the aggregate | 4 14 6 | 5 0 6 | 5 1 0 | 4 11 6 |
| (d) Locomotive firemen | 4 11 0 | 4 17 0 | 4 17 6 | 4 8 0 |
| (e) Firemen on refuse destructors | 4 11 0 | 4 17 0 | 4 17 6 | 4 8 0 |
| (18) Leading firemen— | | | | |
| (a) An additional payment of 6d. per day shall be paid to the leading fireman when— | | | | |
| (i) Two firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or where he has to accept the responsibility and superintendence, or | | | | |
| (ii) Two firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by means of other firemen. | | | | |
| (b) An additional payment of 1s. per day shall be paid to the leading fireman when— | | | | |
| (i) Three or more firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or | | | | |
| (ii) Three or more firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by two or more of the other firemen. | | | | |
| (19) Greasers | 4 8 0 | 4 14 0 | 4 14 6 | 4 5 0 |
| (a) If under the supervision of an engine driver they stop or start engines, they shall be paid 6s. per week extra, except when they do so only in cases of necessity or emergency. | | | | |
| (b) If and when called upon in the ordinary course of their duties to do engine drivers' work other than simply stopping or starting an engine under supervision of an engine driver, they shall be paid engine drivers' rates | | | | |
| (20) Trimmers, fuelmen, and engine cleaners | 4 8 0 | 4 14 0 | 4 14 6 | 4 5 0 |
| (21) Boiler cleaners | 4 8 0 | 4 14 0 | 4 14 6 | 4 5 0 |
| Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay. | | | | |
| (22) All others | 4 4 0 | 4 10 0 | 4 10 6 | 4 1 0 |

Male adult employees in bush saw mills shall in addition to the wages shown above be paid 2s. per week in lieu of payment under clause (5) (c) for absences arising from sickness or accident.

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 153 of the 8th May, 1940, shall remain in force.

SCHEDULE—continued.

FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 191 on the 13th May, 1940, shall be replaced by the following clause:—

(2)

| * Apprentices. | | | | Improvers. | | | |
|---|--------------------------|---|-----|---|--------------------------|---|-----|
| WAGES. | | | | WAGES. | | | |
| | Per week of 44 hours. | Holiday Allowance Payable in Addition. | | | Per Week of 44 hours. | Holiday Allowance Payable in Addition. | |
| | A. | B. | | | A. | B. | |
| | s. d. | s. | d. | | s. d. | s. | d. |
| 1st year's experience .. | 20 0 | .. | 0 6 | Under 17 years of age .. | 20 0 | .. | 0 6 |
| 2nd " " .. | 29 9 | .. | 0 9 | 17 years of age .. | 29 9 | .. | 0 9 |
| 3rd " " .. | 39 6 | .. | 1 0 | 18 " " .. | 39 6 | .. | 1 0 |
| 4th " " .. | 50 3 | .. | 1 4 | 19 " " .. | 50 3 | .. | 1 4 |
| 5th " " .. | 60 3 | .. | 1 7 | 20 " " .. | 60 3 | .. | 1 7 |
| and thereafter the minimum wage. | | | | | | | |
| PROPORTION (by any employer). | | | | PROPORTION (by any employer). | | | |
| One apprentice to every three or fraction of three workers receiving not less than 80s. per week of 44 hours. | | | | (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 113s. 8d. per week of 44 hours. | | | |
| | | | | (ii) Any other class of work— One improver to every six workers receiving not less than 113s. 8d. per week of 44 hours. | | | |

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

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

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

* (a) Except those covered by the *Apprenticeship Act 1928*.

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

OTHER EMPLOYEES.

| | | WAGES. | |
|--|--------------------------|---|------|
| | Per week of 44 hours. | Holiday Allowance Payable in Addition. | |
| | A. | B. | |
| | s. d. | s. | d. |
| Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster .. | 113 8 | .. | 2 11 |
| Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings .. | | | |
| Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base .. | | | |
| All others .. | 86 0 | .. | 2 2 |

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or .. } shall, whilst employed at either class of work
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse .. } have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
(iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 191 of the 13th May, 1940, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 188 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

| IMPROVERS. | | | | OTHER EMPLOYEES. | | | |
|---|----|--------|----------|---|----|------------------|--|
| Wages per Week of 44 Hours. | | | | Wages per Week of 44 Hours. | | | |
| Age. | | Males. | Females. | | | | |
| | | s. d. | s. d. | | | s. d. | |
| Under 16 years.. | .. | 20 0 | 18 0 | MALES. | .. | 91 0 | |
| 16 years | .. | 25 6 | 20 0 | Woollen pickers | .. | 89 0 | |
| 17 " | .. | 34 3 | 23 6 | Feeders of— | .. | 89 0 | |
| 18 " | .. | 37 9 | 27 9 | Rag machines | .. | 89 0 | |
| 19 " | .. | 50 0 | 33 3 | Other machines | .. | 89 0 | |
| 20 " | .. | 56 6 | 38 0 | Rippers | .. | 89 0 | |
| PROPORTION (IN ANY PLACE). | | | | Person in charge of milling machine | .. | 89 0 | |
| | | | | Persons in charge of hardening machine | .. | 89 0 | |
| <i>Improvers.</i> | | | | Persons in charge of tentering machine | .. | 86 6 | |
| One improver to every worker receiving not less than the minimum wage. | | | | Assistant to persons in charge of milling machine | .. | 86 6 | |
| <i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination. | | | | Assistant to person in charge of hardening machine | .. | 86 6 | |
| | | | | Assistant to person in charge of tentering machine | .. | 84 0 | |
| | | | | Cotton pickers | .. | 84 0 | |
| | | | | All others | .. | 84 0 | |
| | | | | Leading hands, if in charge of four or more workers | .. | 5s. a week extra | |
| | | | | FEMALES. | .. | 56 0 | |
| | | | | Feeders of rag machines | .. | 49 9 | |
| | | | | Feeders of machines other than rag machines | .. | 47 0 | |
| | | | | Rippers | .. | 49 9 | |
| | | | | Woollen pickers | .. | 47 0 | |
| | | | | Cotton pickers | .. | 47 0 | |
| | | | | All others | .. | 47 0 | |
| | | | | Leading hands, if in charge of four or more workers | .. | 5s. a week extra | |

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

Clauses (3) to (12) inclusive of the Determination published in the *Government Gazette* No. 188 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

Clauses (2), (3) and (23) of the Determination published in *Government Gazette* No. 237 of the 13th June, 1940, shall be replaced by the following clauses :—

(2)

APPRENTICES AND IMPROVERS.

| Weekly Wages. | | | | Proportion (in any place). | |
|----------------------------------|---------|-----------------|-------------------|--|--|
| APPRENTICES. | | | | APPRENTICES. | |
| | | Males. s. d. | Females. s. d. | Males. | |
| First year .. .. . | .. .. . | 17 0 | 16 10 | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| Second year .. .. . | .. .. . | 25 9 | 25 7 | Females. | |
| Third year .. .. . | .. .. . | 34 5 | 29 4 | One female apprentice to every female worker receiving not less than the minimum wage. | |
| Fourth year .. .. . | .. .. . | 51 5 | 38 1 | IMPROVERS. | |
| Fifth year .. .. . | .. .. . | 67 11 | 43 5 | Males. | |
| And thereafter the minimum wage. | | | | One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed. | |
| IMPROVERS. | | | | Females. | |
| | | Males. s. d. | Females. s. d. | One female improver to every six or fraction of six female workers receiving not less than the minimum wage. | |
| Under 16 years of age .. .. . | .. .. . | 15 4 | 14 2 | | |
| 16 and under 17 .. .. . | .. .. . | 17 0 | 16 10 | | |
| 17 and under 18 .. .. . | .. .. . | 25 9 | 25 7 | | |
| 18 and under 19 .. .. . | .. .. . | 34 5 | 29 4 | | |
| 19 and under 20 .. .. . | .. .. . | 51 5 | 38 1 | | |
| 20 and under 21 .. .. . | .. .. . | 67 11 | 43 5 | | |

(3)

OTHER EMPLOYEES.

| | WEEKLY WAGES. | |
|--|---|------------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warramboul, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| Operator of Boulton's carver or shaping machine | £ s. d. 5 11 0 | £ s. d. 5 8 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 5 11 0 | 5 8 0 |
| (b) who does not grind his own cutters | 5 2 0 | 4 19 0 |
| Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker) | 5 11 0 | 5 8 0 |
| Stuffover chair or couch frame maker | 4 19 0 | 4 16 0 |
| Polishers required to spirit off or acid off | 5 11 0 | 5 8 0 |
| Other polishers | 5 2 0 | 4 19 0 |
| Upholsterer | 5 6 0 | 5 3 0 |
| Wood turner, painter, assembler | 5 2 0 | 4 19 0 |
| Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer | 4 19 0 | 4 16 0 |
| Persons setting up or operating copying or automatic lathe | 4 19 0 | 4 16 0 |
| Persons cramping furniture or chairs | 4 19 0 | 4 16 0 |
| Persons rubbing down, filling, varnishing, or staining | 4 16 0 | 4 13 0 |
| Sprayhands, staining or lacquering | 4 19 0 | 4 16 0 |
| Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size | 4 19 0 | 4 16 0 |
| Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size | 4 19 0 | 4 16 0 |
| Timber bender, operator of sander, boring, or any other machine not provided for above | 4 13 0 | 4 10 0 |
| Stackers, yardmen | 4 4 0 | 4 1 0 |
| Female employed as upholstress | 2 14 0 | 2 12 6 |
| Female employed as veneer matcher | 2 14 0 | 2 12 6 |
| Female employed in designing, making, painting or decorating— | | |
| (a) furnishing accessories or novelties | 2 14 0 | 2 12 6 |
| (b) domestic woodware | 2 14 0 | 2 12 6 |
| (c) walking sticks | 2 14 0 | 2 12 6 |
| All others | 4 4 0 | 4 1 0 |

(23) PIECEWORK.—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be apprentices or improvers on piece work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 84s., and in the case of females not less than 54s.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 237 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

Clauses (2), (3) and (22) of the Determination published in *Government Gazette* No. 239 of the 13th June, 1940, shall be replaced by the following clauses.

(2) APPRENTICES AND IMPROVERS.

| Weekly Wages. | | Proportion (in any place). | |
|----------------------------------|-------|--|--|
| APPRENTICES. | | APPRENTICES. | |
| | s. d. | One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | |
| First year .. | 17 0 | IMPROVERS. | |
| Second year .. | 25 9 | One improver to every six or fraction of six workers receiving not less than the minimum wage. | |
| Third year .. | 34 5 | Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed. | |
| Fourth year .. | 51 5 | | |
| Fifth year .. | 67 11 | | |
| And thereafter the minimum wage. | | | |
| IMPROVERS. | | | |
| | s. d. | | |
| Under 16 years of age | 15 4 | | |
| 16 and under 17 | 17 0 | | |
| 17 and under 18 | 25 9 | | |
| 18 and under 19 | 34 5 | | |
| 19 and under 20 | 51 5 | | |
| 20 and under 21 | 67 11 | | |

(3)

OTHER EMPLOYEES.

| | 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. |
| Operator of Boulton's carver or shaping machine .. | £ s. d. 5 11 0 | £ s. d. 5 8 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters .. | 5 11 0 | 5 8 0 |
| (b) who does not grind his own cutters .. | 5 2 0 | 4 19 0 |
| Cabinetmaker, woodcarver .. | 5 11 0 | 5 8 0 |
| Polishers required to spirit off or acid off .. | 5 11 0 | 5 8 0 |
| Other polishers .. | 5 2 0 | 4 19 0 |
| Woodturner, painter, assembler .. | 5 2 0 | 4 19 0 |
| Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer .. | 4 19 0 | 4 16 0 |
| Persons setting up or operating copying or automatic lathe .. | 4 19 0 | 4 16 0 |
| Persons cramping furniture .. | 4 19 0 | 4 16 0 |
| Persons rubbing down, filling, varnishing or staining .. | 4 16 0 | 4 13 0 |
| Sprayhands staining or lacquering .. | 4 19 0 | 4 16 0 |
| Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels or plywood, or coreboard, or partly prepared timber .. | 4 19 0 | 4 16 0 |
| Persons cramping, or glueing, or cementing or fastening together partly prepared timber .. | 4 19 0 | 4 16 0 |
| Timber bender, operator of sander, boring, or any other machine not provided for above .. | 4 13 0 | 4 10 0 |
| Persons packing mantelpieces or overmantels .. | 4 9 0 | 4 6 0 |
| Stackers, yardmen .. | 4 4 0 | 4 1 0 |
| Female employed as veneer matcher .. | 2 14 0 | 2 12 6 |
| All others .. | 4 4 0 | 4 1 0 |

(22) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage proscribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 84s. and in the case of females not less than 54s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 239 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.
(WIRE MATTRESS SECTION.)

Clauses (2), (3) and (20) of the Determination published in *Government Gazette* No. 240 of the 13th June, 1940, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

| Weekly Wages. | | Proportion (in any place). | |
|---------------------------------|--------------|---|--|
| APPRENTICES. | | APPRENTICES. | |
| | <i>s. d.</i> | | |
| First year .. | 17 0 | One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | |
| Second year .. | 25 9 | IMPROVERS. | |
| Third year .. | 34 5 | One improver to every six or fraction of six workers receiving not less than the minimum wage. | |
| Fourth year .. | 51 5 | Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage. | |
| Fifth year .. | 67 11 | Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed. | |
| And thereafter the minimum wage | | | |
| IMPROVERS. | | | |
| | <i>s. d.</i> | | |
| Under 16 years of age | 15 4 | | |
| 16 and under 17 | 17 0 | | |
| 17 and under 18 | 25 9 | | |
| 18 and under 19 | 34 5 | | |
| 19 and under 20 | 51 5 | | |
| 20 and under 21 | 67 11 | | |

(3) OTHER EMPLOYEES.

| | 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. |
| | <i>£ s. d.</i> | <i>£ s. d.</i> |
| Operator of Boul't's carver or shaping machine | 5 11 0 | 5 8 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 5 11 0 | 5 8 0 |
| (b) who does not grind his own cutters | 5 2 0 | 4 19 0 |
| Operator of buzzer, planer, thicknesser, circular saw, tenoner, or morticer | 4 19 0 | 4 16 0 |
| Operator of sander, boring, or any other machine not otherwise specified | 4 13 0 | 4 10 0 |
| Wireweaver | 4 17 6 | 4 14 6 |
| Stretcher-up, tacker-on, splitter-up, or varnisher | 4 16 0 | 4 13 0 |
| Spray hands | 4 19 0 | 4 16 0 |
| All others | 4 4 0 | 4 1 0 |

(20) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 84s.

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 240 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 242 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

| Weekly Wages. | | | | Proportion (in any place). | |
|---------------|--|--|--|---|--|
| APPRENTICES. | | | | APPRENTICES. | |
| | | | | <i>Males.</i> | |
| | | | | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| | | | | <i>Females.</i> | |
| | | | | One female apprentice to every female worker receiving not less than the minimum wage. | |
| | | | | IMPROVERS. | |
| | | | | <i>Males.</i> | |
| | | | | One male improver to every six or fraction of six male workers receiving not less than the minimum wage. | |
| | | | | Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed. | |
| | | | | <i>Females.</i> | |
| | | | | One female improver to every six or fraction of six female workers receiving not less than the minimum wage. | |

(3)

OTHER EMPLOYEES.

| | | | | 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. |
| <i>Males.</i> | | | | £ s. d. | £ s. d. |
| Carpet planner | .. | .. | .. | 5 11 0 | 5 8 0 |
| Cutter of loose covers or curtains or drapes | .. | .. | .. | 5 4 0 | 5 1 0 |
| Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers | .. | .. | .. | 4 19 0 | 4 16 0 |
| All others | .. | .. | .. | 4 4 0 | 4 1 0 |
| <i>Females.</i> | | | | | |
| Females | .. | .. | .. | 2 14 0 | 2 12 6 |

Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.

(21) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 84s., and in the case of females not less than 54s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 242 of the 13th June, 1940, shall remain in force.

SCHEDULE—(continued).

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 238 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

| Weekly Wages. | | | | | Proportion (in any place). | |
|----------------------------------|----|----|----|-------|--|-------|
| APPRENTICES. | | | | | APPRENTICES. | |
| | | | | | Males. | |
| | | | | | Females. | |
| | | | | | Males. | |
| | | | | | Females. | |
| First year | .. | .. | .. | 17 0 | .. | 16 10 |
| Second year | .. | .. | .. | 25 9 | .. | 25 7 |
| Third year | .. | .. | .. | 34 5 | .. | 29 4 |
| Fourth year | .. | .. | .. | 51 5 | .. | 38 1 |
| Fifth year | .. | .. | .. | 67 11 | .. | 43 5 |
| And thereafter the minimum wage. | | | | | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| IMPROVERS. | | | | | IMPROVERS. | |
| | | | | | Males. | |
| | | | | | Females. | |
| | | | | | Males. | |
| | | | | | Females. | |
| Under 16 years of age | .. | .. | .. | 15 4 | .. | 14 2 |
| 16 and under 17 | .. | .. | .. | 17 0 | .. | 16 10 |
| 17 and under 18 | .. | .. | .. | 25 9 | .. | 25 7 |
| 18 and under 19 | .. | .. | .. | 34 5 | .. | 29 4 |
| 19 and under 20 | .. | .. | .. | 51 5 | .. | 38 1 |
| 20 and under 21 | .. | .. | .. | 67 11 | .. | 43 5 |
| | | | | | One male improver to every three or fraction of three male workers receiving not less than the minimum wage. | |
| | | | | | Females. | |
| | | | | | Females. | |
| | | | | | One female improver to every six or fraction of six female workers receiving not less than the minimum wage. | |

(3)

OTHER EMPLOYEES.

| | WEEKLY WAGES. | |
|---|---|------------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mldura and Gippsland Districts. | Elsewhere in Victoria. |
| | £ s. d. | £ s. d. |
| Males. | | |
| Compo workers | 4 13 0 | 4 10 0 |
| Fitters up | 4 13 0 | 4 10 0 |
| Gilders or bronzers | 4 16 0 | 4 13 0 |
| Mount cutters | 4 16 0 | 4 13 0 |
| Mounters | 4 13 0 | 4 10 0 |
| Joiners | 4 16 0 | 4 13 0 |
| Persons working at— | | |
| Band or jig saws | 4 19 0 | 4 16 0 |
| Other saws | 4 16 0 | 4 13 0 |
| Moulding machines | 4 19 0 | 4 16 0 |
| Shaping machines | 5 5 0 | 5 2 0 |
| Stainers who mix and apply stain and finish any kind of wood or compo | 4 16 0 | 4 13 0 |
| Wood turners | 5 2 0 | 4 19 0 |
| All others | 4 4 0 | 4 1 0 |
| Females. | | |
| Females | 2 14 0 | 2 12 6 |

(21) **PIECEWORK.**—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all piece workers doing the same operation in the factory whether they be apprentices or improvers on piecework, or otherwise.

All piece workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 84s. and in the case of females not less than 54s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 238 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

GAS WORKS BOARD.

Clauses 1 (b) and 32 (b) of the Determination published in the *Government Gazette* No. 187 of the 10th May, 1940, shall be replaced by the following clauses:—

(b).

| Adults. | Wages per Week of 44 Hours. | |
|--|---|--|
| | Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool. | Within the Cities Ballarat and Bendigo and the Borough of Castlemaine. |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such.. | £ s. d. 5 5 0 | £ s. d. 5 2 0 |
| Stoker in charge of gas or steam engine, or other works plant | 5 5 0 | 5 2 0 |
| Stoker, vertical retort | 5 2 0 | 4 19 0 |
| Stoking machine driver | 5 2 0 | 4 19 0 |
| Stoker, horizontal retort (machine) | 5 0 0 | 4 17 0 |
| Stoker, hand charging | 4 18 0 | 4 15 0 |
| Retort (vertical) operator | 5 2 0 | 4 19 0 |
| Operator vertical retort | 5 2 0 | 4 19 0 |
| Fireman retort house | 5 2 0 | 4 19 0 |
| Machine and stage man | 5 0 0 | 4 17 0 |
| Hydraulic and tar main attendant | 4 19 0 | 4 16 0 |
| Augerer and pipe jumper | 4 18 0 | 4 15 0 |
| Coke and coal conveyor attendant (day worker) | 4 13 0 | 4 10 0 |
| Greaser and oiler (in retort house) | 4 11 0 | 4 8 0 |
| Elevator and coal crusher attendant | 4 10 0 | 4 7 0 |
| Coke and coal conveyor attendant (shift worker) | 4 10 0 | 4 7 0 |
| Oxide breaker—man attending and operating | 4 10 0 | 4 7 0 |
| Purifier—man opening up, or emptying, or filling | 4 10 0 | 4 7 0 |
| All others | 4 4 0 | 4 1 0 |

(32)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

| (b) Other Employees. | | Wages per Week of 44 Hours. |
|----------------------|--|-----------------------------|
| | | £ s. d. |
| Stokers | | 4 11 0 |
| All others | | 4 1 0 |

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses 1 (a), 2 to 32 (a) inclusive and 33 to 44 inclusive of the Determination published in the *Government Gazette* No. 187 of the 10th May, 1940, shall remain in force.

GENERAL BOARD.

(ABRASIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 162 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | |
|--|-------|----------------------------|-------|---|-------|
| Males. | | Females. | | Abrasive Paper or Cloth. | |
| | s. d. | | s. d. | Males. | s. d. |
| 1st year's experience | 17 3 | 1st six months' experience | 14 0 | Machine operators | 90 0 |
| 2nd | 24 6 | 2nd | 17 3 | All others | 84 0 |
| 3rd | 33 9 | 3rd | 20 6 | | |
| 4th | 45 3 | 4th | 24 0 | Females. | |
| 5th | 58 0 | 5th | 27 3 | All adults | 45 6 |
| 6th | 67 0 | 6th | 30 9 | | |
| 7th | 71 6 | 7th | 34 0 | Abrasive Articles (other than Abrasive Paper or Cloth). | |
| | | 8th | 38 6 | Head Burners | 94 0 |
| and thereafter the minimum wage. | | | | Other burners | 90 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. | | | | Surfacers of Abrasive Articles | 87 0 |
| PROPORTION. | | | | All others | 84 0 |
| (a) Abrasive Paper or Cloth. | | | | | |
| One improver to each person of the same sex receiving not less than the minimum wage. | | | | | |
| (b) Abrasive Articles (other than Abrasive Paper or Cloth). | | | | | |
| Two improvers to the first adult employed, and thereafter one improver to each adult. | | | | | |

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 162 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 180 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|-------|----------------------------|-------|-------------|-------|---------|-------|
| Males. | | Females. | | Males— | | Females | |
| | s. d. | | s. d. | | s. d. | | s. d. |
| 1st year's experience | 17 3 | 1st six months' experience | 14 0 | | | | |
| 2nd " | 24 6 | 2nd " | 17 3 | | | | |
| 3rd " | 33 9 | 3rd " | 20 6 | | | | |
| 4th " | 45 6 | 4th " | 24 0 | | | | |
| 5th " | 58 0 | 5th " | 27 3 | | | | |
| 6th " | 67 3 | 6th " | 30 9 | | | | |
| 7th " | 71 3 | 7th " | 34 0 | | | | |
| | | 8th " | 38 6 | | | | |
| | | 9th " | 41 9 | | | | |
| | | 10th " | 45 3 | | | | |

and thereafter the rate prescribed for adults.

PROPORTION.

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

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 180 of the 10th May, 1940, shall remain in force.

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 175 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|-----------------------|-------|----------|-------|----------------------|-------|----------|-------|
| Males. | | Females. | | Males. | | Females. | |
| | s. d. | | s. d. | | s. d. | | s. d. |
| Under 17 years of age | 18 6 | | | Oven hands | 88 0 | | |
| 17 years of age | 27 9 | | | Machine attendants | 88 0 | | |
| 18 " | 37 0 | | | All others | 84 0 | | |
| 19 " | 50 3 | | | | | | |
| 20 " | 61 3 | | | | | | |

Proportion (in any place).

One improver to every three adult employees.

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 175 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(BLUE PRINT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 166 of 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|-----------------------|-------|----------------------------|-------|---|-------|---|-------|
| Males. | | Females. | | 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. | | Other Parts of Victoria where this Determination Applies. | |
| | s. d. | | s. d. | | s. d. | | s. d. |
| 1st year's experience | 17 3 | 1st six months' experience | 14 0 | | | | |
| 2nd " | 24 6 | 2nd " | 17 3 | | | | |
| 3rd " | 33 9 | 3rd " | 20 6 | | | | |
| 4th " | 45 3 | 4th " | 24 0 | | | | |
| 5th " | 58 0 | 5th " | 27 3 | | | | |
| 6th " | 67 0 | 6th " | 30 9 | | | | |
| 7th " | 71 6 | 7th " | 34 0 | | | | |
| | | 8th " | 38 6 | | | | |

and thereafter the minimum wage.

NORM.—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.

Two improvers to each person of the same sex receiving not less than the minimum wage.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 166 of the 9th May, 1940 shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 176 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|---------|----------------------------|-------|-------------|----|---------|-------|
| Males. | | Females. | | Males | | Females | |
| | s. d. | | s. d. | | | | s. d. |
| 1st year's experience | .. 16 9 | 1st six months' experience | 14 0 | .. | .. | .. | 84 0 |
| 2nd " " | .. 23 9 | 2nd " " " | 17 3 | .. | .. | .. | 45 9 |
| 3rd " " | .. 32 6 | 3rd " " " | 20 6 | | | | |
| 4th " " | .. 44 3 | 4th " " " | 24 0 | | | | |
| 5th " " | .. 56 3 | 5th " " " | 27 3 | | | | |
| 6th " " | .. 65 0 | 6th " " " | 30 9 | | | | |
| 7th " " | .. 69 0 | 7th " " " | 34 0 | | | | |
| | | 8th " " " | 38 6 | | | | |

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 (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 176 of the 9th May 1940, shall remain in force.

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 163 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|---------|----------------------------|---------|-------------|----|---------|-------|
| Males. | | Females. | | Males | | Females | |
| | s. d. | | s. d. | | | | s. d. |
| 1st year's experience | .. 17 3 | 1st six months' experience | .. 14 0 | .. | .. | .. | 84 0 |
| 2nd " " | .. 24 6 | 2nd " " " | .. 17 3 | .. | .. | .. | 45 6 |
| 3rd " " | .. 33 9 | 3rd " " " | .. 20 6 | | | | |
| 4th " " | .. 45 3 | 4th " " " | .. 24 0 | | | | |
| 5th " " | .. 58 0 | 5th " " " | .. 27 3 | | | | |
| 6th " " | .. 67 0 | 6th " " " | .. 30 9 | | | | |
| 7th " " | .. 71 6 | 7th " " " | .. 34 0 | | | | |
| | | 8th " " " | .. 38 6 | | | | |

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 (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 163 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 177 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|------------------------------------|-----------|-------------------|----------|----------------------|----|----|-------|
| | | | | | | | |
| | s. d. | | s. d. | | | | s. d. |
| Under 16 years of age | .. 18 9 | Foreman in charge | .. 110 0 | .. | .. | .. | 95 0 |
| 16 years of age and under 17 years | .. 27 6 | All others | .. 95 0 | .. | .. | .. | |
| 17 " " " | .. 18 " " | | | | | | |
| 18 " " " | .. 19 " " | | | | | | |
| 19 " " " | .. 21 " " | | | | | | |

Proportion (in any place).

Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 177 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 164 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|--|-------|----------------------------|-------|---|----|----|-------|
| Males. | | Females. | | | | | |
| | s. d. | | s. d. | | | | s. d. |
| 1st year's experience | 17 3 | 1st six months' experience | 14 0 | Grinding mill attendant | .. | .. | 88 0 |
| 2nd " | 24 6 | 2nd " | 17 3 | Person engaged in testing and/or checking formulae .. | .. | .. | 94 0 |
| 3rd " | 33 9 | 3rd " | 20 6 | Person in charge of mixing ingredients and making | .. | .. | 89 0 |
| 4th " | 45 3 | 4th " | 24 0 | chalks from given formulae .. | .. | .. | 89 0 |
| 5th " | 58 0 | 5th " | 27 3 | Persons not otherwise provided for— | | | |
| 6th " | 67 0 | 6th " | 30 9 | Males | .. | .. | 84 0 |
| 7th " | 71 6 | 7th " | 34 0 | Females | .. | .. | 45 6 |
| | | 8th " | 38 6 | | | | |
| and thereafter the minimum wage. | | | | | | | |
| Proportion. | | | | | | | |
| Three male improvers 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 (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 164 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(FLAX TREATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 178 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS (a) (DAY SHIFT).

| (i) Improvers. | | | | (ii) Other Employees. | | | |
|--------------------------------------|----|----|-------|--------------------------|---------|---|---|
| | | | | | | 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. | Other Parts of Victoria where this Determination Applies. |
| | | | s. d. | | | | |
| Under 17 years of age | .. | .. | 22 0 | | | | |
| 17 years of age | .. | .. | 27 9 | | | | |
| 18 " " | .. | .. | 37 0 | | | | |
| 19 " " | .. | .. | 50 3 | | | | |
| 20 " " | .. | .. | 61 3 | | | | |
| PROPORTION (in any place). | | | | | | | |
| One improver to each adult employee. | | | | Foreman in charge | £ s. d. | £ s. d. | |
| | | | | Scutcher (hand) | 4 16 0 | 4 13 0 | |
| | | | | Scutcher (machine) | 4 10 0 | 4 7 0 | |
| | | | | All others | 4 7 0 | 4 4 0 | |
| | | | | | 4 4 0 | 4 1 0 | |

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 178 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.
(INK OR ADHESIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 165 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Adults. | | | |
|-----------------------|----|----|----|----------------------------|----|----|----|
| Males. | | s. | d. | Females. | | s. | d. |
| 1st year's experience | .. | 17 | 3 | 1st six month's experience | .. | 14 | 0 |
| 2nd " | " | 24 | 6 | 2nd " | " | 17 | 3 |
| 3rd " | " | 33 | 9 | 3rd " | " | 20 | 6 |
| 4th " | " | 45 | 3 | 4th " | " | 24 | 0 |
| 5th " | " | 58 | 0 | 5th " | " | 27 | 3 |
| 6th " | " | 67 | 0 | 6th " | " | 30 | 9 |
| 7th " | " | 71 | 6 | 7th " | " | 34 | 0 |
| | | | | 8th " | " | 38 | 6 |

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.

Two improvers to each male adult.

Females.

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

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 165 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.
(LAMP SHADE SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 183 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) OTHER EMPLOYEES. | | | |
|-----------------------|----|----|----|----------------------------|----|----|----|
| Males. | | s. | d. | Females. | | s. | d. |
| 1st year's experience | .. | 16 | 9 | 1st six months' experience | .. | 14 | 0 |
| 2nd " | " | 23 | 9 | 2nd " | " | 17 | 3 |
| 3rd " | " | 32 | 6 | 3rd " | " | 20 | 6 |
| 4th " | " | 44 | 3 | 4th " | " | 24 | 0 |
| 5th " | " | 56 | 3 | 5th " | " | 27 | 3 |
| 6th " | " | 65 | 0 | 6th " | " | 30 | 9 |
| 7th " | " | 69 | 0 | 7th " | " | 34 | 0 |
| | | | | 8th " | " | 38 | 6 |

And thereafter the minimum wage.

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.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 183 of 10th May, 1940, shall remain in force.

GENERAL BOARD.
(LEAD AND SHOT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 179 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|-----------------|----|----------------|----------------|---|----|----|----|
| | | Weekly hiring. | Hourly hiring. | | | s. | d. |
| | | s. | d. | | | s. | d. |
| 18 years of age | .. | 58 | 3 | (i) Persons employed in a shot tower at any of the following work:— | | | |
| 19 years of age | .. | | 62 | (a) Mixing metal | .. | 86 | 0 |
| 20 years of age | .. | 70 | 0 | (b) Melting metal | .. | | |
| | | | | (c) Feeding molten metal through a sieve | .. | | |
| | | | | (ii) All other persons | .. | 84 | 0 |

PROPORTION (IN ANY PLACE).

One improver to every twenty adults or fraction thereof.

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses (3) to (18) inclusive of the Determination for this Section published in *Government Gazette* No. 179 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(MICA PRODUCTS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 171 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|--|----|--------------|----------------------------|-------------|--------------|-------|------------|
| <i>Males.</i> | | <i>s. d.</i> | <i>Females.</i> | | <i>s. d.</i> | | |
| 1st year's experience | .. | 17 3 | 1st six months' experience | .. | 14 0 | Males | 84 0 |
| 2nd " | " | 24 6 | 2nd " | " | 17 3 | | |
| 3rd " | " | 33 9 | 3rd " | " | 20 6 | | |
| 4th " | " | 45 3 | 4th " | " | 24 0 | | |
| 5th " | " | 58 0 | 5th " | " | 27 3 | | |
| 6th " | " | 67 0 | 6th " | " | 30 9 | | |
| 7th " | " | 71 6 | 7th " | " | 34 0 | | |
| | | | 8th " | " | 38 6 | | |
| | | | 9th " | " | 41 9 | | |
| | | | 10th " | " | 45 0 | | |
| and thereafter the rate prescribed for adults. | | | | | | | |
| PROPORTION (IN ANY PLACE). | | | | | | | |
| <i>Males.</i> | | | | | | | |
| (a) Where no adult male is employed—one male improver. | | | | | | | |
| (b) Elsewhere—one male improver to every two or fraction of two males receiving not less than the minimum wage. | | | | | | | |
| <i>Females.</i> | | | | | | | |
| Four female improvers to each female receiving not less than the rate prescribed for the 8th six months' experience. | | | | | | | |

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 171 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(TOYS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 173 of 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|---|----|-------|----------------------------|-------------|------|-------|--|
| Males. | | | | Females. | | | |
| | | s. d. | | | | s. d. | |
| 1st year's experience | .. | 17 3 | 1st six months' experience | .. | 14 0 | | |
| 2nd " | " | 24 3 | 2nd " | " | 17 3 | | |
| 3rd " | " | 33 9 | 3rd " | " | 20 6 | | |
| 4th " | " | 45 3 | 4th " | " | 23 9 | | |
| 5th " | " | 58 0 | 5th " | " | 27 0 | | |
| 6th " | " | 67 0 | 6th " | " | 30 9 | | |
| 7th " | " | 71 6 | 7th " | " | 34 0 | | |
| | | | 8th " | " | 38 6 | | |
| | | | 9th " | " | 41 9 | | |
| | | | 10th " | " | 45 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. (IN ANY PLACE). | | | | | | | |
| Males. | | | | | | | |
| (a) Where no adult male is employed—one male improver. | | | | | | | |
| (b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male. | | | | | | | |
| Females. | | | | | | | |
| Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females. | | | | | | | |
| Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience. | | | | | | | |

| Males. | | | Females. | | |
|-------------------------|----|-------|-------------------------|----|-------|
| | | s. d. | | | s. d. |
| Designers | .. | 104 0 | Designers | .. | 67 3 |
| Cutters-out | .. | 91 6 | Cutters-out | .. | 49 9 |
| Fillers and/or stuffers | .. | 88 0 | Machinists | .. | 49 9 |
| All others | .. | 84 0 | Fillers and/or stuffers | .. | 47 9 |
| | | | All others | .. | 45 6 |

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 173 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 168 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | | (b) ADULTS. | | | | |
|-----------------------|----|----|----|-------|-------------|----|----|----|-------|
| | | | | s. d. | | | | | s. d. |
| Under 17 years of age | .. | .. | .. | 18 6 | Males | .. | .. | .. | 88 0 |
| 17 years of age | .. | .. | .. | 27 9 | Females | .. | .. | .. | 50 0 |
| 18 " " | .. | .. | .. | 37 0 | | | | | |
| 19 " " | .. | .. | .. | 50 3 | | | | | |
| 20 " " | .. | .. | .. | 61 3 | | | | | |

Proportion (in any place).
One improver to each adult employee.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 168 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 170 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | | (b) OTHER EMPLOYEES. | | | | |
|-----------------------|----|----|----|-------|---|----|----|----|-------|
| | | | | s. d. | | | | | s. d. |
| Under 17 years of age | .. | .. | .. | 18 6 | Persons engaged in making or preparing moulds | .. | .. | .. | 94 0 |
| 17 years of age | .. | .. | .. | 27 9 | Persons engaged in coloring or decorating models— | | | | |
| 18 " " | .. | .. | .. | 37 0 | (a) by hand | .. | .. | .. | 108 0 |
| 19 " " | .. | .. | .. | 50 3 | (b) by spray, or otherwise than by hand | .. | .. | .. | 96 0 |
| 20 " " | .. | .. | .. | 61 3 | Persons engaged in assembling or finning models | .. | .. | .. | |
| | | | | | when taken from moulds | .. | .. | .. | 89 0 |
| | | | | | All others | .. | .. | .. | 84 0 |

Proportion (in any place).
One improver to every three adult employees.

Clauses (3) to (7) inclusive of the Determination for this Section published in *Government Gazette* No. 170 of 9th May, 1940, shall remain in force.

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 172 of 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | | (b) ADULTS. | | | | |
|-----------------------|----|----|----|-------|----------------------------|----|----|----|-------|
| Males. | | | | | Females. | | | | |
| | | | | s. d. | | | | | s. d. |
| 1st year's experience | .. | .. | .. | 17 3 | 1st six months' experience | .. | .. | .. | 14 0 |
| 2nd " " | .. | .. | .. | 24 3 | 2nd " " | .. | .. | .. | 17 3 |
| 3rd " " | .. | .. | .. | 33 9 | 3rd " " | .. | .. | .. | 20 6 |
| 4th " " | .. | .. | .. | 45 3 | 4th " " | .. | .. | .. | 23 9 |
| 5th " " | .. | .. | .. | 58 0 | 5th " " | .. | .. | .. | 27 0 |
| 6th " " | .. | .. | .. | 67 0 | 6th " " | .. | .. | .. | 30 9 |
| 7th " " | .. | .. | .. | 71 6 | 7th " " | .. | .. | .. | 34 0 |
| | | | | | 8th " " | .. | .. | .. | 38 6 |

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 (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 172 of 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 182 of 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|----|----|----|----------------------------|----|----|----|
| Males. | | s. | d. | Females. | | s. | d. |
| 1st year's experience | .. | 17 | 6 | 1st six months' experience | .. | 14 | 0 |
| 2nd " | " | 24 | 6 | 2nd " | " | 17 | 6 |
| 3rd " | " | 33 | 9 | 3rd " | " | 20 | 6 |
| 4th " | " | 45 | 3 | 4th " | " | 24 | 0 |
| 5th " | " | 58 | 0 | 5th " | " | 27 | 0 |
| 6th " | " | 66 | 9 | 6th " | " | 31 | 0 |
| 7th " | " | 71 | 6 | 7th " | " | 34 | 0 |
| years of age | .. | 71 | 6 | 8th " | " | 38 | 6 |
| | | | | 9th " | " | 41 | 6 |
| | | | | 10th " | " | 45 | 0 |
| | | | | until 21 years of age | .. | 45 | 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.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 182 of 10th May, 1940, shall remain in force.

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 169 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) OTHER EMPLOYEES. | | | |
|-----------------------|----|----|----|-----------------------|----|----|----|
| Males. | | s. | d. | Females. | | s. | d. |
| Under 17 years of age | .. | 18 | 6 | Under 17 years of age | .. | 18 | 6 |
| 17 years of age | .. | 27 | 9 | 17 years of age | .. | 27 | 9 |
| 18 " | " | 37 | 0 | 18 " | " | 37 | 0 |
| 19 " | " | 50 | 3 | 19 " | " | 50 | 3 |
| 20 " | " | 61 | 3 | 20 " | " | 61 | 3 |

Proportion (in any place).

Two improvers to each fully paid worker.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 169 of 9th May, 1940, shall remain in force.

GENERAL BOARD.

(VINEGAR AND YEAST SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 181 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|----|----|----|-----------------------|----|----|----|
| Males. | | s. | d. | Females. | | s. | d. |
| Under 17 years of age | .. | 30 | 6 | Under 17 years of age | .. | 30 | 0 |
| 17 years of age | .. | 36 | 9 | 17 years of age | .. | 32 | 9 |
| 18 " | " | 48 | 9 | 18 " | " | 36 | 3 |
| 19 " | " | 61 | 0 | 19 " | " | 40 | 6 |
| 20 " | " | 67 | 0 | 20 " | " | 42 | 9 |

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every three or fraction of three male persons receiving not less than the minimum rate prescribed for male adults.
One female improver to every three or fraction of three female persons receiving not less than the minimum rate prescribed for female adults.

Males.
Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees .. 88 0
Man engaged in cleaning vinegar generator .. *84 0
*Together with an additional 7s. 6d. for each generator cleaned.
All other .. 84 0

Females.
All adults ... 45 0

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 181 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

GLASSWORKERS BOARD.

Clauses (2) and (3) of the Flint Glass Section and Clauses (1) and (2) of the Glass Bottle Section of the Determination published in *Government Gazette* No. 143 of the 4th May, 1940, shall be replaced by the following clauses:—

(2) FLINT GLASS SECTION.

| APPRENTICES. | | | | | IMPROVERS. | | |
|---|----|----|----|----|--|----|---------------------------|
| | | | | | Improvers other than Flint Improver Blowers. | | Flint Improver Blower. |
| | | | | | Wages per Week. | | Wages per Day of 8 hours. |
| | | | | | s. d. | | s. d. |
| 1st year's experience | .. | .. | .. | .. | 42 | 3 | |
| 2nd " | " | " | .. | .. | 48 | 3 | |
| 3rd " | " | " | .. | .. | 55 | 3 | |
| 4th " | " | " | .. | .. | 61 | 6 | |
| 5th " | " | " | .. | .. | 66 | 9 | |
| and thereafter the minimum adult wage or piecework price. | | | | | 1st year's experience | .. | 39 0 |
| | | | | | 2nd " | " | 52 0 |
| | | | | | 3rd " | " | 59 9 |
| | | | | | 4th year's experience and until reaching the age of 21 years | .. | 70 3 |
| | | | | | | | 19 8 |

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 20).

| Males. | | | | | Females. | | | | |
|--------|--|--|--|--|----------|--|--|--|--|
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SCHEDULE—*continued*.GLASSWORKERS BOARD—(*continued*).

GLASS BOTTLE SECTION.

| (1) JUNIOR MALES—WAGES PER WEEK. | | | | | | | | | | OTHER JUNIOR MALES—WAGES PER WEEK. | | | | | | | | | |
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| (a) Employed around the feeders. | | | | | | | | | | | | | | | | | | | |
| (b) Employed in the manufacturing section, but not employed in the yard. | | | | | | | | | | | | | | | | | | | |
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SCHEDULE—continued.

HAM AND BACON CURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 42 of the 16th February, 1940, shall be replaced by the following clauses:—

(2)

IMPROVERS.

| Wages. | | | | | | | | | | s. | d. |
|--|----|----|----|----|----|----|----|----|----|----|----|
| First six months' experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 | 6 |
| Second six months' experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 20 | 6 |
| Second year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 30 | 0 |
| Third year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 41 | 0 |
| Fourth year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | 59 | 6 |
| Fifth year's experience and until reaching the age of 21 years | .. | .. | .. | .. | .. | .. | .. | .. | .. | 73 | 0 |

Proportion (in any place)—

The number of improvers employed in any one ham and bacon establishment shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in a factory shall be treated as an adult for the purpose of this Clause.

(3)

OTHER EMPLOYEES.

| Wages. | | | | | | | | | | £ | s. | d. |
|---|----|----|----|----|----|----|----|----|----|---|----|----|
| <i>(a) Other than Small Goods Section—</i> | | | | | | | | | | | | |
| Leading hands in the slaughtering and curing departments | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 10 | 0 |
| General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 2 | 6 |
| First assistant in the curing department | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 2 | 6 |
| Other assistants in the curing department | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 17 | 6 |
| Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 15 | 6 |
| Yardmen { For 48 hours per week | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 19 | 0 |
| For 44 hours per week | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 13 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 12 | 6 |
| <i>(b) Small Goods Section—</i> | | | | | | | | | | | | |
| Men employed principally on mixing machines | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 8 | 0 |
| Filler-men | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 1 | 0 |
| Small goods makers, small goods sellers, from cart who collect cash, boners, salters, scalders and cookers | .. | .. | .. | .. | .. | .. | .. | .. | .. | 5 | 0 | 0 |
| Packing room hands | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 14 | 0 |
| Linkers and table hands | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 14 | 0 |
| Yardmen { For 48 hours per week | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 19 | 0 |
| For 44 hours per week | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 13 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 10 | 0 |

Clauses (4) to (18) inclusive of the Determination published in the *Government Gazette* No. 42 of the 16th February, 1940, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 245 of the 14th June, 1940, shall be replaced by the following clause:—

HOTELS.

(2)

APPRENTICES AND IMPROVERS.

| | Wages (see below for Deductions where Board or Lodging is Provided). | | | | |
|--|--|----------|---------------------------------|----------|---|
| | Within a radius of 25 miles of the General Post Office, Melbourne; and in the Town of Mildura. | | In all other parts of Victoria. | | |
| | Males. | Females. | Males. | Females. | |
| | Per Week of 44 hours. | | Per Week of 44 hours. | | |
| | s. d. | s. d. | s. d. | s. d. | |
| Improvers employed in the bar— | | | | | PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage. |
| 18 years of age or under .. | 52 6 | .. | 52 6 | .. | |
| 19 years of age .. | 57 0 | .. | 57 0 | .. | |
| 20 years of age .. | 67 6 | .. | 67 6 | .. | |
| Apprentices and all other Improvers— | | | | | |
| 16 years of age or under .. | 34 6 | 56 3 | 29 3 | 53 0 | |
| 17 years of age .. | 42 0 | 56 3 | 36 6 | 53 0 | |
| 18 years of age .. | 47 0 | 56 3 | 41 3 | 53 0 | |
| 19 years of age .. | 53 3 | 56 3 | 47 6 | 53 0 | |
| 20 years of age .. | 64 3 | 56 3 | 57 0 | 53 0 | |
| Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:— | | | | | |
| Board of three meals on each day | 13 5 | 13 5 | 12 3 | 12 3 | |
| Board of three meals on each day other than the employee's weekly day off | 11 6 | 11 6 | 11 6 | 11 6 | |
| Lodging | 4 9 | 4 9 | 4 9 | 4 9 | |

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

| | Wages (see below for Deductions where Board or Lodging is Provided). | | | |
|---|--|---------------------------|---------------------------------|---------------------------|
| | Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the Town of Mildura. | | In all other parts of Victoria. | |
| | Males. | Females. | Males. | Females. |
| | Per Week of 44 Hours. | Per Week of 44 Hours. | Per Week of 44 Hours. | Per Week of 44 Hours. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Barman | 95 6 | .. | 92 6 | .. |
| Cellarman | 106 6 | .. | 103 6 | .. |
| Assistant Cellarman | 95 6 | .. | 92 6 | .. |
| Steward | 95 6 | .. | 92 6 | .. |
| Barmaids | .. | 70 9 | .. | 67 9 |
| First cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 132 6 | 96 9 | 129 6 | 93 9 |
| Five, six, or seven | 115 0 | 76 9 | 112 0 | 73 9 |
| Three or four | 109 0 | 69 9 | 106 0 | 66 9 |
| Other first cooks, or cook employed alone | 103 0 | 68 9 | 100 0 | 65 9 |
| Second cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 115 0 | 76 9 | 112 0 | 73 9 |
| Five, six, or seven | 103 0 | 68 9 | 100 0 | 65 9 |
| Other second cooks | 97 0 | 64 9 | 94 0 | 61 9 |
| Night or relieving cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 115 0 | 76 9 | 112 0 | 73 9 |
| Five, six, or seven | 103 0 | 68 9 | 100 0 | 65 9 |
| Other night or relieving cooks | 97 0 | 64 9 | 94 0 | 61 9 |
| Larder cook | 100 0 | 64 9 | 97 0 | 61 9 |
| Pastrycook | 103 0 | 64 9 | 100 0 | 61 9 |
| Stove, grill, fish, third or breakfast cook | 97 0 | 60 9 | 94 0 | 57 9 |
| Vegetable or assistant cook | 95 0 | 58 9 | 92 0 | 55 9 |
| Oysterman | 91 0 | .. | 88 0 | .. |
| Pantryman or kitchenman | 91 0 | .. | 88 0 | .. |
| Storeman | 93 6 | .. | 90 6 | .. |
| Head waiter | 96 6 | .. | 93 6 | .. |
| Other waiters | 91 0 | .. | 88 0 | .. |
| Night porter | 91 0 | .. | 88 0 | .. |
| Day porter | 91 0 | .. | 88 0 | .. |
| Billiard-room attendant | 91 0 | .. | 88 0 | .. |
| Commissionaire or messenger | 91 0 | .. | 88 0 | .. |
| Housekeeper, stewardess, or manageress | .. | 72 3 | .. | 69 3 |
| Laundress | .. | 60 9 | .. | 57 9 |
| Head waitress | .. | 60 9 | .. | 57 9 |
| Other waitresses | .. | 56 9 | .. | 53 9 |
| Pantrymaid or kitchenmaid | .. | 57 9 | .. | 54 9 |
| Housemaid | .. | 57 9 | .. | 54 9 |
| Persons not otherwise provided for | 91 0 | 57 9 | 88 0 | 54 9 |
| Deductions from the above rates when the employee is supplied by the employer with board or lodging as follows— | | Deductions per week. | | |
| Board of three meals on each day | 13 5 | 13 5 | 12 3 | 12 3 |
| Board of three meals on each day other than on the employee's weekly day off | 11 6 | 11 6 | 11 6 | 11 6 |
| Lodging | 4 9 | 4 9 | 4 9 | 4 9 |
| Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) | .. | Per week of 20 hours 31 6 | .. | Per week of 20 hours 28 6 |

Clauses (3) to (31) inclusive of the Determination as published in *Government Gazette* No. 245 of the 14th June, 1940, shall remain in force.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 151 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

WAGES.

| Improvers. | | | | | Other Employees. | | | | | | | | | | | | |
|-----------------------|----|----|----|----|------------------|----|---|------------|----|---|----|----|----|----|---|----|----|
| | | | | | DAY SHIFTS. | | | | | | | | | | | | |
| | | | | | Wages per | | | | | | | | | | | | |
| | | | | | Week of | | | | | | | | | | | | |
| | | | | | 44 Hours. | | | | | | | | | | | | |
| | | | | | £ s. d. | | | | | | | | | | | | |
| 17 to 19 years of age | .. | .. | .. | .. | 3 | 1 | 3 | Roller | .. | .. | .. | .. | 7 | 6 | 3 | | |
| 19 to 21 years of age | .. | .. | .. | .. | 3 | 13 | 0 | Furnaceman | .. | .. | .. | .. | 6 | 18 | 6 | | |
| | | | | | | | | | | Rougher | .. | .. | .. | .. | 6 | 13 | 6 |
| | | | | | | | | | | Catcher (three high roughing Rolls) | .. | .. | .. | .. | 6 | 13 | 6 |
| | | | | | | | | | | Catcher who is responsible for adjusting guards | .. | .. | .. | .. | 5 | 1 | 0 |
| | | | | | | | | | | Other Catchers | .. | .. | .. | .. | 4 | 18 | 0 |
| | | | | | | | | | | Annealer or Heat Treatment Hand | .. | .. | .. | .. | 5 | 9 | 0 |
| | | | | | | | | | | Roller's Assistant | .. | .. | .. | .. | 5 | 7 | 0 |
| | | | | | | | | | | Charger | .. | .. | .. | .. | 4 | 19 | 0 |
| | | | | | | | | | | Shearsman of scrap (Crocodile Shears) | .. | .. | .. | .. | 4 | 19 | 0 |
| | | | | | | | | | | Yard Shearsman | .. | .. | .. | .. | 4 | 19 | 0 |
| | | | | | | | | | | Billet Shearsman | .. | .. | .. | .. | 4 | 19 | 0 |
| | | | | | | | | | | Scrap Bar Shearsman | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Other Shearsmen | .. | .. | .. | .. | 4 | 10 | 6 |
| | | | | | | | | | | Setter Up | .. | .. | .. | .. | 4 | 15 | 11 |
| | | | | | | | | | | Carrier Up (large mill) | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Carrier Up (small mill) | .. | .. | .. | .. | 4 | 7 | 8 |
| | | | | | | | | | | Underhand who also assists to feed furnace | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Hookman | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Middleman | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Straightener | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Straightener's Assistant | .. | .. | .. | .. | 4 | 10 | 6 |
| | | | | | | | | | | Chipper | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Assistant Furnaceman | .. | .. | .. | .. | 4 | 13 | 0 |
| | | | | | | | | | | Plate Hand | .. | .. | .. | .. | 4 | 10 | 6 |
| | | | | | | | | | | Underhand | .. | .. | .. | .. | 4 | 10 | 6 |
| | | | | | | | | | | Furnaceman at electric furnace | .. | .. | .. | .. | 5 | 11 | 0 |
| | | | | | | | | | | Pitman at electric furnace | .. | .. | .. | .. | 5 | 2 | 0 |
| | | | | | | | | | | Ladleman at electric furnace | .. | .. | .. | .. | 5 | 2 | 0 |
| | | | | | | | | | | Assistant at electric furnace | .. | .. | .. | .. | 4 | 7 | 8 |
| | | | | | | | | | | Assistant to Shearsman | .. | .. | .. | .. | 4 | 8 | 0 |
| | | | | | | | | | | All others | .. | .. | .. | .. | 4 | 4 | 0 |

PROPORTION (in any place).

One improver to every six adults receiving not less than 84s. per week of 44 hours.

SCHEDULE—continued.

IRONMOULDERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 161 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

| Apprentices or Improvers. | Other Employees. | Per Week of 44 Hours. | |
|---|---|---|---|
| | | Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District and the Cities of Geelong and Warrnambool. | All other Parts of Victoria where this Determination applies. |
| WAGES. | WAGES. | £ s. d. | £ s. d. |
| Per Week of 44 hours. | <i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i> | | |
| s. d. | Bank pipe moulders— | | |
| 1st year .. 15 0 | 5 and 6 inch, headmen | 5 9 0 | 5 9 0 |
| 2nd year .. 21 6 | 5 and 6 inch, footmen | 4 18 0 | 4 18 0 |
| 3rd year .. 37 6 | 4 inch and under, headmen | 5 2 0 | 5 2 0 |
| 4th year .. 61 0 | 4 inch and under, footmen | 4 14 0 | 4 14 0 |
| 5th year .. 76 6 | Vertical pipe moulders— | | |
| | Rammers, coremakers, corers, or casters | 4 12 0 | 4 12 0 |
| | Dressers of pipes, including dressers on emery wheels | 4 12 0 | 4 12 0 |
| | Furnacemen | 4 16 0 | 4 16 0 |
| | Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) | 4 11 0 | 4 11 0 |
| PROPORTIONS (IN ANY PLACE). | <i>Persons Employed in making Pipes by machinery.</i> | | |
| Apprentices. | Coremakers— | | |
| One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours. | 5 and 6 inch, faucet | 5 9 0 | 5 9 0 |
| | 5 and 6 inch, spigot | 4 18 0 | 4 18 0 |
| | 4 inch and under, faucet | 5 2 0 | 5 2 0 |
| | 4 inch and under, spigot | 4 14 0 | 4 14 0 |
| An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911. | Finishers and Casters— | | |
| | 5 and 6 inch | 5 9 0 | 5 9 0 |
| | 4 inch and under | 5 2 0 | 5 2 0 |
| Improvers. | <i>Ironmoulding and Cast Malleable Ironmoulding.</i> | | |
| One improver to every three or fraction of three workers receiving not less than 84s. per week of 44 hours. | Jobbing moulders or coremakers | 5 14 0 | 5 11 0 |
| | Agricultural stove dairying implement moulders or core makers | 5 4 0 | 5 1 0 |
| | Machine or plate moulders or coremakers— | | |
| | 1st six months | 4 13 0 | 4 10 0 |
| | 2nd six months | 4 16 0 | 4 13 0 |
| | 3rd six months | 4 19 0 | 4 16 0 |
| | After two years | 5 4 0 | 5 1 0 |
| | Irondressers using pneumatic hammer | 4 18 0 | 4 18 0 |
| | Irondressers (including dressers on emery wheels) | 4 12 0 | 4 12 0 |
| | Furnacemen | 4 16 0 | 4 16 0 |
| | Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing daubing, and breaking pig iron) | 4 11 0 | 4 11 0 |
| | Annealers of malleable iron castings | 4 8 0 | 4 8 0 |
| | Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin | 4 16 0 | 4 16 0 |
| | Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin | 4 12 0 | 4 12 0 |
| | <i>Steel Moulding.</i> | | |
| | Steeldressers using pneumatic hammer | 5 0 0 | 5 0 0 |
| | Dressers (including dressers on emery wheels) | 4 14 0 | 4 14 0 |
| | Crucible furnacemen | 5 10 0 | 5 10 0 |
| | Assistant crucible furnacemen | 4 14 0 | 4 14 0 |
| | Converter furnacemen (i.e., persons in charge of a converter) | 5 2 0 | 5 2 0 |
| | Assistant converter furnacemen (i.e., persons in charge of a cupola) | 4 14 0 | 4 14 0 |
| | Electric furnacemen | 5 10 0 | 5 10 0 |
| | Assistant electric furnacemen | 4 14 0 | 4 14 0 |
| | Annealers | 4 8 0 | 4 8 0 |
| | Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin | 4 18 0 | 4 18 0 |
| | Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin | 4 14 0 | 4 14 0 |
| | <i>Labourers.</i> | | |
| | Labourers (steel moulding) | 4 6 0 | 4 6 0 |
| | All other labourers | 4 4 0 | 4 4 0 |

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 161 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

LEATHER-GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 209 of 24th May, 1940, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

| | £ | s. | d. |
|--|---|----|----|
| Journeyman engaged in the manufacture or repair of machine belting | 4 | 19 | 0 |
| All Other Journeymen | 5 | 5 | 0 |
| Journeywomen | 2 | 13 | 0 |

Clauses (3) to (28) inclusive of the Determination as published in *Government Gazette* No. 209 of 24th May, 1940, shall remain in force.

LIMEBURNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 133 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

| Apprentices or Improvers. (Day Shift.) | | | | Other Employees. (Day Shift.) | | | |
|--|----|---|-------|--|-----|---|-------|
| Wages per Week of 44 Hours. | | | | Wages per Week of 44 Hours. | | | |
| | | | s. d. | | | | s. d. |
| 16 years of age or under | 33 | 0 | | Lime Burners or Feeders | 92 | 0 | |
| 17 years of age | 38 | 6 | | Drawers | 92 | 0 | |
| 18 years of age | 47 | 0 | | Crusher hands | 87 | 6 | |
| 19 years of age | 58 | 6 | | Operator of a Mechanical Bagging Machine | 92 | 0 | |
| 20 years of age | 82 | 0 | | Hydrator Attendant | 101 | 6 | |
| Proportions (within any place). | | | | Lime Screeners | 90 | 6 | |
| One apprentice and one improver to every three or fraction of three workers receiving not less than 82s. 6d. per week of 44 hours. | | | | Attendant on an Automatic Feeder | 93 | 0 | |
| An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923. | | | | All others | 84 | 6 | |

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 133 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 131 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

| Apprentices. | | Improvers. | |
|--|--------------------|--|---|
| | Wages per Week. | | |
| | s. d. | | |
| 1st year's experience | 19 6 | (a) Improvers employed as drivers of vehicles in which passengers are being conveyed— | |
| 2nd " " | 25 6 | 1st year's experience as such | 67s. 6d. per week |
| 3rd " " | 32 3 | Thereafter | The rate provided in Clause (2) "Other Employees" for the class of vehicle driven |
| 4th " " | 38 0 | | |
| And thereafter the minimum wage. | | (b) Other Improvers— | |
| | | | Wages per Week. |
| | | | Commencing Age— |
| | | | 17 years or under. 18 years. 19 years. 20 years. |
| | | | s. d. s. d. s. d. s. d. |
| | | 1st year's experience | 25 6 32 3 43 6 50 0 |
| | | 2nd " " | 32 3 43 6 50 0 |
| | | 3rd " " | 43 6 50 0 |
| | | 4th " " | 50 0 |
| | | And thereafter the minimum wage. | |
| | | PROPORTION. | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | One improver to every seven or fraction of seven workers receiving not less than the minimum wage. | |

OTHER EMPLOYEES.

| | | " A " | " B " |
|--|--|--|--|
| | | Employees operating exclusively within a radius of 13 miles of the General Post Office, Melbourne. | Employees operating exclusively outside a radius of 13 miles of the General Post Office, Melbourne, or operating partly within and partly outside such radius. |
| (i) Vehicles Engaged on Regular Services. | | | |
| (See Clause 12 for Definition of Vehicle Engaged on Regular Services.) | | s. d. | s. d. |
| Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services— | | | |
| In which the licensed passenger seating capacity exceeds 19 persons | | 107 0 | 102 0 |
| In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons | | 103 6 | 98 6 |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons | | 99 6 | 94 6 |
| In which the licensed passenger seating capacity does not exceed 7 persons | | 97 6 | 92 6 |
| (ii) Vehicles Not Engaged on Regular Services. | | | |
| Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services— | | | |
| In which the licensed passenger seating capacity exceeds 22 persons | | 100 6 | 95 6 |
| In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons | | 98 6 | 93 6 |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons | | 96 6 | 91 6 |
| In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street | | 93 6 | 88 6 |
| All other drivers | | 91 0 | 86 0 |
| (iii) Employees Not Provided for in (i) and (ii) hereof. | | | |
| Conductors (including females) | | 94 6 | 89 6 |
| Greasers | | 92 6 | 87 6 |
| Cleaners | | 89 0 | 84 0 |
| All others— | | | |
| Males | | 89 0 | 84 0 |
| Females | | 81 6 | 76 0 |

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 131 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD

Clause (2) of the Determination published in *Government Gazette* No. 235 of the 13th June, 1940, shall be replaced by the following clause:—

(2)

ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS).

| (a) Apprentices. | (b) Improvers. | (c) All other Employees. | Weekly Wages. | |
|----------------------------------|--|---|---|------------------------|
| | | | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Milder and Gippsland Districts. | Elsewhere in Victoria. |
| Weekly Wages. | Weekly Wages. | | | |
| Males. Females. s. d. s. d. | Males. Females. s. d. s. d. | Males. | £ s. d. | £ s. d. |
| 1st year 17 0 16 10 | Under 16 years of age .. 15 4 14 2 | Action fitter .. | 5 7 0 | 5 4 0 |
| 2nd .. 25 9 25 7 | 16 years of age, and under 17 years 17 0 16 10 | Action regulator .. | 5 6 6 | 5 3 6 |
| 3rd .. 34 5 29 4 | 17 18 .. 25 9 25 7 | Tuner or repairer .. | 5 4 6 | 5 1 6 |
| 4th .. 51 5 38 1 | 18 19 .. 34 5 29 4 | Part maker .. | | |
| 5th .. 67 11 43 5 | 19 20 .. 51 5 38 1 | Side gluer .. | | |
| and thereafter the minimum wage. | 20 21 .. 67 11 43 5 | Sound board maker .. | | |
| | and thereafter the minimum wage. | Fly finisher .. | | |
| | | Iron frame driller .. | | |
| | | Iron frame finisher by hand or spray .. | 4 10 0 | 4 7 0 |
| | | Stringer and bass wire spinner .. | | |
| | | Veneer presser .. | | |
| | | Veneer scraper .. | | |
| | | Gluer-up .. | 5 5 0 | 5 2 0 |
| | | Shaping machinist .. | 4 19 0 | 4 16 0 |
| | | Moulding machinist .. | 4 16 0 | 4 13 0 |
| | | Band, circular, and jig sawyer .. | | |
| | | Jointer, buzzer, planer, and tenoner .. | 4 19 0 | 4 16 0 |
| | | Sander, morticer, boring, and all other machinists .. | 4 13 0 | 4 10 0 |
| | | Polisher required to spirit off or acid off .. | 5 11 0 | 5 8 0 |
| | | Other polishers .. | 5 2 0 | 4 19 0 |
| | | Spray hands, staining or lacquering .. | 4 19 0 | 4 16 0 |
| | | Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. | 4 16 0 | 4 13 0 |
| | | Gramophone-case maker or fitter .. | 5 11 0 | 5 8 0 |
| | | All others .. | 4 4 0 | 4 1 0 |
| | | Females. | | |
| | | Veneer matcher .. | 2 12 6 | 2 11 0 |
| | | All others .. | 2 5 0 | 2 3 6 |

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 235 of the 13th June, 1940, shall remain in force, provided that in Clause (17) of the said Determination "84s." shall be substituted for "82s." and "45s." substituted for "44s."

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 193 of the 14th May, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

| Apprentices. | | Improvers. | |
|--|--------------------------------------|--|--------------------------------------|
| | Wages per week of 44 Hours. s. d. | | Wages per week of 44 Hours. s. d. |
| 1st year—1st six month's experience .. | 13 4 | 1st year—1st six month's experience .. | 14 0 |
| 2nd six month's experience .. | 14 4 | 2nd six month's experience .. | 15 0 |
| 2nd year—1st six month's experience .. | 17 1 | 2nd year—1st six month's experience .. | 17 11 |
| 2nd six month's experience .. | 18 7 | 2nd six month's experience .. | 19 7 |
| 3rd year—1st six month's experience .. | 33 6 | 3rd year—1st six month's experience .. | 35 0 |
| 2nd six month's experience .. | 36 3 | 2nd six month's experience .. | 38 3 |
| 4th year's experience .. | 49 3 | 4th year's experience .. | 51 9 |
| 5th year's experience .. | 67 0 | 5th year's experience .. | 70 0 |
| 6th year's experience .. | 79 6 | 6th year's experience .. | 83 3 |
| and thereafter the minimum wage. | | and thereafter the minimum wage. | |

Proportion (in any place)—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 84s. per week of 44 hours.

(3)

OTHER EMPLOYEES.

| | Wages per week of 44 Hours. s. d. |
|--|--------------------------------------|
| Stamper who puts in die and makes force .. | 111 0 |
| Repairers .. | 111 0 |
| Maker-up .. | 111 0 |
| Metal spinner setting up and making his own dies .. | 106 0 |
| Other spinners .. | 96 0 |
| Die setters .. | 96 0 |
| Drop hammer stampers (other than those who put in die and make force) .. | 94 0 |
| Press operators (heavy) .. | 94 0 |
| Press operators (light) .. | 92 0 |
| Pickler who prepares and maintains acid baths .. | 92 0 |
| Hand blanker .. | 92 0 |
| All others .. | 84 0 |

Clauses (4) to (17) inclusive of the Determination as published in *Government Gazette* No. 193 of the 14th May, 1940, shall remain in force.

SCHEDULE—continued.

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 137 of the 3rd May, 1940, shall be replaced by the following clauses:—

(2)

IMPROVERS OR JUVENILE WORKERS.

Wages per Week of 44 Hours.

| Males. | | | | | | | Females. | | | | | |
|--------------------|---------------------|-----------|-----------|-----------|-----------|-----------|--------------------|---------------------|-----------|-----------|-----------|-----------|
| Experience. | Commencing Age— | | | | | | Experience. | Commencing Age— | | | | |
| | 15 years and under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. | | 15 years and under. | 17 years. | 18 years. | 19 years. | 20 years. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st year .. | 18 9 | 18 9 | 22 0 | 30 9 | 37 3 | 45 9 | 1st year .. | 18 9 | 22 0 | 24 6 | 30 9 | 33 9 |
| 2nd year .. | 22 6 | 22 6 | 30 9 | 37 3 | 45 9 | .. | 2nd year .. | 22 6 | 24 6 | 30 9 | 33 9 | .. |
| 3rd year .. | 30 9 | 33 9 | 37 3 | 45 9 | .. | .. | 3rd year .. | 30 9 | 33 9 | 37 3 | .. | .. |
| 4th year .. | 37 3 | 39 9 | 45 9 | .. | .. | .. | 4th year .. | 37 3 | 39 9 | .. | .. | .. |
| 5th year .. | 52 0 | 58 6 | .. | .. | .. | .. | 5th year and until | .. | .. | .. | .. | .. |
| 6th year and until | .. | .. | .. | .. | .. | .. | 21 years of age | 42 9 | .. | .. | .. | .. |
| 21 years of age | 61 0 | .. | .. | .. | .. | .. | | | | | | |

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 84s. per week of 44 hours.

One female improver to every female worker receiving not less than 47/3 per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(8)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

| | s. | d. |
|--|----|----|
| Employees engaged on all classes of presses | 92 | 0 |
| Employees engaged in the mixing room or powder room .. | 92 | 0 |
| All others | 84 | 0 |
| <i>Casein Industry only—</i> | | |
| Employees engaged on all classes of presses | 92 | 0 |
| Employees engaged on extruding machines | 92 | 0 |
| Employees engaged on lathe machines | 98 | 0 |
| Employees engaged on acid and/or formaldehyde baths .. | 92 | 0 |
| Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room .. | 92 | 0 |
| All others | 84 | 0 |

Night Shift.

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

FEMALES.

Per week of 44 hours.

| | s. | d. |
|--|----|----|
| Employees engaged in the powder room | 51 | 6 |
| Employees engaged finishing, folding, labelling, despatching, examining, or on machines .. | 48 | 3 |
| All others | 47 | 8 |

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 137 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

PLATE GLASS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 236 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

| Apprentices.* | | | | | | | Improvers. | | | | | | |
|----------------------------------|----|----|----|----|----|--------|------------------------------|------|----|-------|----|-------|-----------|
| WAGES PER WEEK OF 44 HOURS. | | | | | | | WAGES PER WEEK OF 44 HOURS. | | | | | | |
| | | | | | | Males. | | | | | | | Females.† |
| | | | | | | s. d. | | | | | | | s. d. |
| 1st year | .. | .. | .. | .. | .. | 17 0 | Under 16 years of age | .. | .. | 15 4 | .. | 14 2 | |
| 2nd " | .. | .. | .. | .. | .. | 25 9 | 16 and under 17 years of age | .. | .. | 17 0 | .. | 16 10 | |
| 3rd " | .. | .. | .. | .. | .. | 34 5 | 17 " | 18 " | .. | 25 9 | .. | 25 7 | |
| 4th " | .. | .. | .. | .. | .. | 51 5 | 18 " | 19 " | .. | 34 5 | .. | 29 4 | |
| 5th " | .. | .. | .. | .. | .. | 67 11 | 19 " | 20 " | .. | 51 5 | .. | 38 1 | |
| and thereafter the minimum wage. | | | | | | | 20 " | 21 " | .. | 67 11 | .. | 43 5 | |

† Female improvers may only be employed in the safety glass section.

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

One male improver to every six or fraction of six male workers receiving not less than the minimum wage, provided that at least three such workers must be employed before an improver can be employed.

Provided further that in the classifications where no apprenticeship is provided one male improver to every four or fraction of four male workers receiving not less than the minimum wage.

Females.

Safety Glass Section—

Three female improvers to every female worker receiving not less than the minimum wage.

* Persons may only be apprentices to the following:—Bevelling, silvering, embossing, lead and copper glazing, and painting and designing.

(3)

OTHER EMPLOYEES.

| | | | | | Wages per Week of 44 Hours. | |
|---|----|----|----|----|---|------------------------|
| | | | | | 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. |
| SAFETY GLASS SECTION. | | | | | | |
| Males. | | | | | £ s. d. | £ s. d. |
| Cutters | .. | .. | .. | .. | 5 6 0 | 5 3 0 |
| Bevellers | .. | .. | .. | .. | 5 6 0 | 5 3 0 |
| Packers | .. | .. | .. | .. | 4 13 0 | 4 10 0 |
| Autoclave attendants | .. | .. | .. | .. | 4 14 0 | 4 11 0 |
| Leading hand in laminating room | .. | .. | .. | .. | 4 12 0 | 4 9 0 |
| Edge sealers | .. | .. | .. | .. | 4 9 0 | 4 6 0 |
| Furnace attendants | .. | .. | .. | .. | 4 10 0 | 4 7 0 |
| Operator of edge grinding machine | .. | .. | .. | .. | 4 12 0 | 4 9 0 |
| Person rounding corners of glass | .. | .. | .. | .. | 4 14 0 | 4 11 0 |
| Females. | | | | | | |
| Females engaged on scratch polishing machines | .. | .. | .. | .. | 2 12 6 | 2 11 0 |
| Females engaged in inspecting and testing | .. | .. | .. | .. | 2 9 0 | 2 7 6 |
| OTHER GLASS SECTION. | | | | | | |
| Painter and designer on glass | .. | .. | .. | .. | 5 18 0 | 5 15 0 |
| Brilliant cutter | .. | .. | .. | .. | 5 6 0 | 5 3 0 |
| Other cutters | .. | .. | .. | .. | | |
| Glazier | .. | .. | .. | .. | 5 11 0 | 5 8 0 |
| Plate glass beveller | .. | .. | .. | .. | | |
| Silverer | .. | .. | .. | .. | 4 13 0 | 4 10 0 |
| Pencil hand embosser | .. | .. | .. | .. | | |
| Persons assisting in glazing | .. | .. | .. | .. | 4 10 0 | 4 7 0 |
| Persons packing or unpacking glass | .. | .. | .. | .. | | |
| Persons assisting plate glass cutter | .. | .. | .. | .. | 4 9 0 | 4 6 0 |
| Rubber-out embosser | .. | .. | .. | .. | | |
| Comenter | .. | .. | .. | .. | 4 4 0 | 4 1 0 |
| Persons turning out lead from mill for lead-light glazier | .. | .. | .. | .. | | |
| All others | .. | .. | .. | .. | | |

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 236 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

QUARRY BOARD.

Clauses (2) and (15) of the Determination published in *Government Gazette* No. 159 of the 9th May, 1940, shall be replaced by the following clauses:—

(2)

| Apprentices. | Improvers. | Other Employees. | Day Shift. | | Afternoon or Night Shift. | | Hours Per Week. |
|---|---|---|-----------------------------------|-----------|------------------------------------|-----------|-----------------|
| | | | Wages. | | Wages. | | |
| | | | Per Hour. | Per Week. | Per Hour. | Per Week. | |
| | CARTING AND DRIVING. | | s. d. | s. d. | s. d. | s. d. | |
| Wages. | Wages. | Powder monkey† | 2 7 ⁴ / ₁₁ | 115 0 | 3 3 ⁸ / ₁₁ | 143 0 | 44 |
| Per Week.* | Per Week of 48 Hours. | Assistant powder monkey† | 2 4 ¹ / ₂ | 104 6 | 2 11 ⁵ / ₁₁ | 130 0 | 44 |
| s. d. | s. d. | Hammerman .. | 2 5 ⁹ / ₁₁ | 109 0 | 3 1 ⁷ / ₁₁ | 136 3 | 44 |
| 1st year .. 33 0 | Under 18 years .. 82 0 | Dresser of pitchers or cubes or Scabblers | 2 3 ⁹ / ₁₁ | 102 0 | 2 10 ¹⁷ / ₂₃ | 127 6 | 44 |
| 2nd „ .. 39 0 | 18 and under 19 years 71 0 | Spaller .. | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹³ / ₂₃ | 130 6 | 44 |
| 3rd „ .. 45 0 | 19 „ 20 „ 79 0 | Faceman .. | 2 3 ⁹ / ₁₁ | 102 0 | 2 10 ¹⁷ / ₂₃ | 127 6 | 44 |
| And thereafter the minimum wage. | 20 „ 21 „ 86 3 | Feeder of a stone crushing machine .. | 2 3 ⁹ / ₁₁ | 102 0 | 2 10 ¹⁷ / ₂₃ | 127 6 | 44 |
| | ALL OTHER IMPROVERS. | Dust hole men .. | 2 3 ⁹ / ₁₁ | 102 0 | 2 10 ¹⁷ / ₂₃ | 127 6 | 44 |
| | Wages. | Persons boring holes by hand or machine .. | 2 3 ⁹ / ₁₁ | 102 0 | 2 10 ¹⁷ / ₂₃ | 127 6 | 44 |
| Proportion (within any place). | Per Week of 44 Hours. | Blacksmith .. | 2 4 ¹ / ₁₁ | 104 0 | 2 11 ⁷ / ₂₃ | 129 6 | 44 |
| | s. d. | Tool sharpener .. | 2 4 ¹ / ₁₁ | 104 0 | 2 11 ⁷ / ₂₃ | 129 6 | 44 |
| One apprentice to every three or fraction of three workers receiving not less than 93s. per week. | 1st year .. 49 0 | Carters or drivers driving— | | | | | |
| | 2nd „ .. 51 6 | One horse .. | 2 0 ¹ / ₂ | 97 0 | 2 6 ¹ / ₁₀ | 120 3 | 48 |
| | 3rd „ .. 59 0 | Two horses .. | 2 1 ¹ / ₂ | 102 0 | 2 7 ¹ / ₂ | 126 6 | 48 |
| | 4th „ .. 71 0 | Three horses .. | 2 2 ¹ / ₂ | 106 0 | 2 8 ¹ / ₂ | 131 0 | 48 |
| | And thereafter the minimum wage. | Four or five horses .. | 2 3 | 108 0 | 2 9 ¹ / ₂ | 133 0 | 48 |
| | Proportion (within any place). | And 6d. extra per day for each additional horse. | | | | | |
| | (A) Where a working crane is in operation for the production of pitchers or building stone:— | Drivers of motor vehicles of the following carrying capacity— | | | | | |
| | One improver to every three or fraction of three workers receiving not less than 105s. per week of 44 hours. | Not exceeding 25 cwt. | 1 11 ¹ / ₂ | 93 0 | 2 5 ¹ / ₂ | 117 6 | 48 |
| | (B) Where Spall Quarrying is carried on:— | Exceeding 25 cwt., but not exceeding 3 tons | 1 11 ⁹ / ₁₆ | 94 3 | 2 5 ¹³ / ₁₆ | 119 3 | 48 |
| | One improver to every twenty or fraction of twenty workers receiving not less than 93s. per week of 44 hours. | Exceeding 3 tons .. | 2 0 ¹³ / ₁₆ | 99 3 | 2 7 ⁷ / ₁₆ | 125 9 | 48 |
| | | All others .. | 2 1 ⁴ / ₁₁ | 93 0 | 2 7 ¹³ / ₄₄ | 116 3 | 44 |
| | | † See clause 7 re definition | | | | | |
| | | ‡ See clause 8 re definition | | | | | |

Where an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

(15) **PIECEWORK.**—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

| Pitchers— | | | | | | Dressing. Per Hundred. | Knocking Out and Dressing. Per Hundred. |
|---|----|----|----|----|----|---------------------------|---|
| | | | | | | s. d. | s. d. |
| 9 inches wide × 9 inches deep × 10 to 14 inches long .. | .. | .. | .. | .. | .. | 12 4 | 21 1 |
| 9 „ „ × 9 „ „ × 10 „ 13 „ „ .. | .. | .. | .. | .. | .. | 10 7 | 19 6 |
| 9 „ „ × 8 „ „ × 10 „ 13 „ „ .. | .. | .. | .. | .. | .. | 9 10 | 17 11 |
| 9 „ „ × 4 to 6 inches deep × 10 to 14 inches long .. | .. | .. | .. | .. | .. | 8 3 | 15 8 |
| Cubes— | | | | | | | |
| 4 1/2 to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long .. | .. | .. | .. | .. | .. | 10 1 | 18 7 |
| 3 1/2 „ 6 „ „ × 7 inches „ × 10 „ 14 „ „ .. | .. | .. | .. | .. | .. | 9 2 | 15 10 |
| 4 „ 6 „ „ × 5 to 6 inches „ × 8 „ 12 „ „ .. | .. | .. | .. | .. | .. | 8 5 | 14 2 |

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

SCHEDULE—continued.

QUARRY BOARD—continued.

(15) PIECEWORK—continued.

| | | Knocking Out and Dressing. | |
|---|----|--|-----------------------|
| Pitcher kerb | .. | 2½d. | per lineal foot. |
| Kerbing stones—Hammer dressed— | | | |
| 12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length .. | .. | 4d. | " " |
| All radial stone | .. | 8d. | " " |
| Building stone up to 12 inches × 12 inches, not exceeding 7 feet in length .. | .. | 6d. | " " |
| All stone over 12 inches × 12 inches, not exceeding the cubical content of 15 cubic feet .. | .. | 6d. | per cubic foot. |
| All stone exceeding the cubical content of 15 cubic feet | .. | 9d. | " " |
| | | When the material is removed in a wheelbarrow to a distance of more than 50 yards. | In all other cases. |
| | | Per superficial yard. | Per superficial yard. |
| | | s. d. | s. d. |
| Stripping— | | | |
| Not exceeding 18 inches in depth | .. | 2 1 | 2 0 |
| Exceeding 18 inches, but not exceeding 30 inches in depth | .. | 2 2 | 2 1 |
| | | Per cubic yard. | Per cubic yard. |
| | | s. d. | s. d. |
| Exceeding 30 inches in depth | .. | 2 3½ | 2 2½ |
| Spalling, but not including spalls produced on the banker from cut stone or pitchers .. | .. | 2s. 2½d. | per cubic yard. |

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 159 of the 9th May, 1940, shall remain in force.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 130 of the 3rd May, 1940, shall be replaced by the following clauses:—

(2). APPRENTICES OR IMPROVERS.

| | | Wages per Week of 44 Hours. | |
|-------------------------------|----|-----------------------------|----------|
| | | Males. | Females. |
| | | s. d. | s. d. |
| Under 16 years of age | .. | 16 0 | 15 0 |
| 16 years of age | .. | 24 6 | 19 3 |
| 17 " " | .. | 32 3 | 23 9 |
| 18 " " | .. | 40 6 | 28 0 |
| 19 " " | .. | 48 9 | 32 9 |
| 20 " " | .. | 56 6 | 36 9 |

Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 84s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 84s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 44s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 44s. 6d. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 44s. 6d. per week of 44 hours.

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 4s. 6d. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

(3)

ADULT MALES.

| | Wages per Week of 44 Hours. |
|--|--------------------------------|
| | £ s. d. |
| 1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture, or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used, other than those set out hereunder | 4 4 0 |
| 2. Sifter and/or drier of compounding ingredients | 4 6 0 |
| 3. Operator in charge of drying machine | 4 8 0 |
| 4. Weigher and/or assembler of compounds for mixing, calendering, &c. | 4 11 0 |
| 5. Wrapper of goods made by wrapped process | 4 6 0 |
| 6. Operator in charge of lead-covered hose stripping machine | 4 8 0 |
| 7. Operator in charge of hose-making machine (wrapped process) | 4 10 0 |
| 8. Helper on hose-making machine (wrapped process) | 4 8 0 |
| 9. Lead-covering machine helper | 4 8 0 |
| 10. Operator in charge of lead-covering machine (hose) | 4 14 6 |
| 11. Maker of wrapped hose by hand-made process | 4 17 0 |
| 12. Dough mixer working on mill and/or enclosed mixer for solution or cement | 4 8 0 |
| 13. Operator on washing mill and/or grinding waste | 4 8 0 |
| 14. Operator on warming and/or masticating mill and/or reclaim refining mill | 4 10 0 |
| 15. Operator on cracker mill | 4 8 0 |
| 16. Operator on mixing mill | 4 17 0 |
| 17. Reclaimer or employee engaged on acid tank | 4 8 0 |
| 18. Employee on digester machine | 4 10 0 |
| 19. Spreader in charge of machine (not otherwise classified) | 4 11 0 |
| 20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting | 4 17 0 |
| 21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing | 4 7 0 |
| 22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) | 4 8 0 |
| 23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing | 4 10 0 |
| 24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire) | 4 12 0 |
| 25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire) | 4 14 6 |
| 26. Inspector and/or examiner and/or tire tester | 4 10 0 |
| 27. Tester with water | 4 4 0 |
| 28. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire | 4 10 0 |
| 29. Operator in charge of cotton creels | 4 10 0 |
| 30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine | 4 8 0 |
| 31. Maker of packing | 4 10 0 |
| 32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine | 4 10 0 |
| 33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— | |
| First year | 4 8 0 |
| Second and third year | 4 14 6 |
| Thereafter | 4 19 0 |
| 34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) | 4 12 0 |
| 35. Operator employed fitting pneumatic tire to rim and/or wheel | 4 8 0 |
| 36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press | 4 10 0 |
| 37. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length | 4 10 0 |
| 38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) | 4 14 6 |
| 39. Operator on lathe engaged fashioning biased bowls | 4 14 6 |
| 40. Operator dipping balloons and/or other dipped goods | 4 10 0 |
| 41. Operator of rubber thread cutting lathe | 4 12 0 |
| 42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater | 4 10 0 |
| 43. Helper on self-contained mould and/or curing pan and/or dry heater | 4 4 0 |
| 44. Operator in charge of vulcanizing press, more than 4 feet in length | 4 14 6 |
| 45. Operator in charge of vulcanizing press, not more than 4 feet in length | 4 12 0 |
| 46. Helper on vulcanizing press, more than 4 feet in length | 4 10 0 |
| 47. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires | 4 17 0 |
| 48. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags | 4 14 6 |
| 49. Operator in charge of person engaged in making and/or moulding solid motor tires | 4 14 6 |
| 50. Operator engaged in making and/or moulding solid motor tires | 4 8 0 |
| 51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags | 4 10 0 |
| 52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding | 4 12 0 |
| 53. Operator in charge hand making transmission conveyor and/or elevator belting | 4 14 6 |
| 54. Operator engaged hand making transmission conveyor and/or elevator belting | 4 11 0 |
| 55. Operator engaged on belt making machine | 4 8 0 |
| 56. Operator laying mats, tiles, or rubber flooring | 4 17 0 |
| 57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags | 4 17 0 |
| 58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube | 4 10 0 |
| 59. Operator re-treading new tires | 4 8 0 |
| 60. Maker of air bags with extruded material | 4 10 0 |
| 61. Maker of air bags (not otherwise classified) | 4 17 0 |
| 62. Operator in charge of forcing machine | 4 12 0 |
| 63. Operator in charge of forcing machine straining rubber | 4 8 0 |

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

| | Wages per Week of 44 Hours. |
|--|--------------------------------|
| £ s. d. | |
| 64. Operator in charge of textile cutting machine .. | 4 10 0 |
| 65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand | 4 8 0 |
| 66. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article | 4 19 0 |
| 67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts .. | 4 10 0 |
| 68. First assistant on calender 48 inches and over .. | 4 14 6 |
| 69. First assistant on calender under 48 inches .. | 4 8 0 |
| 70. Operator in charge of calender 72 inches and under .. | 5 6 0 |
| 71. Operator in charge of calender over 72 inches .. | 5 11 0 |
| 72. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. | 4 15 0 |
| 73. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand .. | 4 10 0 |
| 74. Storeman in charge of moulds .. | 4 6 0 |
| 75. Operator engaged on sand blasting in a properly enclosed cabinet .. | 4 8 0 |

ADULT FEMALES.

| | Wages per Week of 44 Hours. |
|--|--------------------------------|
| £ s. d. | |
| 76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots .. | 2 10 0 |
| 77. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods .. | 2 9 0 |
| 78. Adult female employee employed on sewing machine .. | 2 10 0 |
| 79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear) .. | 2 7 6 |
| 80. Adult female employee employed on dipped goods .. | 2 7 6 |
| 81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching .. | 2 6 0 |
| 82. Adult female employee employed on wire or bead making .. | 2 9 0 |
| 83. Adult female employees not specially provided for .. | 2 4 6 |

Clauses (4) to (26) inclusive of the Determination as published in *Government Gazette* No. 130 of the 3rd May, 1940, shall remain in force.

SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 221 of the 6th June, 1940, shall be replaced by the following clause:—

(3)

WAGES PER WEEK OF 44 HOURS.

| | £ s. d. |
|-----------------|---------|
| Journeymen .. | 5 5 0 |
| Journeywomen .. | 2 13 0 |

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 221 of the 6th June, 1940, shall remain in force.

SCHEDULE—continued.

SALTWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 132 of the 3rd May, 1940, shall be replaced by the following clause:—

2 (a)

WAGES.

| (a) Apprentices or Improvers (Day Shifts). | | Juvenile Workers (Day Shifts). | Other Employees (Day Shifts). | | | |
|--|------|---|---|--|-----------------------------------|-----------------------|
| MALES. | | MALES. | MALES. | | | |
| Per Week of 44 Hours. | | Per Week of 44 Hours. | | | Per Hour. | Per Week of 44 Hours. |
| <i>s. d.</i> | | <i>s. d.</i> | | | <i>s. d.</i> | <i>s. d.</i> |
| 14 years of age .. | 20 0 | 14 years of age .. | Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— | | | |
| 15 " " .. | 26 0 | 15 " " .. | Foreman—i.e., one who has the control of more than six men .. | | 2 4 ⁷ / ₁₁ | 105 0 |
| 16 " " .. | 32 0 | 16 " " .. | Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men .. | | 2 2 ¹³ / ₂₂ | 97 6 |
| 17 " " .. | 41 0 | 17 " " .. | Truckman or brakeman— | | 2 2 ⁷ / ₂₂ | 96 6 |
| 18 " " .. | 52 0 | 18 " " .. | (a) Power trucks .. | | 2 0 ²¹ / ₂₂ | 91 6 |
| 19 " " .. | 63 6 | 19 " " .. | (b) Horse trucks or wagons .. | | 2 1 ¹⁷ / ₂₂ | 94 6 |
| 20 " " .. | 75 0 | 20 " " .. | Employees in charge of movement of sea water and engaged in preparation of brine .. | | 2 1 ¹⁷ / ₂₂ | 94 6 |
| FEMALES. | | FEMALES. | Thatcher of salt stacks .. | | 2 1 ¹⁷ / ₂₂ | 94 6 |
| Per Week of 44 Hours. | | Per Week of 44 Hours. | Stack builder, where mechanical stackers are used .. | | 2 0 ²¹ / ₂₂ | 91 6 |
| 16 years of age .. | 18 0 | 16 years of age .. | All others .. | | | |
| 17 " " .. | 20 0 | 17 " " .. | | | | |
| 18 " " .. | 25 0 | 18 " " .. | | | | |
| 19 " " .. | 31 0 | 19 " " .. | | | | |
| 20 " " .. | 36 6 | 20 " " .. | | | | |
| PROPORTION (in any place). | | Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt. | Persons employed treating, crushing, or refining salt:— | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | Shed hand in charge of seven or more men .. | | 2 4 ⁴ / ₁₁ | 104 6 |
| One improver to each worker receiving not less than the minimum wage. | | | Shed hand in charge of six or less men .. | | 2 2 ¹³ / ₂₂ | 97 6 |
| | | | Shed hand who is required to stack | | 2 0 ²¹ / ₂₂ | 91 6 |
| | | | Shift Foreman— | | | |
| | | | In charge of a wet and dry plant .. | | 2 6 ¹⁵ / ₂₂ | 112 6 |
| | | | In charge of a dry plant .. | | 2 4 ⁴ / ₁₁ | 104 6 |
| | | | In charge of a wet plant .. | | 2 4 ⁴ / ₁₁ | 104 6 |
| | | | Millwrights .. | | 2 4 ⁴ / ₁₁ | 104 6 |
| | | | Hydro Operator .. | | 2 0 ⁷ / ₁₁ | 90 0 |
| | | | All Others .. | | 2 0 ⁷ / ₁₁ | 88 6 |
| | | | FEMALES. | | | |
| | | | Per week of 44 hours .. | | 1 1 ¹⁷ / ₁₁ | 50 0 |

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent.

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 132 of the 3rd May, 1940, shall remain in force.

SAND PIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 274 of the 16th July, 1940, shall be replaced by the following clause:—

(2)

WAGES.

| Apprentices and Improvers. | | | | | Other Employees. | | | | |
|--|----|----|----|-----------------------------------|--|----|----|----|-----------------------------------|
| | | | | Wages per Week of 44 Hours. | | | | | Wages per Week of 44 Hours. |
| | | | | s. d. | | | | | s. d. |
| Under 16 years of age | .. | .. | .. | 25 0 | Leading hand in charge of five or more employees | .. | .. | .. | 95 0 |
| " 17 | " | " | .. | 32 3 | Powder monkey employed in sand pit | .. | .. | .. | 97 0 |
| " 18 | " | " | .. | 39 9 | Nozzleman | .. | .. | .. | 88 0 |
| " 19 | " | " | .. | 47 6 | Ploughman | .. | .. | .. | 88 0 |
| " 20 | " | " | .. | 55 6 | Tipman | .. | .. | .. | 88 0 |
| " 21 | " | " | .. | 63 0 | Scoopman | .. | .. | .. | 88 0 |
| PROPORTION. | | | | | Shoveller.. | .. | .. | .. | 88 0 |
| (Within any factory or place.) | | | | | Shaft sinker | .. | .. | .. | 95 0 |
| Apprentices. | | | | | Pneumatic pickman | .. | .. | .. | 93 0 |
| One apprentice to every three or fraction of three workers | | | | | Jumperman | .. | .. | .. | 93 0 |
| receiving not less than the minimum wage. | | | | | Pickman | .. | .. | .. | 88 0 |
| An indenture of apprenticeship prescribed by the Board | | | | | Drivers— | | | | |
| was approved on 18th June, 1924. | | | | | One horse | .. | .. | .. | 87 0 |
| Improvers. | | | | | Two horses | .. | .. | .. | 90 0 |
| One improver to every five or fraction of five workers | | | | | Three horses | .. | .. | .. | 93 0 |
| receiving not less than the minimum wage. | | | | | Motor vehicle having maker's capacity of— | | | | |
| | | | | | 25 cwt. or less | .. | .. | .. | 93 0 |
| | | | | | Over 25 cwt., but not over 3 tons | .. | .. | .. | 97 0 |
| | | | | | Over 3 tons, but under 6 tons | .. | .. | .. | 100 0 |
| | | | | | All others | .. | .. | .. | 84 0 |

SCHEDULE—continued.

SAUSAGE CASINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 282 of the 25th June, 1940, shall be replaced by the following clause:—

| (2) WAGES. | | | | | | | | | | | Wages per Week of 44 Hours. |
|--|----|----|----|----|----|----|----|----|----|----|-----------------------------|
| <i>Juvenile Workers.</i> | | | | | | | | | | | <i>s. d.</i> |
| 15 years of age and under 17 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 34 6 |
| 17 " " 18 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 44 0 |
| 18 " " 19 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 53 3 |
| 19 " " 20 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 62 6 |
| 20 " " 21 " " | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 83 9 |
| <i>Other Employees.</i> | | | | | | | | | | | |
| Persons employed at Casing Factories outside Freezing Works:— | | | | | | | | | | | |
| Pullers-off and strippers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 108 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 108 0 |
| Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade:— | | | | | | | | | | | |
| Pullers-off and strippers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 102 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 102 0 |
| | | | | | | | | | | | |
| | | | | | | | | | | | <i>Wages per Day.</i> |
| | | | | | | | | | | | <i>Monday to Friday.</i> |
| | | | | | | | | | | | <i>Saturday</i> |
| | | | | | | | | | | | <i>s. d.</i> |
| Persons employed at Casing Factories in Freezing Works:— | | | | | | | | | | | <i>s. d.</i> |
| Pullers-off and strippers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 19 8 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 9 8 |
| Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade:— | | | | | | | | | | | |
| Pullers-off and strippers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 19 8 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 9 8 |

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 282 of the 25th June, 1940, shall remain in force.

SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 190 of the 13th May, 1940, shall be replaced by the following clause:—

| (2) WAGES PER WEEK OF 44 HOURS. | | | | | | | | | | | <i>s. d.</i> |
|---|----|----|----|----|----|----|----|----|----|----|--------------|
| Ganger, i.e., a man in charge of over six men | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 105 0 |
| Leading waterman | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 102 0 |
| Leading hand, i.e., a man in charge of from three to six men | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 97 0 |
| Waterman, i.e., a man who distributes sewage from channels over land | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 94 0 |
| Groundsman, i.e., a man who prepares ground ahead of a waterman | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 94 0 |
| Sewage tank attendant | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 94 0 |
| Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 94 0 |
| Tide gate attendant, i.e., a man who keeps channels open at seafront | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 92 0 |

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 7s. per week respectively.

Any employee who is required to enter and clean out syphons, sludge bays, grass filtration areas, digestion tanks and/or sedimentation tanks or pits (or weirs) shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 190 of the 13th May, 1940, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 150 of the 4th May, 1940, shall be replaced by the following clauses:—

(2A)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.

| | Weekly Wage. |
|-------------------------------|--------------|
| | £ s. d. |
| 1st year's experience | 1 13 6 |
| 2nd | 2 3 6 |
| 3rd | 2 8 6 |
| 4th | 3 7 6 |
| 5th year | Minimum wage |

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Apprentices and Improvers not elsewhere included.

| Apprentices. | Weekly Wage. |
|-------------------------|--------------|
| | £ s. d. |
| <i>Five Year Terms.</i> | |
| First year | 0 15 6 |
| Second year | 1 0 6 |
| Third year | 1 17 6 |
| Fourth year | 2 13 6 |
| Fifth year | 3 9 6 |
| <i>Four Year Terms.</i> | |
| First year | 0 17 6 |
| Second year | 1 12 0 |
| Third year | 2 13 6 |
| Fourth year | 3 9 6 |

EMPLOYMENT OF MALE JUNIORS.

(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.

(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—
After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.

| IMPROVERS. | Weekly Wage. |
|-------------------------------------|--------------|
| | £ s. d. |
| Under 18 years | 2 11 6 |
| 18 years and under 19 years | 3 0 9 |
| 19 years and under 20 years | 3 7 0 |
| 20 years | Minimum wage |

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

Apprentices and Improvers not elsewhere included.

The wage rates of unapprenticed junior labour shall be as follows:—

| | Weekly Wage. |
|--|--------------|
| | £ s. d. |
| First six months' experience | 0 15 6 |
| Second six months' experience | 1 0 6 |
| Second year's experience | 1 9 6 |
| Third year's experience | 2 0 6 |
| Fourth year's experience | 2 18 9 |
| Fifth year's experience and until reaching the age of 21 years | 3 12 0 |

PROPORTION OF JUVENILES AND APPRENTICES.

The number of apprentices or unapprenticed juniors employed in any one shop, whether consisting of a factory only or a shop and factory combined, shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop or factory shall be treated as an adult for the purpose of this Clause.

(2B)

OTHER EMPLOYEES.

| | | Weekly Wage. | | |
|--|--|---|---|--|
| | | Within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District. | In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol. | In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorparryal and Peak Ridings of the Shire of Corio. |
| | | Per week of 44 hours. | Per week of 44 hours. | Per week of 44 hours. |
| | | £ s. d. | £ s. d. | £ s. d. |
| Tacklemen | | 6 3 0 | .. | .. |
| Slaughtermen | | 5 14 0 | .. | .. |
| Head and Feet Boners | | 5 0 0 | .. | .. |
| Scalders | | 5 0 0 | .. | .. |
| Meat Lumpers | | 4 17 6 | .. | .. |
| Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) | | 4 14 0 | .. | .. |
| General labourers | | 4 11 6 | .. | .. |

SCHEDULE—continued.
SHOPS BOARD No. 3 (BUTCHERS)—continued.
OTHER EMPLOYEES—continued.

| | Weekly Wage. | | |
|--|---|---|---|
| | Within the Metropolitan District and such portion of the City of Sandringham as is not within the said Metropolitan District. | In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol. | In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorparanyal and Peak Ridings of the Shire of Cario. |
| | Per week of 44 hours. £ s. d. | Per week of 44 hours. £ s. d. | Per week of 48 hours. £ s. d. |
| RETAIL SHOPS. | | | |
| Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week | .. | 5 7 0 | 5 10 0 |
| Employee who does slaughtering for 24 hours or less in a slaughterhouse associated with a butcher's shop— | | | |
| Whilst employed on such work | .. | 5 7 0 | 5 10 0 |
| Whilst employed on other work | .. | At the rates prescribed for such work. | |
| Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne | .. | 5 17 0 | 6 0 0 |
| <i>Definition:</i> —"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing. | | | |
| General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays | 5 8 0 | 5 5 0 | 5 8 0 |
| Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop | 5 5 0 | 5 2 0 | 5 5 0 |
| Ordermen who deliver but do not cut meat | 4 12 0 | 4 9 0 | 4 12 0 |
| All others | 4 10 0 | 4 7 0 | 4 10 0 |
| <i>Definition:</i> —"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods. | | | |
| SMALL GOODS SECTION. | | | |
| Men employed principally on mixing machines | 5 8 0 | 5 5 0 | 5 8 0 |
| Fillermen | 5 1 0 | 4 18 0 | 5 1 0 |
| Small goods maker, small goods sellers from cart who collect cash, boners, salters, scalders and cooks | 5 0 0 | 4 17 0 | 5 0 0 |
| Packing-room hands | 4 14 0 | 4 11 0 | 4 14 0 |
| Linkers and table hands | 4 14 0 | 4 11 0 | 4 14 0 |
| All others | 4 10 0 | 4 7 0 | 4 10 0 |
| CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS. | | | |
| Drivers of Motor Vehicles— | Per week of 48 hours. | Per week of 48 hours. | Per week of 48 hours. |
| Not exceeding 25 cwt. capacity | 4 13 6 | 4 10 6 | 4 13 6 |
| Exceeding 25 cwt. but not exceeding 3 tons capacity | 4 17 6 | 4 14 6 | 4 17 6 |
| Exceeding 3 tons capacity | 5 1 6 | 4 18 6 | 5 1 6 |
| Horse Drivers— | | | |
| One horse | 4 11 0 | 4 8 0 | 4 11 0 |
| Two horses | 4 13 6 | 4 10 6 | 4 13 6 |
| Three horses | 4 15 6 | 4 12 6 | 4 15 6 |
| Head stableman (if more than one employed) | 4 9 0 | 4 6 0 | 4 9 0 |
| Other stablemen or grooms | 4 5 0 | 4 2 0 | 4 5 0 |
| Drivers who do not cart meat, and who are not required to wear special clothing .. | 2s. 6d. per week less than the rate specified | 2s. 6d. per week less than the rate specified | 2s. 6d. per week less than the rate specified |
| Drivers who, as part of their duties during the week, are required to collect moneys and account therefor | 11d. per week in addition to the rate specified | 11d. per week in addition to the rate specified | 11d. per week in addition to the rate specified |
| Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer | 11d. per day in addition to the rate specified | 11d. per day in addition to the rate specified | 11d. per day in addition to the rate specified |
| Drivers who, during the day, are engaged in carting blood manure or offensive offal | 11d. per day in addition to the rate specified | 11d. per day in addition to the rate specified | 11d. per day in addition to the rate specified |
| Drivers who are required to cart meat before 7 a.m. shall be paid as follows:— | | | |
| From 1st May to 31st October | 8d. per hour in addition to the rate specified | 8d. per hour in addition to the rate specified | 8d. per hour in addition to the rate specified |
| From 1st November to 30th April | 5d. per hour in addition to the rate specified | 5d. per hour in addition to the rate specified | 5d. per hour in addition to the rate specified |
| CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED). | | | |
| Drivers of Motor Vehicles— | Per week of 44 hours. | Per week of 44 hours. | Per week of 44 hours. |
| Not exceeding 25 cwt. capacity | 4 13 6 | 4 10 6 | 4 13 6 |
| Exceeding 25 cwt. but not exceeding 3 tons | 4 17 6 | 4 14 6 | 4 17 6 |
| Exceeding 3 tons capacity | 5 1 6 | 4 18 6 | 5 1 6 |
| Horse Drivers— | | | |
| One horse | 4 11 0 | 4 8 0 | 4 11 0 |
| Two horses | 4 13 6 | 4 10 6 | 4 13 6 |
| Three horses | 4 15 6 | 4 12 6 | 4 15 6 |

Clauses (3) to (46) inclusive of the Determination published in *Government Gazette* No. 150 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 4 (BUTCHERS, COUNTRY).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 186 of the 10th May, 1940, shall be replaced by the following clauses:—

| (2) | | APPRENTICES. | | | | | | | | | | | | | |
|------------------|----|--------------|----|----|-----------------------|----|---|-------------|----|------------------|----|----|----|----|---|
| FIVE YEAR TERMS. | | | | | WAGES. | | | | | FOUR YEAR TERMS. | | | | | |
| | | | | | Per week of 44 hours. | | | | | | | | | | |
| | | | | | s. d. | | | | | | | | | | |
| First year | .. | .. | .. | .. | .. | 15 | 6 | First year | .. | .. | .. | .. | .. | 17 | 6 |
| Second year | .. | .. | .. | .. | .. | 20 | 6 | Second year | .. | .. | .. | .. | .. | 32 | 0 |
| Third year | .. | .. | .. | .. | .. | 37 | 6 | Third year | .. | .. | .. | .. | .. | 53 | 6 |
| Fourth year | .. | .. | .. | .. | .. | 53 | 6 | Fourth year | .. | .. | .. | .. | .. | 69 | 6 |
| Fifth year | .. | .. | .. | .. | .. | 69 | 6 | | | | | | | | |

In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wages rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.

(b) In other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—

After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

| WAGES. | | Per week of 44 hours. s. d. |
|--|---------|--------------------------------|
| First six months' experience | .. .. . | 15 6 |
| Second six months' experience | .. .. . | 20 6 |
| Second years' experience | .. .. . | 30 0 |
| Third years' experience | .. .. . | 40 6 |
| Fourth years' experience | .. .. . | 59 0 |
| Fifth years' experience and until reaching the age of 21 years | .. .. . | 72 0 |

Proportion within any shop or factory.

The number of apprentices or unapprenticed juniors employed in any one shop or factory shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the factory or shop shall be treated as an adult for the purpose of this clause.

(3)

| Other Employees. | | Wages per Week of 44 hours. | | |
|--|---------|--|--|---|
| | | (a) Within 20 miles of the G.P.O., Melbourne, outside and excepting the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the City of Sandringham as is not included within the said Metropolitan District; | (b) Within 10 miles of the G.P.O., Geelong, outside and excepting the Cities of Geelong and Geelong West, the town of Newtown and Chilwell and the Moorparry and Peak ridings of the Shire of Corio; | (c) Within the Mildura and Gippsland Districts. |
| | | At Yallourn. | All other parts of Victoria where this Determination applies. | |
| | | £ s. d. | £ s. d. | £ s. d. |
| Retail Shops. | | | | |
| Employees in butchers' shops required to do any slaughtering as herein defined in the slaughter house associated with such shop for more than 24 hours per week | .. .. . | 5 10 0 | 5 18 6 | 5 7 0 |
| Employees who do slaughtering for 24 hours or less in a slaughter house associated with a butcher's shop— | | | | |
| Whilst employed on such work | .. .. . | 5 10 0 | 5 18 6 | 5 7 0 |
| Whilst employed on other work | .. .. . |  |  |  |
| Slaughtermen employed in abattoirs | .. .. . | 6 0 0 | 6 6 6 | 5 17 0 |
| Definition.—“Slaughtering” means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing. | | | | |
| General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays | .. .. . | 5 8 0 | 5 14 6 | 5 5 0 |
| Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop | .. .. . | 5 5 0 | 5 11 6 | 5 2 0 |
| Ordermen who deliver but do not cut meat | .. .. . | 4 12 0 | 4 18 6 | 4 9 0 |
| All others | .. .. . | 4 10 0 | 4 16 6 | 4 7 0 |
| Definition.—“General butcher” means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods. | | | | |
| Small Goods Section. | | | | |
| Men employed principally on mixing machines | .. .. . | 5 8 0 | 5 14 6 | 5 5 0 |
| Fillermen | .. .. . | 5 1 0 | 5 7 6 | 4 18 0 |
| Small goods makers, small goods sellers from cart who collect cash, boners, salters, scalders, and cooks | .. .. . | 5 0 0 | 5 6 6 | 4 17 0 |
| Packing room hands | .. .. . | 4 14 0 | 5 0 6 | 4 11 0 |
| Linkers and table hands | .. .. . | 4 14 0 | 5 0 6 | 4 11 0 |
| All others | .. .. . | 4 10 0 | 4 16 6 | 4 7 0 |
| Carters and Drivers. | | | | |
| Drivers of motor vehicles— | | | | |
| not exceeding 25 cwt. capacity | .. .. . | 4 13 6 | 5 0 0 | 4 10 6 |
| exceeding 25 cwt. but not exceeding 3 tons capacity | .. .. . | 4 17 6 | 5 4 0 | 4 14 6 |
| exceeding 3 tons capacity | .. .. . | 5 1 6 | 5 7 6 | 4 18 6 |
| Horse drivers— | | | | |
| one horse | .. .. . | 4 11 0 | 4 17 6 | 4 8 0 |
| two horses | .. .. . | 4 13 6 | 5 0 0 | 4 10 6 |
| three horses | .. .. . | 4 15 6 | 5 2 0 | 4 12 6 |

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 186 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

SUGAR REFINERS BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 140 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

| APPRENTICES OR IMPROVERS. | | | JUVENILE WORKERS. | | OTHER EMPLOYEES. | |
|-----------------------------|--------------|--------------|-----------------------------|--------------|---|--------------|
| Wages per Week of 44 Hours. | | | Wages per Week of 44 Hours. | | Wages per Week of 44 Hours. | |
| Age. | Males. | Females. | Males. | Females. | Adult Males. | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | <i>s. d.</i> |
| Under 16 years .. | 20 0 | 20 0 | 20 0 | 20 0 | Raw Sugar Store— | |
| 16 years .. | 26 2 | 21 9 | 26 2 | 21 9 | Men unstoring .. | 92 0 |
| 17 " .. | 36 0 | 24 7 | 36 0 | 24 7 | Men cutting in .. | 93 0 |
| 18 " .. | 46 4 | 29 5 | 46 4 | 29 5 | Elevator attendant .. | 91 0 |
| 19 " .. | 54 10 | 35 11 | 54 10 | 35 11 | Wash tank hands .. | 88 0 |
| 20 " .. | 64 6 | 43 7 | 64 6 | 43 7 | Riggers .. | 93 0 |
| | | | | | Melting House— | |
| | | | | | Washing fugalmen .. | 91 6 |
| | | | | | Melter attendant .. | 88 0 |
| | | | | | Mixer .. | 88 0 |
| | | | | | Carbonation House— | |
| | | | | | Men on liquor filter presses .. | 89 0 |
| | | | | | Men on mud .. | 89 0 |
| | | | | | Leading hand .. | 94 0 |
| | | | | | Men on gas tank .. | 90 0 |
| | | | | | Men on crushing and stacking lime .. | 88 0 |
| | | | | | Men on washing and checking filterpress sheets .. | 88 0 |
| | | | | | Char End— | |
| | | | | | Kiln repairers .. | 88 0 |
| | | | | | Kiln firemen .. | 94 0 |
| | | | | | Wet charmen .. | 94 0 |
| | | | | | Char runners .. | 94 0 |
| | | | | | Pan Floor— | |
| | | | | | First sugar boilers .. | 108 0 |
| | | | | | Second sugar boilers .. | 101 0 |
| | | | | | Pan attendant, attending triple effeet .. | 88 0 |
| | | | | | Refined sugar fugalmen .. | 91 6 |
| | | | | | Refined sugar fugalmen—Leading hands .. | 94 6 |
| | | | | | Jelly House— | |
| | | | | | Leading hand .. | 91 6 |
| | | | | | Jelly fugalmen .. | 88 0 |
| | | | | | Refined Sugar Store— | |
| | | | | | Receiving at truck yards (leading hands) .. | 91 0 |
| | | | | | Icing mill attendant .. | 88 0 |
| | | | | | Driers (leading hand) .. | 90 0 |
| | | | | | Driers (others) .. | 88 0 |
| | | | | | Automatic scale attendant .. | 91 0 |
| | | | | | Leading hand packing floor .. | 91 0 |
| | | | | | Hand packing sugar .. | 88 0 |
| | | | | | Golden Syrup and Treacle— | |
| | | | | | Men packing and weighing (bulk) .. | 88 0 |
| | | | | | Golden syrup and treacle mixer .. | 90 0 |
| | | | | | Liquor runners .. | 94 0 |
| | | | | | Liquor runners—assistants .. | 88 0 |
| | | | | | Leading hand cleaning gang .. | 91 0 |
| | | | | | All others .. | 85 0 |
| | | | | | Adult females .. | 47 0 |

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

Clauses (3) to (14) inclusive of the Determination as published in the *Government Gazette* No. 140 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 255 of 24th June, 1940, shall be replaced by the following:—

(2) JUNIOR LABOUR.—All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

| | Wages per Week of 44 Hours. |
|-------------------------------|--------------------------------|
| | <i>s. d.</i> |
| 14 to 15 years of age | 16 0 |
| 15 to 16 years of age | 23 0 |
| 16 to 17 years of age | 31 0 |
| 17 to 18 years of age | 38 9 |
| 18 to 19 years of age | 46 6 |
| 19 to 20 years of age | 54 9 |
| 20 to 21 years of age | 61 9 |

The aggregate proportion of juniors (other than those employed as strainers) to adults shall not exceed one junior to three adults or any fraction of three.

In any "department" as hereinafter defined the proportion of juniors shall not exceed two to five adults or a fraction of five. There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking or setting out crop leather.

Other Employees.

| | Per Week of 44 Hours. |
|---|-----------------------|
| | <i>£ s. d.</i> |
| Currier | 5 6 0 |
| Person classing or sorting green hides or sides or skins after being unhaired | 5 1 0 |
| Hand flesher | 4 18 0 |
| Hand fleshing after machining | 4 16 0 |
| Machine flesher | 4 16 0 |
| Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines | 4 11 0 |
| Lime jobber | 4 9 0 |
| Drumhand, paddle and/or vat hand, tanpitman, hydraulic prosser | 4 8 0 |
| Bark bagger | 4 8 0 |
| Extract worker in tannery | 4 4 0 |
| Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract | 4 4 0 |
| Splitting machinist— | |
| Operator of big machine | 5 4 0 |
| Operator of other machines | 5 2 0 |
| Man behind splitting machine | 4 8 0 |
| Machine shaver— | |
| New machine—double width | 4 16 0 |
| Old machine—single width | 4 17 0 |
| Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine | 4 12 6 |
| Roller, striker and setter out of sole leather | 4 11 6 |
| Shedman who applies dressing to sole leather | 4 7 0 |
| Whitening machinist and buffing machinist | 4 16 6 |
| Fluffing machinist | 4 11 0 |
| Fluffing machinist on suede wheel | 4 15 0 |
| Leather dresser (table hand) | 4 11 0 |
| Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand | 4 10 0 |
| Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers | 4 9 0 |
| Table hand setting out harness leathers | 4 11 6 |
| Table hand and knee staker | 4 11 0 |
| Shedman (other than those who apply dressing to sole leather), man unloading hides, bark and other materials used in tanneries | 4 4 0 |
| Strainer (over the age of 18 years) | 4 7 0 |
| Employee unhairing either on beam or by sweeping | 4 11 0 |
| Person classing or sorting hides, sides or skins or splits of leather after tanning | 5 0 0 |
| Employee operating measuring machine | 4 7 0 |
| Employee operating setting out machine | 4 11 0 |
| Employee operating graining machine | 4 9 0 |
| Employee operating ironing machine | 4 9 0 |
| Employee operating embossing machine | 4 9 0 |
| Employee operating squeezing machine | 4 9 0 |
| Employee operating bark grinding machine | 4 8 0 |
| Assistant on any of the machines 30 to 35 | 4 7 0 |
| Operator or assistant on any machine used in the industry not otherwise provided for | 4 7 0 |
| Glazer | 4 11 0 |
| Staker | 4 11 0 |
| Person lime jobbing on mechanical reels | 4 9 0 |
| Hair washer | 4 5 0 |
| All others | 4 2 0 |

Casual employees may be engaged by the day at rates 10 per cent. higher than those prescribed for weekly work

Clause (3) to (27) inclusive of the Determination as published in *Government Gazette* No. 255 of 24th June, 1940, shall remain in force.

SCHEDULE—continued.
TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 149 of the 4th May, 1940, shall be replaced by the following clauses:—

| (2) | | WAGES. | |
|---|-----------------------|--|---------|
| Adults. | Per Week of 44 Hours. | The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell. | |
| | | £ s. d. | £ s. d. |
| First-class bench hand | | 5 12 0 | 5 9 0 |
| Second-class bench hand | | 5 4 0 | 5 1 0 |
| Metal spinner setting up and making his own dies | | 5 8 0 | 5 3 0 |
| Other spinners | | 4 16 0 | 4 13 0 |
| Die setters | | 4 16 0 | 4 13 0 |
| Press operators (heavy) | | 4 14 0 | 4 11 0 |
| Press operators (light) | | 4 12 0 | 4 9 0 |
| Solderers and dippers | | 4 14 0 | 4 11 0 |
| Drop hammer stampers | | 4 14 0 | 4 11 0 |
| Guttering machinists | | 4 12 0 | 4 9 0 |
| Other power machinists | | 4 9 0 | 4 6 0 |
| (a) Welding Division. | | | |
| Welder— | | | |
| First class, other than when using Cutler machine | | 5 17 0 | 5 14 0 |
| First class, using Cutler machine | | 5 8 0 | 5 3 0 |
| Second class | | 4 18 0 | 4 15 0 |
| Third class | | 4 14 0 | 4 11 0 |
| Tack welder | | 4 16 0 | 4 13 0 |
| (b) Canister-making | | | |
| Die setter and/or leading press hand | | 4 16 0 | 4 13 0 |
| Canister-makers by hand and riveters by hand | | 4 16 0 | 4 13 0 |
| Solderers and dippers | | 4 12 0 | 4 9 0 |
| Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over | | 4 16 0 | 4 13 0 |
| Operators of power capping machines or metal pots on automatic machines | | 4 14 0 | 4 11 0 |
| Operators of power presses | | 4 9 0 | 4 6 0 |
| Other cap solderers | | 4 12 0 | 4 9 0 |
| (c) Galvanizing. | | | |
| Galvanizer | | 5 2 0 | 4 19 0 |
| Tinners and grease tinners | | 4 16 0 | 4 13 0 |
| Assistant working over metal pot | | 4 14 0 | 4 11 0 |
| All other male adults | | 4 9 0 | 4 6 0 |
| (d) Painting and Enamelling. | | | |
| Stencil cutter | | 5 3 0 | 5 0 0 |
| Mixer | | 4 12 0 | 4 9 0 |
| Fuser | | 4 12 0 | 4 9 0 |
| Pickler | | 4 12 0 | 4 9 0 |
| Liquidizer | | 4 9 0 | 4 6 0 |
| (e) Japanning. | | | |
| Artistic japanners and goldworkers | | 5 4 0 | 5 1 0 |
| Spray operators | | 4 16 0 | 4 13 0 |
| Grainers, liners, and fillers | | 4 12 0 | 4 9 0 |
| Painters and lacquerers | | 4 12 0 | 4 9 0 |
| Dippers | | 4 11 0 | 4 8 0 |
| All others | | 4 4 0 | 4 1 0 |

(3)

APPRENTICESHIP.

(a) Minors shall not be engaged in the following occupation except under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination:—(a) Sheet-metal work—first-class bench work.

(b) The proportion of apprentices who may be taken by any employer shall be as follows:—One apprentice for every three, or fraction of three, tradesmen.

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.

(c) The periods of apprenticeship shall be as follow:—If the apprentice when articulated is under the age of seventeen, five years; if over the age of seventeen, four or five years, at the option of the contracting parties.

(d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(e) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.

(f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

SCHEDULE—continued.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

| Wages. | | | | | | | | | | Per Week of 44 Hours |
|---|----|----|----|----|----|----|----|----|----|-------------------------|
| (g) Five-year terms— | | | | | | | | | | |
| 1st year | .. | .. | .. | .. | .. | .. | .. | .. | .. | s. d. 15 0 |
| 2nd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 21 6 |
| 3rd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 37 0 |
| 4th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 |
| 5th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 76 6 |
| Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of seventeen years— | | | | | | | | | | |
| 1st year | .. | .. | .. | .. | .. | .. | .. | .. | .. | s. d. 18 0 |
| 2nd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 36 6 |
| 3rd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 61 0 |
| 4th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | 76 6 |

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in Clause 13 (a) to the number of four days per annum.

(i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(j) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(k) An apprentice shall not work under any system of payments by results.

(l) 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.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, 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.

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

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

(p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(q) 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.

(4) FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(a) Adult female labour may be employed in such work in the sheet-metal and canister-making industry in which females were employed at the time of the making of this Determination.

The wages of adult females shall be at the following weekly rates of wage:—

| | Weekly Hiring. | Hourly Hiring. |
|---|-------------------|-------------------|
| | s. d. | s. d. |
| If of less than twelve months' experience | 52 0 | 55 2 |
| If of twelve months' or more experience | 59 3 | 62 10 |

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|---|-------------------|-------------------|
| | s. d. | s. d. |
| 1st year's experience | 14 0 | 15 0 |
| 2nd year's experience | 18 9 | 20 1 |
| 3rd year's experience | 30 6 | 32 5 |
| 4th year's experience | 38 6 | 40 11 |
| 5th year's experience | 44 0 | 46 9 |
| Thereafter until reaching 21 years of age | 49 3 | 52 3 |

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in Clause 16 of this Determination) in all occupations including as to employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|-------------------------------|-------------------|-------------------|
| | s. d. | s. d. |
| 1st year's experience | 15 6 | 16 8 |
| 2nd year's experience | 24 6 | 26 0 |
| 3rd year's experience | 33 6 | 35 7 |
| 4th year's experience | 45 3 | 48 1 |
| 5th year's experience | 57 9 | 61 4 |
| 6th year's experience | 67 0 | 71 2 |
| 7th year's experience | 71 3 | 75 8 |

SCHEDULE—continued.

For the purpose of this and the immediately preceding sub-clause "experience" shall mean any form of employment in any branch covered by this Determination.

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in Clause 16) in all occupations covered by this Determination for which apprenticeship is not provided at the following weekly rates of wage:—

| | Weekly Hiring. | Hourly Hiring. |
|---|-------------------|-------------------|
| | s. d. | s. d. |
| Under sixteen years of age | 17 0 | 18 3 |
| Sixteen and under seventeen years of age | 27 3 | 28 11 |
| Seventeen and under eighteen years of age | 48 3 | 51 3 |
| Eighteen and under nineteen years of age | 61 0 | 64 9 |
| Nineteen and under 21 years of age | 73 6 | 78 0 |

Subject to the minimum payments herein, females and juniors under this clause may be employed on piecework rates.

Clauses (5) to (18) inclusive of the Determination as published in *Government Gazette* No. 149 of the 4th May, 1940, shall remain in force.

WHARF AND JETTIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 184 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

| Apprentices and Improvers. | Other Employees. | Wages. | |
|---|---|---------------------------------------|------------------------------------|
| | | Where One Shift only is Worked. | Where Two Shifts are Worked. |
| | | s. d. | s. d. |
| WAGES. | | | |
| Under 16 years of age | Foreman | 121 3 | 126 3 |
| " 17 " " " | Leading hand, i.e., a person in charge of not less than— | | |
| " 18 " " " | (a) three nor more than ten employees | 115 3 | 120 3 |
| " 19 " " " | (b) eleven nor more than fifteen employees | 118 3 | 123 3 |
| " 20 " " " | Pile-driver | 111 0 | 116 0 |
| " 21 " " " | Pile-driver's offsider | 95 0 | 100 0 |
| | Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways | 109 3 | 114 3 |
| | Oxy acetylene burner on demolition work | 109 3 | 114 3 |
| | Saw sharpener | 108 6 | 113 6 |
| | Machine borer | 95 0 | 100 0 |
| | Cleater | 92 0 | 97 0 |
| | Cradler or squarer | 92 0 | 97 0 |
| | Hand borer | 90 0 | 95 0 |
| | Wharf carpenter's assistant | 90 0 | 95 0 |
| | Dumper | 87 6 | 92 6 |
| | Other demolition workers | 84 0 | 89 0 |
| | All others | 84 0 | 89 0 |
| | CONCRETE WORK. | | |
| | Pneumatic pick user or jack hammer-man | 93 0 | 98 0 |
| | Concrete floater | 92 0 | 97 0 |
| | Mixer operator | 92 0 | 97 0 |
| | Men filling moulds | 90 0 | 95 0 |
| | Gaugers, i.e., persons filling gauged barrows or boxes | 90 0 | 95 0 |
| | Other mixers | 90 0 | 95 0 |
| | Men employed on reinforcements | 84 0 | 89 0 |
| | Barrowmen or general labourers | 84 0 | 89 0 |
| PROPORTION (in any place). | | | |
| Apprentices. | | | |
| One apprentice to every three or fraction of three workers receiving not less than 84s. per week of 44 hours. | | | |
| Improvers. | | | |
| Three improvers to every four or fraction of four workers receiving not less than 84s. per week of 44 hours. | | | |

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 184 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

WOODWORKERS BOARD.

Clauses (2) (a) and (2) (b) of the Determination published in *Government Gazette* No. 157 of the 9th May, 1940, shall be replaced by the following clauses:—

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods).

| | Employed in the Bush or at Bush Sawmills. | Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Milderura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.) |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| Blacksmith | 5 7 0 | 5 8 0 | 5 5 0 |
| Driver of caterpillar tractor | 4 19 6 | .. | .. |
| Glazier (first class) | 5 5 0 | 5 6 0 | 5 3 0 |
| Glazier (other than first class) | 4 15 0 | 4 16 0 | 4 13 0 |
| Painter | 4 15 0 | 4 16 0 | 4 13 0 |
| Mantelpiece maker | 5 2 0 | 5 3 0 | 5 0 0 |
| Millwright | 5 10 0 | 5 11 0 | 5 8 0 |
| Watchman | 4 11 0 | .. | .. |
| Storeman and packer | 4 7 0 | 4 8 0 | 4 5 0 |
| Truck builder and/or repairer | 5 1 0 | .. | .. |
| Broad axeman | 5 9 0 | 5 10 0 | 5 7 0 |
| Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive | 5 1 0 | .. | .. |
| Brakesman on log or timber truck | 4 15 0 | .. | .. |
| Leading hand (see definition, Clause 23) | .. | .. | .. |
| Splitter, packing | 4 9 0 | 4 10 0 | 4 7 0 |
| Splitter of billets for staves | 4 10 0 | 4 11 0 | 4 8 0 |
| Splitter, spoke stave and piling | 4 12 0 | 4 13 0 | 4 10 0 |
| Other splitters | 4 12 0 | 4 13 0 | 4 10 0 |
| Spotter at spot mills | 5 1 0 | .. | .. |
| Timber bender by hand | 4 15 0 | 4 16 0 | 4 13 0 |
| Timber or log trucker on haulage by winch on tram line | 4 13 0 | .. | .. |
| Timber or log trucker on haulage by winch on tram line (where permanently employed as such) | 4 15 0 | .. | .. |
| Loading or turning sleepers over 5 feet long or loading logs | 4 10 6 | .. | .. |
| Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof | 4 18 0 | 4 19 0 | 4 16 0 |
| Platelayer | 4 11 0 | .. | .. |
| Carter and driver—bullock team—bush | 5 3 0 | .. | .. |
| Carter and driver—bush— | .. | .. | .. |
| (a) driver of one or two horses | 4 11 0 | .. | .. |
| (b) driver of three horses | 4 14 0 | .. | .. |
| (c) driver of more than three horses | 4 17 0 | .. | .. |
| (d) driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday. | .. | .. | .. |
| (e) driver grooming and feeding more than two horses outside ordinary hours—2s. per day extra and 2s. for Sunday. | .. | .. | .. |
| Crane attendant or dogman— | .. | .. | .. |
| (a) working up to a height of 40 feet | 4 9 0 | 4 10 0 | 4 7 0 |
| (b) working at a height over 40 feet | 4 11 0 | 4 12 0 | 4 9 0 |
| Faller | 5 1 0 | .. | .. |
| Hookman and/or log yardman | 4 11 0 | 4 12 0 | 4 9 0 |
| Landing builder or repairer | 4 11 0 | 4 12 0 | 4 9 0 |
| Landing builder or repairer—man in charge of | 4 17 0 | 4 18 0 | 4 15 0 |
| Orderman | 4 16 0 | 4 17 0 | 4 14 0 |
| Tallyman and/or measurer | 4 18 0 | 4 17 0 | 4 14 0 |
| Ropeman or shoeman | 5 1 0 | 5 2 0 | 4 19 0 |
| Offsider to ropeman or shoeman | 4 9 0 | 4 10 0 | 4 7 0 |
| Saw doctor | 5 16 0 | 5 17 0 | 5 14 0 |
| Saw sharpener (exclusively employed as such) | 4 19 0 | 5 0 0 | 4 17 0 |
| Grinder (exclusively employed or as a principal duty grinding knives and cutters) | 5 8 0 | 5 7 0 | 5 4 0 |
| Water dogman | 4 14 0 | .. | .. |
| River logman | 4 9 0 | .. | .. |
| Stacker for seasoning by means of stripping | 4 10 0 | 4 11 0 | 4 8 0 |
| Block stacker to height of over 6 feet | 4 5 0 | 4 6 0 | 4 3 0 |
| Tramway builder or repairer | 4 10 0 | .. | .. |
| Tramway builder or repairer—man in charge of | 4 16 0 | .. | .. |
| Sawing employees— | .. | .. | .. |
| (a) Log band sawyer | 5 10 0 | 5 11 0 | 5 8 0 |
| (b) Twin or vertical sawyer who breaks down logs and cuts planks to a finished size | 5 10 0 | 5 11 0 | 5 8 0 |
| (c) Stave cutting sawyer | 5 3 0 | 5 4 0 | 5 1 0 |
| (d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) | .. | 5 2 0 | 4 19 0 |
| (ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere) | 5 0 0 | .. | 4 18 0 |
| (e) Flitching frame sawyer | 4 19 0 | 5 0 0 | 4 17 0 |
| (f) No. 1 Benchman | 5 10 0 | 5 11 0 | 5 8 0 |
| (g) No. 2 Benchman | 5 3 0 | 5 4 0 | 5 1 0 |
| (h) No. 3 Benchman | 4 16 0 | 4 17 0 | 4 14 0 |
| (i) No. 4 Benchman | 4 9 0 | 4 10 0 | 4 7 0 |
| (j) Gang frame sawyer | 4 17 0 | 4 18 0 | 4 15 0 |
| (k) Dockerman and/or tallyman where two or more dockers— | .. | .. | .. |
| (i) Main dockerman | 4 13 0 | 4 14 0 | 4 11 0 |
| (ii) Dockerman, other than main | 4 8 0 | 4 9 0 | 4 6 0 |
| (iii) Responsible man at main dockerman | 4 16 0 | 4 17 0 | 4 14 0 |
| (iv) Responsible man at dockerman other than main | 4 11 0 | 4 12 0 | 4 9 0 |
| (l) Dockerman and/or tallyman where only one dockerman | 4 11 0 | 4 12 0 | 4 9 0 |

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods)—continued.

| | Employed in the Bush or at Bush Sawmills. | Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.) |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| (m) Steam or other power-driven crosscut sawyer | 4 15 0 | 4 16 0 | 4 13 0 |
| (n) Ripper or crosscut cutting wood blocks | 4 9 0 | 4 10 0 | 4 7 0 |
| (o) Puller out No. 1 Bench— | | | |
| (i) Single handed on dead roller | 5 1 0 | 5 2 0 | 4 19 0 |
| (ii) On dead or manually operated roller where not single handed .. | 4 13 0 | 4 14 0 | 4 11 0 |
| (iii) Power driven (other than manual power) or friction feed .. | 4 10 0 | 4 11 0 | 4 8 0 |
| (p) Handelman or leverman No. 1 Bench | 4 10 0 | 4 11 0 | 4 8 0 |
| (q) Puller out No. 2 Bench— | | | |
| (i) Single handed on dead roller | 4 15 0 | 4 16 0 | 4 13 0 |
| (ii) On dead or manually operated roller where not single handed .. | 4 10 0 | 4 11 0 | 4 8 0 |
| (iii) Power driven (other than manual power) or friction feed .. | 4 8 6 | 4 9 8 | 4 6 6 |
| (r) Handelman or leverman No. 2 Bench | 4 8 6 | 4 9 8 | 4 6 6 |
| (s) Setter on log band saw carriage | 4 11 0 | 4 12 0 | 4 9 0 |
| (t) Setter on other saw carriage | 4 10 0 | 4 11 0 | 4 8 0 |
| (u) Puller out or assistant, No. 3 Bench | 4 7 0 | 4 8 0 | 4 5 0 |
| (v) Roller re-cut band sawyer using blade over 3 inches in width .. | 5 4 0 | 5 5 0 | 5 2 0 |
| (w) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act | 5 3 0 | 5 4 0 | 5 1 0 |
| (x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw | 4 17 0 | 4 18 0 | 4 15 0 |
| (y) Circular sawyer if cutting a depth of or over 7½ inches | 5 4 0 | 5 5 0 | 5 2 0 |
| (z) Circular sawyer if cutting a depth of under 7½ inches | 4 17 0 | 4 18 0 | 4 15 0 |
| (aa) Edger sawyer to log band sawyer | 5 3 0 | 5 4 0 | 5 1 0 |
| (ab) Breaking down bench sawyer (cities and towns) | .. | 5 2 0 | 4 19 0 |
| (ac) Other breaking down bench sawyers | 4 19 0 | 5 0 0 | 4 17 0 |
| (ad) Frame sawyer if cutting a depth of or over 18 inches | 4 18 0 | 4 19 0 | 4 16 0 |
| (ae) Frame sawyer if cutting a depth of less than 18 inches | 4 14 0 | 4 15 0 | 4 12 0 |
| (af) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act | 5 3 0 | 5 4 0 | 5 1 0 |
| (ag) Detail band or jig sawyer if not brazing or sharpening his own saw .. | 4 17 0 | 4 18 0 | 4 15 0 |
| (ah) Sawyer cutting detail work | 5 3 0 | 5 4 0 | 5 1 0 |
| (ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting) | 4 18 0 | 4 19 0 | 4 16 0 |
| (aj) Crosscut sawyer, cabinet furniture or joinery work | 4 17 0 | 4 18 0 | 4 15 0 |
| (ak) Crosscut sawyer not provided for elsewhere herein | 4 11 0 | 4 12 0 | 4 9 0 |
| (al) Case or box bench sawyer flattening off up to 2 inches in thickness .. | 4 8 0 | 4 9 0 | 4 6 0 |
| (am) Puller out at log band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches | 4 10 0 | 4 11 0 | 4 8 0 |
| (an) Puller out, dogger or wedger up—any breaking down saw | 4 10 0 | 4 11 0 | 4 8 0 |
| Machinists operating the following:— | | | |
| (a) Shaper, Boulton's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer | 5 7 0 | 5 8 0 | 5 5 0 |
| (a1) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 4 18 0 | 4 19 0 | 4 16 0 |
| (b) Any automatic lathe (including variety turning, copying, spoke turning or any other) machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 5 7 0 | 5 8 0 | 5 5 0 |
| (c) Moulding machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 5 4 0 | 5 5 0 | 5 2 0 |
| (d) Moulding machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act | 4 18 0 | 4 19 0 | 4 16 0 |
| (e) Moulding machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator .. | 4 9 0 | 4 10 0 | 4 7 0 |
| (f) Planing machine (one, two, three or more heads) or veneer lathe where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 5 2 0 | 5 3 0 | 5 0 0 |
| (g) Any machine in the last preceding paragraph (other than a single-sided planer in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act | 4 16 0 | 4 17 0 | 4 14 0 |
| (g1) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine | 4 19 0 | 5 0 0 | 4 17 0 |
| (h) Tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 5 1 0 | 5 2 0 | 4 19 0 |
| (h1) Tenoning machine (other than in case or boxmaking) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act | 4 16 0 | 4 17 0 | 4 14 0 |
| (i) Tenoning machine or single-sided planer (in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act | 4 13 0 | 4 14 0 | 4 11 0 |

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods)—continued.

| | Employed in the Bush or at Bush Sawmills. | Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.) |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| (j) Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator | 4 9 0 | 4 10 0 | 4 7 0 |
| (k) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery or cabinet work), cross grainer, lock angle machine or spoke throater where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 4 19 0 | 5 0 0 | 4 17 0 |
| (l) Dovetailing machine for box or case making where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 4 16 0 | 4 17 0 | 4 14 0 |
| (m) Any machine in the preceding paragraphs (k) or (l) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act | 4 11 0 | 4 12 0 | 4 9 0 |
| (n) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine where the machinist is ever required to set up his machine or to grind his knives and cutters and then only from such time as he is required so to act | 4 11 0 | 4 12 0 | 4 9 0 |
| (o) Any machine in the preceding paragraphs (a)l, (b), (f), (k) or (n) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine | 4 7 0 | 4 8 0 | 4 5 0 |
| (p) Timber bending machine | 4 14 0 | 4 15 0 | 4 12 0 |
| (q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood) | 4 14 0 | 4 15 0 | 4 12 0 |
| (r) Belt sander in the making of plywood | 4 11 0 | 4 12 0 | 4 9 0 |
| (s) Plywood machine—press operator on | 4 10 0 | 4 11 0 | 4 8 0 |
| (t) Equalizer cutting plywood with parallel saws | 4 10 0 | 4 11 0 | 4 8 0 |
| (u) Box lacing machine | 4 11 0 | 4 12 0 | 4 9 0 |
| (v) Box nailing machine | 4 10 0 | 4 11 0 | 4 8 0 |
| (w) Box printing machine | 4 9 0 | 4 10 0 | 4 7 0 |
| Box, case or crate finisher | 4 12 0 | 4 13 0 | 4 10 0 |
| Box, case or crate maker and/or repairer (manual) | 4 16 0 | 4 17 0 | 4 14 0 |
| Bench hand hoop ironing boxes, cases or crates | 4 16 0 | 4 17 0 | 4 14 0 |
| Core layer or corefeeder or centre layer or other person responsible for glue spreading on plywood or veneer gluing machine | 4 10 0 | 4 11 0 | 4 8 0 |
| Rigger or tree climber | 5 8 0 | .. .. | .. .. |
| All others | 4 3 0 | 4 4 0 | 4 1 0 |

(2) (b)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (engaged in the making of sporting goods).

| | Employed in the Bush or at Bush Sawmills. | Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.) |
|--|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| Adult Employees—(engaged in the making of sporting goods)— | | | |
| (a) Sawyer cutting to a depth of $4\frac{1}{2}$ inches or over, not being a band or jig sawyer | 4 17 0 | 4 18 0 | 4 15 0 |
| (b) Sawyer cutting to a depth of less than $4\frac{1}{2}$ inches, not being a band or jig sawyer | 4 14 0 | 4 15 0 | 4 12 0 |
| (c) Sawyer, band or jig, using saw of 1 inch wide or under | 4 9 0 | 4 10 0 | 4 7 0 |
| (d) Such band or jig sawyer who sharpens and brazes his own saws | 4 15 0 | 4 16 0 | 4 13 0 |
| (e) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 5 7 0 | 5 8 0 | 5 5 0 |
| (f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act | 4 17 0 | 4 18 0 | 4 15 0 |
| (g) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator | 4 11 0 | 4 12 0 | 4 9 0 |
| (h) Wood turner | 5 7 0 | 5 8 0 | 5 5 0 |
| (i) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 5 7 0 | 5 8 0 | 5 5 0 |
| (j) Such wood turner machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act | 4 17 0 | 4 18 0 | 4 15 0 |
| (k) Such wood turner machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator, and any adult wood turner machinist turning only small plugs for golf shafts | 4 7 0 | 4 8 0 | 4 5 0 |

SCHEDULE (continued).

WOODWORKERS BOARD—continued.

(2) (b)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (engaged in the making of sporting goods)—continued.

| | Employed in the Bush or at Bush Sawmills. | Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.) |
|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| (d) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 5 7 0 | 5 8 0 | 5 5 0 |
| (m) Such router machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act | 4 17 0 | 4 18 0 | 4 18 0 |
| (n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 4 17 0 | 4 18 0 | 4 15 0 |
| (o) Such router machinist where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator | 4 7 0 | 4 8 0 | 4 5 0 |
| (p) Buzzer or jointer machinist (using straight irons) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 4 19 0 | 5 0 0 | 4 17 0 |
| (q) Such buzzer or jointer machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act | 4 11 0 | 4 11 0 | 4 9 0 |
| (r) Such buzzer or jointer machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator | 4 7 0 | 4 8 0 | 4 5 0 |
| (s) Roller fed single headed planer machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act | 5 2 0 | 5 3 0 | 5 0 0 |
| (t) Roller fed single headed planer machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act | 4 13 0 | 4 14 0 | 4 11 0 |
| (u) Roller fed single headed planer machinist where he is never required to grind his knives and cutters nor to set up his machine, but is merely an operator | 4 7 0 | 4 8 0 | 4 5 0 |
| (v) Tennis, squash, or badminton racquet rim bender | 4 14 0 | 4 15 0 | 4 12 0 |
| (w) Hockey "U" bender | 4 14 0 | 4 15 0 | 4 12 0 |
| (x) Lacrosse stick bender | 4 14 0 | 4 15 0 | 4 12 0 |
| (y) Belt sander | 4 14 0 | 4 15 0 | 4 12 0 |
| (z) Other sander | 4 11 0 | 4 12 0 | 4 9 0 |
| (aa) Cane stripper machinist | 4 7 0 | 4 8 0 | 4 5 0 |
| (ab) Rim gluer machinist who does not bend | 4 7 0 | 4 8 0 | 4 5 0 |
| (ac) Borer slotting or grooving machinist who is ever required to set up his machine, and then only from such time as he is required so to act | 4 7 0 | 4 8 0 | 4 5 0 |
| (ad) Person employed in finishing with hand tools one part only of any wooden or partly wooden sporting goods, for example, such a part as the overlay, handle, throat, or bow in racquet frames | 4 11 0 | 4 12 0 | 4 9 0 |
| (ae) Person employed in so finishing more than one such part | 4 15 0 | 4 16 0 | 4 13 0 |
| (af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof | 4 19 0 | 5 0 0 | 4 17 0 |
| (ag) Person fitting by means of any hand tools component parts of wooden or partly wooden sporting goods, for example, such parts as the steel or other handles or shafts, sole plates, faces of fibre, or other material in golf clubs, but not persons merely assembling and fastening such parts | 4 11 0 | 4 12 0 | 4 9 0 |
| (ah) Spray gun operator (male) | 4 11 0 | 4 12 0 | 4 9 0 |
| (ai) Spray gun operator (female) | 2 8 0 | 2 8 6 | 2 7 0 |
| (aj) Liner (male) | 5 7 0 | 5 8 0 | 5 5 0 |
| (ak) Liner (female) | 2 17 0 | 2 17 6 | 2 16 0 |
| (al) Outliner (male) | 4 9 0 | 4 10 0 | 4 7 0 |
| (am) Outliner (female) | 2 7 0 | 2 7 6 | 2 6 0 |
| (an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods | 5 7 0 | 5 8 0 | 5 5 0 |
| (ao) Gripper who does not cut to shape, but winds on leather strips to formed or shaped grips of wooden sporting goods | 4 9 0 | 4 10 0 | 4 7 0 |
| (ap) Person sanding rubbing down and polishing in the finishing of sporting goods by hand or machine after lacquering or other coated finish | 4 6 0 | 4 7 0 | 4 4 0 |
| (aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods | 4 5 0 | 4 6 0 | 4 3 0 |
| (ar) Racquet stringer and/or repairer | 5 3 0 | 5 4 0 | 5 1 0 |
| (as) Cricket bat maker who makes cricket bats throughout | 5 7 0 | 5 8 0 | 5 5 0 |
| (at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads) | 5 7 0 | 5 8 0 | 5 5 0 |
| (au) Person checking and inspecting | 4 9 0 | 4 10 0 | 4 7 0 |
| (av) All others (males) | 4 3 0 | 4 4 0 | 4 1 0 |
| (aw) All others (females), see clause 15 (b) | 2 6 0 | 2 6 6 | 2 5 0 |

Clauses (2) (c) to (30) inclusive of the Determination as published in *Government Gazette* No. 157 of 9th May, 1940, shall remain in force.

