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[1941

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 May, 1941, as set out in the Schedule hereto:—

Dated at Melbourne, this
30th day of April, 1941.

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 16 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 84/- per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 84/- 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.

SCHEDULE—*continued.*AERATED WATER TRADE BOARD—*continued.*

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 7 0 | 5 14 0 | 5 4 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 17 0 | 5 4 0 | 4 14 0 |
| Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine | 4 12 0 | 4 10 0 | 4 9 0 |
| Employee bottling aerated or carbonated waters | 4 9 6 | 4 16 6 | 4 6 6 |
| Employee engaged in handling Glauber Salts | 4 9 6 | 4 16 6 | 4 6 6 |
| All other male adults | 4 7 0 | 4 14 0 | 4 4 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:—
(2)

| | 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 7 0 | 5 4 0 | <i>Wood Mill Section—continued.</i> | | | |
| Bulldozers | 4 19 0 | 4 16 0 | | Moulding machinists (where the machinists set up their machines and grind their knives or cutters) | 5 5 0 | 5 2 0 |
| Blacksmiths' strikers | 4 13 0 | 4 10 0 | | Moulder machinists (where the machinists set up their machines only) | 4 19 0 | 4 16 0 |
| Blacksmiths' strikers (on double fires) | 4 15 0 | 4 12 0 | | Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters) | 5 2 0 | 4 19 0 |
| Carpenters engaged on agricultural implement making (including tool allowance) | 5 7 0 | 5 4 0 | | Buzzer machinists (only operating or feeding machines) | 4 13 0 | 4 10 0 |
| Agricultural implement fitters and comb fitters | 5 2 0 | 4 19 0 | | Thickneser machinists | 4 13 0 | 4 10 0 |
| Agricultural implement fitters and comb fitters (after two years' experience) | 5 5 0 | 5 2 0 | | Tononing machinists (only operating or feeding machines) | 4 13 0 | 4 10 0 |
| Pattern fitters and finishers | 5 5 0 | 5 2 0 | | Tononing machinists (using straight irons and setting up machines and grinding knives and cutters) | 5 2 0 | 4 19 0 |
| Plough fitters | 5 0 0 | 4 17 0 | | Boring and drilling machinists | 4 13 0 | 4 10 0 |
| Assemblers | 4 14 6 | 4 11 6 | | Bending machinists | 4 17 0 | 4 14 0 |
| Assemblers (after two years' experience) | 4 18 0 | 4 15 0 | | Mortising machinists | 4 13 0 | 4 10 0 |
| Windmill erectors | 5 2 0 | 4 19 0 | | Sanding machinists | 4 17 0 | 4 14 0 |
| Windmill makers other than fitters | 5 1 0 | 4 18 0 | | Timber markers | 4 13 0 | 4 10 0 |
| Wheel rimmers | 5 2 0 | 4 19 0 | | Pulling-out machinists | 4 13 0 | 4 10 0 |
| Furnacemen on small rivet heating or bolt heating | 4 15 0 | 4 12 0 | | Band sawyers | 4 19 0 | 4 16 0 |
| Furnacemen's assistants | 4 13 0 | 4 10 0 | | Circular sawyers | 4 17 0 | 4 14 0 |
| Dressers and fettlers | 4 15 0 | 4 12 0 | | Crosscut sawyers | 4 13 0 | 4 10 0 |
| Grinders and emery-wheel attendants | 4 15 0 | 4 12 0 | | Casomaking sawyers | 4 13 0 | 4 10 0 |
| Grinders (using portable machine) | 4 17 0 | 4 14 0 | | Stackers | 4 13 0 | 4 10 0 |
| Heaters | 4 13 0 | 4 10 0 | | | | |
| Picklers | 4 10 0 | 4 7 0 | | | | |
| Hammer drivers | 4 15 0 | 4 12 0 | | | | |
| Wire weavers | 4 13 0 | 4 10 0 | | | | |
| Painters (brush hand) | 4 13 0 | 4 10 0 | | | | |
| Spray painters | 4 17 0 | 4 14 0 | | | | |
| Paint dippers and mixers | 4 10 0 | 4 7 0 | | | | |
| Writers and liners | 5 2 0 | 4 19 0 | | | | |
| Wire drawers | 4 13 0 | 4 10 0 | | | | |
| Chippers | 4 13 0 | 4 10 0 | | | | |
| Sand and shot blast dressers | 4 17 0 | 4 14 0 | | | | |
| Dismantlers | 4 13 0 | 4 10 0 | | | | |
| Checkers | 4 15 0 | 4 12 0 | | | | |
| Inspectors | 4 15 0 | 4 12 0 | | | | |
| Storemen and packers | 4 10 6 | 4 7 6 | | | | |
| Process workers | 4 13 0 | 4 10 0 | | | | |
| Patternmakers | 6 3 0 | 6 0 0 | | | | |
| All others | 4 7 0 | 4 4 0 | | | | |
| <i>Machinists.</i> | | | | | | |
| 1st class | 5 14 0 | 5 11 0 | | | | |
| 2nd class | 5 5 0 | 5 2 0 | | | | |
| 3rd class | 4 19 0 | 4 16 0 | | | | |
| Drillers | 4 15 0 | 4 12 0 | | | | |
| Die setters and machine setters | 4 17 0 | 4 14 0 | | | | |
| Machinists coming within the definition of process workers | 4 13 0 | 4 10 0 | | | | |
| <i>Welders.</i> | | | | | | |
| 1st class | 5 17 0 | 5 14 0 | | | | |
| 2nd class | 4 19 0 | 4 16 0 | | | | |
| 3rd class | 4 15 0 | 4 12 0 | | | | |
| Tack welders | 4 17 0 | 4 14 0 | | | | |
| <i>Sheet Metal Workers.</i> | | | | | | |
| 1st class bench hand | 5 12 0 | 5 9 0 | | | | |
| 2nd class bench hand | 5 5 0 | 5 2 0 | | | | |
| <i>Wood Mill Section.</i> | | | | | | |
| Saw doctors | 5 17 0 | 5 14 0 | | | | |
| Casomakers | 4 19 0 | 4 16 0 | | | | |
| Shaper machinists (wood) | 5 8 0 | 5 5 0 | | | | |
| Turners | 5 8 0 | 5 5 0 | | | | |

(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 | 28 3 | 29 11 |
| 17 and under 18 years of age | 50 0 | 53 0 |
| 18 and under 19 years of age | 63 3 | 67 0 |
| 19 and under 21 years of age | 76 3 | 80 9 |
| In all occupations except blacksmithing, bulldozing, and work associated therewith— | | |
| 1st year's experience | 15 6 | 16 8 |
| 2nd year's experience | 25 3 | 26 0 |
| 3rd year's experience | 34 9 | 36 10 |
| 4th year's experience | 47 0 | 49 10 |
| 5th year's experience | 59 9 | 63 4 |
| 6th year's experience | 73 9 | 78 2 |
| <i>Adult Females.</i> | | |
| If of less than twelve months' experience | 54 0 | 57 2 |
| If of twelve months' experience or more | 61 3 | 64 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 | 31 9 | 33 8 |
| 4th year's experience | 40 0 | 43 5 |
| 5th year's experience | 45 9 | 48 6 |
| Thereafter until reaching the age of 21 years | 51 0 | 54 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.

SCHEDULE—continued.
ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 313 of the 23rd August, 1940, shall be replaced by the following clause.

(2)

| Apprentices or Improvers. | | | | Other Employees. | | | | | | |
|---|----|----|----|------------------|----|------------------|----|----|-----|---|
| WAGES PER WEEK. | | | | WAGES PER WEEK. | | | | | | |
| | | | | | | | | | | |
| Under 16 years of age | .. | .. | .. | 40 | 10 | Carcase skimmers | .. | .. | 113 | 0 |
| 16 years of age and under 17 years of age | .. | .. | .. | 44 | 1 | All others | .. | .. | 107 | 0 |
| 17 " " " 19 " " " | .. | .. | .. | 57 | 0 | | | | | |
| 19 " " " 20 " " " | .. | .. | .. | 65 | 6 | | | | | |
| 20 " " " 21 " " " | .. | .. | .. | 73 | 11 | | | | | |

PROPORTION (by any Employer).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 107s. per week.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.
One improver to every four workers receiving not less than 107s. per week.

Night Shift employees shall receive an additional 2/6 per week.

Clauses (3) to (9) inclusive of the Determination as published in *Government Gazette* No. 313, of the 23rd August, 1940, shall remain in force.

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 | 98 0 | 95 0 |
| Chill fitters called on to design and model | 110 0 | 107 0 |
| Other chill fitters | 98 0 | 95 0 |
| Machinists | 95 0 | 92 0 |
| Platers in charge | 107 0 | 104 0 |
| Polishers and grinders | 97 0 | 94 0 |
| Chippers and casters | 94 0 | 91 0 |
| Furnacemen | 94 0 | 91 0 |
| Bedstead fitters and mounters | 98 0 | 95 0 |
| Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters | 97 0 | 94 0 |
| Japanners and lacquerers | 95 0 | 92 0 |
| All others | 87 0 | 84 0 |

| (3) UNAPPRENTICED MALE JUNIORS AND FEMALES.. | | | | Weekly Hiring. | | Hourly Hiring. | |
|--|----|----|----|----------------|---|----------------|---|
| | | | | | | | |
| | | | | | | | |
| <i>(a) Junior Males.</i> | | | | <i>s. d.</i> | | <i>s. d.</i> | |
| Under 16 years of age | .. | .. | .. | 17 | 0 | 18 | 3 |
| 16 and under 17 years of age | .. | .. | .. | 28 | 6 | 30 | 3 |
| 17 " " 18 " " " | .. | .. | .. | 50 | 0 | 53 | 0 |
| 18 " " 19 " " " | .. | .. | .. | 63 | 0 | 67 | 0 |
| 19 " " 21 " " " | .. | .. | .. | 76 | 0 | 80 | 6 |
| <i>(b) Adult Females.</i> | | | | | | | |
| If of less than 12 months' experience | .. | .. | .. | 54 | 0 | 57 | 3 |
| Of 12 months' experience or more | .. | .. | .. | 61 | 3 | 64 | 9 |
| <i>(c) Junior Females.</i> | | | | | | | |
| 1st year's experience | .. | .. | .. | 14 | 0 | 15 | 0 |
| 2nd " " " | .. | .. | .. | 18 | 9 | 20 | 0 |
| 3rd " " " | .. | .. | .. | 31 | 9 | 33 | 9 |
| 4th " " " | .. | .. | .. | 39 | 9 | 42 | 3 |
| 5th " " " | .. | .. | .. | 45 | 6 | 48 | 3 |
| Thereafter until reaching 21 years | .. | .. | .. | 51 | 0 | 54 | 0 |

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.
BOILERMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 424 of the 19th December, 1940, shall be replaced by the following clauses:—

(2)

| Apprentices or Improvers. | | | | | Juvenile Workers, i.e., Persons under 21 Years of Age (other than Apprentices or Improvers). | | | |
|-----------------------------|----|----|----|----|--|----------------|----|----|
| Wages per Week of 44 Hours. | | | | | Wages per Week of 44 Hours. | | | |
| | | | | | Weekly Hiring. | Hourly Hiring. | | |
| | | | | | s. d. | s. d. | | |
| 1st year's experience | .. | .. | .. | .. | 15 | 6 | 16 | 8 |
| 2nd " | " | " | " | " | 25 | 3 | 26 | 9 |
| 3rd " | " | " | " | " | 34 | 9 | 36 | 10 |
| 4th " | " | " | " | " | 47 | 0 | 49 | 10 |
| 5th " | " | " | " | " | 59 | 9 | 63 | 4 |
| 6th " | " | " | " | " | 69 | 6 | 73 | 8 |
| 7th " | " | " | " | " | 73 | 9 | 78 | 2 |

PROPORTION.

Apprentices.
One apprentice to every two or fraction of two workers receiving not less than 117s. per week of 44 hours.
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.

Improvers.
One improver to the first four or fraction of four workers receiving not less than 96s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.

| Employed in— | | | | | Weekly Hiring. | Hourly Hiring. | | |
|---|----|----|----|----|----------------|----------------|----|----|
| (a) All operations in "manufacturing" as defined in this Determination— | | | | | s. d. | s. d. | | |
| 1st year's experience | .. | .. | .. | .. | 15 | 6 | 16 | 8 |
| 2nd " | " | " | " | " | 25 | 3 | 26 | 9 |
| 3rd " | " | " | " | " | 34 | 9 | 36 | 10 |
| 4th " | " | " | " | " | 47 | 0 | 49 | 10 |
| 5th " | " | " | " | " | 59 | 9 | 63 | 4 |
| 6th " | " | " | " | " | 69 | 6 | 73 | 8 |
| 7th " | " | " | " | " | 73 | 9 | 78 | 2 |
| (b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring— | | | | | s. d. | s. d. | | |
| Under 16 years of age | .. | .. | .. | .. | 17 | 0 | 18 | 3 |
| 16 years of age | .. | .. | .. | .. | 28 | 3 | 29 | 11 |
| 17 " | " | " | " | " | 50 | 0 | 53 | 0 |
| 18 " | " | " | " | " | 63 | 3 | 67 | 0 |
| 19 and 20 years of age | .. | .. | .. | .. | 76 | 3 | 80 | 9 |

(3)

| Other Employees. | Day Shift. | | |
|---|---|--------------|-------------------------|
| | Wages per Week of 44 Hours. | | |
| | Within a Radius of 20 Miles of G.P.O. Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warrnambool Post Offices. | At Yallourn. | Other Parts of Victoria |
| | £ s. d. | £ s. d. | £ s. d. |
| Tradesmen engaged in window-frame making | 5 17 0 | 6 3 6 | 5 14 0 |
| Assembler (not coming within definition of tradesman) engaged in window-frame making | 5 5 0 | 5 11 6 | 5 2 0 |
| Machinist—engaged in window-frame making— | | | |
| First class | 5 17 0 | 6 3 6 | 4 14 0 |
| Second class | 5 7 0 | 5 13 0 | 5 4 0 |
| Third class | 5 1 0 | 5 7 6 | 4 18 0 |
| Process worker engaged in window-frame making | 4 15 0 | 5 1 6 | 4 12 0 |
| Welder— | | | |
| First class (other than when using Cutler machine) | 6 0 0 | 6 6 6 | 5 17 0 |
| First class (using Cutler machine) | 5 9 0 | 5 15 6 | 5 6 0 |
| Second class | 5 1 0 | 5 7 6 | 4 18 0 |
| Third class | 4 17 0 | 5 3 6 | 4 14 0 |
| Tack welder | 4 19 0 | 5 5 6 | 4 16 0 |
| Tradesman employed in boilermaking, ship, bridge, and girder construction | 5 17 0 | 6 3 6 | 5 14 0 |
| Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making | 6 1 0 | 6 7 6 | 5 18 0 |
| Boilersmiths and/or angle-iron smiths | 6 0 0 | 6 6 6 | 5 17 0 |
| Plate setters and frame benders | 5 19 0 | 6 5 0 | 5 16 0 |
| Drillers using portable machines in boilermaking and ship construction | 5 14 0 | 6 0 6 | 5 11 0 |
| Drillers using stationary machines in boilermaking and ship construction | 4 17 0 | 5 3 6 | 4 14 0 |
| Tradesman employed on steel construction and/or standardized frame buildings made in quantities | 5 17 0 | 6 3 6 | 5 14 0 |
| Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making | 6 1 0 | 6 7 6 | 5 18 0 |
| Machinist— | | | |
| First class, employed on standardized frame buildings made in quantities | 5 3 0 | 5 9 6 | 5 0 0 |
| Second class, employed on standardized frame buildings made in quantities | 4 17 0 | 5 3 6 | 4 14 0 |
| Emery wheel attendant | 4 18 0 | 5 4 6 | 4 15 0 |
| Blacksmith's striker | 4 16 0 | 5 2 6 | 4 13 0 |
| Blacksmith's striker on double fires | 4 18 0 | 5 4 6 | 4 15 0 |
| Furnaceman | 5 2 0 | 5 8 6 | 4 19 0 |
| Attendants on small rivet heating or bolt beating or similar types of fires | 4 18 0 | 5 4 6 | 4 15 0 |
| Holder up | 4 18 0 | 5 4 6 | 4 15 0 |
| Benders of iron and steel frames used for reinforcing concrete | 4 18 0 | 5 4 6 | 4 15 0 |
| Painters of ironwork other than ship painters (brush) | 4 16 0 | 5 2 6 | 4 13 0 |

SCHEDULE—continued.
BOILERMAKERS BOARD—continued.

| Other Employees. | Day Shift. | | |
|---|---|--------------|-------------------------|
| | Wages per Week of 44 Hours. | | |
| | Within a Radius of 20 Miles of G.P.O., Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warramboul Post Offices. | At Yallourn. | Other Parts of Victoria |
| | £ s. d. | £ s. d. | £ s. d. |
| Painters of ironwork using spray | 4 17 0 | 5 3 6 | 4 14 0 |
| Friction saw operators | 4 16 0 | 5 2 6 | 4 13 0 |
| Cold saw operators | 4 18 0 | 5 4 6 | 4 15 0 |
| Dogman | 4 18 0 | 5 4 6 | 4 15 0 |
| Riggers and spicers except on ships and buildings | 4 18 0 | 5 4 6 | 4 15 0 |
| Riggers and spicers on ships and buildings | 5 2 0 | 5 8 6 | 4 19 0 |
| Cleaners and chippers (inside of boilers) | 5 2 0 | 5 8 6 | 4 19 0 |
| Workmen engaged directly assisting tradesmen, machinists, and welders | 4 16 0 | 5 2 6 | 4 13 0 |
| Labourers | 4 7 0 | 4 13 6 | 4 4 0 |
| Steel pipe making section— | | | |
| Pipe builders | 4 19 6 | 5 5 6 | 4 16 0 |
| Machine operators (in charge of machines) | 4 19 6 | 5 5 6 | 4 16 0 |
| Faucet maker in charge of furnace | 5 2 0 | 5 8 6 | 4 19 0 |
| Man assisting furnace faucet maker | 4 15 0 | 5 1 6 | 4 12 0 |
| Man in charge of ring-making machine | 4 19 0 | 5 5 6 | 4 16 0 |
| Man assisting at ring-making machine | 4 15 0 | 5 1 6 | 4 12 0 |
| Man on tar dip and sand rolling | 4 15 0 | 5 1 6 | 4 12 0 |

Leading hands—

In charge of not less than three and not more than ten employees, 6s. per week extra.
In charge of more than ten employees and not more than twenty employees, 12s. per week extra.
In charge of more than twenty employees, 18s. per week extra.

NOTE.—If the employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 5s. per week (see clause 13 (b)).

Clauses (4) to (19) inclusive of the Determination, as published in Government Gazette No. 424 of the 10th December, 1940, shall remain in force.

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.† | | | | | Improvers—FEMALES. | |
|-----------------------------|-----------------|--------------|--------------|-------------------|-----------------------------|-------|
| Wages per Week of 44 hours. | | | | | Wages per week of 44 hours. | |
| | Commencing Age. | | | | s. d. | s. d. |
| | Under 16 years. | 16 years. | 17 years. | 18 years or over. | | |
| 1st year | 14 3 | 20 9 | 20 9 | 30 6 | 19 0 | 20 9 |
| 2nd year | 20 9 | 30 0 | 30 6 | 40 9 | 24 3 | 27 6 |
| 3rd year— | | | | | 27 6 | 29 9 |
| 1st 6 months | 30 6 | 40 3 | 39 3 | 56 0 | 32 9 | 38 0 |
| 2nd 6 months | 30 6 | 40 3 | 39 3 | 64 9 | 42 0 | 42 0 |
| 4th year— | | | | | 42 0 | 42 0 |
| 1st 6 months | 40 3 | 46 9 | 56 0 | Minimum wage | 42 0 | 42 0 |
| 2nd 6 months | 40 3 | 46 9 | 64 9 | Minimum wage | 42 0 | 42 0 |
| 5th year— | | | | | 42 0 | 42 0 |
| 1st 6 months | 47 9 | 56 0 | Minimum wage | Minimum wage | 42 0 | 42 0 |
| 2nd 6 months | 47 9 | 64 9 | Minimum wage | Minimum wage | 42 0 | 42 0 |
| 6th year— | | | | | 42 0 | 42 0 |
| 1st 6 months | 56 0 | Minimum wage | Minimum wage | Minimum wage | 42 0 | 42 0 |
| 2nd 6 months | 64 9 | Minimum wage | Minimum wage | Minimum wage | 42 0 | 42 0 |
| Thereafter | | Minimum wage | Minimum wage | Minimum wage | 42 0 | 42 0 |

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.

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 | 19 0 |
| 2nd | 20 9 |
| 3rd | 24 3 |
| 4th | 27 6 |
| 5th | 29 9 |
| 6th | 32 9 |
| 7th | 38 0 |
| 8th | 42 0 |
| Thereafter | 57 3 |

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 57s. 3d. 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 57s. 3d. 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 57s. 3d. per week of 44 hours.

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

SCHEDULE—continued.
 BOOT BOARD—continued.
 Other Employees.

| MALES. | | Wages per week of 44 hours. s. d. | FEMALES. | | Wages per week of 44 hours. s. d. |
|--|-------|--|--|--|--|
| Pattern Cutting— | | | | | |
| Pattern Cutters or Designers | .. .. | 113 0 | (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. | | |
| Clicking— | | | | | |
| Clicking outsides (other than felt, fabric, sheep's roans or splits) | .. .. | 113 0 | (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. | | |
| Clicking felt, linings, fabrics, sheep's roans, splits— | .. .. | 110 0 | (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. | | |
| By hand | .. .. | 107 0 | (d) Females (i) with four years' experience employed on any form of sewing machine 62 6 | | |
| By machine | .. .. | 107 0 | (ii) Employed on any other machine 50 0 | | |
| All others | .. .. | 107 0 | (iii) Employed on any other work set out in clause 3 (Female Work) 57 3 | | |
| Stuff cutting— | | | | | |
| Cutting leather outsoles or insoles | .. .. | 110 0 | (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 57s. 3d., and thereafter the rate prescribed for their occupation. | | |
| Ranging by hand | .. .. | 110 0 | | | |
| All others | .. .. | 107 0 | | | |
| Making— | | | | | |
| All operatives except those for whom the rates herein after appearing are prescribed | .. .. | 113 0 | | | |
| Operator of bottom levelling machine | .. .. | 107 0 | | | |
| Operator of buzzer machine | .. .. | 107 0 | | | |
| Operator of loose nailing machine | .. .. | 107 0 | | | |
| Levelling by hand | .. .. | 107 0 | | | |
| Heeling by hand | .. .. | 107 0 | | | |
| Opening channels | .. .. | 107 0 | | | |
| Closing channels | .. .. | 107 0 | | | |
| Feathering | .. .. | 107 0 | | | |
| Turning pumps | .. .. | 107 0 | | | |
| Laying linings and shanking | .. .. | 107 0 | | | |
| Pulling up backs | .. .. | 107 0 | | | |
| Pulling on | .. .. | 107 0 | | | |
| Tingling and trimming (hand or machine) | .. .. | 107 0 | | | |
| Putting on heels and toe plates | .. .. | 107 0 | | | |
| Attaching wood heels by hand | .. .. | 107 0 | | | |
| Putting in stiffeners or toes | .. .. | 104 0 | | | |
| Putting in bottom fillings and shanks | .. .. | 104 0 | | | |
| Slipping off | .. .. | 104 0 | | | |
| Pulling out tacks | .. .. | 104 0 | | | |
| Stamping and sorting soles | .. .. | 104 0 | | | |
| Solutioning or cementing by hand or machine | .. .. | 104 0 | | | |
| Putting studs or bars on football boots | .. .. | 104 0 | | | |
| Finishing— | | | | | |
| Finishing right through by hand | .. .. | 113 0 | | | |
| Operating heel trimmer | .. .. | 113 0 | | | |
| Operating edge trimmer | .. .. | 113 0 | | | |
| Operating edge setter | .. .. | 113 0 | | | |
| Operating heel scourer | .. .. | 113 0 | | | |
| Operating Naumkeag machine and/or sandpapering machine | .. .. | 109 0 | | | |
| Slipping off | .. .. | 104 0 | | | |
| All others | .. .. | 107 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.

SCHEDULE—continued.

BRUSHMAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 21 of 29th January, 1941, shall be replaced by the following clause.

(2)

| WAGES. | | | | |
|---------------------------|--|---|---|--|
| APPRENTICES OR IMPROVERS. | | | JUVENILE WORKERS. | |
| Experience. | Wages per week of 44 hours. | | Experience. | |
| | Males. | Females. | | |
| 1st year | <i>s. d.</i> 18 0 | <i>s. d.</i> 18 0 | 1st year | |
| 2nd year | 24 0 | 24 0 | 2nd year | |
| 3rd year | 34 3 | 33 6 | 3rd year | |
| 4th year | } minimum wage or earnings on piece-work | 42 3 | 4th year | |
| 5th year | | and thereafter the minimum wage or full piece-work prices. | and thereafter the minimum wage or full piece-work prices. | |
| 6th year | | | | |

NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—
(a) Automatic boring and filling machines;
(b) Punching and stamping machines;
(c) Painting or varnishing brushware.

PROPORTION.
(Within any factory or place.)

APPRENTICES.
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piece-work prices not less than the minimum wage.

IMPROVERS.

Males.
One male improver to one or two }
Two to three }
Three to five } Male workers receiving not less
Four to nine } than 10s. per week of 44
Six to twelve } hours or earning full piece-
Seven to fifteen } work prices.
Nine to eighteen }

Females.
One female improver to one or two }
Two to three }
Three to five } Female workers receiving not
Four to nine } less than 5s. 6d. per week of
Six to twelve } 44 hour or earning full piece-
Seven to fifteen } work prices.
Nine to eighteen }

| Other Employees. | | Wages per week of 44 hours. |
|--|-------|-----------------------------|
| MALES. | | <i>s. d.</i> |
| Persons employed at— | | |
| Paint brush making .. .. | .. .. | 108 0 |
| Hair pan work .. .. | .. .. | 103 0 |
| Bass pan work .. .. | .. .. | 103 0 |
| Hair dressing and mixing .. .. | .. .. | 103 0 |
| Making twisted brushes .. .. | .. .. | 103 0 |
| Making wire brushes .. .. | .. .. | 103 0 |
| Bass broom drawing .. .. | .. .. | 103 0 |
| Finishing .. .. | .. .. | 103 0 |
| Boring .. .. | .. .. | 103 0 |
| Laquering or ducoing .. .. | .. .. | 103 0 |
| FEMALES. | | |
| Automatic boring and filling machinists .. .. | .. .. | 51 6 |
| Filling machinists .. .. | .. .. | 51 6 |
| Trimming machinists .. .. | .. .. | 51 6 |
| Boring machinists .. .. | .. .. | 51 6 |
| Bench drawing .. .. | .. .. | 53 6 |
| Treadle knot-sizing machinists .. .. | .. .. | 51 6 |
| Persons employed at laquering or ducoing .. .. | .. .. | 51 6 |

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 21 of the 29th January, 1941, shall remain in force provided that at the commencement of clause (9) the following expression shall be inserted:—"In addition to the piece-work prices set out in this clause a piece-worker shall be paid in the case of a male 3s. and in the case of a female 1s. 6d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

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. |
|--|-------|-----------------|
| | | <i>s. d.</i> |
| (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 .. | .. .. | 99 0 |
| (b) Builders' labourers in occupations other than those set out in sub-clause (a) .. .. | .. .. | 93 0 |

SCHEDULE—continued.
BUILDERS' LABOURERS BOARD—continued.

(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 6½ | 2 4½ |
| (b) If doing the work set out in (2) (b) above.. | 2 5 | 2 2½ |

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

CARDBOARD BOX TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 223 of the 6th June, 1940, shall be replaced by the following clause:—

(2)

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. | First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---|--|-------------------------------|---|--|-------------------------------|
| TABLE "A"—ADULT MALES. (All Sections other than Corrugated Board Section.) | | | TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.) | | |
| | | £ s. d. | | | £ s. d. |
| 1 | Guillotine machine operator | 5 2 0 | 1 | Female head packer when employed as such | 2 14 6 |
| 2 | Carton setter | 5 6 0 | 2 | Packer | 2 10 6 |
| 3 | Skilled hand ("skilled hand" means an adult employee whose duty it is to set for other employees the machines in the cardboard box department and/or in the carton department) | 5 2 0 | 3 | Female feeder employed on cylinder machine | 2 12 6 |
| 4 | Combination tube and shell machinist .. | 5 2 0 | 4 | Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material— | |
| 5 | Employee operating Staude and/or other automatic gluing machine | 4 17 0 | | (a) When covered with paper | 2 12 6 |
| 6 | Scoring and double-folding Staude gluer .. | 4 19 0 | | (b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) | 2 17 6 |
| 7 | Twin die-scoring, cutting, and printing slide machinist | 4 18 0 | 5 | Female employee— | |
| 8 | Cylinder press carton machinist | 5 4 0 | | (a) Controlling Stokes and Smith (or similar) covering machine | 2 14 6 |
| 9 | Crosland carton press machinist when machine is capable of taking a sheet 30 inches x 40 inches | 5 2 0 | | (b) Controlling and/or setting up Staude or International (or similar) gluing machine | 2 14 6 |
| 10 | Platen press or Armoury press carton machinist | 5 0 0 | | (c) Employed on any other machine used in cardboard box making or carton making | 2 10 6 |
| 11 | Two-way or double cutter and scorer machinist | 4 16 0 | 6 | Female carton maker, including puller out and stripper | 2 10 6 |
| 12 | One-way rotary cutter and scorer machinist .. | 4 18 0 | 7 | Female employee in connexion with corrugated boxes, including an employee on a taping machine | 2 11 6 |
| 13 | Gang slitting machinist | 4 15 0 | 8 | Female employee in charge of, or who supervises, directs, or is responsible for the work of— | |
| 14 | Mounting machinist | 4 12 0 | | (a) from three to eight employees (both inclusive) | 2 18 6 |
| 15 | Employee working any other kind of machine | 4 12 0 | | (b) from nine to fifteen employees (both inclusive) | 3 4 6 |
| 16 | Storeman | 4 12 0 | | (c) over fifteen employees | 3 10 6 |
| 17 | Packer and/or despatcher | 4 12 0 | 9 | Female employee not otherwise specified .. | 2 6 6 |
| 18 | Feeder on cylinder carton machines when printing more than one colour | 4 10 0 | | | |
| 19 | Any other adult male | 4 6 0 | | | |
| 20 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | | | | |
| Corrugated Board Section. | | | | | |
| 21 | Corrugated board machinist making two-faced boards | 5 0 0 | | | |
| 22 | Corrugated board machinist making one-faced boards | 4 15 0 | | | |
| 23 | Corrugated board printing machinist | 4 18 0 | | | |
| 24 | Corrugated board cutter and/or slotter .. | 4 12 0 | | | |
| 25 | Corrugated board sawyer | 4 15 0 | | | |
| 26 | Corrugated board scorer and slitter | 4 14 0 | | | |
| 27 | Automatic scorer and slotter and slitter .. | 4 14 0 | | | |
| 28 | Employee working any other kind of machine | 4 12 0 | | | |
| 29 | Storeman | 4 12 0 | | | |
| 30 | Packer and/or despatcher | 4 12 0 | | | |
| 31 | Any other adult male | 4 6 0 | | | |
| 32 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | | | | |

Clauses (3) to (33) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 223 of the 6th June, 1940, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 7s. 6d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 9s. 6d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.
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. | | — | |
| | <i>s. d.</i> | PROPORTION (in any place). | |
| Under 18 years of age | 39 6 | One improver to every worker receiving not less than 89s. per week of 46 hours. | |
| 18 to 19 years of age | 50 3 | NOTE.—The Board has determined that no apprentice shall be taken in the trade. | |
| 19 to 20 years of age | 62 0 | | |
| 20 to 21 years of age | 73 6 | | |

OTHER EMPLOYERS.

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. |
|---|---|--------------|---|
| | <i>s. d.</i> | <i>s. d.</i> | |
| Persons engaged weekly to take care of buildings which contain— | | | |
| 41 or more flats | 96 0 | 93 0 | |
| 21 to 40 flats | 92 0 | 89 0 | |
| 20 or less flats | 87 0 | 84 0 | |
| Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes | 87 0 | 84 0 | |
| Other caretakers of buildings in charge of— | | | |
| 11 or more cleaners | 124 6 | 121 6 | |
| 4 to 10 cleaners | 114 6 | 111 6 | |
| 1 to 3 cleaners | 103 6 | 100 6 | |
| All others | 92 0 | 89 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.

CARPENTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 287 of the 12th August, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

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

Wages.

| *Apprentices. | | *Improvers. | |
|-------------------------------|--------------|-------------------------------|--------------|
| Wages per week— | | Wages per week— | |
| | <i>s. d.</i> | | <i>s. d.</i> |
| 1st year's experience | 20 0 | Under 17 years of age | 20 0 |
| 2nd | 25 0 | 17 to 18 | 25 0 |
| 3rd | 39 9 | 18 to 19 | 39 9 |
| 4th | 51 0 | 19 to 20 | 51 0 |
| 5th | 68 0 | 20 to 21 | 68 0 |

An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.

Apprentices and improvers shall be subject to the weekly hours fixed for their respective sections.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

(a) In workshops or joinery mills .. Two apprentices to every three or fraction of three } workers receiving not less than
(b) Elsewhere One apprentice to every two or fraction of two } the minimum wage.

The calculation of the above proportion shall be based, when it is proposed to engage a new apprentice, upon the aggregate numbers of persons employed on full time for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

Improvers.

(a) In workshops or joinery mills .. One improver to every six } workers receiving not less than the minimum wage.
(b) Elsewhere One improver to every four }

Provided that any employer of two adults may employ one improver.

NOTE.—The employment, within the Metropolitan District, of any improver is illegal.

SCHEDULE—continued.
CARPENTERS BOARD—continued.

(3) OTHER EMPLOYEES.
Wages.

| | (i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne; (ii) Within 8 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 8 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively. | Within 8 Miles of the Post Office at Yallourn. | All Other Parts of Victoria. |
|--|---|--|--------------------------------|
| *Weekly employees— Any person employed— (a) in a "mixed industry" as herein defined Or (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)— | | | |
| (i) Shop work | Per week. £ s. d. 5 18 0 | Per week. £ s. d. 6 4 6 | Per week. £ s. d. 5 15 0 |
| (ii) Stock work | 5 7 0 | 5 13 6 | 5 4 0 |
| Hourly employees | Per hour. 0 2 9½ | Per hour. 0 2 11½ | Per hour. 0 2 9 |

* Provided that if within three months after his first employment in such "mixed industry" workshop, or mill (as the case may be), his employment shall have been terminated for any other cause than misconduct or his voluntary act he shall be entitled, on such termination, to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that prescribed for hourly employees.

Clauses (4) to (14) inclusive of the Determination published in *Government Gazette* No. 287 of the 12th August, 1940, shall remain in force.

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; 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. | (A ¹) | (B ¹) | (A ²) | (B ²) |
| <i>Development, Tool Room, and Maintenance Sections.</i> | s. d. | s. d. | s. d. | s. d. |
| Aero mechanic required to hold "A" and "B" certificates | 127 0 | 6 2 | 124 0 | 6 1 |
| Aero mechanic required to hold "B" and "C" certificates | 117 0 | 5 9 | 114 0 | 5 7 |
| Aero mechanic not required to hold any certificate or only "C" certificate | 114 0 | 5 7 | 111 0 | 5 5 |
| Patternmaker | 126 0 | 6 2 | 123 0 | 6 0 |
| Toolmaker, tool hardener, and diemaker (in wood or metal) | 123 0 | 6 0 | 120 0 | 5 10 |
| Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) | 120 0 | 5 10 | 117 0 | 5 9 |
| Tradesman, the greater part of whose time is occupied marking off | 117 0 | 5 9 | 114 0 | 5 7 |
| Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker | 117 0 | 5 9 | 114 0 | 5 7 |
| Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work | 117 0 | 5 9 | 114 0 | 5 7 |
| (b) On low-pressure work | 106 0 | 5 2 | 104 0 | 5 1 |
| Plate or machine moulders and/or coremakers— | | | | |
| 1st six months' experience | 96 0 | 4 8 | 93 0 | 4 7 |
| 2nd six months' experience | 99 0 | 4 10 | 96 0 | 4 8 |
| 3rd six months' experience | 102 0 | 5 0 | 99 0 | 4 10 |
| After two years' experience | 107 0 | 5 3 | 104 0 | 5 1 |
| Template maker | 121 0 | 5 11 | 118 0 | 5 9 |
| First-class welder | 120 0 | 5 10 | 117 0 | 5 9 |
| Second-class welder | 109 0 | 5 4 | 106 0 | 5 2 |
| Third-class welder | 101 0 | 4 11 | 98 0 | 4 10 |
| Fourth-class welder | 96 6 | 4 9 | 93 6 | 4 7 |
| Electrical mechanic, motor mechanic, motor tuner and tester, and die setter | 114 0 | 5 7 | 111 0 | 5 5 |
| First-class machinist in metal | 117 0 | 5 9 | 114 0 | 5 7 |
| Second-class machinist in metal | 107 0 | 5 3 | 104 0 | 5 1 |
| Third-class machinist in metal | 101 0 | 4 11 | 98 0 | 4 10 |
| Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic | 96 0 | 4 8 | 93 0 | 4 7 |

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>Body-making Section.</i> | | | | |
| First-class body maker | (A ¹) s. d. 117 0 | (B ¹) s. d. 5 9 | (A ²) s. d. 114 0 | (B ²) s. d. 5 7 |
| Second-class body maker | 114 0 | 5 7 | 111 0 | 5 5 |
| Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line" .. | 114 0 | 5 7 | 111 0 | 5 5 |
| Assembler (other than process worker as defined) when not "on the line" | 109 0 | 5 4 | 106 0 | 5 2 |
| First-class machinist | 117 0 | 5 9 | 114 0 | 5 7 |
| Second-class machinist | 107 0 | 5 3 | 104 0 | 5 1 |
| Third-class machinist | 101 0 | 4 11 | 98 0 | 4 10 |
| Oxy and electric welder working in conjunction with any of the preceding workmen "on the line" | 107 0 | 5 3 | 104 0 | 5 1 |
| Other oxy and electric welders | 105 0 | 5 2 | 102 0 | 5 0 |
| Metal panel fixer | 102 0 | 5 0 | 99 0 | 4 10 |
| Driller and/or borer (not using jigs) | 101 0 | 4 11 | 98 0 | 4 10 |
| Driller and/or borer (using jigs) | 96 6 | 4 9 | 93 6 | 4 7 |
| <i>Panel Section.</i> | | | | |
| First-class panel beater | 117 0 | 5 9 | 114 0 | 5 7 |
| Second-class panel beater, metal panel worker | 114 0 | 5 7 | 111 0 | 5 5 |
| Solderer, assembler (other than process worker as defined) air hammer operator | 109 0 | 5 4 | 106 0 | 5 2 |
| Toledo press operator over 400 tons pressure | 108 0 | 5 3 | 104 0 | 5 1 |
| Press operator (heavy) | 108 0 | 5 3 | 104 0 | 5 1 |
| Press operator (light) | 100 0 | 4 11 | 97 0 | 4 9 |
| Oxy-acetylene and electric welder | 105 0 | 5 2 | 102 0 | 5 0 |
| Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler | 102 0 | 5 0 | 99 0 | 4 10 |
| <i>Smithing Section.</i> | | | | |
| Other panel machinists | 101 0 | 4 11 | 98 0 | 4 10 |
| Driller (not using jigs) | 98 6 | 4 10 | 95 6 | 4 8 |
| Driller (using jigs) | 94 0 | 4 7 | 91 0 | 4 5 |
| Tubemaker | 98 6 | 4 10 | 95 6 | 4 8 |
| Emery grinder, grinder and/or buffer (metal) | 96 6 | 4 9 | 93 6 | 4 7 |
| Grinder and/or buffer (using portable machine) | 101 0 | 4 11 | 98 0 | 4 10 |
| Metal band sawyer | 104 0 | 5 1 | 101 0 | 4 11 |
| Panel edge turner | 107 0 | 5 3 | 104 0 | 5 1 |
| Rotary buffer operator— | | | | |
| (a) While doing dent-knocking | 114 0 | 5 7 | 111 0 | 5 5 |
| (b) While not doing dent-knocking | 101 0 | 4 11 | 98 0 | 4 10 |
| Smith | 118 0 | 5 9 | 115 0 | 5 8 |
| Axle maker, axle turner, spring fitter, laminated spring maker | 117 0 | 5 9 | 114 0 | 5 7 |
| First-class machinist (metal) | 117 0 | 5 9 | 114 0 | 5 7 |
| Second-class machinist (metal) | 107 0 | 5 3 | 104 0 | 5 1 |
| Third-class machinist (metal) | 101 0 | 4 11 | 98 0 | 4 10 |
| Rivetter on motor truck or waggon body | 114 0 | 5 7 | 111 0 | 5 5 |
| Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer | 107 6 | 5 3 | 104 6 | 5 1 |
| Bulldozer operator— | | | | |
| (a) Setting up machines | 107 6 | 5 3 | 104 6 | 5 1 |
| (b) Not setting up machines | 101 0 | 4 11 | 98 0 | 4 10 |
| Drop hammer smith— | | | | |
| (a) When dies are not used | 118 0 | 5 9 | 115 0 | 5 8 |
| (b) When dies are used | 101 0 | 4 11 | 98 0 | 4 10 |
| Cold setter | 104 0 | 5 1 | 101 0 | 4 11 |
| Grinder and/or buffer using portable machine | 101 0 | 4 11 | 98 0 | 4 10 |
| Garnish mould finisher | 106 0 | 5 2 | 103 0 | 5 1 |
| Cushion and squab spring assembler and frame operative, electric stove attendant | 102 0 | 5 0 | 99 0 | 4 10 |
| Vyceman, 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) .. | 101 0 | 4 11 | 98 0 | 4 10 |
| Driller and/or borer (using jigs), spring service worker | 96 6 | 4 9 | 93 6 | 4 7 |
| Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screw and/or tapper | 96 6 | 4 9 | 93 6 | 4 7 |
| Striker | 96 0 | 4 8 | 93 0 | 4 7 |

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) | (B ¹) | (A ²) | (B ²) |
| | s. d. | s. d. | s. d. | s. d. |
| Painting Section. | | | | |
| Writer | 117 0 | 5 9 | 114 0 | 5 7 |
| Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming) | 114 0 | 5 7 | 111 0 | 5 5 |
| Spotter and/or toucher up, duco polisher (using buffers) | 107 0 | 5 3 | 104 0 | 5 1 |
| Stopper up | 105 0 | 5 2 | 102 0 | 5 0 |
| Transfer grainer | 104 0 | 5 1 | 101 0 | 4 11 |
| Acid washer, wet rubber and/or polisher | 101 0 | 4 11 | 98 0 | 4 10 |
| Brush or spray painters on floors, under-carriages and gear; bow socker enameller | 98 6 | 4 10 | 95 6 | 4 8 |
| Spray painter (on priming only) | 106 0 | 5 2 | 103 0 | 5 1 |
| Dipper and hanger | 95 0 | 4 8 | 92 0 | 4 6 |
| Painter's labourer | 93 0 | 4 7 | 90 0 | 4 5 |
| Trimming Section. | | | | |
| Tradesman trimmer (including cutter by hand), squab and/or cushion maker | 114 0 | 5 7 | 111 0 | 5 5 |
| Electric machine cutter | 109 0 | 5 4 | 106 0 | 5 2 |
| Sectional trimmer (as defined) | 105 0 | 5 2 | 102 0 | 5 0 |
| Marker out or scriber using patterns or templates, pleat stuffer (male adult) | 100 0 | 4 11 | 97 0 | 4 9 |
| Strap maker | 101 0 | 4 11 | 98 0 | 4 10 |
| Paster (male adult)— | | | | |
| First year's experience | 99 0 | 4 10 | 96 0 | 4 8 |
| Second year's experience | 101 0 | 4 11 | 98 0 | 4 10 |
| Third year's experience and thereafter | 103 0 | 5 1 | 100 0 | 4 11 |
| 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 | 101 0 | 4 11 | 98 0 | 4 10 |
| Woodmill Section. | | | | |
| Saw doctor | 120 0 | 5 10 | 117 0 | 5 9 |
| First-class wood machinist (as defined) | 111 0 | 5 5 | 108 0 | 5 3 |
| Second-class wood machinist (as defined) | 107 0 | 5 3 | 104 0 | 5 1 |
| Assembler (without use of jigs) | 111 0 | 5 5 | 108 0 | 5 3 |
| Assembler (with use of jigs) | 107 0 | 5 3 | 104 0 | 5 1 |
| Sand-paper and emery machinist | 97 0 | 4 9 | 94 0 | 4 7 |
| Timber stacker, timber kiln attendant | 93 0 | 4 7 | 90 0 | 4 5 |
| Glass Section. | | | | |
| Plate-glass cutter, plate-glass beveller, plate-glass driller | 111 0 | 5 5 | 108 0 | 5 3 |
| Plate-glass grinder | 98 6 | 4 10 | 95 6 | 4 8 |
| Assembler of prepared parts (not coming within the definition of process worker) | 104 0 | 5 1 | 101 0 | 4 11 |
| Chassis Assembling Section. | | | | |
| Motor mechanic | 114 0 | 5 7 | 111 0 | 5 5 |
| Petrol tank operative | 103 0 | 5 1 | 100 0 | 4 11 |
| Chassis assembler and/or wirer | 102 0 | 5 0 | 99 0 | 4 10 |
| Assembler of chassis parts independently of main assembly, body moulder | 101 0 | 4 11 | 98 0 | 4 10 |
| Rivetter, tire fitter | 98 6 | 4 10 | 95 6 | 4 8 |
| Driver of chassis | 94 0 | 4 7 | 91 0 | 4 5 |
| Labourer assisting without using tools | 91 0 | 4 5 | 88 0 | 4 4 |
| Horse-drawn Vehicle Section. | | | | |
| Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker | 111 0 | 5 5 | 108 0 | 5 3 |
| Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender | 107 0 | 5 3 | 104 0 | 5 1 |
| Nave mortise and boring machinist | 97 0 | 4 9 | 94 0 | 4 7 |
| (All other classifications as prescribed for in other sections.) | | | | |
| Rolling-stock Section. | | | | |
| Body maker, wheel turner | 117 0 | 5 9 | 114 0 | 5 7 |
| Wheel grinder, pitman | 107 6 | 5 3 | 104 6 | 5 1 |
| (All other classifications as prescribed for in other sections.) | | | | |
| Miscellaneous Employees. | | | | |
| Operator of tractor with or without trailers | 102 0 | 5 0 | 99 0 | 4 10 |
| Case maker | 98 6 | 4 10 | 95 6 | 4 8 |
| Die-casting machine operative | 101 0 | 4 11 | 98 0 | 4 10 |
| Case repairer | 94 0 | 4 7 | 91 0 | 4 5 |
| Process worker (as defined) in all sections | 94 0 | 4 7 | 91 0 | 4 5 |
| All others in all sections | 87 0 | 4 3 | 84 0 | 4 1 |
| Leading hand—all sections (see Clause 15). | | | | |

SCHEDULE—continued.
CARRIAGE BOARD—continued.

(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. |
| First six months (without previous experience) | 30 11 | 30 11 | 1 6 |
| Second six months | 43 0 | | |
| Third six months | 49 3 | | |
| Thereafter | 57 8 | | |
| (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— |  |  |  | 43 0 | 2 1 |
| For the first six months | 30 11 | 49 3 | 2 5 |
| For the second six months | 43 0 | 57 8 | 2 0 |
| Thereafter | 49 3 | | |

(3) (vi)—

WAGES.

| | Per Week of 44 Hours. |
|--|-----------------------|
| | |
| (vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935— | |
| 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 | 38 6 |
| Fourth year | 63 0 |
| Fifth year | 79 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 | 37 6 |
| Third year | 63 0 |
| Fourth year | 79 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. | s. d. | s. d. | s. d. | s. d. | s. d. | |
| 14-15 years .. | 18 6 | 22 9 | 30 0 | 37 6 | 45 0 | 55 6 | 67 6 | 18 6 | 0 11 | 37 6 | .. | 1 10 | |
| 15-16 .. | 18 6 | 26 3 | 33 6 | 41 0 | 49 0 | 58 0 | .. | 22 6 | .. | 1 1 | 40 9 | .. | 2 0 |
| 16-17 .. | 22 6 | 29 9 | 37 6 | 44 6 | 55 0 | .. | .. | 22 9 | .. | 1 1 | 41 0 | .. | 2 0 |
| 17-18 .. | 26 0 | 33 3 | 41 0 | 48 6 | .. | .. | .. | 26 3 | .. | 1 3 | 44 6 | .. | 2 2 |
| 18-19 .. | 29 6 | 37 3 | 44 6 | .. | .. | .. | .. | 26 3 | .. | 1 3 | 45 0 | .. | 2 2 |
| 19-20 .. | 33 0 | 40 9 | .. | .. | .. | .. | .. | 29 6 | .. | 1 5 | 48 6 | .. | 2 4 |
| 20-21 .. | 37 0 | .. | .. | .. | .. | .. | .. | 29 9 | .. | 1 6 | 49 0 | .. | 2 5 |
| | | | | | | | | 30 0 | .. | 1 6 | 55 0 | .. | 2 8 |
| | | | | | | | | 33 0 | .. | 1 7 | 55 6 | .. | 2 9 |
| | | | | | | | | 33 3 | .. | 1 8 | 58 0 | .. | 2 10 |
| | | | | | | | | 33 6 | .. | 1 8 | 67 6 | .. | 3 4 |
| | | | | | | | | 37 0 | .. | 1 10 | .. | .. | .. |
| | | | | | | | | 37 3 | .. | 1 10 | .. | .. | .. |

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. 28 of the 7th February, 1941, 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 Druggers, (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 19 0 | 5 5 6 | 4 16 0 |
| Two or three horses | 5 4 0 | 6 10 6 | 5 1 0 |
| Additional horses—6d. extra per day for each extra horse. | | | |
| Employee driving— | | | |
| One horse | 4 13 0 | 4 19 6 | 4 10 0 |
| Two horses | 4 18 0 | 5 4 6 | 4 15 0 |
| Three horses | 5 1 0 | 5 7 6 | 4 18 0 |
| Four horses | 5 3 0 | 5 9 6 | 5 0 0 |
| Five horses | 5 4 0 | 5 10 6 | 5 1 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 13 0 | 4 19 6 | 4 10 0 |
| Other motor vehicle including girlinger having maker's capacity of— | | | |
| 25 cwt. or less | 4 18 0 | 5 4 6 | 4 15 0 |
| Over 25 cwt., but not over 3 tons | 5 2 0 | 5 8 6 | 4 19 0 |
| Over 3 tons but under 6 tons | 5 5 0 | 5 11 6 | 5 2 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. | | | |
| Employee driving mechanical horse (up to two trailers) | 5 5 0 | 5 11 6 | 5 2 0 |
| Over two trailers—1s. extra per day. | | | |
| Loader | 4 14 0 | 5 0 6 | 4 11 0 |
| Leading Loader | 5 1 0 | 5 7 6 | 4 18 0 |
| Stableman | 4 10 0 | 4 16 6 | 4 7 0 |
| Head stableman | 4 14 6 | 5 1 0 | 4 11 6 |
| Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein | 4 15 0 | 5 1 6 | 4 12 0 |
| Sanitary carter's mate— | | | |
| Between 7 a.m. and 10 p.m. | 4 13 0 | 4 19 6 | 4 10 0 |
| Between 10 p.m. and 7 a.m. | 4 14 0 | 5 0 6 | 4 11 0 |
| Supervisor | 4 19 0 | 5 5 6 | 4 16 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 18 0 | 5 4 6 | 4 15 0 |
| Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified | 4 7 0 | 4 13 6 | 4 4 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 dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week. | |
| 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 moneys and account for them as part of his duties | 2 0 |
| Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle | 2 0 |

PART II.

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

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. 2³/₄d. 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 11 0 | 4 17 6 | 4 8 0 |
| Two horses | 4 16 0 | 5 2 6 | 4 13 0 |
| Employee driving— | | | |
| Motor bicycle with side car | 4 12 0 | 4 18 6 | 4 9 0 |
| Other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 4 16 0 | 5 2 6 | 4 13 0 |
| Over 25 cwt. but not over 3 tons | 5 0 0 | 5 6 6 | 4 17 0 |
| Over 3 tons but under 6 tons | 5 3 0 | 5 9 6 | 5 0 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 9 0 | 4 15 6 | 4 6 0 |
| Head stableman | 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 7 0 | 4 13 6 | 4 4 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 3 0 | 5 9 6 | 5 0 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 5 0 | 5 11 6 | 5 2 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 7 0 | 4 13 6 | 4 4 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. 28 of the 7th February, 1941, shall remain in force:—

Clauses (3) to (35) inclusive of Part I., clauses (2) to (14) inclusive of Part II., clauses (3) to (32) inclusive of Part III., and clauses (3) to (31) 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 .. | 33s. 3d. | 38s. 0d. | Cement Burners | .. | 110s. 9d. |
| " 17 " " .. | 42s. 0d. | 47s. 0d. | Testers on Slurry Controls .. | .. | 108s. 3d. |
| " 18 " " .. | 48s. 6d. | 55s. 3d. | Millers (new plant) .. | .. | 107s. 0d. |
| " 19 " " .. | 59s. 3d. | 64s. 9d. | Millers (old plant) .. | .. | 105s. 0d. |
| " 20 " " .. | 67s. 6d. | 72s. 9d. | Fuller Coal Millers (old plant) | .. | 107s. 0d. |
| " 21 " " .. | 76s. 9d. | 81s. 3d. | Coal Driers (old plant) .. | .. | 107s. 0d. |
| PROPORTION (in any factory or place). | | | Loaders in railway trucks at bagging sheds .. | 101s. 0d. | .. |
| <i>Apprentices.</i> | | | Machine Bag Fillers .. | 101s. 0d. | .. |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | Stackers | 96s. 0d. | .. |
| <i>Improvers.</i> | | | Electrostatic Precipitator Attendant (new plant) .. | .. | 105s. 3d. |
| One improver to every five or fraction of five workers receiving not less than the minimum wage. | | | Electrostatic Precipitator Attendant (old plant) .. | .. | 100s. 9d. |
| | | | Rubber Band Attendants .. | 96s. 0d. | 98s. 9d. |
| | | | Slurry Tank Attendants (new plant) .. | .. | 104s. 9d. |
| | | | Mammoth Crusher Attendant (new plant) .. | 101s. 0d. | 103s. 9d. |
| | | | All others | 93s. 0d. | 95s. 9d. |

| QUARRIES. | Wages per week of 44 hours. | | |
|-----------------------------|-----------------------------|---------------------------|---|
| | Batesford. | | Elsewhere within the Area to which the Determination applies. |
| | Day Shift. | Afternoon or Night Shift. | |
| Powder Monkeys | 112s. 0d. | 117s. 0d. | 105s. 0d. |
| Jack Hammermen | 112s. 0d. | 117s. 0d. | 105s. 0d. |
| Platelayers | 109s. 0d. | 114s. 0d. | 102s. 0d. |
| Bankmen | 107s. 0d. | 111s. 9d. | 100s. 0d. |
| Underground Drainers | 136s. 6d. | 137s. 3d. | .. |
| Underground Quarrymen | 115s. 0d. | 115s. 9d. | .. |
| Pump Attendants | 112s. 0d. | 112s. 9d. | .. |
| Signal Attendants | 105s. 6d. | 106s. 3d. | .. |
| All others | 100s. 0d. | 104s. 6d. | 93s. 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. 85 of the 25th March, 1941, shall be replaced by the following clause:—
(2)

| (a) Apprentices and Improvers. | | | (b) Other Employees. | | |
|---|--------|-----------------------|--|-----------------------|-------|
| | WAGES. | Per Week of 44 Hours. | WAGES. | Per Week of 44 Hours. | s. d. |
| | | s. d. | | | |
| Under 16 years of age .. | .. | 24 9 | Leading hand (i.e., one having under his control and being responsible for the work done by four or more men) .. | 98 0 | |
| " 17 " " .. | .. | 33 0 | Man operating a machine mixing cement or concrete | 97 0 | |
| " 18 " " .. | .. | 41 0 | Other mixers of cement or concrete .. | 95 0 | |
| " 19 " " .. | .. | 51 6 | Moulders on centrifugal pipe machines .. | 96 0 | |
| " 20 " " .. | .. | 59 9 | Crusher feeder or attendant where bricks are crushed | 90 6 | |
| " 21 " " .. | .. | 69 0 | Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant .. | 93 6 | |
| PROPORTION (in any Factory or Place). | | | Other moulders of cement or concrete articles, including operator of any machines not elsewhere included .. | 95 0 | |
| <i>Apprentices.</i> | | | Repairers or renderers of cement or concrete articles | 95 0 | |
| One apprentice to every three or fraction of three workers receiving not less than 89s. per week of 44 hours. | | | Mould assemblers .. | 93 6 | |
| An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930. | | | Where the load carried per man is of a greater average weight than 70 lb.:— | | |
| <i>Improvers.</i> | | | (a) Lumpers of cement or concrete articles (in and out of tanks) .. | 92 6 | |
| Cement Tilemakers' Section. | | | (b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles .. | 92 6 | |
| Three improvers to four workers .. | | | Wirers on drums or mandrils for pipe-making .. | 91 6 | |
| Four improvers to five or six workers .. | | | Pipe tester (i.e., person operating a pump or pressure apparatus) .. | 91 0 | |
| Five improvers to seven workers .. | | | Operator of cement sprayer .. | 94 6 | |
| Six improvers to eight workers, and thereafter one improver to every two workers .. | | | Tile or ridge makers and the takers off of same .. | 94 6 | |
| All Other Sections. | | | Strippers .. | 92 6 | |
| One improver to every three or fraction of three workers receiving not less than 89s. per week of 44 hours. | | | Finisher of pipes made on vibrator .. | 90 0 | |
| | | | All others .. | 89 0 | |
| | | | NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel. | | |

Clauses (3) to (17) inclusive of the Determination, as published in *Government Gazette* No. 85 of the 25th March, 1941, shall remain in force.

SCHEDULE—continued.
CLOTHING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 37 of the 13th February, 1941, shall be replaced by the following clauses:—

(2) APPRENTICES OR IMPROVERS.

(a) *Wages.*
Males.

| Tailors. | | Employed at Order Tailoring (other than Tailors). | | Employed at Ready-made Clothing. | |
|--------------------|---------------|---|---------------|----------------------------------|---------------|
| Experience. | Weekly Wages. | Experience. | Weekly Wages. | Experience. | Weekly Wages. |
| | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> |
| 1st 6 months | 11 0 | 1st 6 months | 15 0 | 1st 6 months | 15 0 |
| 2nd " | 15 0 | 2nd " | 18 0 | 2nd " | 18 0 |
| 3rd " | 18 6 | 3rd " | 23 0 | 3rd " | 23 0 |
| 4th " | 23 0 | 4th " | 26 0 | 4th " | 26 0 |
| 5th " | 30 6 | 5th " | 30 6 | 5th " | 30 6 |
| 6th " | 37 6 | 6th " | 37 6 | 6th " | 37 6 |
| 7th " | 45 6 | 7th " | 48 6 | 7th " | 48 6 |
| 8th " | 52 6 | 8th " | 60 0 | 8th " | 60 0 |
| 9th " | 60 0 | 9th " | 67 0 | 9th " | 67 0 |
| 10th " | 67 0 | 10th " | 75 6 | 10th " | 75 6 |

And thereafter the minimum wage or piece-work price.

Females.

| Employed at Order Tailoring. | | | | | Employed at Ready-made Clothing. | | | | |
|--|---------------|----------------|---------------|--------------|--|--------------|----------------|--------------|---------------|
| Persons Commencing at the Trade between the Ages of 18 and 21 Years. | | Other Persons. | | | Persons Commencing at the Trade between the Ages of 18 and 21 Years. | | Other Persons. | | |
| Experience. | Weekly Wages. | Experience. | Weekly Wages. | Experience. | Weekly Wages. | Experience. | Weekly Wages. | Experience. | Weekly Wages. |
| | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> |
| 1st 6 months .. | 28 0 | 1st 6 months | 12 0 | 1st 6 months | 12 0 | 1st 6 months | 28 0 | 1st 6 months | 12 0 |
| 2nd " .. | 35 0 | 2nd " | 14 6 | 2nd " | 14 6 | 2nd " | 35 0 | 2nd " | 14 6 |
| 3rd " .. | 42 6 | 3rd " | 17 6 | 3rd " | 17 6 | 3rd " | 42 6 | 3rd " | 17 6 |
| 4th " .. | 47 0 | 4th " | 21 6 | 4th " | 21 6 | 4th " | 47 0 | 4th " | 21 6 |
| | | 5th " | 28 0 | 5th " | 28 0 | | | 5th " | 28 0 |
| | | 6th " | 35 0 | 6th " | 35 0 | | | 6th " | 35 0 |
| | | 7th " | 42 6 | | | | | 7th " | 42 6 |
| | | 8th " | 47 0 | | | | | 8th " | 47 0 |

And thereafter the minimum wage or piece-work price.

NOTE.—The above rates INCLUDE the additional amounts prescribed by clause (17).

(b) PROPORTION (in any Factory or place).

(a) *Males.*
Apprentices.

| Tailoring. | Pressing. | Other Classes of Work. |
|--|--|--|
| One apprentice to every journeyman tailor employed | One apprentice to every four or fraction of four journeymen employed | One apprentice to every three or fraction of three journeymen employed |

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) *Females.*

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

- | | |
|--|-------------------------|
| 1. Journeymen seam or under pressers | } to be taken together. |
| Journeymen pressers-off | |
| 2. Order trousers table hands | } to be taken together. |
| Order trousers machinists | |
| 3. Stock trousers table hands | } to be taken together. |
| Stock trousers machinists | |
| 4. Order vest table hands | } to be taken together. |
| Order vest machinists | |
| 5. Stock vest table hands | } to be taken together. |
| Stock vest machinists | |

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

SCHEDULE—*continued.*CLOTHING BOARD.—*continued.*

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

Notwithstanding anything contained in this Determination, any person who, on 3rd February, 1933, was employed in the industry, and whose engagement or continued employment as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Any male employed in any group of the industry, or female employed at order tailoring as an improver who, on 3rd February, 1933, was under the age of eighteen years shall, within three months from such date become indentured to the section in which he or she is employed at the date upon which this Determination becomes operative. All time served at the industry by such person before entering into the said indentures shall be deemed part of the period of apprenticeship.

(3) OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

| | Weekly Wages. | |
|--|---------------|----------|
| | Males. | Females. |
| | £ s. d. | £ s. d. |
| Cutters, namely, persons employed marking-in or cutting out garments | 6 1 0 | 6 1 0 |
| Heads of tables, namely, persons in charge of four or more persons employed as table hands | 5 13 6 | 3 3 9 |
| Trimmers, namely, persons employed marking or cutting out linings or trimmings | 5 11 0 | 5 11 0 |
| Fitters-up, namely, persons employed fitting up garments | 5 11 0 | 5 11 0 |
| Tailors, namely, males employed making or altering any part of a garment | 5 11 0 | .. |
| Machinists, namely, males employed machining any part of a garment | 5 11 0 | .. |
| Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making | 5 11 0 | 5 11 0 |
| Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making | 4 16 0 | 4 16 0 |
| All other under-pressers, namely, persons employed under-pressing on all garments other than coats | 4 14 6 | 4 14 6 |
| Seam pressers, namely, persons employed pressing seams on all garments | 4 14 6 | 4 14 6 |
| Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments | 4 14 0 | .. |
| Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions | .. | 5 11 0 |
| Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions | .. | 3 1 3 |
| Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear | .. | 2 15 9 |
| Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests | .. | 2 15 9 |
| Hand sewers of buttons | .. | 2 8 3 |
| Persons not otherwise provided for | 4 8 0 | 2 8 3 |

(b) READY-MADE CLOTHING.

| | Weekly Wages. | |
|--|---------------|----------|
| | Males. | Females. |
| | £ s. d. | £ s. d. |
| Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments | 5 14 0 | 5 14 0 |
| Heads of tables, namely, persons in charge of four or more persons employed as table hands | 5 13 6 | 3 1 3 |
| Trimmers, namely, persons employed marking or cutting out linings or trimmings | 5 11 0 | 5 11 0 |
| Fitters-up, namely, persons employed fitting-up garments | 5 11 0 | 5 11 0 |
| Tailors, namely, males employed making or altering any part of a garment | 5 11 0 | .. |
| Machinists, namely, males employed machining any part of a garment | 5 11 0 | .. |
| Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making | 5 11 0 | 5 11 0 |
| Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making | 4 16 0 | 4 16 0 |
| All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making | 4 14 6 | 4 14 6 |
| Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making | 4 14 6 | 4 14 6 |
| Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments | 4 14 6 | 2 11 9 |
| Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions | .. | 5 11 0 |
| Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard | .. | 5 11 0 |
| Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions | .. | 2 18 9 |
| Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear | .. | 2 13 9 |
| Vest machinists, namely, females employed machining or altering any part of all descriptions of vests | .. | 2 13 9 |
| Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear | .. | 2 12 9 |
| Vest table hands, namely, females employed making or altering any part of all descriptions of vests | .. | 2 12 9 |
| Hand sewers of buttons, or thread cutters, or ticket sewers | .. | 2 8 3 |
| Persons not otherwise provided for | 4 8 0 | 2 8 3 |

NOTE.—The above rates INCLUDE the additional amounts prescribed by clause (17).

Clauses (4) to (17) inclusive of the Determination, as published in *Government Gazette* No. 37 of the 13th February, 1941, shall remain in force provided that in clause (15) for the words one per centum shall be substituted the words three per centum.

SCHEDULE—continued.
COAL AND COKE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 77 of the 17th March, 1941, shall be replaced by the following clause:—

(2)

| Improvers.* | | | | | Other Employees. | | | | |
|-----------------------|----|----|----|----|--|----|----|----|--------|
| WAGES PER WEEK. | | | | | WAGES PER WEEK. | | | | |
| | | | | | <i>s. d.</i> | | | | |
| Under 17 years of age | .. | .. | .. | .. | Persons trimming or spreading coal that is heated or on fire | .. | .. | .. | .. |
| 17 years of age | .. | .. | .. | .. | Persons employed feeding coal to and/or trimming coal | .. | .. | .. | 183 8 |
| 18 " " | .. | .. | .. | .. | from and/or operating mechanical loader | .. | .. | .. | 117 8 |
| 19 " " | .. | .. | .. | .. | Persons trimming from the "Grab" | .. | .. | .. | 125 0 |
| 20 " " | .. | .. | .. | .. | Other coal trimmers | .. | .. | .. | 117 8 |
| | | | | | Coal baggers or loaders | .. | .. | .. | 117 8 |
| | | | | | Unloaders of loose coal from box wagons or drays to railway trucks | .. | .. | .. | 139 8 |
| | | | | | Coke stackers at wharf coal yards | .. | .. | .. | 126 10 |
| | | | | | Coke yard employees | .. | .. | .. | 91 8 |
| | | | | | Carters driving one horse | .. | .. | .. | 92 0 |
| | | | | | Carters driving two horses | .. | .. | .. | 97 0 |
| | | | | | Carters driving three horses | .. | .. | .. | 100 0 |
| | | | | | Carters driving four horses | .. | .. | .. | 102 0 |
| | | | | | Carters driving five horses | .. | .. | .. | 103 0 |
| | | | | | And 6d. extra per day for every additional horse | .. | .. | .. | |
| | | | | | Drivers of motor wagons having a carrying capacity of— | .. | .. | .. | |
| | | | | | (a) 25 cwt. or less | .. | .. | .. | 97 0 |
| | | | | | (b) over 25 cwt.; but not over 3 tons | .. | .. | .. | 101 0 |
| | | | | | (c) over 3 tons, but under 6 tons | .. | .. | .. | 104 0 |
| | | | | | Further tonnage—for each complete ton over 5 an extra 1s. per week | .. | .. | .. | |
| | | | | | All others | .. | .. | .. | 110 4 |

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 9s. 8d. per week.

* NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 77 of the 17th March, 1941, shall remain in force.

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 | .. | .. | .. | .. | 1st year | .. | .. | .. |
| 2nd year | .. | .. | .. | .. | 2nd year | .. | .. | .. |
| 3rd year | .. | .. | .. | .. | 3rd year | .. | .. | .. |
| 4th year— | | | | | 4th year | .. | .. | .. |
| 1st six months | .. | .. | .. | .. | 5th year and until 21 years of age | .. | .. | .. |
| 2nd six months | .. | .. | .. | .. | | | | |
| 5th year— | | | | | | | | |
| 1st six months | .. | .. | .. | .. | | | | |
| 2nd six months | .. | .. | .. | .. | | | | |
| 6th year and until 21 years of age | .. | .. | .. | .. | | | | |

PROPORTION (in any place).

APPRENTICES.
 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.

IMPROVERS.
 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.

SCHEDULE—*continued.*COMMERCIAL CLERKS BOARD—*continued.*

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. | |
|------------------------------------|----|----|----|----|-----------------|---|
| | | | | | <i>s. d.</i> | |
| 1st year | .. | .. | .. | .. | 22 | 9 |
| 2nd year | .. | .. | .. | .. | 26 | 9 |
| 3rd year | .. | .. | .. | .. | 33 | 9 |
| 4th year | .. | .. | .. | .. | 41 | 6 |
| 5th year and until 21 years of age | .. | .. | .. | .. | 51 | 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. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Stenographers, typistes, or operators of calculating, or ledger-keeping machines | 99 0 | 64 9 | 96 0 | 60 0 | 93 6 | 55 3 |
| Telephone switchboard attendants | 99 0 | 63 6 | 96 0 | 60 0 | 93 6 | 55 3 |
| All other adults | 99 0 | 61 9 | 96 0 | 58 3 | 93 6 | 55 3 |

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. |
| <i>Hard Fibre Department.</i> | | <i>Other Junior Workers.</i> | | |
| Males. | | | <i>s. d.</i> | <i>s. d.</i> |
| Hand reelers | 60 3 | Under 16 years of age | 18 3 | 17 3 |
| Attendants to rope house machine—for under 2 inch circumference | 52 9 | From 16 to 17 years of age | 24 9 | 22 0 |
| Lappers of clothes lines | 51 9 | .. 17 to 18 | 30 3 | 26 3 |
| Persons balling lashing | 41 6 | .. 18 to 19 | 35 6 | 30 9 |
| Persons balling binder twine | 37 9 | .. 19 to 20 | 44 9 | 36 0 |
| | | .. 20 to 21 | 56 0 | 39 3 |
| Females. | | | | |
| Balling binder twine | 51 0 | | | |
| Balling lashing | 51 0 | | | |
| Bagging binder twine | 50 0 | | | |
| All others | 47 0 | | | |

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> | |
| First rope layer on heavy type 12 strand machine | <i>s. d.</i> 109 0 |
| Rope layer on heavy type 9 strand machine | 104 0 |
| Foreman in charge of spinning and preparing departments | 105 0 |
| Other rope layers in walk with travellers | 100 0 |
| Rope splicer on driving ropes and springs | 99 0 |
| Storeman in charge | 97 0 |
| Packer working press (hand or power), pressing over 28 lb. in weight | 95 0 |
| Rope house machinist making 2 inch up to and including 4 inch | 95 0 |
| Rope house machinist making over 4 inch | 98 0 |
| Power reeler or finisher in connexion with heavy type 12 strand machine | 95 0 |
| Feeder of 1st spreader | 93 0 |
| Traveller driver on heavy type 12 strand machine | 93 0 |
| Damp mixer or batcher | 92 0 |
| Feeder of softeners or batchers | 92 0 |
| Rope and binder twine packer | 92 0 |
| Winder and warper in tarring department | 93 0 |
| Winding, oiling, and tarring yarn | 93 0 |
| Oiler and/or belt repairer | 93 0 |
| Maker of rope fenders | 93 0 |
| Maker of pig nets | 92 0 |
| Power reeler or finisher in walk | 92 0 |
| Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) | 90 0 |
| Opening manila hemp | 90 0 |
| Scutcher | 90 0 |
| Lumping, loading or unloading hemp, flax, or twine in store or factory | 90 0 |
| Feeder of tow breaker card | 90 0 |
| Lumping hemp, flax, or binder twine on wharf | 93 0 |
| Packing and balling shop twine | 92 0 |
| Mat finisher | 92 0 |
| Layer of lines or cords in walk | 96 0 |
| Twister or layer of yarn in walk | 92 0 |
| Maker of fishing lines | 92 0 |
| Hand reelers | 90 0 |
| Matting weavers | 92 0 |
| All other machine operators or employees feeding or taking from machines | 90 0 |
| All others | 87 0 |
| <i>(b) Adult Females.</i> | |
| <i>Hard Fibre Department.</i> | |
| Balling binder twine | 51 0 |
| Balling lashing | 51 0 |
| Bagging binder twine | 50 0 |
| All others | 47 0 |
| <i>Soft Fibre Department.</i> | |
| Feeding breaker card with clock | 51 0 |
| Feeding spreaders | 50 0 |
| Feeding finisher cards (hemp) | 50 0 |
| Spinning | 51 0 |
| Wet spinning | 52 0 |
| All other machine operators and employees feeding or taking from machines | 50 0 |
| All others | 47 0 |

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 4 0 | 1st class | 5 11 0 |
| Bulldozers | 4 16 0 | 2nd class | 5 2 0 |
| Blacksmiths' strikers | 4 10 0 | 3rd class | 4 16 0 |
| Blacksmiths' strikers (on double fires) | 4 12 0 | Drillers | 4 12 0 |
| Carpenters engaged on agricultural implement making (including tool allowance) | 5 4 0 | Die setters and machine setters | 4 14 0 |
| Agricultural implement fitters and comb fitters | 4 19 0 | Machinists coming within the definition of process workers | 4 10 0 |
| Agricultural implement fitters and comb fitters (after two years' experience) | 5 2 0 | | |
| Pattern fitters and finishers | 5 2 0 | | |
| Plough fitters | 4 17 0 | | |
| Assemblers | 4 11 6 | | |
| Assemblers (after two years' experience) | 4 15 0 | | |
| Windmill erectors | 4 19 0 | | |
| Windmill makers other than fitters | 4 18 0 | | |
| Wheel rimmers | 4 19 0 | | |
| Furnacemen on small rivet heating or bolt heating | 4 12 0 | | |
| Furnacemen's assistants | 4 10 0 | | |
| Dressers and fettlers | 4 12 0 | | |
| Grinders and emery-wheel attendants | 4 12 0 | | |
| Grinders (using portable machine) | 4 14 0 | | |
| Heaters | 4 10 0 | | |
| Picklers | 4 7 0 | | |
| Hammer drivers | 4 12 0 | | |
| Wire weavers | 4 10 0 | | |
| Painters (brush hand) | 4 10 0 | | |
| Spray painters | 4 14 0 | | |
| Paint dippers and mixers | 4 7 0 | | |
| Writers and liners | 4 19 0 | | |
| Wire drawers | 4 10 0 | | |
| Chippers | 4 10 0 | | |
| Sand and shot blast dressers | 4 14 0 | | |
| Dismantlers | 4 10 0 | | |
| Checkers | 4 12 0 | | |
| Inspectors | 4 12 0 | | |
| Storemen and packers | 4 7 6 | | |
| Process workers | 4 10 0 | | |
| Patternmakers | 6 0 0 | | |
| All others | 4 4 0 | | |
| | | Machinists. | |
| | | 1st class | 5 11 0 |
| | | 2nd class | 5 2 0 |
| | | 3rd class | 4 16 0 |
| | | Drillers | 4 12 0 |
| | | Die setters and machine setters | 4 14 0 |
| | | Machinists coming within the definition of process workers | 4 10 0 |
| | | | |
| | | Welders. | |
| | | 1st class | 5 14 0 |
| | | 2nd class | 4 16 0 |
| | | 3rd class | 4 12 0 |
| | | Tack welders | 4 14 0 |
| | | | |
| | | Sheet Metal Workers. | |
| | | 1st class bench hand | 5 9 0 |
| | | 2nd class bench hand | 5 2 0 |
| | | | |
| | | Wood Mill Section. | |
| | | Saw doctors | 5 14 0 |
| | | Casemakers | 4 16 0 |
| | | Shaper machinists (wood) | 5 5 0 |
| | | Turners | 5 5 0 |
| | | Moulding machinists (where the machinists set up their machines and grind their knives or cutters) | 5 2 0 |
| | | Moulder machinists (where the machinists set up their machines only) | 4 16 0 |
| | | Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters) | 4 19 0 |
| | | Buzzer machinists (only operating or feeding machines) | 4 10 0 |
| | | Thickneser machinists | 4 10 0 |
| | | Tenoning machinists (only operating or feeding machines) | 4 10 0 |
| | | Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters) | 4 19 0 |
| | | Boring and drilling machinists | 4 10 0 |
| | | Bending machinists | 4 14 0 |
| | | Mortising machinists | 4 10 0 |
| | | Sanding machinists | 4 14 0 |
| | | Timber markers | 4 10 0 |
| | | Pulling-out machinists | 4 10 0 |
| | | Band sawyers | 4 16 0 |
| | | Circular sawyers | 4 14 0 |
| | | Crosscut sawyers | 4 10 0 |
| | | Casemaking sawyers | 4 10 0 |
| | | Stackers | 4 10 0 |

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

| | Weekly Hiring. | Hourly Hiring. |
|--|----------------|----------------|
| <i>Junior Males.</i> | <i>s. d.</i> | <i>s. d.</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 | 28 3 | 29 11 |
| 17 and under 18 years of age | 50 0 | 53 0 |
| 18 and under 19 years of age | 63 3 | 67 0 |
| 19 and under 21 years of age | 76 3 | 80 9 |
| In all occupations except blacksmithing, bulldozing, and work associated therewith— | | |
| 1st year's experience | 15 6 | 16 8 |
| 2nd year's experience | 25 3 | 26 9 |
| 3rd year's experience | 34 9 | 36 10 |
| 4th year's experience | 47 0 | 49 10 |
| 5th year's experience | 59 9 | 63 4 |
| 6th year's experience | 73 9 | 78 2 |
| <i>Adult Females.</i> | | |
| If of less than twelve months' experience | 54 0 | 57 2 |
| If of twelve months' experience or more | 61 3 | 64 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 | 31 9 | 33 8 |
| 4th year's experience | 40 0 | 42 5 |
| 5th year's experience | 45 9 | 48 6 |
| Thereafter until reaching the age of 21 years | 51 0 | 54 0 |

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.

COUNTRY PRINTERS BOARD.

Of the Determination as published in *Government Gazette* No. 20 of the 29th January, 1941, "Table A" and "Table B" of clause 2 shall be replaced by the following:—

TABLE A.—ADULT MALES.

| Number of Rate. | Description of Employment. | Weekly Wage—Grades. | | |
|-----------------|---|---------------------|---------|---------|
| | | A*. | B*. | C*. |
| | | £ s. d. | £ s. d. | £ s. d. |
| A1 | Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine) | 6 0 0 | 5 17 0 | 5 14 0 |
| A2 | Probationary machine compositor— | | | |
| | (a) For a first period of six months' probation | 5 11 0 | 5 8 0 | 5 5 0 |
| | (b) For a second period of six months' probation | 5 14 0 | 5 11 0 | 5 8 0 |
| | (c) Thereafter the rate for a machine compositor | 6 0 0 | 5 17 0 | 5 14 0 |
| A3 | Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid | 6 0 0 | 5 17 0 | 5 14 0 |
| A4 | Proof reader and/or reviser— | | | |
| | (a) In newspaper and commercial printing offices | 5 14 0 | 5 11 0 | 5 8 0 |
| | (b) Commercial printing only | 5 14 0 | 5 11 0 | 5 8 0 |
| A5 | Working mechanic in charge of a slug-casting and/or type-casting machine | | | |
| A6 | Hand compositor | | | |
| A7 | Sluggier | | | |
| A8 | Bulk hand | | | |
| A9 | Stonehand | 5 11 0 | 5 8 0 | 5 5 0 |
| A10 | Electrotypier | | | |
| A11 | Stereotyper | | | |
| A12 | Letterpress Machinist | | | |
| A13 | Machinist working a flat-bed machine printing from a reel | | | |
| A14 | Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman | 5 11 0 | 5 8 0 | .. |
| A15 | Stone and/or plate preparer | 4 12 0 | 4 9 0 | .. |
| A16 | Ink grinder and/or varnisher | 4 8 0 | 4 5 0 | .. |
| A17 | Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate) | 5 11 0 | 5 8 0 | 5 5 0 |
| A18 | Marbler | 5 11 0 | 5 8 0 | 5 5 0 |
| A19 | Hand Indexer | 5 11 0 | .. | .. |
| A20 | Finisher | 5 11 0 | .. | .. |
| A21 | Pocket-book maker | 5 11 0 | .. | .. |
| A22 | Loose-sheet cover maker | 5 11 0 | .. | .. |
| A23 | Ticket maker, turned in work | 5 11 0 | .. | .. |
| A24 | Blotting-pad maker | 5 11 0 | .. | .. |
| A25 | Portfolio maker | 5 11 0 | .. | .. |
| A26 | Map and plan mounter and/or varnisher | 5 11 0 | .. | .. |
| A27 | Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine | 5 11 0 | 5 8 0 | 5 5 0 |
| A28 | Guillotine machine operator | | | |
| A29 | Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular | 6 0 0 | 5 17 0 | 5 14 0 |
| A30 | Feeder of any kind of machine when printing more than one colour | 4 8 0 | 4 5 0 | .. |
| A31 | Storeman, packer and/or despatcher | 4 10 0 | 4 7 0 | 4 4 0 |
| A32 | Male employee not otherwise specified | 4 4 0 | 4 1 0 | 3 18 0 |

* See Clause 3 for definition of grades.

TABLE B.
Adult Females.

| B1 | Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine | Per week. | B3 | Female employee in charge of or who supervises, directs, or is responsible for the work of— | Per week. |
|----|--|-----------|----|---|-----------|
| | | £ s. d. | | | £ s. d. |
| | | 2 15 6 | | (a) Up to 8 employees | 2 17 6 |
| | | | | (b) From 9 to 15 employees (both inclusive) | 3 5 0 |
| | | | | (c) Over 15 employees | 3 11 0 |
| B2 | Female employee not otherwise specified | 2 5 6 | | | |

The following clauses of the Determination as published in *Government Gazette* No. 20 of the 29th January, 1941, shall remain in force:—

Clause (2) with the exception of Tables "A" and "B"; clauses (3) to (35) inclusive; schedule A with the deletion of the following words in clause (1) of such schedule—"Provided that from the earnings of each pieceworker each week the sum of three shillings may be deducted by the employer."

SCHEDULE—continued.

DENTAL MECHANICS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 93 of 31st March, 1941, shall be replaced by the following:—

(2)

| Dentist's Mechanic. | | Dentist's Attendant. (Apprentices and Improvers.) | Other Employees. | Minimum Wage. | Hours of Work per Week. |
|--|------------|--|------------------|---------------------------------|-------------------------|
| Apprentices. | Improvers. | | | | |
| Wages per week of 40 hours. | | Wages per week of 44 hours. | | s. d. | |
| s. d. | s. d. | s. d. | s. d. | | |
| 1st six months .. | 10 0 | 1st six months | 15 0 | Dentist's Surgical Assistant .. | 40 |
| 2nd " " .. | 14 6 | 2nd " " | 17 6 | Dentist's Mechanic .. | 40 |
| 3rd " " .. | 20 6 | 2nd year .. | 27 6 | Dentist's Attendant .. | 44 |
| 4th " " .. | 24 6 | 3rd " " | 44 6 | | |
| 3rd year .. | 32 0 | And thereafter the minimum wage. | | | |
| 4th " " .. | 41 6 | | | | |
| 5th " " .. | 53 0 | | | | |
| 6th " " .. | 80 0 | | | | |
| And thereafter the minimum wage. | | | | | |
| PROPORTION (IN ANY PLACE). | | | | | |
| APPRENTICES. | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | | | |
| An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925. | | | | | |
| IMPROVERS. | | | | | |
| One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage. | | | | | |

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 93 of 31st March, 1941, shall remain in force.

DRESS, SHIRT AND UNDERCLOTHING BOARD.

Clauses (2) and (3) of the determination published in *Government Gazette*, No. 40, of the 13th February, 1941, shall be replaced by the following:—

(2)

(a) WAGES.

| Experience. | APPRENTICES OR IMPROVERS. | | | | Male Juveniles employed at Seam Pressing. Definition Clause (4). |
|-------------------|---|---|---------------|--|--|
| | Males employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking, and Women's Ready-made Tailoring. | Males employed at Underclothing and White-work, Collars, Shirts, and Pyjamas. | Females. | Females commencing at the Trade between the ages of 15 and 21 years. | |
| | Weekly Wages. | Weekly Wages. | Weekly Wages. | Weekly Wages. | Weekly Wages. |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| 1st six months .. | 0 15 0 | 0 15 0 | 0 12 0 | 1 8 0 | 1 2 6 |
| 2nd " " .. | 0 18 0 | 0 18 0 | 0 14 6 | 1 15 0 | 1 2 6 |
| 3rd " " .. | 1 3 0 | 1 3 0 | 0 17 6 | 2 2 6 | 1 10 0 |
| 4th " " .. | 1 6 0 | 1 6 0 | 1 1 6 | 2 7 0 | 1 10 0 |
| 5th " " .. | 1 10 6 | 1 10 6 | 1 8 0 | .. | 2 5 6 |
| 6th " " .. | 1 17 6 | 1 17 6 | 1 15 0 | .. | 2 5 6 |
| 7th " " .. | 2 8 6 | 2 8 6 | 2 2 6 | .. | 3 6 6 |
| 8th " " .. | 3 0 0 | 3 0 0 | 2 7 0 | .. | 3 7 0 |
| 9th " " .. | 3 7 0 | .. | .. | .. | 4 1 6 |
| 10th " " .. | 3 15 6 | .. | .. | .. | 4 1 6 |

Note.—These rates include the additional amounts prescribed by Clause (16).

And thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

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

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

SCHEDULE—continued.

DRESS, SHIRT AND UNDERCLOTHING BOARD.—continued

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

| | Weekly Wages. | |
|---|---------------|----------|
| | Males. | Females. |
| JOURNEMEN. | | |
| Cutters employed marking in or cutting out garments | £ 6 1 0 | .. |
| Heads of tables in charge of four or more persons employed as table hands | 5 13 6 | .. |
| Tailors employed making, and/or machining, and/or altering any part of a garment | 5 11 0 | .. |
| Machinists employed machining any part of a garment | 5 11 0 | .. |
| Pressers-off employed pressing off any part of a garment | 5 11 0 | .. |
| All others | 4 8 0 | .. |
| JOURNEYWOMEN. | | |
| Cutters employed marking in or cutting out costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials | .. | 5 14 0 |
| All other cutters employed marking in or cutting out any material of wearing apparel other than costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials | .. | 3 11 3 |
| Fitters-on employed trying on to a customer unfinished or finished garments | .. | 3 8 9 |
| Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. | .. | 5 11 0 |
| Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less | .. | 2 18 3 |
| Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs | .. | 3 0 3 |
| Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs | .. | 2 16 3 |
| Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel | .. | 3 1 3 |
| Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters | .. | 2 8 3 |
| All others | .. | 2 8 3 |

Note.—These rates include the additional amounts prescribed by Clause (16).

Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions:—

| | Weekly Wages. | |
|--|---------------|----------|
| | Males. | Females. |
| JOURNEMEN. | | |
| Cutters employed marking in or cutting out garments | £ 5 14 0 | .. |
| Tailors employed making any part of a garment | 5 11 0 | .. |
| Machinist employed machining any part of a garment | 5 11 0 | .. |
| Pressers-off, employed pressing off any part of a garment | 5 11 0 | .. |
| Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making | 4 16 0 | .. |
| All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making | 4 14 6 | .. |
| Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments | 4 14 6 | .. |
| All others | 4 8 0 | .. |
| JOURNEYWOMEN. | | |
| Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials | .. | 5 14 0 |
| All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials | .. | 3 4 3 |
| Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. | .. | 5 11 0 |
| Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less | .. | 2 18 3 |
| Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs | .. | 3 0 3 |
| Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs | .. | 2 16 3 |
| Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel | .. | 3 1 3 |
| Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters | .. | 2 8 3 |
| All others | .. | 2 8 3 |

SCHEDULE—*continued.*

DRESS, SHIRT AND UNDERCLOTHING BOARD—*continued.*

Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams :—

NOTE—These rates include the additional amounts prescribed by Clause (16).

| | Weekly Wages. | |
|---|---------------|-----------|
| | Males. | Females. |
| JOURNEYMEN. | | |
| Cutters employed marking in or cutting out any article of any description | £ 5 11 0 | £ |
| All others | 4 8 0 | .. .. . |
| JOURNEYWOMEN. | | |
| Cutters employed marking in or cutting out any article of any description | | 3 4 3 |
| Table hands or finishers | | 2 13 9 |
| Machinists employed machining any part of articles of underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age | | 2 15 3 |
| Machinists employed machining any part of articles of whitework other than underclothing | | 2 13 9 |
| Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight | | 2 13 9 |
| Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight | | 4 16 0 |
| Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, and thread cutters | | 2 8 3 |
| All others | | 2 8 3 |

Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods) :—

| | Weekly Wages. | |
|---|---------------|-----------|
| | Males. | Females. |
| JOURNEYMEN. | | |
| Cutters employed marking in or cutting out garments | £ 5 9 0 | £ |
| All others | 4 8 0 | .. .. . |
| JOURNEYWOMEN. | | |
| Cutters employed marking in or cutting out garments .. .. . | .. .. . | 3 6 3 |
| Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. . | .. .. . | 2 13 9 |
| Hand sewers of buttons, or hooks and eyes, or press studs, or thread cutters .. .. . | .. .. . | 2 8 3 |
| All others .. .. . | .. .. . | 2 8 3 |

Clauses (4) to (14) inclusive of the determination as published in *Government Gazette* No 40, of 13th February, 1941, shall remain in force.

SCHEDULE—continued.
DRY BATTERIES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 326 of the 30th August, 1940, shall be replaced by the following clauses:—

| (2) IMPROVERS. | | | | | | | | | | | | |
|---------------------------------------|---------------------|--------------|--------------|--------------|--------------|--------------|---------------------------------------|---------------------|--------------|--------------|--------------|--------------|
| WAGES PER WEEK OF 44 HOURS. | | | | | | | | | | | | |
| <i>Males.</i> | | | | | | | <i>Females.</i> | | | | | |
| Experience. | Commencing Age. | | | | | | Experience. | Commencing Age. | | | | |
| | 15 years and under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. | | 16 years and under. | 17 years. | 18 years. | 19 years. | 20 years. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 1st year .. | 20 0 | 20 0 | 22 6 | 28 3 | 34 0 | 39 6 | 1st year .. | 17 6 | 19 6 | 22 6 | 28 3 | 33 9 |
| 2nd " .. | 22 6 | 23 6 | 29 3 | 36 6 | 42 3 | .. | 2nd " .. | 20 6 | 23 6 | 29 6 | 35 0 | .. |
| 3rd " .. | 28 3 | 31 0 | 38 9 | 45 0 | .. | .. | 3rd " .. | 25 6 | 31 0 | 37 0 | .. | .. |
| 4th " .. | 37 0 | 41 9 | 49 9 | .. | .. | .. | 4th " .. | 32 0 | 38 3 | .. | .. | .. |
| 5th " .. | 48 0 | 54 0 | .. | .. | .. | .. | 5th year and until 21 years of age .. | 39 6 | .. | .. | .. | .. |
| 6th year and until 21 years of age .. | 61 9 | .. | .. | .. | .. | .. | | | | | | |

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 87s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 47s. 6d. 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.

| (3) OTHER EMPLOYERS. | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|----|----|----|-----------------------|
| (a) <i>Males.</i> | | | | | | | | | | | Per week of 44 hours. |
| | | | | | | | | | | | <i>s. d.</i> |
| Operator responsible for mixing .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 97 0 |
| Employees engaged on soldering connexions and terminals .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 93 0 |
| Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 93 0 |
| Operator of power driven machines .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 91 0 |
| Hand stamper .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 90 0 |
| All others .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 87 0 |
| (b) <i>Females.</i> | | | | | | | | | | | |
| Employees engaged on soldering connexions and terminals .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 51 0 |
| Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 51 0 |
| Operator of power-driven machines .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 49 6 |
| Hand wrapper .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 49 6 |
| All others .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 47 6 |

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 326 of the 30th August, 1940, shall remain in force.

SCHEDULE—continued.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 36 of the 13th February, 1941, shall be replaced by the following:—

(2) (a) WEEKLY WAGES.
APPRENTICES OR IMPROVERS.

| Experience. | Males. | | Females. | | Female Improvers commencing at the Trade between the age of 18 and 21 years. | | Male Juveniles. Definition Clause (4). | |
|----------------------|---------------|-------|---------------|-------|--|-------|--|---------|
| | Weekly Wages. | | Weekly Wages. | | Weekly Wages. | | Weekly Wages. | |
| | £ | s. d. | £ | s. d. | £ | s. d. | 16 years of age | £ s. d. |
| 1st six months | 0 | 15 0 | 0 | 12 0 | 1 | 8 0 | .. | 1 2 6 |
| 2nd | 0 | 18 0 | 0 | 14 6 | 1 | 15 0 | .. | 1 10 0 |
| 3rd | 1 | 3 0 | 0 | 17 6 | 2 | 2 6 | .. | 2 5 6 |
| 4th | 1 | 6 0 | 1 | 1 6 | 2 | 7 0 | .. | 3 7 0 |
| 5th | 1 | 10 6 | 1 | 8 0 | .. | .. | .. | 4 1 6 |
| 6th | 1 | 17 6 | 1 | 15 0 | .. | .. | .. | .. |
| 7th | 2 | 8 6 | 2 | 2 6 | .. | .. | .. | .. |
| 8th | 3 | 0 0 | 2 | 7 0 | .. | .. | .. | .. |

And thereafter the minimum weekly wage or piece-work price.

Note.—These rates include the additional amounts prescribed by Clause (16).

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

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

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

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

(3) Other Persons except Apprentices, Improvers, and Juvenile Workers.

| | Weekly Wages. | | | |
|--|---------------|----------|----|------|
| | Males. | Females. | | |
| | £ s. d. | £ s. d. | | |
| Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions | 6 | 1 0 | 6 | 1 0 |
| Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions .. | 5 | 3 0 | .. | .. |
| Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine | 5 | 3 0 | .. | .. |
| Other dry cleaners | 4 | 19 0 | .. | .. |
| All other cleaners, finishers, or spotters | 4 | 16 0 | .. | .. |
| Hat blockers employed blocking hats | 5 | 2 0 | .. | .. |
| All others | 4 | 8 0 | .. | .. |
| <i>Journeywomen.</i> | | | | |
| Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material | .. | .. | 5 | 3 0 |
| Pressers, employed pressing-off any part of male outer garments | .. | .. | 5 | 3 0 |
| Pressers employed pressing any article using an iron exceeding 9 lb. in weight .. | .. | .. | 5 | 3 0 |
| Pressers employed pressing any article using an iron not exceeding 9 lb. in weight .. | .. | .. | 2 | 16 9 |
| Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine | .. | .. | 5 | 3 0 |
| Other dry cleaners | .. | .. | 2 | 13 9 |
| Wet cleaners, spotters, glove-cleaners or steamers | .. | .. | 2 | 13 9 |
| Repairers, employed repairing articles of all descriptions | .. | .. | 2 | 18 3 |
| Receivers or despatchers | .. | .. | 2 | 13 9 |
| Feather dressers and hat trimmers | .. | .. | 2 | 13 9 |
| All others | .. | .. | 2 | 8 3 |

Note.—These rates include the additional amounts prescribed by Clause (16).

Clauses (4) to (14) inclusive of the Determination as published in *Government Gazette* No. 36 of the 13th February, 1941, shall remain in force.

SCHEDULE—continued.
ELECTRICAL TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 306 of the 21st August, 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 | At Yallourn. | Other Parts of Victoria. |
| | | £ s. d. | £ s. d. | £ s. d. |
| <i>(a) Installation, Supply and Distribution of Electric Light and Power.</i> | | | | |
| Electrician in charge of electrical supply undertakings.— | | | | |
| | (a) Where revenue does not exceed £2,500 per annum | 6 3 0 | 6 9 6 | 6 0 0 |
| | (b) Where revenue exceeds £2,500 per annum | 6 13 0 | 6 19 6 | 6 10 0 |
| | Installation inspector and/or tester | 6 0 0 | 6 6 6 | 5 17 0 |
| Shift electrician— | | | | |
| | (a) Where the installed capacity of the plant exceeds 1,350 kilowatts | 5 17 0 | 6 3 6 | 5 14 0 |
| | (b) Where the installed capacity of the plant is less than 1,350 kilowatts | 5 11 0 | 5 17 6 | 5 8 0 |
| | Electrician in charge of plant and/or installation | 5 17 0 | 6 3 6 | 5 14 0 |
| | Tradesman electrical fitter and/or armature winder | 5 17 0 | 6 3 6 | 5 14 0 |
| | Assistant shift electrician | 5 7 0 | 5 13 6 | 5 4 0 |
| | Electrical mechanic | 5 14 0 | 6 0 6 | 5 11 0 |
| | Linesman | 5 10 0 | 5 16 6 | 5 7 0 |
| | Linesman's assistant | 4 16 0 | 5 2 6 | 4 13 0 |
| | Cable jointer, on high tension (over 6,600 volts) | 5 16 0 | 6 2 6 | 5 13 0 |
| | Cable jointer, on low tension (under 6,600 volts) | 5 14 0 | 6 0 6 | 5 11 0 |
| | Cable jointer's mate | 4 16 0 | 5 2 6 | 4 13 0 |
| | Switchboard attendant | 5 8 6 | 5 15 0 | 5 5 6 |
| | Meter tester (1st grade) | 5 9 0 | 5 15 6 | 5 6 0 |
| | Meter tester (2nd grade) | 5 5 0 | 5 11 6 | 5 2 0 |
| | Meter fixer | 5 5 0 | 5 11 6 | 5 2 0 |
| | Battery fitter | 5 17 0 | 6 3 6 | 5 14 0 |
| Patrolman— | | | | |
| | (a) Inspecting and switching circuits, repairing live feeders on distribution of 600 volts or over or repairing faults on consumers' premises | 5 10 0 | 5 16 6 | 5 7 0 |
| | (b) Inspecting, switching or renewing lamps or fuses on circuits but not repairing | 4 18 6 | 5 5 0 | 4 15 6 |
| | Battery attendant | 4 17 0 | 5 3 6 | 4 14 0 |
| | Tradesman's and electrical mechanic's assistant | 4 16 0 | 5 2 6 | 4 13 0 |
| <i>(b) Manufacturing.</i> | | | | |
| | Tradesman electrical fitter | 5 17 0 | 6 3 6 | 5 14 0 |
| | Process worker | 4 15 0 | 5 1 6 | 4 12 0 |
| <i>(c) Wet Battery Manufacturing.</i> | | | | |
| | Mixing and pasting by hand, charging, moulding of grids | 5 0 0 | 5 6 6 | 4 17 0 |
| | Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) | 4 19 0 | 5 5 6 | 4 16 0 |
| | Formation Process | 4 17 0 | 5 3 6 | 4 14 0 |
| | All others | 4 15 0 | 5 1 6 | 4 12 0 |

APPRENTICESHIP.

(3) (a) Except as otherwise provided minors shall not be engaged in the following occupations except under contracts of apprenticeship.

- Electrical fitting;
- Electrical mechanic.

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

- Electrical fitting.—One apprentice for every three or fraction of three tradesmen.
- Electrical mechanic.—One apprentice for every two, or fraction of two tradesman.

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 follows:—

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.

(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 and training 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, 1935.

| (g) Five-year terms— | Wages. | Per Week of 44 hours. |
|----------------------|---------|-----------------------|
| | | s. d. |
| 1st year | | 15 0 |
| 2nd year | | 21 6 |
| 3rd year | | 39 0 |
| 4th year | | 63 3 |
| 5th year | | 79 3 |

SCHEDULE—*continued.*

ELECTRICAL TRADE BOARD—*continued*

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

| | <i>s.</i> | <i>d.</i> |
|------------------|-----------|-----------|
| 1st year | 18 | 0 |
| 2nd year | 37 | 9 |
| 3rd year | 63 | 3 |
| 4th year | 79 | 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.

(h) 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.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(4) (a) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances other than wet storage batteries and armature winding.

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

| | Weekly Hiring. | Hourly Hiring. |
|---|----------------|----------------|
| | <i>s.</i> | <i>d.</i> |
| If of less than 12 months' experience | 54 | 0 |
| If of 12 months' or more experience | 61 | 3 |

(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. |
|---|----------------|----------------|
| | <i>s.</i> | <i>d.</i> |
| 1st year's experience | 14 | 0 |
| 2nd year's experience | 18 | 9 |
| 3rd year's experience | 31 | 9 |
| 4th year's experience | 40 | 0 |
| 5th year's experience | 45 | 9 |
| Thereafter until reaching 21 years of age | 51 | 0 |

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 20 of the Determination) in all occupations covered by this Determination for which apprenticeship is not provided, at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|-------------------------------|----------------|----------------|
| | <i>s.</i> | <i>d.</i> |
| 1st year's experience | 15 | 6 |
| 2nd year's experience | 25 | 3 |
| 3rd year's experience | 34 | 9 |
| 4th year's experience | 47 | 0 |
| 5th year's experience | 59 | 9 |
| 6th year's experience | 69 | 6 |
| 7th year's experience | 73 | 9 |

For the purpose of this and the immediately preceding sub-clause "experience" shall mean any form of employment in any branch of the metal trades industries.

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 20) in all occupations covered by this Determination for which apprenticeship is not provided, at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|--------------------------------------|----------------|----------------|
| | <i>s.</i> | <i>d.</i> |
| Under 16 years of age | 17 | 0 |
| 16 and under 17 years of age | 28 | 3 |
| 17 and under 18 years of age | 50 | 0 |
| 18 and under 19 years of age | 63 | 3 |
| 19 and under 21 years of age | 76 | 3 |

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

(e) Subject to the minimum payments herein females and juniors under this clause may be employed on piece work rates.

Clauses (5) to (22) inclusive of the Determination as published in the *Government Gazette* No. 306 of the 21st August, 1940, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 422 on the 19th December, 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. |
| (a) | £ s. d. | £ s. d. |
| Blacksmith's striker | 4 16 0 | 4 13 0 |
| Blacksmith's striker on double fires and other assistant | 4 18 0 | 4 15 0 |
| Man attending small rivet heating, bolt heating, or similar type of fires | 4 18 0 | 4 15 0 |
| Men engaged in the erection of block and tackle gear | 4 18 0 | 4 15 0 |
| Hammer drivers | 4 18 0 | 4 15 0 |
| Forger's assistant | 4 18 0 | 4 15 0 |
| Motor car chassis assembler (other than assembler of engines) | 4 18 0 | 4 15 0 |
| Belt repairers | 4 16 0 | 4 13 0 |
| Overhead oilers | 4 16 0 | 4 13 0 |
| Laggers | 4 16 0 | 4 13 0 |
| All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more | 4 16 0 | 4 13 0 |
| Persons working with hammer 14 lb. weight or over— | | |
| On repair work | 5 6 3 | 5 3 3 |
| On other work | 4 18 3 | 4 15 3 |
| Persons working on ship or steamer under construction or repair | 5 5 0 | 5 2 0 |
| Dresser, Fettle, and Grinder | 4 18 0 | 4 15 0 |
| Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over | 5 0 0 | 4 17 0 |
| Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery | 4 16 0 | 4 13 0 |
| Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes— | | |
| On bending and cutting machines | 4 18 0 | 4 15 0 |
| On bending and cutting machines (assistants) | 4 15 0 | 4 12 0 |
| On steel fabric machines | 4 18 0 | 4 15 0 |
| On steel fabric machines (assistants) | 4 13 0 | 4 10 0 |
| Assemblers (leading hand) | 4 18 0 | 4 15 0 |
| Assemblers (assistants) | 4 13 0 | 4 10 0 |
| All others | 4 7 0 | 4 4 0 |
| (b) | | |
| Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals. | | |
| Press Operator | 5 1 0 | 4 18 0 |
| Die Attendant | 5 1 0 | 4 18 0 |
| Hexagon Straightener | 4 19 0 | 4 16 0 |
| Draw Bench operator | 4 15 0 | 4 12 0 |
| Pickler | 4 15 0 | 4 12 0 |
| Other machine operator | 4 15 0 | 4 12 0 |
| Hand straightener | 4 13 0 | 4 10 0 |
| Pointer | 4 12 0 | 4 9 0 |
| Die striker | 4 11 0 | 4 8 0 |
| All others | 4 7 0 | 4 4 0 |

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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 12 months' experience | 54 0 | 57 2 |
| If of 12 months' or more experience | 61 3 | 64 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 | 31 9 | 33 8 |
| 4th year's experience | 40 0 | 42 5 |
| 5th year's experience | 45 9 | 48 6 |
| Thereafter until reaching 21 years of age | 51 0 | 54 0 |

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (Unskilled) BOARD—continued.

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause (19) 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 also in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

| | Weekly | Hourly |
|-------------------------------|--------------|--------------|
| | Hiring. | Hiring. |
| | <i>s. d.</i> | <i>s. d.</i> |
| 1st year's experience | 15 6 | 16 8 |
| 2nd year's experience | 25 3 | 26 9 |
| 3rd year's experience | 34 9 | 36 10 |
| 4th year's experience | 47 0 | 49 10 |
| 5th year's experience | 59 9 | 63 4 |
| 6th year's experience | 69 6 | 73 8 |
| 7th year's experience | 73 9 | 78 2 |

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 (19) 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 | Hourly |
|--------------------------------------|--------------|--------------|
| | Hiring. | Hiring. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 17 0 | 18 3 |
| 16 and under 17 years of age | 28 3 | 29 11 |
| 17 and under 18 years of age | 50 0 | 53 0 |
| 18 and under 19 years of age | 63 3 | 67 0 |
| 19 and under 21 years of age | 76 3 | 80 9 |

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 (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 422 of the 19th December, 1940, shall remain in force.

ENGRAVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 375 of the 21st October, 1940, shall be replaced by the following clause :—

(2)

| Apprentices or Improvers. | | Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working. | Other Employees. |
|--|--------------|--|---------------------------------------|
| WAGES PER WEEK OF 44 HOURS. | | WAGES PER WEEK OF 44 HOURS. | WAGES PER WEEK OF 44 HOURS. |
| | <i>s. d.</i> | <i>s. d.</i> | £ <i>s. d.</i> |
| 1st year's experience .. | 12 6 | 18 9 | Die-sinkers by hand 6 0 0 |
| 2nd " " .. | 17 9 | 22 6 | Engravers by hand 5 9 0 |
| 3rd " " .. | 27 6 | 27 6 | Engravers, copper plate 5 9 0 |
| 4th " " .. | 35 6 | 36 9 | Steel stamp cutters 5 13 6 |
| 5th " " .. | 41 9 | 45 9 | Pantagraph operators 5 0 0 |
| 6th " " .. | 60 6 | 55 6 | Tool makers 4 16 0 |
| and thereafter the minimum wage | | | Stencil plate cutters 4 10 0 |
| PROPORTION (IN ANY PLACE). | | | All others 4 7 0 |
| <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 87s. per week. An indenture of apprenticeship prescribed was approved on 13th March, 1914.</p> <p><i>Improvers.</i> One improver to every four workers receiving not less than 109s. per week.</p> | | | |

Clauses (3) to (8) inclusive of the Determination as published in *Government Gazette* No. 375 of the 21st October, 1940, shall remain in force.

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 75 of the 17th March, 1941, shall be replaced by the following clauses:—

(2) EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3).

| | 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 G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District. | Within 15 miles of the Mildura Post Office. | At Yallourn. | |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| A.—STATIONARY ENGINE DRIVERS. | | | | |
| <i>Steam Engines.</i> | | | | |
| First-class | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| First-class, with condenser | 5 5 0 | 5 11 0 | 5 11 6 | 5 2 0 |
| Second-class | 4 19 0 | 5 5 0 | 5 5 6 | 4 16 0 |
| Second-class, with condenser | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| <i>Suction Gas or Other Internal Combustion Engine.</i> | | | | |
| Fifty brake horse-power or over | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| Under fifty brake horse-power | 4 19 0 | 5 5 0 | 5 5 6 | 4 16 0 |
| <i>Electric Motors.</i> | | | | |
| Attendants | 4 16 0 | 5 2 0 | 5 2 6 | 4 13 0 |
| B.—LOCOMOTIVE ENGINE DRIVERS. | | | | |
| If human beings other than train crew are sometimes or always carried | 5 14 6 | 6 0 6 | 6 1 0 | 5 11 6 |
| Others If the gauge is less than three feet, 3s. per week less in each case. | 5 9 6 | 5 15 6 | 5 16 0 | 5 6 6 |
| C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS. | | | | |
| Driver | 6 0 0 | 6 6 0 | 6 6 6 | 5 17 0 |
| Second driver | 5 8 0 | 5 14 0 | 5 14 6 | 5 5 0 |
| D.—WINCH DRIVERS. | | | | |
| Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| Others | 4 19 6 | 5 5 6 | 5 6 0 | 4 16 6 |
| E.—CRANE DRIVERS. | | | | |
| Lofty cranes—first-class | 5 17 0 | 6 3 0 | 6 3 6 | 5 14 0 |
| Lofty cranes—second-class | 5 14 6 | 6 0 6 | 6 1 0 | 5 11 6 |
| Lofty cranes—third-class | 5 12 0 | 5 18 0 | 5 18 6 | 5 9 0 |
| Cantilever cranes | 5 14 6 | 6 0 6 | 6 1 0 | 5 11 6 |
| Cranes in converter sheds | 5 9 6 | 5 15 6 | 5 16 0 | 5 6 6 |
| Cranes transporting molten metal in foundries | 5 7 0 | 5 13 0 | 5 13 6 | 5 4 0 |
| Steam travelling cranes | 5 7 0 | 5 13 0 | 5 13 6 | 5 4 0 |
| Other steam cranes | 5 4 6 | 5 10 6 | 5 11 0 | 5 1 6 |
| Grab cranes | 5 7 0 | 5 13 0 | 5 13 6 | 5 4 0 |
| Electric cranes not elsewhere included— | | | | |
| Four motions and over | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| Overhead traverser with auxiliary hoist | | | | |
| Traverser with jib hoist | | | | |
| Two or three motions | | | | |
| Overhead traverser | | | | |
| Stationary jib; stationary jib hoist | 4 19 6 | 5 5 6 | 5 6 0 | 4 16 6 |
| Traverser jib | | | | |
| Hydraulic stationary jib cranes | 4 17 0 | 5 3 0 | 5 3 6 | 4 14 0 |
| Cranes and hoists not elsewhere included | 4 13 0 | 4 19 0 | 4 19 6 | 4 10 0 |
| String cranes—five tons or less | | | | |
| F.—DRIVERS OF TRACTION ENGINES. | | | | |
| <i>Road.</i> | | | | |
| Traction engine or road roller (steam) | 5 4 6 | 5 10 6 | 5 11 0 | 5 1 6 |
| Road roller (oil) | 5 3 6 | 5 9 6 | 5 10 0 | 5 0 6 |
| Traction engine (oil—35 h.p. and over) | 5 3 6 | 5 9 6 | 5 10 0 | 5 0 6 |
| Traction engine (oil—under 35 h.p.) | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| <i>Rail.</i> | | | | |
| Electric traction motor | 4 17 0 | 5 3 0 | 5 3 6 | 4 14 0 |
| Internal combustion traction motor | 4 17 0 | 5 3 0 | 5 3 6 | 4 14 0 |

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3)—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 G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District. | Within 15 miles of the Mildura Post Office. | At Yallourn. | |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| G.—FIREMEN. | | | | |
| Fireman | 4 14 6 | 5 0 6 | 5 1 0 | 4 11 6 |
| Fireman—first-class | 4 19 0 | 5 5 0 | 5 5 6 | 4 16 0 |
| Leading fireman—first-class | 5 5 0 | 5 11 0 | 5 11 6 | 5 2 0 |
| Leading fireman—second-class | 5 2 0 | 5 8 0 | 5 8 6 | 4 19 0 |
| Locomotive fireman | 4 17 0 | 5 3 0 | 5 3 6 | 4 14 0 |
| H.—GREASERS. | | | | |
| Greasers | 4 14 6 | 5 0 6 | 5 1 0 | 4 11 6 |
| Greasers—first-class | 4 19 0 | 5 5 0 | 5 5 6 | 4 16 0 |
| Trimmers | 4 12 0 | 4 18 0 | 4 18 6 | 4 9 0 |
| Fuelmen | 4 12 0 | 4 18 0 | 4 18 6 | 4 9 0 |
| Engine cleaners | 4 12 0 | 4 18 0 | 4 18 6 | 4 9 0 |
| Boiler cleaners | 4 12 0 | 4 18 0 | 4 18 6 | 4 9 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. | | | | |
| I.—OTHERS. | | | | |
| Pile-driving machine | 5 5 0 | 5 11 0 | 5 11 6 | 5 2 0 |
| All others | 4 7 0 | 4 13 0 | 4 13 6 | 4 4 0 |

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

J.—ADDITIONAL RATES.

An engine-driver engaged as hereinafter specified shall be paid additional rates as follow, viz. :—

| | Per week. |
|--|-----------|
| | £ s. d. |
| Attending to refrigerating compressor | 6 0 |
| Attending to electric generator or dynamo exceeding 10 kilowatt capacity | 6 0 |
| Engine-driver in charge of plant | 6 0 |

Provided that these rates shall not be cumulative to the extent of increasing the wage of an employee more than 32s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall not be paid a rate less than 18s. above that fixed for "All Others."

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(3) JUNIOR LABOUR.—(a) The minimum rates of wage to be paid to juniors working as greasers or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be :—

| | Per week. |
|---|-----------|
| | £ s. d. |
| If under 16 years of age | 1 13 3 |
| If 16 and under 18 years of age | 2 4 0 |
| If 18 and under 19 years of age | 3 3 6 |
| If 19 and under 20 years of age | 3 17 6 |

(b) If a cleaner or greaser sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette*, No. 75 of the 17th March, 1941, 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 | 3 | .. | 0 | 6 | Under 17 years of age .. | 20 | 3 | .. | 0 | 6 |
| 2nd " " .. | 30 | 3 | .. | 0 | 9 | 17 years of age .. | 30 | 3 | .. | 0 | 9 |
| 3rd " " .. | 40 | 3 | .. | 1 | 0 | 18 " " .. | 40 | 3 | .. | 1 | 0 |
| 4th " " .. | 51 | 6 | .. | 1 | 4 | 19 " " .. | 51 | 6 | .. | 1 | 4 |
| 5th " " .. | 61 | 6 | .. | 1 | 7 | 20 " " .. | 61 | 6 | .. | 1 | 7 |
| and thereafter the minimum wage. | | | | | | | | | | | |
| <p>PROPORTION (by any employer).</p> <p>One apprentice to every three or fraction of three workers receiving not less than 80s. per week of 44 hours.</p> | | | | <p>PROPORTION (by any employer).</p> <p>(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 116s. 8d. per week of 44 hours.</p> <p>(ii) Any other class of work— One improver to every six workers receiving not less than 116s. 8d. per week of 44 hours.</p> | | | | | | | |

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 toasting 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 | .. | .. | .. | .. | |
| 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 | .. | .. | .. | .. | |
| | 116 | 8 | .. | 2 | 11 |
| | 89 | 0 | .. | 2 | 3 |

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. 89 of the 26th March, 1941, 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. | |
| Under 16 years.. | 21 | 3 | 19 | 3 | |
| 16 years .. | 27 | 0 | 21 | 3 | |
| 17 " .. | 36 | 3 | 24 | 9 | |
| 18 " .. | 40 | 3 | 29 | 9 | |
| 19 " .. | 53 | 0 | 35 | 9 | |
| 20 " .. | 59 | 9 | 40 | 6 | |

| PROPORTION (IN ANY PLACE). | | MALES. | | FEMALES. | |
|---|--|--|--|------------------|--|
| <i>Improvers.</i> | | | | | |
| One improver to every worker receiving not less than the minimum wage. | | | | | |
| <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. | | | | | |
| | | Persons employed in the cotton wool bleaching department | | 97 0 | |
| | | Woollen pickers | | 94 0 | |
| | | Feeders of— | | | |
| | | Rag machines | | 92 0 | |
| | | Other machines | | 92 0 | |
| | | Rippers | | 92 0 | |
| | | Person in charge of milling machine | | 92 0 | |
| | | Persons in charge of hardening machine | | 92 0 | |
| | | Persons in charge of tentering machine | | 92 0 | |
| | | Assistant to persons in charge of milling machine | | 90 0 | |
| | | Assistant to person in charge of hardening machine | | 90 0 | |
| | | Assistant to person in charge of tentering machine | | 90 0 | |
| | | Cotton pickers | | 89 0 | |
| | | All others | | 88 0 | |
| | | Leading hands, if in charge of four or more workers | | 5s. a week extra | |
| | | FEMALES. | | | |
| | | Feeders of rag machines | | 60 3 | |
| | | Feeders of machines other than rag machines | | 51 9 | |
| | | Rippers | | 49 9 | |
| | | Woollen pickers | | 55 0 | |
| | | Cotton pickers | | 49 9 | |
| | | Weighers and wrappers of cotton wool | | 49 9 | |
| | | All others | | 49 9 | |
| | | 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 (14) inclusive of the Determination published in the *Government Gazette* No. 89 of the 26th March, 1941, shall remain in force.

FUR TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette*, No. 38, of the 13th February, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

(a) WEEKLY WAGES.

| Experience. | Males. | | Females. | | Females Commencing at the Trade between the Ages of 18 and 21 Years. | |
|------------------------|--------|-------|----------|-------|--|-------|
| | £ | s. d. | £ | s. d. | £ | s. d. |
| 1st six months | 0 | 15 0 | 0 | 12 0 | 1 | 8 0 |
| 2nd " | 0 | 18 0 | 0 | 14 6 | 1 | 15 0 |
| 3rd " | 1 | 3 0 | 0 | 17 6 | 2 | 2 6 |
| 4th " | 1 | 6 0 | 1 | 1 6 | 2 | 7 0 |
| 5th " | 1 | 10 6 | 1 | 8 0 | .. | .. |
| 6th " | 1 | 17 6 | 1 | 15 0 | .. | .. |
| 7th " | 2 | 8 6 | 2 | 2 6 | .. | .. |
| 8th " | 3 | 0 0 | 2 | 7 0 | .. | .. |
| 9th " | 3 | 7 0 | .. | .. | .. | .. |
| 10th " | 3 | 15 6 | .. | .. | .. | .. |

and thereafter the minimum wage or piecework price.

NOTE.—These rates INCLUDE the additional amounts prescribed by clause (16).

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

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

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

Notwithstanding anything contained in this Determination, any person who at the 1st April, 1938, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

SCHEDULE—continued.
FUR TRADE BOARD—continued.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

| | | JOURNEYMEN. | | Weekly Wages. | |
|-----------------------------|---------|---------------|---------|---------------|------|
| | | | | £ s. d. | |
| Cutters | | | | 5 | 14 0 |
| Nailers or Blockers | | | | 4 | 8 0 |
| All others | | | | 4 | 8 0 |
| | | JOURNEYWOMEN. | | | |
| Machinists | | | | 3 | 0 3 |
| Finishers | | | | 3 | 0 3 |
| Table hands | | | | 3 | 0 3 |
| All others | | | | 2 | 8 9 |

Note.—The above rates INCLUDE the additional amounts prescribed by Clause (16).

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette*, No. 38, of the 13th February, 1941, shall remain in force.

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. | |
| | | | | Females. | |
| First year .. .. . | .. .. . | Males. s. d. | .. .. . | 17 | 7 5 |
| Second year .. .. . | .. .. . | 26 | 8 | 26 | 5 |
| Third year .. .. . | .. .. . | 35 | 9 | 30 | 5 |
| Fourth year .. .. . | .. .. . | 53 | 4 | 39 | 4 |
| Fifth year .. .. . | .. .. . | 70 | 5 | 44 | 11 |
| And thereafter the minimum wage. | | | | | |
| IMPROVERS. | | | | IMPROVERS. | |
| | | | | Males. | |
| | | | | Females. | |
| Under 16 years of age .. .. . | .. .. . | 15 | 11 | 14 | 7 |
| 16 and under 17 .. .. . | .. .. . | 17 | 7 | 17 | 5 |
| 17 and under 18 .. .. . | .. .. . | 28 | 8 | 26 | 5 |
| 18 and under 19 .. .. . | .. .. . | 35 | 9 | 30 | 5 |
| 19 and under 20 .. .. . | .. .. . | 53 | 4 | 39 | 4 |
| 20 and under 21 .. .. . | .. .. . | 70 | 5 | 44 | 11 |

(3) OTHER EMPLOYEES.

| | WEEKLY WAGES. | |
|--|--|-----------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambul, and in the Mildura and Gippsland Districts. | Elsewhere in Victoria |
| | £ s. d. | £ s. d. |
| Operator of Boults carver or shaping machine | 5 14 0 | 5 11 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 5 14 0 | 5 11 0 |
| (b) who does not grind his own cutters | 5 5 0 | 5 2 0 |
| Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker) | 5 14 0 | 5 11 0 |
| Stuffover chair or couch frame maker | 5 2 0 | 4 19 0 |
| Polishers required to spirit off or acid off | 5 14 0 | 5 11 0 |
| Other polishers | 5 5 0 | 5 2 0 |
| Upholsterer | 5 9 0 | 5 6 0 |
| Wood turner, painter, assembler | 5 5 0 | 5 2 0 |
| Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer | 5 2 0 | 4 19 0 |
| Persons setting up or operating copying or automatic lathe | 5 2 0 | 4 19 0 |
| Persons cramping furniture or chairs | 5 2 0 | 4 19 0 |
| Persons rubbing down, filling, varnishing, or staining | 4 19 0 | 4 16 0 |
| Sprayhands, staining or lacquering | 5 2 0 | 4 19 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 | 5 2 0 | 4 19 0 |
| Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size | 5 2 0 | 4 19 0 |
| Timber bender, operator of sander, boring, or any other machine not provided for above | 4 18 0 | 4 13 0 |
| Stackers, yardmen | 4 7 0 | 4 4 0 |
| Female employed as upholstres | 2 15 6 | 2 14 0 |
| Female employed as veneer matcher | 2 15 6 | 2 14 0 |
| Female employed in designing, making, painting or decorating— | | |
| (a) furnishing accessories or novelties | 2 15 6 | 2 14 0 |
| (b) domestic woodware | 2 15 6 | 2 14 0 |
| (c) walking sticks | 2 15 6 | 2 14 0 |
| All others | 4 7 0 | 4 4 0 |

SCHEDULE—*continued*.

FURNITURE BOARD (GENERAL FURNITURE SECTION)—*continued*.

(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 87s., and in the case of females not less than 55s. 6d.

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

FURNITURE BOARD.

(BEDDING SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 241 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> | | <i>Females.</i> | | <i>Males.</i> |
| | <i>s. d.</i> | | <i>s. d.</i> | | |
| First year | 17 | 7 | 17 | 5 | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. |
| Second year | 26 | 8 | 26 | 5 | <i>Females.</i> |
| Third year | 35 | 9 | 30 | 5 | One female apprentice to every female worker receiving not less than the minimum wage. |
| Fourth year | 53 | 4 | 39 | 4 | |
| Fifth year | 70 | 5 | 44 | 11 | IMPROVERS. |
| And thereafter the minimum wage. | | | | | |
| IMPROVERS. | | | | <i>Males.</i> | |
| | <i>Males.</i> | | <i>Females.</i> | | |
| | <i>s. d.</i> | | <i>s. d.</i> | | |
| Under 16 years of age | 15 | 11 | 14 | 7 | One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed. |
| 16 and under 17 | 17 | 7 | 17 | 5 | |
| 17 and under 18 | 26 | 8 | 26 | 5 | <i>Females.</i> |
| 18 and under 19 | 35 | 9 | 30 | 5 | One female improver to every six or fraction of six female workers receiving not less than the minimum wage. |
| 19 and under 20 | 53 | 4 | 39 | 4 | Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage. |
| 20 and under 21 | 70 | 5 | 44 | 11 | |

(3) OTHER EMPLOYEES.

| | WEEKLY WAGES: | |
|---|--|------------------------|
| | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool and in the Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| | <i>Males.</i> | |
| | <i>£ s. d.</i> | <i>£ s. d.</i> |
| Bedding hands engaged in tufting or quilting, including repairers | 5 0 6 | 4 17 6 |
| All others | 4 7 0 | 4 4 0 |
| | <i>Females.</i> | |
| Females | 2 15 6 | 2 14 0 |

Persons employed on second-hand bedding 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 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 87s., and in the case of females not less than 55s. 6d.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 241 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. | |
| | <i>Males.</i> | | <i>Females.</i> | <i>Males.</i> | |
| | <i>s. d.</i> | | <i>s. d.</i> | | |
| First year | 17 7 | | 17 5 | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| Second year | 26 8 | | 26 5 | | |
| Third year | 35 9 | | 30 5 | | |
| Fourth year | 53 4 | | 39 4 | | |
| Fifth year | 70 5 | | 44 11 | | |
| And thereafter the minimum wage. | | | | | |
| IMPROVERS | | | | IMPROVERS. | |
| | <i>Males.</i> | | <i>Females.</i> | <i>Males.</i> | |
| | <i>s. d.</i> | | <i>s. d.</i> | | |
| Under 16 years of age | 15 11 | | 14 7 | One male improver to every three or fraction of three male workers receiving not less than the minimum wage. | |
| 16 and under 17 | 17 7 | | 17 5 | | |
| 17 and under 18 | 26 8 | | 26 5 | | |
| 18 and under 19 | 35 9 | | 30 5 | | |
| 19 and under 20 | 53 4 | | 39 4 | | |
| 20 and under 21 | 70 5 | | 44 11 | | |
| One female apprentice to every female worker receiving not less than the minimum wage. | | | | | |
| 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> | |
| | <i>£ s. d.</i> | <i>£ s. d.</i> |
| Compo workers | 4 16 0 | 4 13 0 |
| Fitters up | 4 16 0 | 4 13 0 |
| Gilders or bronzers | 4 19 0 | 4 16 0 |
| Mount cutters | 4 19 0 | 4 16 0 |
| Mounters | 4 16 0 | 4 13 0 |
| Joiners | 4 19 0 | 4 16 0 |
| Persons working at— | | |
| Band or jig saws | 5 2 0 | 4 19 0 |
| Other saws | 4 19 0 | 4 16 0 |
| Moulding machines | 5 2 0 | 4 19 0 |
| Shaping machines | 5 8 0 | 5 5 0 |
| Stainers who mix and apply stain and finish any kind of wood or compo | 4 19 0 | 4 16 0 |
| Wood turners | 5 5 0 | 5 2 0 |
| All others | 4 7 0 | 4 4 0 |
| | <i>Females.</i> | |
| Females | 2 15 6 | 2 14 0 |

(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 87s. and in the case of females not less than 55s. 6d.

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.

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> | <i>Females.</i> | <i>Males.</i> | |
| | | <i>s. d.</i> | <i>s. d.</i> | One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| First year | .. | 17 7 | 17 5 | <i>Females.</i> | |
| Second year | .. | 26 8 | 26 5 | One female apprentice to every female worker receiving not less than the minimum wage. | |
| Third year | .. | 35 9 | 30 5 | IMPROVERS | |
| Fourth year | .. | 53 4 | 39 4 | <i>Males.</i> | |
| Fifth year | .. | 70 5 | 44 11 | One male improver to every six or fraction of six male workers receiving not less than the minimum wage. | |
| And thereafter 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. | | | | <i>Females.</i> | |
| | | <i>Males.</i> | <i>Females.</i> | One female improver to every six or fraction of six female workers receiving not less than the minimum wage. | |
| | | <i>s. d.</i> | <i>s. d.</i> | | |
| Under 16 years of age .. | .. | 15 11 | 14 7 | | |
| 16 and under 17 | .. | 17 7 | 17 5 | | |
| 17 and under 18 | .. | 26 8 | 26 5 | | |
| 18 and under 19 | .. | 35 9 | 30 5 | | |
| 19 and under 20 | .. | 53 4 | 39 4 | | |
| 20 and under 21 | .. | 70 5 | 44 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>Males.</i> | |
| | <i>£ s. d.</i> | <i>£ s. d.</i> |
| Carpet planner | 5 14 0 | 5 11 0 |
| Cutter of loose covers or curtains or drapes | 5 7 0 | 5 3 0 |
| Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers | 5 2 0 | 4 19 0 |
| All others | 4 7 0 | 4 4 0 |
| | <i>Females.</i> | |
| Females | 2 15 6 | 2 14 0 |

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 87s., and in the case of females not less than 55s. 6d.

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.
(WIRE² 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). | | | | | |
|---|--|--|---|---|--|--|--|
| <p>APPRENTICES.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>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.</p> <p>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.</p> </td> </tr> </table> </td> </tr> </table> | | <p>IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>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.</p> <p>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.</p> </td> </tr> </table> | | <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>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.</p> <p>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.</p> | | | |
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| | | | | | | | |

(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. |
| | £ s. d. | £ s. d. |
| Operator of Boulton's carver or shaping machine | 5 14 0 | 5 11 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 5 14 0 | 5 11 0 |
| (b) who does not grind his own cutters | 5 5 0 | 5 2 0 |
| Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser | 5 2 0 | 4 19 0 |
| Operator of sander, boring, or any other machine not otherwise specified | 4 16 0 | 4 13 0 |
| Wireweaver | 5 0 0 | 4 17 6 |
| Stretcher-up, tackler-on, splitter-up, or varnisher | 4 19 0 | 4 16 0 |
| Spray hands | 5 2 0 | 4 19 0 |
| All others' | 4 7 0 | 4 4 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 87s.

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

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). | | | | | |
|---|--|--|---|---|--|--|--|
| <p>APPRENTICES.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p> </td> </tr> </table> </td> </tr> </table> | | <p>IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center; width: 50%;"> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p> </td> </tr> </table> | | <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p> | | | |
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| | <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p> | | | | | | |
| | | | | | | | |

SCHEDULE—continued.
FURNITURE BOARD—continued.

(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. |
| | £ s. d. | £ s. d. |
| Operator of Boulton's carver or shaping machine | 5 14 0 | 5 11 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 5 14 0 | 5 11 0 |
| (b) who does not grind his own cutters | 5 5 0 | 5 2 0 |
| Cabinetmaker, woodcarver | 5 14 0 | 5 11 0 |
| Polishers required to spirit off or acid off | 5 14 0 | 5 11 0 |
| Other polishers | 5 5 0 | 5 2 0 |
| Woodturner, painter, assembler | 5 5 0 | 5 2 0 |
| Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer | 5 2 0 | 4 19 0 |
| Persons setting up or operating copying or automatic lathe | 5 2 0 | 4 19 0 |
| Persons cramping furniture | 5 2 0 | 4 19 0 |
| Persons rubbing down, filling, varnishing or staining | 4 19 0 | 4 16 0 |
| Sprayhands staining or lacquering | 5 2 0 | 4 19 0 |
| Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber | 5 2 0 | 4 19 0 |
| Persons cramping, or glueing, or cementing or fastening together partly prepared timber | 5 2 0 | 4 19 0 |
| Timber bender, operator of sander, boring, or any other machine not provided for above | 4 16 0 | 4 13 0 |
| Persons packing mantelpieces or overmantels | 4 12 0 | 4 9 0 |
| Stackers, yardmen | 4 7 0 | 4 4 0 |
| Female employed as veneer matcher | 2 15 6 | 2 14 0 |
| All others | 4 7 0 | 4 4 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 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 87s. and in the case of females not less than 55s. 6d.

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

GARDEN EMPLOYEES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 111 of the 18th April, 1941, shall be replaced by the following clause:—

(2)

| Apprentices or Improvers. | | Other Employees. | | |
|---|-----------------------------|---|-----------------------------------|-----------------|
| | Wages per week of 44 hours. | Wages per Hour. | Wages per Week.* | Hours per Week. |
| | s. d. | s. d. | s. d. | |
| 15 years of age or under | 22 0 | | | |
| 16 years of age | 24 9 | | | |
| 17 years of age | 27 6 | | | |
| 18 years of age | 39 3 | | | |
| 19 years of age | 47 0 | | | |
| 20 years of age | 56 0 | | | |
| PROPORTION (WITHIN ANY PLACE). | | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | | |
| One improver to every three or fraction of three workers receiving not less than the minimum wage. | | | | |
| JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens— | | | | |
| | Wages per week of 44 hours. | | | |
| | s. d. | | | |
| 15 years of age and under, | 22 0 | | | |
| 16 years of age | 24 9 | | | |
| 17 years of age | 27 6 | | | |
| | | (a) Persons employed as gardeners or gardener's labourers by a master gardener— | | |
| | | Foremen gardeners in charge of two or more employees | 2 7 ³ / ₁₁ | 114 8 |
| | | Gardeners† | 2 3 ¹⁷ / ₂₂ | 101 10 |
| | | Gardeners' labourers | 2 2 ¹ / ₁₄ | 95 5 |
| | | (b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools— | | |
| | | (1) Employed on Jobbing Work— | | |
| | | Gardeners† | 2 3 ¹⁷ / ₂₂ | 101 10 |
| | | Gardeners' labourers | 2 0 ³ / ₁₁ | 89 0 |
| | | (2) All others— | | |
| | | Foremen gardeners in charge of two or more employees | 2 6 ³ / ₁₁ | 111 0 |
| | | Gardeners† | 2 1 ³ / ₁₁ | 92 8 |
| | | Gardeners' labourers | 2 0 ³ / ₁₁ | 89 0 |
| | | (c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse— | | |
| | | Foremen gardeners in charge of two or more employees | 2 6 ³ / ₁₁ | 111 0 |
| | | Gardeners† | 2 1 ³ / ₁₁ | 92 8 |
| | | Gardeners' labourers | 2 0 ³ / ₁₁ | 89 0 |

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See clause 17—Definitions.

SCHEDULE—continued.
GARDEN EMPLOYEES BOARD—continued.

| Apprentices or Improvers. | Other Employees. | | | | |
|-----------------------------|---|-----------------------------------|-----------------|---------------------------|--|
| Wages per week of 44 hours. | Wages per Hour. | Wages per Week.* | Hours per Week. | | |
| | (d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green, in connexion with a golf links or putting green | 2 1 ³ / ₁₁ | 92 8 | 44 | |
| | Provided that any adult employee on racecourses or golf links whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week. | | | | |
| | (e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green or tennis court, or of a garden connected therewith— | | | | |
| | Greenkeeper | 2 1 ³ / ₁₁ | .. | } See clause 19 re hours. | |
| | Greenkeeper's assistant | 2 0 ³ / ₁₁ | .. | | |
| | (f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.— | | | | |
| | Foremen | 2 7 ³ / ₁₁ | 114 8 | } 44 | |
| | All others | 2 3 ¹⁷ / ₂₂ | 101 10 | | |
| | (g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts— | | | | |
| | On construction work | 2 3 ¹⁷ / ₂₂ | 101 10 | } 44 | |
| | On maintenance work | 2 0 ³ / ₁₁ | 89 0 | | |
| | (h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind— | | | | |
| | (i) On racecourses and other sporting enclosures | 2 1 ³ / ₁₁ | 92 8 | 44 | |
| | (ii) At any other place— | | | | |
| | On construction work | 2 3 ¹⁷ / ₂₂ | 101 10 | } 44 | |
| | On maintenance work | 2 0 ³ / ₁₁ | 89 0 | | |

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See clause 17—Definitions.

Clauses 2 to 32 inclusive of the Determination published in *Government Gazette* No. 111 of the 18th April, 1941, shall remain in force.

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. | | | |
| | £ | s. | d. | £ | s. | d. |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such.. | 5 | 8 | 0 | 5 | 5 | 0 |
| Stoker in charge of gas or steam engine, or other works plant | 5 | 8 | 0 | 5 | 5 | 0 |
| Stoker, vertical retort | 5 | 5 | 0 | 5 | 2 | 0 |
| Stoking machine driver | 5 | 5 | 0 | 5 | 2 | 0 |
| Stoker, horizontal retort (machine) | 5 | 3 | 0 | 5 | 0 | 0 |
| Stoker, hand charging | 5 | 1 | 0 | 4 | 18 | 0 |
| Retort (vertical) operator | 5 | 5 | 0 | 5 | 2 | 0 |
| Operator vertical retort | 5 | 5 | 0 | 5 | 2 | 0 |
| Fireman retort house | 5 | 5 | 0 | 5 | 2 | 0 |
| Machine and stage man | 5 | 3 | 0 | 5 | 0 | 0 |
| Hydraulic and tar main attendant | 5 | 2 | 0 | 4 | 19 | 0 |
| Augerer and pipe jumper | 5 | 1 | 0 | 4 | 18 | 0 |
| Coke and coal conveyor attendant (day worker) | 4 | 16 | 0 | 4 | 13 | 0 |
| Greaser and oiler (in retort house) | 4 | 14 | 0 | 4 | 11 | 0 |
| Elevator and coal crusher attendant | 4 | 13 | 0 | 4 | 10 | 0 |
| Coke and coal conveyor attendant (shift worker) | 4 | 13 | 0 | 4 | 10 | 0 |
| Oxide breaker—man attending and operating | 4 | 13 | 0 | 4 | 10 | 0 |
| Purifier—man opening up, or emptying, or filling | 4 | 13 | 0 | 4 | 10 | 0 |
| All others | 4 | 7 | 0 | 4 | 4 | 0 |

SCHEDULE—continued.
GAS WORKS BOARD—continued.

(32) WITHIN THE LOCALITIES SET OUT IN NOTE (b).

| (b) Other Employees. | | | | | | | | | | Wages per Week of 44 Hours. | | |
|----------------------|----|----|----|----|----|----|----|----|----|-----------------------------|----|---|
| | | | | | | | | | | £ s. d. | | |
| Stokers | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 14 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | 4 | 4 | 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. | | | | | | | |
| 1st year's experience | 18 | 0 | 1st six months' experience | 14 | 6 | | | | | | |
| 2nd " | 25 | 6 | 2nd " | 18 | 0 | | | | | | |
| 3rd " | 35 | 0 | 3rd " | 21 | 6 | | | | | | |
| 4th " | 47 | 0 | 4th " | 24 | 9 | | | | | | |
| 5th " | 60 | 3 | 5th " | 28 | 3 | | | | | | |
| 6th " | 69 | 6 | 6th " | 32 | 0 | | | | | | |
| 7th " | 74 | 3 | 7th " | 35 | 3 | | | | | | |
| | | | 8th " | 40 | 0 | | | | | | |
| and thereafter the minimum wage. | | | | | | | | | | | |
| NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences. | | | | | | | | | | | |
| PROPORTION. | | | | | | | | | | | |
| (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. | | | | | | | | | | | |
| | | | | | | Abrasive Articles (other than Abrasive Paper or Cloth). | | | | | |
| | | | | | | Head Burners 97 0 | | | | | |
| | | | | | | Other burners 93 0 | | | | | |
| | | | | | | Surfacers of Abrasive Articles 90 0 | | | | | |
| | | | | | | All others 87 0 | | | | | |
| | | | | | | Females. | | | | | |
| | | | | | | All adults 47 3 | | | | | |

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.

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. | | | | | | |
| s. d. | | s. d. | | | | | | |
| 1st year's experience | .. | .. | 18 | 0 | 1st six months' experience | .. | 14 | 6 |
| 2nd " | .. | .. | 25 | 6 | 2nd " | .. | 18 | 0 |
| 3rd " | .. | .. | 35 | 0 | 3rd " | .. | 21 | 6 |
| 4th " | .. | .. | 47 | 3 | 4th " | .. | 25 | 0 |
| 5th " | .. | .. | 60 | 3 | 5th " | .. | 28 | 3 |
| 6th " | .. | .. | 69 | 9 | 6th " | .. | 31 | 9 |
| 7th " | .. | .. | 74 | 0 | 7th " | .. | 35 | 3 |
| | | | | | 8th " | .. | 40 | 0 |
| | | | | | 9th " | .. | 43 | 6 |
| | | | | | 10th " | .. | 46 | 9 |
| 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.

SCHEDULE—continued.
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. | | | |
|--|----|----|------|----------------------|----|----|------|
| | | | | <i>Males.</i> | | | |
| <i>s. d.</i> | | | | | | | |
| Under 17 years of age | .. | .. | 19 0 | Oven hands | .. | .. | 91 0 |
| 17 years of age | .. | .. | 29 0 | Machine attendants | .. | .. | 91 0 |
| 18 " " | .. | .. | 38 6 | All others | .. | .. | 87 0 |
| 19 " " | .. | .. | 52 0 | <i>Females.</i> | | | |
| 20 " " | .. | .. | 63 9 | | | | |
| <i>Proportion (in any place).</i> | | | | | | | |
| One improver to every three adult employees. | | | | All adults | .. | .. | 48 6 |

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. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|---|--------------|--|--|--|--|--|--|---|--|--------------|--|--|--|--------------------------------------|--|--|--|-------|----|----|------|---------|----|----|------|--------------------|--|--|--|-------|----|----|------|---------|----|----|------|
| <i>Males.</i> | | <i>Females.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>s. d.</i> | | <i>s. d.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1st year's experience | 18 0 | 1st six months' experience | 14 6 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2" style="text-align: center;">Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; and within Mildura and Gippsland Districts.</td> <td colspan="2" style="text-align: center;">Other Parts of Victoria where this Determination Applies.</td> </tr> <tr> <td colspan="4" style="text-align: center;"><i>s. d.</i></td> </tr> <tr> <td>Operators of blue-printing machines—</td> <td></td> <td></td> <td></td> </tr> <tr> <td> Males</td> <td>..</td> <td>..</td> <td>90 0</td> </tr> <tr> <td> Females</td> <td>..</td> <td>..</td> <td>50 9</td> </tr> <tr> <td>All other persons—</td> <td></td> <td></td> <td></td> </tr> <tr> <td> Males</td> <td>..</td> <td>..</td> <td>87 0</td> </tr> <tr> <td> Females</td> <td>..</td> <td>..</td> <td>47 3</td> </tr> </table> | | | | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; and within Mildura and Gippsland Districts. | | Other Parts of Victoria where this Determination Applies. | | <i>s. d.</i> | | | | Operators of blue-printing machines— | | | | Males | .. | .. | 90 0 | Females | .. | .. | 50 9 | All other persons— | | | | Males | .. | .. | 87 0 | Females | .. | .. | 47 3 |
| Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; and within Mildura and Gippsland Districts. | | Other Parts of Victoria where this Determination Applies. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>s. d.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Operators of blue-printing machines— | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | .. | .. | 90 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Females | .. | .. | 50 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All other persons— | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | .. | .. | 87 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Females | .. | .. | 47 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2nd " " | 25 6 | 2nd " " | 18 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3rd " " | 35 0 | 3rd " " | 21 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4th " " | 47 0 | 4th " " | 24 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5th " " | 60 3 | 5th " " | 28 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6th " " | 69 6 | 6th " " | 32 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7th " " | 74 3 | 7th " " | 35 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 8th " " | 40 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| and thereafter the minimum wage. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PROPORTION. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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.

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. | | | |
|---|--------------|----------------------------|--------------|-------------|----|----|------|
| <i>Males.</i> | | <i>Females.</i> | | | | | |
| | <i>s. d.</i> | | <i>s. d.</i> | | | | |
| 1st year's experience | .. 17 3 | 1st six months' experience | 14 6 | Males | .. | .. | 87 0 |
| 2nd " " | .. 24 6 | 2nd " " | 18 0 | Females | .. | .. | 47 6 |
| 3rd " " | .. 33 9 | 3rd " " | 21 6 | | | | |
| 4th " " | .. 46 0 | 4th " " | 25 0 | | | | |
| 5th " " | .. 58 6 | 5th " " | 28 3 | | | | |
| 6th " " | .. 67 6 | 6th " " | 31 9 | | | | |
| 7th " " | .. 71 9 | 7th " " | 35 3 | | | | |
| | | 8th " " | 40 0 | | | | |
| And thereafter the minimum wage prescribed for adults. | | | | | | | |
| NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences. | | | | | | | |
| PROPORTION (IN ANY PLACE). | | | | | | | |
| <i>Males.</i> | | | | | | | |
| One improver to each male worker receiving not less than the minimum wage. | | | | | | | |
| <i>Females.</i> | | | | | | | |
| 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.

SCHEDULE—continued.

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. | | s. d. | Females. | | s. d. | | |
| 1st year's experience | .. | 18 0 | 1st six months' experience | .. | 14 6 | | |
| 2nd " | " | 25 6 | 2nd " | " | 18 0 | | |
| 3rd " | " | 35 0 | 3rd " | " | 21 6 | | |
| 4th " | " | 47 0 | 4th " | " | 24 9 | | |
| 5th " | " | 60 3 | 5th " | " | 28 3 | | |
| 6th " | " | 69 6 | 6th " | " | 32 0 | Males | 87 0 |
| 7th " | " | 74 3 | 7th " | " | 35 3 | Females | 47 3 |
| | | | 8th " | " | 40 0 | | |

and thereafter the rate prescribed for adults.

PROPORTION.

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

Clauses (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. | | |
| Under 16 years of age | .. | 19 6 | Foreman in charge | .. | 113 0 | | |
| 16 years of age and under 17 years | .. | 28 6 | All others | .. | 98 0 | | |
| 17 " | " | 50 3 | | | | | |
| 18 " | " | 63 6 | | | | | |
| 19 " | " | 76 6 | | | | | |

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.

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. | | s. d. | Females. | | s. d. | | |
| 1st year's experience | 18 0 | | 1st six months' experience | 14 6 | Grinding mill attendant | .. | 91 0 |
| 2nd " | 25 6 | | 2nd " | 18 0 | Person engaged in testing and/or checking formulae | .. | 97 0 |
| 3rd " | 35 0 | | 3rd " | 21 6 | Person in charge of mixing ingredients and making | | |
| 4th " | 47 0 | | 4th " | 24 9 | chalks from given formulae | .. | 92 0 |
| 5th " | 60 3 | | 5th " | 28 3 | Persons not otherwise provided for— | | |
| 6th " | 69 6 | | 6th " | 32 0 | Males | .. | 97 0 |
| 7th " | 74 3 | | 7th " | 35 3 | Females | .. | 47 3 |
| | | | 8th " | 40 0 | | | |

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.

SCHEDULE—*continued*.

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. | | | |
|--------------------------------------|----|----|--------------|-----------------------|----|---|--|
| | | | <i>s. d.</i> | | | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | Other Parts of Victoria where this Determination Applies. |
| Under 17 years of age | .. | .. | 22 9 | — | | | |
| 17 years of age | .. | .. | 28 9 | | | | |
| 18 " | .. | .. | 38 6 | | | | |
| 19 " | .. | .. | 52 3 | | | | |
| 20 " | .. | .. | 63 6 | | | | |
| PROPORTION (in any place). | | | | | | <i>£ s. d.</i> | <i>£ s. d.</i> |
| One improver to each adult employee. | | | | Foreman in charge | .. | 4 19 0 | 4 16 0 |
| | | | | Scutcher (hand) | .. | 4 13 0 | 4 10 0 |
| | | | | Scutcher (machine) | .. | 4 10 0 | 4 7 0 |
| | | | | All others | .. | 4 7 0 | 4 4 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.

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

Clauses (2) and (9) of the Determination for this Section published in *Government Gazette* No. 167 of the 9th May, 1940, shall be replaced respectively by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|--------------------------------------|----|----|--------------|----------------------|----|----|--------------|
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | 19 0 | All adults | .. | .. | 87 0 |
| 17 years of age | .. | .. | 28 9 | | | | |
| 18 " | .. | .. | 38 6 | | | | |
| 19 " | .. | .. | 52 3 | | | | |
| 20 " | .. | .. | 63 6 | | | | |
| Proportion (in any place). | | | | | | | |
| One improver to each adult employee. | | | | | | | |

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

(9) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|--------------|----------------------------|--------------|-------------|--------------|---------|--------------|
| Males. | | Females. | | Males | | Females | |
| | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> | | <i>s. d.</i> |
| 1st year's experience | .. 17 9 | 1st six months' experience | .. 14 6 | Males | .. 89 0 | | |
| 2nd " | .. 25 6 | 2nd " | .. 17 9 | | | | |
| 3rd " | .. 35 0 | 3rd " | .. 21 3 | | | | |
| 4th " | .. 47 3 | 4th " | .. 24 9 | | | | |
| 5th " | .. 60 3 | 5th " | .. 28 3 | | | | |
| 6th " | .. 69 9 | 6th " | .. 31 9 | Females | .. 47 3 | | |
| 7th " | .. 74 0 | 7th " | .. 35 3 | | | | |
| | | 8th " | .. 40 0 | | | | |
| | | 9th " | .. 43 6 | | | | |
| | | 10th " | .. 47 0 | | | | |

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

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

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

Clauses (3) to (8) inclusive and (10) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 167 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(GOLD BEATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 174 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. | Males. | | s. d. |
| 1st year's experience | .. | 18 0 | 1st six months' experience | .. | 14 6 | Beaters | .. | 109 0 |
| 2nd " | .. | 25 3 | 2nd " | .. | 18 0 | All Others | .. | 87 0 |
| 3rd " | .. | 39 0 | 3rd " | .. | 21 3 | | | |
| 4th " | .. | 63 6 | 4th " | .. | 24 9 | | | |
| 5th " | .. | and until 21 | 5th " | .. | 28 0 | | | |
| | | years of age | 6th " | .. | 32 0 | | | |
| | | 79 6 | 7th " | .. | 35 6 | | | |
| | | | 8th " | .. | 40 0 | | | |
| | | | 9th " | .. | 43 3 | | | |
| | | | 10th " | .. | 46 9 | | | |

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.
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.
Three female improvers to every two female workers receiving the adult rate.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 174 of the 9th May, 1940, shall remain in force.

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. | Males. | | s. d. |
| 1st year's experience | .. | 18 0 | 1st six month's experience | .. | 14 6 | Printing-ink grinder and/or mixer | .. | 91 0 |
| 2nd " | .. | 25 6 | 2nd " | .. | 18 0 | All others | .. | 87 0 |
| 3rd " | .. | 35 0 | 3rd " | .. | 21 6 | | | |
| 4th " | .. | 47 0 | 4th " | .. | 24 9 | | | |
| 5th " | .. | 60 3 | 5th " | .. | 28 3 | | | |
| 6th " | .. | 69 6 | 6th " | .. | 32 0 | | | |
| 7th " | .. | 74 3 | 7th " | .. | 35 3 | | | |
| | | | 8th " | .. | 40 0 | | | |

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
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.

SCHEDULE—continued.

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. | | Females. | | Males. | | | |
| | s. | d. | | | s. | d. | |
| 1st year's experience | .. | 17 | 3 | 1st six months' experience | .. | 14 | 6 |
| 2nd " | .. | 24 | 6 | 2nd " | .. | 18 | 0 |
| 3rd " | .. | 33 | 9 | 3rd " | .. | 21 | 6 |
| 4th " | .. | 46 | 0 | 4th " | .. | 25 | 0 |
| 5th " | .. | 58 | 6 | 5th " | .. | 28 | 3 |
| 6th " | .. | 67 | 6 | 6th " | .. | 31 | 9 |
| 7th " | .. | 71 | 9 | 7th " | .. | 35 | 3 |
| | | | | 8th " | .. | 40 | 0 |

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. | | | |

| Females. | | | | |
|---|----|----|----|---|
| Persons engaged in cutting out material for parts of lampshades | .. | .. | 89 | 0 |
| All others | .. | .. | 87 | 0 |

| Females. | | | |
|---|----|----|---|
| Persons engaged in sketching, painting or decorating by freehand or stencils | .. | 55 | 6 |
| Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) | .. | 48 | 6 |
| All others | .. | 47 | 6 |

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 | .. | 60 | 6 | 64 | 9 | } 89 | 0 |
| 19 years of age | .. | 72 | 6 | 77 | 9 | | |
| 20 years of age | .. | | | | | | |

PROPORTION (IN ANY PLACE).
One improver to every twenty adults or fraction thereof.

| (i) Persons employed in a shot tower at any of the following work:— | | | | |
|---|----|----|----|----|
| (a) Mixing metal | .. | .. | 89 | 0 |
| (b) Melting metal | .. | .. | .. | .. |
| (c) Feeding molten metal through a sieve | .. | .. | .. | .. |
| (ii) All other persons | .. | .. | 87 | 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 (3) to (16) 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. | |
|--------------------------|-------|-------------------------------|-------|-------------|-------|
| Males. | | Females. | | | |
| | s. d. | | s. d. | | s. d. |
| 1st year's experience .. | 18 0 | 1st six months' experience .. | 14 6 | Males | 87 0 |
| 2nd " " .. | 25 6 | 2nd " " .. | 18 0 | | |
| 3rd " " .. | 35 0 | 3rd " " .. | 21 6 | | |
| 4th " " .. | 47 0 | 4th " " .. | 24 9 | | |
| 5th " " .. | 60 3 | 5th " " .. | 28 3 | | |
| 6th " " .. | 69 6 | 6th " " .. | 32 0 | | |
| 7th " " .. | 74 3 | 7th " " .. | 35 3 | | |
| | | 8th " " .. | 40 0 | | |
| | | 9th " " .. | 43 3 | | |
| | | 10th " " .. | 46 9 | | |

and thereafter the rate prescribed for adults.

PROPORTION (IN ANY PLACE).

Males.

(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.

Females.

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.

(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. | | Females. | | Males. | |
| | s. d. | | s. d. | | s. d. |
| 1st year's experience .. | 18 0 | 1st six months' experience .. | 14 6 | All adults | 91 0 |
| 2nd " " .. | 25 6 | 2nd " " .. | 18 0 | | |
| 3rd " " .. | 35 0 | 3rd " " .. | 21 3 | | |
| 4th " " .. | 47 0 | 4th " " .. | 24 9 | | |
| 5th " " .. | 60 3 | 5th " " .. | 28 0 | | |
| 6th " " .. | 69 6 | 6th " " .. | 32 3 | | |
| 7th " " .. | 74 3 | 7th " " .. | 35 3 | | |
| years of age | and until 21 .. 74 3 | 8th " " .. | 40 0 | | |
| | | 9th " " .. | 43 3 | | |
| | | 10th " " .. | 46 9 | | |
| | | until 21 years of age .. | 46 9 | | |

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.

SCHEDULE—continued.

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. | | Males. | | Females. | |
| | s. | d. | | | | | |
| 1st year's experience | .. | .. | 18 0 | 1st six months' experience | .. | .. | 14 6 |
| 2nd " | .. | .. | 25 3 | 2nd " | .. | .. | 18 0 |
| 3rd " | .. | .. | 35 3 | 3rd " | .. | .. | 21 3 |
| 4th " | .. | .. | 47 0 | 4th " | .. | .. | 24 9 |
| 5th " | .. | .. | 60 3 | 5th " | .. | .. | 28 0 |
| 6th " | .. | .. | 69 6 | 6th " | .. | .. | 32 0 |
| 7th " | .. | .. | 74 3 | 7th " | .. | .. | 35 6 |
| and thereafter the rate prescribed for adults. | | | | 8th " | .. | .. | 40 0 |

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.

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 | .. | .. | 19 0 | Persons engaged in making or preparing moulds | .. | .. | 97 0 |
| 17 years of age | .. | .. | 29 0 | Persons engaged in coloring or decorating models— | | | |
| 18 " | .. | .. | 38 6 | (a) by hand | .. | .. | 111 0 |
| 19 " | .. | .. | 52 0 | (b) by spray, or otherwise than by hand | .. | .. | 99 0 |
| 20 " | .. | .. | 63 9 | Persons engaged in assembling or finning models | | | |
| <i>Proportion (in any place).</i> | | | | when taken from moulds | .. | .. | 92 0 |
| One improver to every three adult employees. | | | | All others | .. | .. | 87 0 |

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.

(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 | .. | .. | 19 0 | Males | .. | .. | 91 0 |
| 17 years of age | .. | .. | 28 9 | Females | .. | .. | 52 0 |
| 18 " | .. | .. | 38 6 | | | | |
| 19 " | .. | .. | 52 3 | | | | |
| 20 " | .. | .. | 63 6 | | | | |
| <i>Proportion (in any place).</i> | | | | | | | |
| 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.

SCHEDULE—continued.

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. | | | |
|--|----|----|--------------|----------------------|----|----|--------------|
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | 19 0 | All adults | .. | .. | 91 0 |
| 17 years of age | .. | .. | 28 9 | | | | |
| 18 " " | .. | .. | 38 6 | | | | |
| 19 " " | .. | .. | 52 3 | | | | |
| 20 " " | .. | .. | 63 6 | | | | |
| <i>Proportion (in any place).</i> | | | | | | | |
| 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.

(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. | | | |
|---|--------------|-------------------------------|--------------|---------------------------------|----|----|--------------|
| <i>Males.</i> | | <i>Females.</i> | | <i>Males.</i> | | | |
| | <i>s. d.</i> | | <i>s. d.</i> | | | | <i>s. d.</i> |
| 1st year's experience | 18 0 | 1st six months' experience .. | 14 6 | Designers | .. | .. | 107 0 |
| 2nd " " | 25 3 | 2nd " " | 18 0 | Cutters-out | .. | .. | 94 6 |
| 3rd " " | 35 3 | 3rd " " | 21 3 | Fillers and/or stuffers | .. | .. | 91 0 |
| 4th " " | 47 0 | 4th " " | 24 9 | All others | .. | .. | 87 0 |
| 5th " " | 60 3 | 5th " " | 28 0 | | | | |
| 6th " " | 69 6 | 6th " " | 32 0 | <i>Females.</i> | | | |
| 7th " " | 74 3 | 7th " " | 35 6 | Designers | .. | .. | 69 9 |
| | | 8th " " | 40 0 | Cutters-out | .. | .. | 51 9 |
| | | 9th " " | 43 3 | Machinists | .. | .. | 51 9 |
| | | 10th " " | 46 9 | Fillers and/or stuffers | .. | .. | 49 6 |
| | | | | All others | .. | .. | 47 3 |
| 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). | | | | | | | |
| <i>Males.</i> | | | | | | | |
| (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. | | | | | | | |
| <i>Females.</i> | | | | | | | |
| 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. | | | | | | | |

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.

(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. | | Females. | | Males. | | Females. | |
| s. d. | | s. d. | | s. d. | | s. d. | |
| Under 17 years of age | 31 6 | Under 17 years of age | 31 0 | Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees .. 91 0 | | | |
| 17 years of age | 38 3 | 17 years of age | 34 0 | Man engaged in cleaning vinegar generator .. *87 0 | | | |
| 18 " " | 50 6 | 18 " " | 37 9 | *Together with an additional 7s. 6d. for each generator cleaned. | | | |
| 19 " " | 63 3 | 19 " " | 42 0 | All others 87 0 | | | |
| 20 " " | 69 6 | 20 " " | 44 3 | Females. | | | |
| and thereafter the rate prescribed for adults. | | | | All adults 46 6 | | | |
| 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. | | | | | | | |

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.

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. | | | |
|--|------------|--|------------|--|--|---------------------------|--|
| Wages per Week. | | | | Improvers other than Flint Improver Blowers. | | Flint Improver Blower. | |
| s. d. | | | | Wages per Week. | | Wages per Day of 8 Hours. | |
| s. d. | | | | s. d. | | s. d. | |
| 1st year's experience | 44 6 | 1st year's experience | 40 6 | 20 4 | | | |
| 2nd " " | 50 3 | 2nd " " | 54 0 | | | | |
| 3rd " " | 57 6 | 3rd " " | 62 0 | | | | |
| 4th " " | 64 0 | 4th year's experience and until reaching the age of 21 years | 73 0 | | | | |
| 5th " " | 69 6 | | | | | | |
| and thereafter the minimum adult wage or piecework price. | | | | | | | |
| 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. | | | |
|--|------------|-------------------------------------|------------|---|------------|--|--|
| Wages per Week. | | | | Wages per Week. | | | |
| s. d. | | | | s. d. | | | |
| Under 16 years of age | 24 3 | Under 15 years of age | 21 6 | | | | |
| 16 years, but under 17 years of age | 27 0 | 15 years, but under 16 years of age | 23 3 | | | | |
| 17 " " " 18 " " | 35 0 | 16 " " " 17 " " | 30 3 | | | | |
| 18 " " " 19 " " | 43 6 | 17 " " " 18 " " | 33 0 | | | | |
| 19 " " " 20 " " | 56 9 | 18 " " " 19 " " | 35 9 | | | | |
| 20 " " " 21 " " | 64 9 | 19 " " " 20 " " | 41 6 | | | | |
| and thereafter the minimum adult wage or piecework price. | | | | 20 " " " 21 " " | 47 6 | | |
| Juveniles employed as " carriers-in " or " mould boys " shall be paid a margin of 5s. per week in addition to their ordinary rate. | | | | and thereafter the minimum wage payable to adult females. | | | |
| | | | | NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on. | | | |

SCHEDULE—continued.

GLUE AND GELATINE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 343 of 13th September, 1940, shall be replaced by the following:—

(2) ADULT MALES.

| | Wages Per Week. | |
|---|-----------------|----|
| | s. | d. |
| Men working in raw material stores | 93 | 0 |
| Men working raw material cutting machine | 94 | 0 |
| Men washing raw material and preparing limes and working a trotter plant | 93 | 0 |
| Men working at lime pits | 95 | 0 |
| Men in charge of and actually operating dollies | 95 | 0 |
| Men assisting in dolly shed | 93 | 0 |
| Men in charge of and actually working at boiling pans | 95 | 0 |
| Men assisting in boiling shed | 93 | 0 |
| Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers | 95 | 0 |
| Assistants (male) to men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers | 93 | 0 |
| Men operating glue and gelatine cutters | 94 | 0 |
| Assistants (male) to men operating glue and gelatine cutters | 93 | 0 |
| Men working at drying tunnels | 93 | 0 |
| Men engaged in grinding glue and gelatine | 94 | 0 |
| Men engaged treating frames | 93 | 0 |
| Glue and gelatine blenders, and store hands | 93 | 0 |
| Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones | 95 | 0 |
| Assistants (male) to men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones | 93 | 0 |
| Men working on vegetable glue dryers and grinders | 94 | 0 |
| Men in charge of and actually working at vegetable and prepared glue vats | 95 | 0 |
| Assistants (male) to men in charge of and actually working at vegetable and preparing glue vats, and store hands | 93 | 0 |
| Men operating residue dryers | 95 | 0 |
| Men crushing and bagging dried residues | 94 | 0 |
| Men receiving and passing on bones | 95 | 0 |
| Men operating degreasing plant | 95 | 0 |
| Men assisting at degreasing plant and bone polishing | 94 | 0 |
| Men engaged in washing and neutralizing vats | 93 | 0 |
| Men engaged in crushing bone residues | 94 | 0 |
| Men in charge of and actually operating pearl plant | 94 | 0 |
| Assistants (male) to men in charge of and actually operating pearl plant | 93 | 0 |
| Men not elsewhere included | 87 | 0 |

Wages of Shift Workers.

Shiftmen on the first or day shift shall be paid at the ordinary time rates therefor.
 Shiftmen on the second shift shall be paid therefor 5 per centum in addition to the ordinary time rate. Shiftmen on the third shift shall be paid therefor 7½ per centum in addition to the ordinary time rate.

(3) MALE JUNIORS.

| | Wages Per Week. | |
|-------------------------------|-----------------|----|
| | s. | d. |
| 14 to 15 years of age | 17 | 0 |
| 15 to 16 years of age | 24 | 6 |
| 16 to 17 years of age | 32 | 6 |
| 17 to 18 years of age | 41 | 0 |
| 18 to 19 years of age | 49 | 0 |
| 19 to 20 years of age | 58 | 0 |
| 20 to 21 years of age | 65 | 6 |

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 343 of 13th September, 1940, shall remain in force.

HEADWEAR AND STRAW HAT BOARD.

Clauses (2) and (3) of the determination published in *Government Gazette* No. 35 of 13th February, 1941, shall be replaced by the following:—

(2)

| Experience. | Apprentices or Improvers. | | Female Improvers commencing at the Trade between the Ages of 18 and 21 years. |
|------------------------|---------------------------|-------------------|---|
| | Males. | Females. | |
| | Weekly Wages. | Weekly Wages. | |
| 1st six months | £ s. d. 0 15 0 | £ s. d. 0 12 0 | £ s. d. 1 8 0 |
| 2nd | 0 18 0 | 0 14 6 | 1 15 0 |
| 3rd | 1 3 0 | 0 17 6 | 2 2 6 |
| 4th | 1 6 0 | 1 1 6 | 2 7 0 |
| 5th | 1 10 6 | 1 8 0 | .. |
| 6th | 1 17 6 | 1 15 0 | .. |
| 7th | 2 8 6 | 2 2 6 | .. |
| 8th | 3 0 0 | 2 7 0 | .. |

And thereafter the minimum weekly wage or piece work price.

NOTE.—These rates include the additional amounts prescribed by Clause (16).

SCHEDULE—continued.

HEADWARE AND STRAW HAT BOARD—(continued)

PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

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

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

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

| | Weekly Wages. | |
|--|------------------|------------------|
| | Males. | Females. |
| <i>Journeymen.</i> | | |
| Cutters employed marking-in or cutting out articles of headwear | £ s. d. 5 9 0 | £ s. d. |
| Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear | 5 6 6 | .. .. |
| Helmet makers employed making, shaping, blocking, and stiffening helmets .. | 5 6 6 | .. .. |
| Pressers employed pressing off articles of headwear | 5 0 0 | .. .. |
| All others | 4 8 0 | .. .. |
| <i>Journeywomen.</i> | | |
| Machinists employed machining any part of articles of headwear .. .. | .. .. | 2 13 9 |
| Milliners, table hands or finishers .. .. | .. .. | 2 13 9 |
| Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office .. | .. .. | 2 13 9 |
| Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. | .. .. | 2 8 3 |
| All others .. .. | .. .. | 2 8 3 |

Note.—These rates include the additional amounts prescribed by Clause (16)

Clauses (4) to (14) inclusive of the Determination as published in *Government Gazette* No. 35 of 13th February, 1941, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses numbered (2), (10), and (21) of the Determination published in *Government Gazette* No. 398 of 25th November, 1940, shall be replaced by the following clauses:—

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— | | | | |
| 18 years of age or under .. | 55 0 | .. | 55 0 | .. |
| 19 years of age .. | 59 6 | .. | 59 6 | .. |
| 20 years of age .. | 70 6 | .. | 70 6 | .. |
| Apprentices and all other Improvers— | | | | |
| 16 years of age or under .. | 36 0 | 57 9 | 30 9 | 54 6 |
| 17 years of age .. | 43 6 | 57 9 | 38 0 | 54 6 |
| 18 years of age .. | 49 0 | 57 9 | 42 9 | 54 6 |
| 19 years of age .. | 55 9 | 57 9 | 49 6 | 54 6 |
| 20 years of age .. | 67 3 | 57 9 | 59 6 | 54 6 |
| 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 |

Deductions per week.

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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.

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 | 98 6 | .. | 95 6 | .. |
| Cellarman | 109 6 | .. | 106 6 | .. |
| Assistant Cellarman | 98 6 | .. | 95 6 | .. |
| Steward | 98 6 | .. | 95 6 | .. |
| Barmaids | .. | 72 3 | .. | 69 3 |
| First cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 135 6 | 98 3 | 132 6 | 95 3 |
| Five, six, or seven | 118 0 | 78 3 | 115 0 | 75 3 |
| Three or four | 112 0 | 71 3 | 109 0 | 68 3 |
| Other first cooks, or cook employed alone | 106 0 | 70 3 | 103 0 | 67 3 |
| Second cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 118 0 | 78 3 | 115 0 | 75 3 |
| Five, six, or seven | 106 0 | 70 3 | 103 0 | 67 3 |
| Other second cooks | 100 0 | 66 3 | 97 0 | 63 3 |
| Night or relieving cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 118 0 | 78 3 | 115 0 | 75 3 |
| Five, six, or seven | 106 0 | 70 3 | 103 0 | 67 3 |
| Other night or relieving cooks | 100 0 | 66 3 | 97 0 | 63 3 |
| Larder cook | 103 0 | 66 3 | 100 0 | 63 3 |
| Pastrycook | 106 0 | 66 3 | 103 0 | 63 3 |
| Stove, grill, fish, third or breakfast cook | 100 0 | 62 3 | 97 0 | 59 3 |
| Vegetable or assistant cook | 98 0 | 60 3 | 95 0 | 57 3 |
| Oysterman | 94 0 | .. | 91 0 | .. |
| Pantryman or kitchenman | 94 0 | .. | 91 0 | .. |
| Storeman | 96 6 | .. | 93 6 | .. |
| Head waiter | 99 6 | .. | 96 6 | .. |
| Other waiters | 94 0 | .. | 91 0 | .. |
| Night porter | 94 0 | .. | 91 0 | .. |
| Day porter | 94 0 | .. | 91 0 | .. |
| Billiard-room attendant | 94 0 | .. | 91 0 | .. |
| Commissionaire or messenger | 94 0 | .. | 91 0 | .. |
| Housekeeper, stewardess, or managress | .. | 73 9 | .. | 70 9 |
| Laundress | .. | 62 3 | .. | 59 3 |
| Head waitress | .. | 62 3 | .. | 59 3 |
| Other waitresses | .. | 58 3 | .. | 55 3 |
| Pantrymaid or kitchenmaid | .. | 59 3 | .. | 56 3 |
| Housemaid | .. | 59 3 | .. | 56 3 |
| Persons not otherwise provided for | 94 0 | 59 3 | 91 0 | 56 3 |
| 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 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 33 0 | .. | Per week of 20 hours 30 0 |

CLUBS.

| (10) | WAGES PER WEEK OF 44 HOURS. | | PROPORTION (IN ANY PLACE). |
|-------------------------------|-----------------------------|--------------|--|
| | Males. | Females. | |
| | <i>s. d.</i> | <i>s. d.</i> | |
| Under 16 years of age | 23 3 | 23 3 | <p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p> |
| 16 years of age | 32 0 | 24 9 | |
| 17 | 36 0 | 28 3 | |
| 18 | 42 9 | 30 9 | |
| 19 | 51 0 | 32 9 | |
| 20 | 67 6 | 38 0 | |

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

| | † WAGES. | | | |
|---|--|--|---------------------------------|--|
| | Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and 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. |
| | s. d. | s. d. | s. d. | s. d. |
| Steward | 94 6 | .. | 94 6 | .. |
| First cook where the number of persons employed in the kitchen is— | | | | |
| Eight or more | 123 6 | 81 0 | 123 6 | 81 0 |
| Five, six, or seven | 107 6 | 69 0 | 107 6 | 69 0 |
| Three or four | 98 3 | 66 6 | 98 3 | 66 6 |
| Other first cooks or cook employed alone | 94 3 | 66 6 | 92 6 | 66 6 |
| Second, or night or relieving, cook when the number of persons employed in the kitchen is— | | | | |
| Eight or more | 103 6 | 69 0 | 103 6 | 69 0 |
| Five, six, or seven | 93 6 | 61 0 | 93 6 | 61 0 |
| Less than five | 92 0 | 59 0 | 90 6 | 59 0 |
| Larder cook | 92 0 | 59 0 | 90 6 | 59 0 |
| Pastrycook shall be paid the rates fixed by the Pastrycooks Board | | | | |
| Sweets cook | 94 0 | 61 0 | 93 6 | 61 0 |
| Stove, grill, third, or breakfast cook | 92 0 | 56 6 | 90 6 | 56 6 |
| Vegetable or assistant cook | 90 6 | 56 6 | 89 6 | 56 6 |
| Oysterman | 93 0 | .. | 91 6 | .. |
| Pantryman or kitchenman | 90 0 | .. | 88 6 | .. |
| Storeman | 90 0 | .. | 90 0 | .. |
| Head waiter | 92 0 | .. | 92 0 | .. |
| Other waiters | 90 0 | .. | 88 6 | .. |
| Night porter | 90 0 | .. | 88 6 | .. |
| Day porter | 90 0 | .. | 85 6 | .. |
| Billiard-room attendant | 90 0 | .. | 88 6 | .. |
| Commissionaire or messenger | 90 0 | .. | 88 6 | .. |
| Housekeeper, Stewardess, or Manageress | .. | 66 6 | .. | 66 6 |
| Laundress | .. | 54 6 | .. | 55 0 |
| Head waitress or Supervisor | .. | 55 0 | .. | 55 0 |
| Other waitresses | .. | 52 6 | .. | 52 6 |
| Pantrymaid or kitchenmaid | .. | 52 6 | .. | 52 6 |
| Counterhand | .. | 52 6 | .. | 52 6 |
| Housemaid | .. | 52 6 | .. | 52 6 |
| Persons not otherwise provided for | 90 0 | 52 6 | 88 6 | 52 6 |
| | | Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked. | | Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked. |
| Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) | .. | 32 0 | .. | 32 0 |

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

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee the minimum wage shall be, where the employer—

- (a) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;
- (b) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. 4d. per week less;
- (c) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 4d. per week less; or
- (d) boards and lodges the employee, 20s. 1d. per week less.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week the amount to be allowed as a deduction for each day shall be $\frac{2}{11}$ of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(21)

APPRENTICES OR IMPROVERS.

| | Wages per week of 44 hours. | | PROPORTION (IN ANY PLACE). MALES OR FEMALES. |
|-------------------------------|-----------------------------|----------|--|
| | Males. | Females. | |
| | s. d. | s. d. | |
| Under 16 years of age | 23 3 | 22 9 | <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage</p> |
| 16 years of age | 31 9 | 23 3 | |
| 17 | 35 9 | 27 3 | |
| 18 | 42 0 | 30 3 | |
| 19 | 51 6 | 32 3 | |
| 20 | 66 3 | 37 6 | |

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

| | Wages.† | | | |
|--|--|--|---------------------------------|--|
| | Within a radius of 25 miles of the General Post Office, Melbourne. | | 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. |
| | s. d. | s. d. | s. d. | s. d. |
| Barman, cellarman, assistant cellarman, or barmaids (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination | .. | .. | .. | .. |
| First cook where the number of persons employed in the kitchen is— | | | | |
| Eight or more | 120 6 | 80 6 | 120 6 | 80 6 |
| Five, six, or seven | 105 0 | 67 0 | 105 0 | 67 0 |
| Three or four | 96 9 | 64 6 | 96 9 | 64 6 |
| Other first cooks or cook employed alone | 94 6 | 64 6 | 92 3 | 64 6 |
| Second cook where the number of persons employed in the kitchen is— | | | | |
| Eight or more | 100 6 | 67 0 | 100 6 | 67 0 |
| Five, six, or seven | 90 6 | 59 3 | 90 6 | 59 3 |
| Other second cooks | 90 6 | 57 0 | 89 0 | 57 0 |
| Night or relieving cook | 90 9 | 57 0 | 88 9 | 57 0 |
| Larder cook | 90 9 | 57 0 | 88 9 | 57 0 |
| Pastrycook shall be paid the rates fixed by the Pastrycooks Board | | | | |
| Sweets cook | 92 0 | 57 9 | 90 3 | 57 9 |
| Stove, grill, third, or breakfast cook | 90 6 | 55 0 | 88 9 | 55 0 |
| Vegetable or assistant cook | 87 6 | 55 0 | 86 3 | 55 0 |
| Oysterman | 90 0 | .. | 90 0 | .. |
| Pantryman or kitchenman | 87 0 | .. | 85 0 | .. |
| Storeman | 90 9 | .. | 90 9 | .. |
| Head waiter | 90 9 | .. | 90 9 | .. |
| Other waiters | 87 0 | .. | 85 0 | .. |
| Night porter | 87 0 | .. | 85 0 | .. |
| Day porter | 87 0 | .. | 85 0 | .. |
| Billiard-room attendant | 87 0 | .. | 85 0 | .. |
| Commissionaire or messenger | 87 0 | .. | 85 0 | .. |
| Housekeeper or stewardess | .. | 64 6 | .. | 64 6 |
| Laundress | .. | 53 6 | .. | 53 6 |
| Head waitress or supervisor | .. | 53 6 | .. | 53 6 |
| Other waitresses | .. | 51 6 | .. | 51 6 |
| Pantrymaid or kitchenmaid | .. | 51 6 | .. | 51 6 |
| Counterhand | .. | 51 6 | .. | 51 6 |
| Housemaid | .. | 51 6 | .. | 51 6 |
| Persons not otherwise provided for | 87 0 | 51 6 | 85 0 | 51 6 |
| | | Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked. | | Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked. |
| Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) | .. | 32 0 | .. | 32 0 |

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, the minimum wage shall be where the employer—

- (a) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (b) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (c) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- (d) boards and lodges the employee, 18s. 8d. per week less.

Provided that where the meals referred to in above clauses (a), (b) and (c) are supplied by an employer who carries on the business of a restaurant, dining-room, eating house, or cafeteria in connexion with a departmental store or emporium the maximum amount which may be deducted for meals supplied shall be 9s. per week.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week, the amount to be allowed as a deduction for each day shall be $\frac{1}{7}$ of the amount herein provided for a weekly deduction.

Clauses other than clauses numbered (2), (10), and (21) of the Determination as published in *Government Gazette* No. 398 of 25th November, 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 SHIFT. | | |
| Wages per Week of 44 Hours. | | | | Wages per Week of 44 Hours. | | |
| £ s. d. | | | | £ s. d. | | |
| 17 to 19 years of age | .. | .. | .. | 3 | 3 | 6 |
| 19 to 21 years of age | .. | .. | .. | 3 | 16 | 6 |
| PROPORTION (in any place). | | | | | | |
| One improver to every six adults receiving not less than 87s. per week of 44 hours. | | | | | | |
| Roller | .. | .. | .. | 7 | 9 | 3 |
| Furnaceman | .. | .. | .. | 7 | 1 | 6 |
| Rougher | .. | .. | .. | 6 | 16 | 6 |
| Catcher (three high roughing Rolls) | .. | .. | .. | 6 | 16 | 6 |
| Catcher who is responsible for adjusting guards | .. | .. | .. | 5 | 4 | 0 |
| Other Catchers | .. | .. | .. | 5 | 1 | 0 |
| Annealer or Heat Treatment Hand | .. | .. | .. | 5 | 12 | 0 |
| Roller's Assistant | .. | .. | .. | 5 | 10 | 0 |
| Charger | .. | .. | .. | 5 | 2 | 0 |
| Shearsman of scrap (Crocodile Shears) | .. | .. | .. | 5 | 2 | 0 |
| Yard Shearsman | .. | .. | .. | 5 | 2 | 0 |
| Billet Shearsman | .. | .. | .. | 5 | 2 | 0 |
| Scrap Bar Shearsman | .. | .. | .. | 4 | 16 | 0 |
| Other Shearsmen | .. | .. | .. | 4 | 13 | 6 |
| Setter Up | .. | .. | .. | 4 | 18 | 11 |
| Carrier Up (large mill) | .. | .. | .. | 4 | 16 | 0 |
| Carrier Up (small mill) | .. | .. | .. | 4 | 10 | 8 |
| Underhand who also assists to feed furnace | .. | .. | .. | 4 | 16 | 0 |
| Hookman | .. | .. | .. | 4 | 16 | 0 |
| Middleman | .. | .. | .. | 4 | 16 | 0 |
| Straightener | .. | .. | .. | 4 | 16 | 0 |
| Straightener's Assistant | .. | .. | .. | 4 | 13 | 6 |
| Chipper | .. | .. | .. | 4 | 16 | 0 |
| Assistant Furnaceman | .. | .. | .. | 4 | 16 | 0 |
| Plate Hand | .. | .. | .. | 4 | 13 | 6 |
| Underhand | .. | .. | .. | 4 | 13 | 6 |
| Furnaceman at electric furnace | .. | .. | .. | 5 | 14 | 0 |
| Pitman at electric furnace | .. | .. | .. | 5 | 5 | 0 |
| Ladleman at electric furnace | .. | .. | .. | 5 | 5 | 0 |
| Assistant at electric furnace | .. | .. | .. | 4 | 10 | 8 |
| Assistant to Shearsman | .. | .. | .. | 4 | 11 | 6 |
| All others | .. | .. | .. | 4 | 7 | 0 |

NOTE.—If the employment is for hourly hiring, the rates prescribed above for other employees shall be increased by 5s. per week (see clause 9 (b).)

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 151 of the 4th May, 1940, shall remain in force.

JAM TRADE BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 234 of the 13th June, 1940, shall be replaced by the following clause:—

| (2) | | ADULT EMPLOYEES. | | Wages per Week of 44 Hours. | | |
|-------------------------|--|------------------|----|-----------------------------|----|---|
| (a) Males—Weekly Hands— | | | | £ s. d. | | |
| (1) | Foreman (first jam maker) | .. | .. | 5 | 16 | 0 |
| (2) | Assistant jam maker, i.e., a competent jam maker, one who is capable of taking off | .. | .. | 5 | 6 | 0 |
| (3) | Foreman packer in charge of despatch and packing department | .. | .. | 5 | 6 | 0 |
| (4) | Foreman sauce, chutney, pickles or condiment maker, i.e., one who is competent to mix ingredients and make sauce, chutney or other condiment, and who is actually in charge of the making thereof in any factory | .. | .. | 5 | 6 | 0 |
| (5) | Fruit preserver (man in charge) | .. | .. | 5 | 6 | 0 |
| (6) | Fruit crystallizing department— | | | | | |
| | (a) Fruit crystallizers | .. | .. | 5 | 2 | 6 |
| | (b) All others | .. | .. | 4 | 15 | 0 |
| (7) | Candy peel maker in charge | .. | .. | 5 | 1 | 0 |
| (8) | Foreman, bottle department | .. | .. | 4 | 16 | 0 |
| (9) | Foreman, packer's assistant | .. | .. | 4 | 16 | 0 |
| (10) | Foreman, pulp department | .. | .. | 4 | 16 | 0 |
| (11) | Man working in dehydrating tunnel | .. | .. | 4 | 16 | 0 |
| (12) | Operator of labelling machine labelling canned goods | .. | .. | 4 | 16 | 0 |
| (13) | Operator of lye machine | .. | .. | 4 | 16 | 0 |
| (14) | Syrup maker, i.e., a person who actually boils the syrup | .. | .. | 4 | 16 | 0 |
| (15) | Tapper | .. | .. | 4 | 16 | 0 |
| (16) | Storeman and packer—as defined | .. | .. | 4 | 14 | 0 |
| (17) | All other adult employees, i.e., 21 years of age or over | .. | .. | 4 | 10 | 0 |

Provided that—

- Any adult male employee who is employed for any period of not more than two weeks shall be entitled to 1s. for each working day of such period, in addition to the minimum wage.
- Any adult male employee who is employed for any period of more than two weeks, but not more than four weeks, shall be entitled to 6d. for each working day of such period, in addition to the minimum wage.

SCHEDULE—continued.

JAM TRADE BOARD—continued.

| (b) Females—Weekly Hands— | | £ s. d. |
|--|---------|----------|
| (1) Head forewoman | | 3 7 9 |
| (2) Forewoman's assistant | | 2 17 9 |
| (3) Head woman supervisor | | 2 17 9 |
| (4) Supervisor | | 2 15 9 |
| Females engaged in— | | |
| (a) clipping piecework tickets | | } 2 15 9 |
| (b) cutting or pulping lemons or pineapples .. .. . | .. .. . |  |
| (c) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. . | .. .. . |  |
| (d) operating a pear preparing machine .. .. . | .. .. . |  |
| (e) operating can closing machine .. .. . | .. .. . |  |
| (f) packing clear mixed pickles into bottles or into special containers for advertising purposes .. .. . | .. .. . |  |
| (g) pouring out or filling jam by hand .. .. . | .. .. . |  |
| (h) pouring out pulp by hand .. .. . | .. .. . |  |
| (i) stirring jam, sauce or pulp .. .. . | .. .. . |  |
| (j) washing bags .. .. . | .. .. . |  |
| (k) working at a fruit press | | |

Provided that—

- (a) Any adult female employee who is employed for any period of not more than two weeks, shall be entitled to 9d. for each working day of such period, in addition to the minimum wage.
- (b) Any adult female employee who is employed for any period of more than two weeks, and not more than four weeks, shall be entitled to 4d. for each working day of such period, in addition to the minimum wage.

Clauses (3) to (25) inclusive and the Schedule of Piecework prices of the Determination, as published in the *Government Gazette* No. 234 of the 13th June, 1940, shall remain in force.

KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 7 of the 7th January, 1941, shall be replaced by the following clause:—

(2) **WAGES PER WEEK OF 44 HOURS. (DAY SHIFT.)**

JUNIORS.

Hosiery Section.

| MALES. | | | | | | | FEMALES. | | | | | | |
|----------------|--------------------|------------|------------|------------|------------|------------|----------------|--------------------|------------|------------|------------|------------|------------|
| Experience. | Commencing Age. | | | | | | Experience. | Commencing Age. | | | | | |
| | 15 years or under. | 16 | 17 | 18 | 19 | 20 | | 15 years or under. | 16 | 17 | 18 | 19 | 20 |
| 1st six months | s. d. 19 0 | s. d. 21 6 | s. d. 24 6 | s. d. 30 0 | s. d. 35 0 | s. d. 41 0 | 1st six months | s. d. 17 6 | s. d. 18 0 | s. d. 19 0 | s. d. 21 0 | s. d. 24 0 | s. d. 25 6 |
| 2nd " | 21 0 | 23 6 | 27 6 | 33 0 | 38 6 | 65 0 | 2nd " | 18 0 | 19 6 | 21 0 | 23 0 | 26 6 | 36 6 |
| 3rd " | 22 0 | 25 0 | 30 6 | 36 0 | 43 0 | .. | 3rd " | 20 6 | 22 0 | 24 6 | 27 0 | 28 6 | .. |
| 4th " | 24 6 | 28 6 | 34 0 | 41 0 | 65 6 | .. | 4th " | 22 0 | 24 6 | 26 6 | 28 6 | 38 6 | .. |
| 5th " | 27 0 | 32 0 | 36 6 | 45 6 | .. | .. | 5th " | 24 6 | 26 6 | 28 6 | 31 0 | .. | .. |
| 6th " | 30 6 | 35 6 | 43 0 | 67 6 | .. | .. | 6th " | 26 6 | 28 6 | 30 6 | 40 0 | .. | .. |
| 7th " | 34 0 | 41 0 | 51 6 | .. | .. | .. | 7th " | 28 6 | 30 6 | 33 6 | .. | .. | .. |
| 8th " | 39 6 | 47 6 | 69 6 | .. | .. | .. | 8th " | 30 6 | 33 0 | 43 0 | .. | .. | .. |
| 9th " | 45 0 | 56 0 | .. | .. | .. | .. | 9th " | 32 0 | 37 0 | .. | .. | .. | .. |
| 10th " | 53 0 | 72 6 | .. | .. | .. | .. | 10th " | 34 0 | 43 6 | .. | .. | .. | .. |
| 11th " | 60 0 | .. | .. | .. | .. | .. | 11th " | 38 6 | .. | .. | .. | .. | .. |
| 12th " | 68 0 | .. | .. | .. | .. | .. | 12th " | 41 0 | .. | .. | .. | .. | .. |
| 7th year .. | 75 6 | .. | .. | .. | .. | .. | 7th year .. | 43 6 | .. | .. | .. | .. | .. |

Any Other Section.

| MALES. | | | | | | | FEMALES. | | | | | | |
|----------------|--------------------|------------|------------|------------|------------|------------|----------------|--------------------|------------|------------|------------|------------|------------|
| Experience. | Commencing Age. | | | | | | Experience. | Commencing Age. | | | | | |
| | 15 years or under. | 16 | 17 | 18 | 19 | 20 | | 15 years or under. | 16 | 17 | 18 | 19 | 20 |
| 1st six months | s. d. 20 0 | s. d. 22 6 | s. d. 25 6 | s. d. 31 0 | s. d. 36 0 | s. d. 42 0 | 1st six months | s. d. 18 6 | s. d. 19 0 | s. d. 20 0 | s. d. 22 0 | s. d. 25 0 | s. d. 26 6 |
| 2nd " | 22 0 | 24 6 | 28 6 | 34 0 | 39 0 | 66 0 | 2nd " | 19 0 | 20 6 | 22 0 | 24 0 | 27 6 | 37 6 |
| 3rd " | 23 0 | 26 0 | 31 6 | 37 0 | 44 0 | .. | 3rd " | 21 6 | 23 0 | 25 6 | 28 0 | 29 6 | .. |
| 4th " | 25 6 | 29 6 | 35 0 | 42 0 | 66 6 | .. | 4th " | 23 0 | 25 6 | 27 6 | 29 6 | 39 6 | .. |
| 5th " | 28 0 | 33 0 | 37 6 | 46 6 | .. | .. | 5th " | 25 6 | 27 6 | 29 6 | 32 0 | .. | .. |
| 6th " | 31 6 | 36 6 | 44 0 | 68 6 | .. | .. | 6th " | 27 6 | 29 6 | 31 6 | 41 0 | .. | .. |
| 7th " | 35 0 | 42 0 | 52 6 | .. | .. | .. | 7th " | 29 6 | 31 6 | 34 6 | .. | .. | .. |
| 8th " | 40 6 | 48 6 | 70 6 | .. | .. | .. | 8th " | 31 6 | 34 0 | 44 0 | .. | .. | .. |
| 9th " | 46 0 | 57 0 | .. | .. | .. | .. | 9th " | 33 0 | 38 0 | .. | .. | .. | .. |
| 10th " | 54 6 | 73 6 | .. | .. | .. | .. | 10th " | 35 0 | 44 6 | .. | .. | .. | .. |
| 11th " | 61 0 | .. | .. | .. | .. | .. | 11th " | 39 6 | .. | .. | .. | .. | .. |
| 12th " | 69 0 | .. | .. | .. | .. | .. | 12th " | 42 0 | .. | .. | .. | .. | .. |
| 7th year .. | 76 6 | .. | .. | .. | .. | .. | 7th year .. | 44 6 | .. | .. | .. | .. | .. |

Note.—Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for juniors shall apply only to such employees as are under 21 years of age.

SCHEDULE—continued.

KNITTING TRADE BOARD—continued.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing division shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

OTHER EMPLOYEES.

Wages per Week of 44 Hours (Day Shift).

| | Hosiery Section. | Any Other Section. |
|---|------------------|--------------------|
| <i>Adult Males.</i> | | |
| Mechanics on full-fashioned machines | s. d. 108 0 | s. d. |
| Mechanics on all other machines | 103 6 | 105 6 |
| Operators of single unit full-fashioned machines | 108 0 | .. .. |
| Operators of other full-fashioned machines (leggers and footers)— | | |
| First year's experience | 103 0 | .. .. |
| Thereafter | 108 0 | .. .. |
| Pliers | 103 0 | .. .. |
| Weft turners | 93 0 | .. .. |
| Board and press hands | 92 0 | 94 0 |
| Electric machine cutters | 98 0 | 100 0 |
| Hand cutters | 95 6 | 97 6 |
| Warpers | 92 0 | 94 0 |
| Hand knitters on flat machines | 95 6 | 97 6 |
| Circular machine knitters | 92 0 | 94 0 |
| Millmen, scourers, bleachers, or shrinkers | 91 0 | 93 0 |
| Leading hand employed on dye machines or vats | 96 0 | 98 0 |
| All other dye-house employees operating or attending machines | 90 0 | 92 0 |
| All other machine operators or attendants | 90 0 | 92 0 |
| Warehousemen, oilers, or cleaners | 90 0 | 92 0 |
| Persons not otherwise provided for | 86 0 | 88 0 |
| <i>Adult Females.</i> | | |
| Employees using Paramount or similar shapes | 51 6 | .. .. |
| Operators of steam presses (except manual screw press) | 50 6 | 52 6 |
| Electric machine cutters | 58 6 | 60 6 |
| Hand cutters | 51 6 | 53 6 |
| Hand knitters on flat machines | 53 6 | 55 6 |
| Knitters on other machines | 50 6 | 52 6 |
| Linkers | 53 6 | 55 6 |
| Seamers, welters, overlappers, flat lockers, or interlockers | 51 6 | 53 6 |
| All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned) | 50 6 | 52 6 |
| Ironers | 50 6 | 52 6 |
| Clockers | 53 6 | .. .. |
| Examiners, folders, graders, pairers, sorters, or parcelers | 49 6 | 51 6 |
| Menders on full-fashioned hose | 53 6 | .. .. |
| Other menders | 50 6 | 52 6 |
| Persons not otherwise provided for | 46 6 | 48 6 |

Clauses (3) to (28) inclusive of the Determination published in *Government Gazette* No. 7 of the 7th January, 1941, shall remain in force.

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 | 5 | 2 | 0 |
| All Other Journeymen | 5 | 8 | 0 |
| Journeywomen | 2 | 14 | 9 |

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

SCHEDULE—continued.

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. | | | |
| | | | | <i>s. d.</i> | | | |
| 16 years of age or under | .. | .. | 34 6 | Lime Burners or Feeders | .. | .. | 95 0 |
| 17 years of age | .. | .. | 40 0 | Drawers | .. | .. | 95 0 |
| 18 years of age | .. | .. | 48 6 | Crusher hands | .. | .. | 90 6 |
| 19 years of age | .. | .. | 61 0 | Operator of a Mechanical Bagging Machine | .. | .. | 95 0 |
| 20 years of age | .. | .. | 85 0 | Hydrator Attendant | .. | .. | 104 6 |
| PROPORTION (within any place). | | | | Lime Screeners | .. | .. | 93 6 |
| One apprentice and one improver to every three or fraction of three workers receiving not less than 87s. 6d. per week of 44 hours. | | | | Attendant on an Automatic Feeder | .. | .. | 96 0 |
| An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923. | | | | All others | .. | .. | 37 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.

MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 117 of the 28th April, 1941, shall be replaced by the following clause:—

(2)

| Apprentices. | | | Improvers. | | | Number (In any Place). |
|-----------------|---------|-----------------|-----------------------|---------|-----------------|--|
| Males. | | Females. | Males. | | Females. | |
| Wages per Week. | | Wages per Week. | Wages per Week. | | Wages per Week. | |
| <i>s. d.</i> | | <i>s. d.</i> | <i>s. d.</i> | | <i>s. d.</i> | APPRENTICES. |
| 1st year | .. 19 3 | 19 3 | Under 16 years of age | .. 20 9 | 17 9 | One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. |
| 2nd " | .. 25 0 | 21 9 | 16 years of age | .. 25 0 | 19 3 | MALE IMPROVERS. |
| 3rd " | .. 32 0 | 25 0 | 17 " " | .. 33 3 | 21 9 | One male improver to every two male workers receiving 92s. per week. |
| 4th " | .. 38 9 | 31 9 | 18 " " | .. 45 9 | 25 9 | FEMALE IMPROVERS. |
| 5th " | .. 46 3 | 39 0 | 19 " " | .. 56 6 | 31 3 | Two female improvers to each female worker receiving 52s. 6d. per week. |
| | | | 20 " " | .. 70 6 | 39 0 | |

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.

Males.

Employees in Warehouses.

| | Per Week of 44 Hours. |
|--|-----------------------|
| | <i>s. d.</i> |
| Foreman of any Department in which six or more workers are employed | .. 123 0 |
| Foreman of any Department in which three to five workers are employed | .. 114 0 |
| First Assistant in any Department in which five or more workers are employed | .. 106 0 |
| Drug Department employee engaged in weighing, measuring and wrapping under supervision | .. 96 6 |
| Salesman in any Department under supervision | .. 96 6 |
| All others | .. 92 0 |

EMPLOYEES IN FACTORIES AND ELSEWHERE.

| | |
|--|--------|
| Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers | 123 0 |
| Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers | 114 0 |
| First Assistant where five or more workers are employed | 106 0 |
| Assistant engaged in any of the following processes under supervision:— | |
| (a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery.. | } 96 6 |
| (b) Granulating | |
| (c) Pill and Tablet Coating | |
| All others | 92 0 |
| <i>Females.</i> | |
| Forewoman in charge of one to five workers | 66 9 |
| Forewoman in charge of six or more workers | 69 3 |
| Other adults | 52 6 |

Clauses (3) to (14) inclusive of the Determination published in the *Government Gazette* No. 117 of the 28th April, 1941, shall remain in force.

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 300 of the 15th August, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

| Apprentices or Improvers. | Other Employees. | | |
|---|--|--|------------------------------|
| | | Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Key-ington, Milca Mitta, Bethanga, Harriestville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth. | All Other Parts of Victoria. |
| <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| If under 16 years of age 39 6 | Winding and haulage engine-drivers— | | |
| 16 and under 18 years of age 50 0 | (a) If they sometimes or always raise or lower human beings | 115 0 | 112 0 |
| 18 and under 19 years of age 62 0 | (b) If they do not raise or lower human beings | 109 0 | 106 0 |
| 19 and under 20 years of age 80 0 | Winch drivers— | | |
| 20 years of age, minimum rate for class of work done. | (a) If working underground or on surface of mines, and they raise or lower human beings | 105 0 | 102 0 |
| If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid. | (b) If working underground or on surface of mines, and they do not raise or lower human beings | 102 0 | 99 0 |
| PROPORTION. | (c) On dredges | 102 0 | 99 0 |
| Apprentices. | Other drivers— | | |
| One apprentice to every three or fraction of three workers receiving not less than 85s. 6d. per week of 44 hours. | (a) Attending to a steam engine with condenser attached | 105 0 | 102 0 |
| Improvers. | Attending to a steam engine without condenser | 102 0 | 99 0 |
| One improver to every three workers receiving not less than 85s. 6d. per week of 44 hours. | (b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant— | | |
| | (i) if 50 b.h.p. or over | 102 0 | 99 0 |
| | (ii) if under 50 b.h.p. | 99 0 | 96 0 |
| | Motor Drivers or Attendants | 93 0 | 90 0 |
| | Firemen— | | |
| | (a) Attending one boiler | 93 0 | 90 0 |
| | (b) Attending two boilers | 94 6 | 91 6 |
| | (c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate | 96 0 | 93 0 |
| | Greasers | 91 0 | 88 0 |
| | All others | 88 6 | 85 6 |

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

| | <i>s. d.</i> |
|-----------------------|---------------|
| 17 years of age | 60 9 per week |
| 18 " " | 72 0 " |
| 19 " " | 79 9 " |

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 85s. 6d. per week of 44 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 300 of 15th August, 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 | .. | .. | 20 6 | (a) Improvers employed as drivers of vehicles in which passengers are being conveyed— | | | |
| 2nd " | " | " | 26 6 | 1st year's experience as such 70s. per week | | | |
| 3rd " | " | " | 33 9 | Thereafter The rate provided in Clause (2) "Other Employees" for the class of vehicle driven | | | |
| 4th " | " | " | 39 6 | | | | |
| And thereafter the minimum wage. | | | | (b) Other Improvers— | | | |
| PROPORTION. | | | | Wages per Week. | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | | Commencing Age— | | | |
| | | | | 17 years or under. 18 years. 19 years. 20 years. | | | |
| | | | | s. d. s. d. s. d. s. d. | | | |
| | | | | 1st year's experience 26 6 33 9 45 0 52 0 | | | |
| | | | | 2nd " " 33 9 45 0 52 0 | | | |
| | | | | 3rd " " 45 0 52 0 | | | |
| | | | | 4th " " 52 0 | | | |
| | | | | And thereafter the minimum wage. | | | |
| PROPORTION. | | | | PROPORTION. | | | |
| 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 | 110 0 | 105 0 |
| In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons | 106 6 | 101 6 |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons | 102 6 | 97 6 |
| In which the licensed passenger seating capacity does not exceed 7 persons | 100 6 | 95 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 | 103 6 | 98 6 |
| In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons | 101 6 | 96 6 |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons | 99 6 | 94 6 |
| In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street | 96 6 | 91 6 |
| All other drivers | 94 0 | 89 0 |
| (iii) Employees Not Provided for in (i) and (ii) hereof. | | |
| Conductors (including females) | 97 6 | 92 6 |
| Greasers | 95 6 | 90 6 |
| Cleaners | 92 0 | 87 0 |
| All others— | | |
| Males | 92 0 | 87 0 |
| Females | 53 6 | 47 6 |

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 Mildura and Gippsland Districts. | Elsewhere in Victoria. |
| Weekly Wages. | Weekly Wages. | | £ s. d. | £ s. d. |
| <p>Males. Females. s. d. s. d.</p> <p>1st year 17 7 17 5 2nd " 26 8 26 5 3rd " 35 9 30 5 4th " 53 4 39 4 5th " 70 5 44 11 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p> | <p>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 15 11 14 7 16 years of age, and under 17 years 17 7 17 5 17 " " " 18 " 26 8 26 5 18 " " " 19 " 35 9 30 5 19 " " " 20 " 53 4 39 4 20 " " " 21 " 70 5 44 11 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><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.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p> | <p><i>Males.</i></p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer prosser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } All others .. } <i>Females.</i> Veneer matcher .. } All others .. }</p> | <p>£ s. d.</p> <p>5 10 0 5 9 6 5 7 6 4 13 0 5 8 0 5 2 0 4 19 0 5 2 0 4 16 0 5 14 0 5 5 0 5 2 0 4 19 0 4 19 0 4 16 0 5 11 0 5 2 0 5 2 0 4 19 0 4 16 0 5 11 0 4 7 0 2 14 0 2 6 6</p> | <p>£ s. d.</p> <p>5 7 0 5 6 6 5 4 6 4 10 0 5 5 0 4 19 0 4 16 0 4 19 0 4 13 0 5 11 0 5 2 0 4 19 0 4 16 0 5 11 0 4 4 0 2 12 6 2 5 0</p> |

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 "87s." shall be substituted for "82s." and "46s. 6d." substituted for "44s."

SCHEDULE—continued.

MUSICIANS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 339 of the 13th September, 1940, shall be replaced by the following clause:—

(2) WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

(A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

(A2) Leaders—

| | £ | s. | d. |
|---|---|----|---------|
| (i) Week's work | 9 | 10 | 0 |
| (ii) Each performance not included in week's work | 1 | 2 | 6 extra |

(A3) Principals—

| | | | |
|---|---|----|---------|
| (i) Week's work | 7 | 10 | 0 |
| (ii) Each performance not included in week's work | 0 | 18 | 0 extra |

(A4) Other performers—

| | | | |
|---|---|----|---------|
| (i) Week's work | 6 | 10 | 0 |
| (ii) Each performance not included in week's work | 0 | 15 | 9 extra |

Casual Employees.

| | £ | s. | d. |
|--|---|----|----|
| (A5) Leaders—each performance | 1 | 12 | 0 |
| (A6) Principals—each performance | 1 | 5 | 8 |
| (A7) Other performers—each performance | 1 | 2 | 6 |

(B) GENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERE PROVIDED FOR BY THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause (B)—

(i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

| | £ | s. | d. |
|---|---|----|---------|
| (B2) Week's work of six performances | 5 | 4 | 6 |
| (B3) Week's work of twelve performances | 8 | 4 | 6 |
| (B4) Each performance not included in week's work | 0 | 13 | 6 extra |
| (B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour. | | | |

Casual Employees.

| | £ | s. | d. |
|---|---|----|----|
| (B6) Each performance by any one (other than a pianist playing alone) | 0 | 19 | 10 |
| (B7) Each performance by pianist playing alone | 1 | 2 | 6 |
| (B8) Pianist employed only for voice trials and similar work 6s. 6d. per hour with minimum as for one and a half hours. | | | |

(C) PICTURES SHOWS.

Weekly Employees.

(C1) For the purpose of this sub-clause (C)—

(i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

| | £ | s. | d. |
|---|---|----|---------|
| (C2) Week's work of six performances | 5 | 1 | 0 |
| (C3) Week's work of twelve performances | 8 | 1 | 0 |
| (C4) Each performance not included in a week's work | 0 | 14 | 0 extra |
| (C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour. | | | |

Intermittent Weekly Employees.

| | £ | s. | d. |
|---|---|----|---------|
| (C6) One performance per week | 1 | 0 | 6 |
| (C7) Two performances per week | 1 | 19 | 0 |
| (C8) Three performances per week | 2 | 11 | 6 |
| (C9) Four performances per week | 3 | 8 | 0 |
| (C10) Five performances per week | 4 | 6 | 0 |
| (C11) Each extra performance over five | 0 | 15 | 0 extra |
| (C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour. | | | |

Casual Employees.

| | £ | s. | d. |
|--|---|----|----|
| (C13) Each performance | 1 | 2 | 6 |
| (C14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours. | | | |

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(D) STAGE BAND.
Weekly Employees.

(D1) For the purpose of this sub-clause (D), a week's work shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on a Sunday.

| | | | |
|---|-------------------|----|----------|
| (D2) Week's work | £ | s. | d. |
| (D3) Each performance not included in week's work | 3 | 12 | 6† |
| | 0 | 12 | 0* extra |
| | Casual Employees. | | |
| (D4) Each performance | £ | s. | d. |
| | 0 | 19 | 0* |

(E) BROADCASTING AND RELAYING.
Weekly Employees.

(E1) For the purposes of this sub-clause (E), a week's work of 18 or 36 hours shall be deemed to consist of work done in and according to the following manner and conditions, that is to say:—

- (i) In the case of the week's work of 18 hours, 3 hours, and in the case of the week's work of 36 hours, 6 hours is to be the day's work.
- (ii) The work is to be done on each of six days, all within seven consecutive days and none on a Sunday.
- (iii) It is to be done between 12 noon and 12 midnight.
- (iv) The employee is to be off duty for at least one hour between 1 p.m. and 3 p.m., and one hour between 5 p.m. and 7 p.m.
- (v) Each day's work is to be done in separate periods of either 1½ or 3 consecutive hours, chosen at the employer's option.
- (vi) During the second hour of each period of three consecutive hours, the employee is to be allowed an interval of at least ten minutes, which is to be deemed to be time worked.
- (vii) If not more than one-third in all of any one of the said periods of 1½ or 3 hours is used in performances, the employer is to have the right to use one-third of such period for rehearsals.

| | | | |
|--|-------------------|----|---------|
| (E2) Week's work of 18 hours | £ | s. | d. |
| (E3) Week's work of 36 hours | 5 | 9 | 6 |
| (E4) Each performance not included in a week's work and not exceeding three hours | 9 | 9 | 6 |
| (E5) Pianist not member of orchestra employed for accompaniments and occasional solos— | 0 | 15 | 0 extra |
| (i) For 36 hours in a week not including Sunday | 6 | 6 | 0 |
| (ii) For each hour over 36 in the week | 0 | 6 | 0 extra |
| | Casual Employees. | | |
| (E6) Per hour, with a minimum payment as for three hours— | £ | s. | d. |
| (i) Pianist playing alone | 0 | 9 | 0 |
| (ii) Others | 0 | 8 | 0 |

Relaying.

(E7) If the whole or part of any musical performance of employees engaged otherwise than exclusively for broadcasting is broadcast, each of the said employees shall be paid, in addition to his prescribed rate, 5s.* for each such performance.

(F) CIRCUSES.

(F1) Musicians employed in circuses shall be paid at the rate of £6 13s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 16s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

(F2) The bandmaster shall be paid at the said rates each increased by one-sixth.

(G) BRASS OR REED BANDS.
Casual Employees.

| | | | |
|---|---|----|----|
| (G1) Each performance not to exceed three hours | £ | s. | d. |
| | 0 | 16 | 6* |

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.
Weekly Employees.

| | | | |
|---|---|----|---------|
| (H1) For six performances, each not exceeding one hour and being one performance a day | £ | s. | d. |
| (H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours) | 2 | 11 | 6 |
| (H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours) | 3 | 5 | 0 |
| (H4) For six performances, each not exceeding one and a half hours and being one performance per day | 4 | 15 | 6 |
| (H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours) | 2 | 11 | 6 |
| (H6) For eighteen performances, being three performances a day, each not exceeding one and one-half hours (but such performances may be grouped as one not exceeding one and one-half hours and one not exceeding three hours) | 4 | 11 | 0 |
| (H7) An employee who has an engagement under (H3) or (H6) may during the period of that engagement be engaged at the following rate:—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts | 6 | 11 | 0 |
| (H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts | 2 | 3 | 0 |
| (H9) An employee who has an engagement under (H1) and (H4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts | 2 | 11 | 6 |
| (H10) For six performances, each not exceeding three hours | 2 | 15 | 6 |
| (H11) To employees working after 7.30 p.m. and not between the hours of 11 a.m. and 7 p.m.; for six consecutive performances between 7.30 p.m. and 11.30 p.m., not exceeding three consecutive hours | 4 | 18 | 0 |
| (H12) For an extra performance under (H1) to (H3) not exceeding one hour | 5 | 4 | 0 |
| (H13) For an extra performance under (H4) to (H6) not exceeding one and one-half hours | 0 | 10 | 0 extra |
| (H14) For extra performances under (H10) not exceeding three hours | 0 | 10 | 0 extra |
| (H15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (H) are performances all held within seven consecutive days and none on a Sunday. | 0 | 12 | 6 extra |
| (H16) The performances for which the rates are prescribed in the foregoing sub-clauses (H1) to (H6) inclusive, (H10), (H12), (H13), and (H14) are performances all held between the hours of 11 a.m. and 7.30 p.m. | | | |

* If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.
† If employed for any performance or rehearsal under sub-clauses (A) or (B) 5s. to be deducted

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES—continued.

Casual Employees.

(H17) An employee employed on a week day between 11 a.m. and 7.30 p.m. shall be paid 6s. 6d. an hour, with a minimum payment of 10s. 3d. for each performance.

(H18) An employee employed on a week day after 7.30 p.m. shall be paid 7s. 6d. an hour, with a minimum payment of £1 2s. 6d. for each performance.

Playing for Dancing.

(H19) If in any of the preceding cases covered by this sub-clause (H) an employee is required to play for dancing where arrangements are made for dancing by clearing the floor or any portion of same for that purpose, or when dancing is advertised or paid for, he shall be paid in addition to the appropriate rate hereinbefore prescribed a further 10 per cent.

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

(I1) For the purpose of this sub-clause (I)—

(i) A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on a Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of twelve performances, two on each of six calendar days, each performance not to exceed three consecutive hours, all to be given within seven consecutive days, and none on a Sunday.

| | |
|---|--------------|
| (12) Week's work of six performances done between 9 a.m. and 6 p.m.— | £ s. d. |
| (i) By any one (other than a pianist playing alone) | 5 1 0 |
| (ii) By pianist playing alone | 5 18 0 |
| (13) Week's work of six performances done between 6 p.m. and midnight— | |
| (i) By any one (other than a pianist playing alone) | 5 6 0 |
| (ii) By pianist playing alone | 6 3 0 |
| (14) Week's work of twelve performances all done between 9 a.m. and 6 p.m.— | |
| (i) By any one (other than by a pianist playing alone) | 8 1 0 |
| (ii) By pianist playing alone | 8 19 0 |
| (15) Week's work of twelve performances not all done between 9 a.m. and 6 p.m.— | |
| (i) By any one (other than a pianist playing alone) | 8 6 0 |
| (ii) By pianist playing alone | 9 4 0 |
| (16) Each performance on a week day not included in a week's work | 0 15 0 extra |
| (17) Pianist playing alone on a week day in dancing classes— | |
| (i) For not more than 30 hours in a week | 5 1 0 |
| (ii) For each hour over 30 in a week | 0 5 0 extra |

Casual Employees.

| | |
|---|---------|
| (18) Performing at a dance on a week day : Per hour with a minimum payment as for three hours— | £ s. d. |
| (i) Pianist playing alone | 0 11 0 |
| (ii) Others | 0 8 0 |
| (19) Performing at a dancing class on a week day : Per hour, with a minimum payment as for three hours— | |
| (i) Pianist playing alone | 0 6 6 |
| (ii) Others | 0 5 6 |

(J) SKATING RINKS AND OTHER LIKE FORMS OF ENTERTAINMENT NOT ELSEWHERE PROVIDED FOR.

Weekly Employees.

(J1) For the purpose of this sub-clause (J)—

(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on a Sunday.

(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

| | |
|--|--------------|
| (J2) Week's work of six performances | £ s. d. |
| .. .. . | 4 17 0 |
| (J3) Week's work of twelve long performances | 7 17 0 |
| (J4) Each performance on a week day not included in a week's work of six performances or twelve long performances, and not to exceed three consecutive hours | 0 12 6 extra |
| (J5) Week's work of twelve short performances in roller skating rinks, performances to be held between 2.30 p.m. and 5 p.m., and between 8 p.m. and 10.30 p.m. | 5 11 0 |
| (J6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours | 0 10 0 extra |

Casual Employees.

(J7) Six shillings and sixpence per hour on a week day, with minimum payment as for two hours in roller skating rink and as for three hours in other cases.

(K) PERFORMANCES FOR SUCH DANCING AND FOR OTHER PURPOSES AS ARE NOT ELSEWHERE PRESCRIBED FOR HEREIN.

Casual Employees.

| | |
|--|---------|
| (K1) Pianist playing alone, each performance on a week day, not to exceed three hours in duration | £ s. d. |
| .. .. . | 1 13 0 |
| (K2) Employee (not being pianist playing alone)— | |
| (i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m. | 1 4 0 |
| (ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments | 1 16 6 |
| (iii) Engaged for three such performances to be given between 10 a.m. and 10 p.m. on one day, with one hour interval between each two performances for meals | 2 6 6 |

(L) GRAMOPHONE RECORDING.

Casual Employees.

| | |
|--|---------|
| (L1) To employees not receiving any royalty, 10s. 6d. per hour on week days, with a minimum payment as for two hours | £ s. d. |
| .. .. . | 0 10 6 |

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

(M1) A conductor leader shall be paid the appropriate rate for a member of the orchestra, with an addition of one-fourth of such rate.

Intermittent Weekly Employees.

(M2) A conductor leader shall be paid 5s.† extra for each performance.

(N) LEADERS.

Weekly or Casual Employees.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this clause (2) applies), the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with an addition of one-sixth of such rate.

(O) ADDITION TO PRESCRIBED RATE IF EMPLOYER PLAYS ONE OR MORE EXTRA INSTRUMENTS.

Weekly Employees.

| (O1) If any extra instrument supplied by employee : each performance during week of employment— | £ | s. | d. |
|---|---|----|----------|
| (i) If three performances or less | 0 | 4 | 0† extra |
| (ii) If four | 0 | 3 | 6† extra |
| (iii) If five | 0 | 3 | 0† extra |
| (iv) If six or more | 0 | 2 | 6† extra |
| (O2) If no extra instrument supplied by employee : For each performance | 0 | 2 | 6† extra |

Casual Employees.

| | | | |
|--|---|---|----------|
| (O3) If any extra instrument supplied by employee : For each performance | 0 | 5 | 0† extra |
| (O4) If no extra instrument supplied by employee : For each performance | 0 | 3 | 6† extra |

Exceptions.

(O5) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Victorian Branch of the Musicians' Union of Australia by its authorized representative and the employer concerned agree are not to be considered extra.

(P) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

All Weekly or Casual Employees intended to be employed in a performance for which the rehearsal is held, including Conductor Leader, Leaders, and Principals.

| (P1) In grand opera, and other work comprised in sub-clause (A) of this clause— | £ | s. | d. |
|---|---|----|----|
| (i) Commencing before 3 p.m. not to exceed two hours | 0 | 9 | 0 |
| (ii) Commencing before 3 p.m. not to exceed three hours | 0 | 13 | 6 |
| (iii) Commencing at or after 3 p.m. not to exceed two hours | 0 | 11 | 3 |
| (iv) Commencing at or after 3 p.m. not to exceed three hours | 0 | 16 | 11 |
| (P2) In any other work— | | | |
| (i) Commencing before 3 p.m. not to exceed two hours | 0 | 7 | 6† |
| (ii) Commencing before 3 p.m. not to exceed three hours | 0 | 10 | 0† |
| (iii) Commencing at or after 3 p.m. not to exceed two hours | 0 | 10 | 0† |
| (iv) Commencing at or after 3 p.m. not to exceed three hours | 0 | 15 | 0† |

(P3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are extra rates to be paid in addition to the rates prescribed for the week's work.

Other Employees.

(P4) Pianist employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

| (i) Weekly employee for 36 hours in a week, excluding Sunday | £ | s. | d. |
|--|---|----|---------|
| (ii) Weekly employee for each hour over 36 in the week | 0 | 5 | 5 extra |
| (iii) Casual employee for each hour on a week day, with a minimum payment as for three hours | 0 | 4 | 6 |

(P5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

| | | | |
|---|---|---|---|
| (i) Weekly employee for 36 hours in a week, excluding Sunday | 5 | 1 | 0 |
| (ii) Weekly employee for each hour over 36 in the week | 0 | 4 | 6 |
| (iii) Casual employee for each hour on a week day with minimum payment as for three hours | 0 | 4 | 1 |

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA PIT OR WELL.

Weekly or Casual Employees.

| (Q1) Where an orchestra is required to perform on the stage in view of the audience— | £ | s. | d. |
|---|---|----|----------|
| For each musician—per performance | 0 | 2 | 6† extra |
| (Q2) Where a musician is required to play in view of the audience either solo or as one of a duet, trio, or otherwise than in the ordinary way as part of a complete orchestra— | | | |
| For such musician—per performance | 0 | 3 | 0† extra |

(R) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

| (R1) Employee required to supply music | £ | s. | d. |
|--|---|----|----------|
| .. .. . | 0 | 10 | 6† extra |

Casual Employees.

| | | | |
|---|---|---|----------|
| (R2) Employee so required—per performance | 0 | 3 | 6† extra |
|---|---|---|----------|

(S) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum payment as for one performance or as for three hours on each occasion on which he is so required.

(T) LOWER RATES MAY BE AGREED TO.

Where the Federal or State Executive of the Musicians Union of Australia agrees with any employer that for special reasons lower rates should be accepted by an employee, rates may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Secretary for Labour within 7 days of the making thereof.

† If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

‡ If employed for any performance or rehearsal under sub-clause (B) 10 per cent. to be deducted.

Clauses (3) to (18) inclusive of the Determination, as published in *Government Gazette* No. 339 of the 13th September, 1940, shall remain in force.

SCHEDULE—continued.

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 6 of the 6th January, 1941, shall be replaced by the following clauses:—

(2) APPRENTICES OR IMPROVERS.

| Apprentices. | | Improvers. | |
|-------------------------------------|-------|-----------------------------|---|
| | | Wages per week of 44 Hours. | Wages per week of 44 Hours. |
| | | s. d. | 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 | .. .. | 34 9 | 3rd year—1st six month's experience 36 6 |
| 2nd six month's experience | .. .. | 37 9 | 2nd six month's experience 39 9 |
| 4th year's experience | .. .. | 51 0 | 4th year's experience 53 9 |
| 5th year's experience | .. .. | 69 6 | 5th year's experience 72 9 |
| 6th year's experience | .. .. | 82 0 | 6th year's experience 80 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 87s. per week of 44 hours.

(3) OTHER EMPLOYEES.

| | Wages per week of 44 Hours. |
|---|-----------------------------|
| | s. d. |
| Stamper who puts in die and makes force | 114 0 |
| Repairs | 114 0 |
| Maker-up | 114 0 |
| Metal spinner setting up and making his own dies | 109 0 |
| Other spinners | 99 0 |
| Die setters | 99 0 |
| Drop hammer stampers (other than those who put in die and make force) | 97 0 |
| Press operators (heavy) | 97 0 |
| Press operators (light) | 95 0 |
| Pickler who prepares and maintains acid baths | 95 0 |
| Hand blanker | 95 0 |
| All others | 87 0 |

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 6 of the 6th January, 1941, shall remain in force.

NURSERYMEN'S BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 337 of the 12th September, 1940, shall be replaced by the following clause:—

(2)

| Apprentices or Improvers. | | | Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings. | Other Employees. | |
|---|-----------------------|----------|--|---|--|
| WAGES. | Per week of 44 hours. | | WAGES. | WAGES. | |
| | Males. | Females. | | Per week of 44 hours. | Per week of 44 hours. |
| | s. d. | s. d. | | | |
| 15 years of age or under | 13 9 | 13 9 | 1st year 13 9 | Propagators in charge of one or more employees working under glass .. 104 0 | General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting 93 6 |
| 16 years of age | 18 6 | 17 6 | 2nd year 17 0 | | |
| 17 years of age | 26 6 | 22 6 | 3rd year 19 6 | | |
| 18 years of age | 34 6 | 30 0 | | Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding 53 3 | Nursery labourers 87 0 |
| 19 years of age | 44 9 | 36 6 | | | |
| 20 years of age | 57 0 | 41 0 | | | |
| <p>PROPORTION.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 87s. per week of 44 hours.</p> | | | | | |

Clauses (3) to (13) inclusive of the Determination published in the *Government Gazette* No. 337 of the 12th September, 1940, shall remain in force.

SCHEDULE—continued.
ORGAN BOARD.

Clauses (2) and (19) of the Determination published in *Government Gazette* No. 247 of the 18th June, 1940, shall be replaced by the following clauses:—

(2)

| Apprentices. | | | Improvers. | | | Other Employees. | | |
|--|-----------------------|-------|--|-----------------------|-------|--|---------|------------------------|
| WEEKLY WAGES. | | | WEEKLY WAGES. | | | WEEKLY WAGES. | | |
| | Per Week of 44 Hours. | s. d. | | Per Week of 44 Hours. | s. d. | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mldura and Gippsland Districts. | £ s. d. | Elsewhere in Victoria. |
| 1st year | | 17 7 | Under 16 years of age | .. .. | 15 11 | — | | |
| 2nd " | | 26 8 | 16 and under 17 | .. .. | 17 7 | | | |
| 3rd " | | 35 9 | 17 " " 18 | .. .. | 26 8 | | | |
| 4th " | | 53 4 | 18 " " 19 | .. .. | 35 9 | | | |
| 5th " | | 70 5 | 19 " " 20 | .. .. | 53 4 | | | |
| | | | 20 " " 21 | .. .. | 70 5 | | | |
| <i>Proportion (in any Place).</i> | | | <i>Proportion (in any Place).</i> | | | Organ builder or persons erecting, dismantling, or repairing organs | £ s. d. | £ s. d. |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | One improver to every six or fraction of six workers receiving not less than the minimum wage. | | | Woodworkers | 5 14 0 | 5 11 0 |
| An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923. | | | Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed. | | | Polisher required to spirit and/or acid off | 5 14 0 | 5 11 0 |
| | | | | | | Other polishers | 5 5 0 | 5 2 0 |
| | | | | | | Voicer | 5 14 0 | 5 11 0 |
| | | | | | | Tuner | 5 14 0 | 5 11 0 |
| | | | | | | Metal pipe maker | 5 14 0 | 5 11 0 |
| | | | | | | All others | 4 7 0 | 4 4 0 |

(19) **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 piecework or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 87s.

Clauses (3) to (21) inclusive of the Determination published in *Government Gazette* No. 247 of the 18th June, 1940, shall remain in force.

3

PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 142 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

| IMPROVERS.* | | | | OTHER EMPLOYEES. | | | |
|---|-------|-----------------------------|----------|---|-------|-------|-----------------------|
| | | Wages per Week of 44 Hours. | | | | | |
| | | Males. | Females. | | | | |
| | | s. d. | s. d. | | | | Per Week of 44 Hours. |
| 15 years of age | .. .. | 24 3 | .. | Persons employed in manufacturing titanium white— | | | |
| 16 " " " | .. .. | 29 3 | 29 3 | Day workers | .. .. | 95 2 | per week of 44 hours |
| 17 " " " | .. .. | 34 3 | 34 3 | Shift workers | .. .. | 95 0 | per week of 48 hours |
| 18 " " " | .. .. | 42 6 | 36 9 | Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead— | | | |
| 19 " " " | .. .. | 51 9 | 42 6 | | | | s. d. |
| 20 " " " | .. .. | 68 6 | 47 0 | Males— | | | |
| <i>PROPORTION (IN ANY PLACE).</i> | | | | Varnish maker or natural gum runner | .. .. | 114 6 | |
| Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage. | | | | Varnish maker's assistant | .. .. | 99 0 | |
| No male under 15 years of age and no female under 16 years of age shall be employed at the trade. | | | | Tinter of paint, lacquer or enamel | .. .. | 102 0 | |
| | | | | Any person engaged on paint, enamel or lacquer mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner) | | | |
| | | | | All others | .. .. | 97 0 | |
| | | | | Females | .. .. | 94 0 | |
| | | | | | | 54 0 | |
| | | | | A shift worker employed on afternoon or night shift shall be paid an allowance of 1s. per shift in addition to the ordinary rate. | | | |
| | | | | Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified. | | | |

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

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 142 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

PAINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 316 of the 23rd August, 1940, shall be replaced by the following clause:—

(2)

| (a) Apprentices or Improvers. | | (b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto. | |
|--|--|--|--|
| | WAGES. Per week of 48 hours. s. d. | | WAGES. Per week of 48 hours. s. d. |
| 1st year's experience | 17 0 | 1st year's experience | 17 0 |
| 2nd | 24 3 | 2nd | 24 3 |
| | Per week of 44 hours. s. d. | | Per week of 44 hours. s. d. |
| 3rd | 33 7 | 3rd | 33 7 |
| 4th | 46 8 | 4th | 46 8 |
| 5th | 58 6 | 5th | 58 6 |
| PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i> One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion by the first apprentice of the second year of his apprenticeship course. | | PROPORTION. (a) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 117s. 6d. per week of 44 hours. (b) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 117s. 6d. per week of 44 hours. | |
| <i>Improvers.</i> One improver to three } workers receiving not less than 117s. 6d. per week of 44 hours. Two improvers to six Three improvers to twelve, and thereafter one additional improver to every twelve additional | | | |

* The employment, within the Metropolitan District, of any improver is illegal.

(c) OTHER EMPLOYEES.

| | (i) Within 20 Miles of the General Post Office at Elizabeth street, Melbourne; | (ii) Within 5 Miles of the Post Office at Mildura; | (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). | (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively. | Within 3 Miles of the Post Office at Yallourn. | All Other Parts of Victoria. |
|---|--|--|---|--|--|------------------------------|
| | WAGES. Per hour. s. d. | WAGES. Per hour. s. d. | WAGES. Per hour. s. d. | WAGES. Per hour. s. d. | WAGES. Per hour. s. d. | WAGES. Per hour. s. d. |
| (A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) .. . | 2 8½ | 2 10 | 2 7½ | | | |
| (B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils .. . (ii) Any other work specified in (B) .. . | Per week of 44 hours. s. d. 118 6 87 0 | Per week of 44 hours. s. d. 125 0 93 6 | Per week of 44 hours. s. d. 115 6 84 0 | | | |
| Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen .. . | 1s. per day in addition to the ordinary rate. | 1s. per day in addition to the ordinary rate. | 1s. per day in addition to the ordinary rate. | | | |

Clause (3) to (14) inclusive of the Determination published in *Government Gazette* No. 316 of the 23rd August, 1940, shall remain in force.

SCHEDULE—continued.

PAPER BAG TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 220 of the 6th June, 1940, shall be replaced by the following clause :—

(2)

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---|---|-------------------------------|
| <i>Table "A"—Adult Males.</i> | | |
| | | £ s. d. |
| 1 | Guillotine machine operator | 4 18 0 |
| 2 | Paper bag machinist | 5 2 0 |
| 3 | Storeman | 4 12 0 |
| 4 | Packer and/or despatcher | 4 12 0 |
| 5 | Any other adult male | 4 6 0 |
| 6 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him | |
| <i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i> | | |
| 1 | Female head packer when employed as such packer | 2 12 6 |
| 2 | Female hand-made paper bag maker | 2 9 6 |
| 3 | Female machine minder controlling machine | 2 9 0 |
| 4 | Female machine minder controlling machine | 2 10 6 |
| 5 | But if with stringing attachment and without assistance | 2 11 6 |
| 6 | Female working at a machine and threading paper, looking after paste boxes, or catching and stacking bags by machine | 2 9 0 |
| 7 | A female employee in charge of or who supervises, directs, or is responsible for the work of— | |
| | (a) from three to eight employees (both inclusive) | 2 16 0 |
| | (b) from nine to fifteen employees (both inclusive) | 3 2 0 |
| | (c) over fifteen employees | 3 8 0 |
| 8 | Female employee not otherwise specified | 2 6 6 |

Clauses (3) to (33) of the Determination as published in *Government Gazette* No. 220 of the 6th June, 1940, shall remain in force.

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. | | 16 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. | s. d. |
| 1st year .. | 19 6 | 19 6 | 23 0 | 31 9 | 38 6 | 47 6 | 1st year .. | 19 6 | 23 0 | 25 3 | 31 9 | 35 0 |
| 2nd year .. | 23 6 | 23 6 | 31 9 | 38 6 | 47 6 | .. | 2nd year .. | 23 6 | 25 3 | 31 9 | 35 0 | .. |
| 3rd year .. | 31 9 | 35 0 | 38 6 | 47 6 | .. | .. | 3rd year .. | 31 9 | 35 0 | 38 6 | .. | .. |
| 4th year .. | 38 6 | 41 3 | 47 6 | .. | .. | .. | 4th year .. | 38 6 | 41 3 | .. | .. | .. |
| 5th year .. | 54 0 | 60 9 | .. | .. | .. | .. | 5th year and until 21 years of age | 44 3 | .. | .. | .. | .. |
| 6th year and until 21 years of age | 63 6 | .. | .. | .. | .. | .. | | | | | | |

SCHEDULE—continued.

PLASTIC MOULDING BOARD—continued.

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 87s. per week of 44 hours. | One female improver to every female worker receiving not less than 49/3 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.

(3)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

| | s. | | d. | |
|---|-----|---|----|--|
| Employees engaged on all classes of presses | 95 | 0 | | |
| Employees engaged in the mixing room or powder room | 55 | 0 | | |
| All others | 87 | 0 | | |
| <i>Casein Industry only—</i> | | | | |
| Employees engaged on all classes of presses | 95 | 0 | | |
| Employees engaged on extruding machines | 95 | 0 | | |
| Employees engaged on lathe machines | 101 | 0 | | |
| Employees engaged on acid and/or formaldehyde baths | 95 | 0 | | |
| Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room | 95 | 0 | | |
| All others | 57 | 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 | 53 | 6 | | |
| Employees engaged finishing, folding, labelling, despatching, examining, or on machines | 50 | 3 | | |
| All others | 49 | 3 | | |

Clauses (1) to (18) inclusive of the Determination as published in *Government Gazette* No. 137 of the 3rd May, 1940. shall remain in force.

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 | | Males | | Females.† | |
| | | | | | s. | d. | s. | d. | s. | d. |
| 1st year | 17 | 7 | Under 16 years of age | 15 | 11 | 14 | 7 | | | |
| 2nd " | 26 | 8 | 16 and under 17 years of age | 17 | 7 | 17 | 5 | | | |
| 3rd " | 35 | 9 | 17 " 18 " " " | 26 | 8 | 26 | 5 | | | |
| 4th " | 53 | 4 | 18 " 19 " " " | 35 | 9 | 30 | 5 | | | |
| 5th " | 70 | 5 | 19 " 20 " " " | 53 | 4 | 39 | 4 | | | |
| and thereafter the minimum wage. | | | 20 " 21 " " " | 70 | 5 | 44 | 11 | | | |

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

† 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.

SCHEDULE—continued.

PLATE GLASS BOARD—continued.

(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. | | |
| <i>Males.</i> | | |
| Cutters | £ 5 9 0 | £ 5 6 0 |
| Bevellers | 5 9 0 | 5 6 0 |
| Packers | 4 16 0 | 4 13 0 |
| Autoclave attendants | 4 17 0 | 4 14 0 |
| Leading hand in laminating room | 4 15 0 | 4 12 0 |
| Edge sealers | 4 12 0 | 4 9 0 |
| Furnace attendants | 4 13 0 | 4 10 0 |
| Operator of edge grinding machine | 4 15 0 | 4 12 0 |
| Person rounding corners of glass | 4 17 0 | 4 14 0 |
| <i>Females.</i> | | |
| Females engaged on scratch polishing machines | 2 14 0 | 2 12 6 |
| Females engaged in inspecting and testing | 2 10 6 | 2 9 0 |
| OTHER GLASS SECTION. | | |
| Painter and designer on glass | 6 1 0 | 5 18 0 |
| Brilliant cutter | 5 9 0 | 5 6 0 |
| Other cutters | | |
| Glazier | 5 14 0 | 5 11 0 |
| Plate glass beveller | | |
| Silverer | 4 16 0 | 4 13 0 |
| Pencil hand embosser | | |
| Persons assisting in glazing | 4 13 0 | 4 10 0 |
| Persons packing or unpacking glass | | |
| Persons assisting plate glass cutter | 4 12 0 | 4 9 0 |
| Rubber-out embosser | | |
| Cementer | 4 7 0 | 4 4 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.

PLUMBERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 358 of 27th September, 1940, shall be replaced by the following clause:—

(2)

| Apprentices (other than those covered by the Apprenticeship Commission). | Improvers.* | Other Employees. | | |
|--|--|---|-----------------------|------------------------------------|
| | | WAGES. | Per Hour. | |
| WAGES. | WAGES. | WAGES. | Per Week of 44 Hours. | Per Hour. |
| Per Week of 44 Hours. | Per Week of 44 Hours. | £ s. d. | £ s. d. | s. d. |
| 1st year 17 3 | 1st year 26 0 | Persons employed— | | |
| 2nd " 24 4 | 2nd " 32 6 | (a) Where the artificial temperature is— | | |
| 3rd " 32 0 | 3rd " 39 0 | Over 130° F. | 10 7 7 | 4 8 ²⁷ / ₄₄ |
| 4th " 43 6 | 4th " 58 5 | 115° F., but not exceeding 130° F. | 9 10 9 | 4 4 ¹ / ₄₄ |
| 5th " 57 7 | 5th " 77 11 | 50° F. or lower | 10 7 7 | 4 8 ²⁷ / ₄₄ |
| 6th " 79 4 | 6th " 103 0 | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower | 8 9 1 | 3 10 ⁶ / ₄₄ |
| and thereafter the minimum wage. | and thereafter the minimum wage. | (c) Lead burning or at lead work connected therewith | 7 12 3 | 3 5 ²³ / ₄₄ |
| PROPORTION (within any factory or place). | PROPORTION (within any factory or place). | (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) | 6 8 0 | 2 10 ¹⁰ / ₁₁ |
| One apprentice to every two or fraction of two workers receiving not less than £6 8s. per week of 44 hours. | One improver to four | (e) In fixing any material used instead of metal for pipes, guttering or roof covering— | 6 8 0 | 2 10 ¹⁰ / ₁₁ |
| An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923 | Two improvers to fifteen | (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) | 6 8 0 | 2 10 ¹⁰ / ₁₁ |
| | Three improvers to thirty | NOTE.—See clause 10 re casual rate, and clause 12 re ship work. | | |
| | and thereafter one additional improver to every seven additional | | | |

*The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorparryal riding of the Shire of Corio is illegal.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 358 of the 27th September, 1940, shall remain in force.

SCHEDULE—continued.

PRINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 224 of the 6th June, 1940, shall be replaced by the following clause:—

(2) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES).

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---|---|-------------------------------|
| TABLE "A"—ADULT MALES. | | |
| 1 | Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) | £ s. d. 6 2 0 |
| 2 | Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor | 5 13 0 5 16 0 6 2 0 |
| 3 | Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid | 6 2 0 |
| 4 | Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine | 5 13 0 |
| 5 | Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) | 5 0 0 |
| 6 | Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine | 5 13 0 |
| 7 | Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) | 5 0 0 |
| 8 | Proof reader and/or reviser | 5 16 0 |
| 9 | Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand) | 5 13 0 |
| 10 | Electrotypist | 5 13 0 |
| 11 | Stereotypist | 5 13 0 |
| 12 | Letterpress machinist | 5 13 0 |
| 13 | Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like | 5 13 0 |
| 14 | Railway ticket printer—single machine | 5 4 0 |
| 15 | Railway ticket printer—multiple machine | 5 6 0 |
| 16 | Machinist working a flat-bed machine printing from a reel | 5 13 0 |
| 17 | Rotary machinist | 5 13 0 |
| 18 | Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper | 5 2 0 |
| 19 | Persons engaged in lithographic drawing and/or designing | 5 17 0 |
| 20 | Lithographic machinist (including lithographic tin printer, lithographic transferor and/or pressman) | 5 13 0 |
| 21 | Stone and/or plate preparer | 4 14 0 |
| 22 | Bookbinder | 5 13 0 |
| 23 | Marbler | 5 13 0 |
| 24 | Hand indexer | 5 13 0 |
| 25 | Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) | 5 13 0 |
| 26 | Finisher | 5 13 0 |
| 27 | Pocket-book maker | 5 13 0 |
| 28 | Ticket-maker, turned-in work | 5 13 0 |
| 29 | Blotting pad maker | 5 13 0 |
| 30 | Portfolio maker | 5 13 0 |
| 31 | Person engaged in sawing and/or rolling books | 5 13 0 |
| 32 | Loose sheet cover maker | 5 13 0 |
| 33 | Edge gilder | 5 13 0 |
| 34 | Leather cutter | 5 13 0 |
| 35 | Where an employee employed in any class for which a margin is prescribed by Items 22 to 33 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 35 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 34) | 4 18 0 |
| 36 | Map and plan mounter and/or varnisher | 5 13 0 |
| 37 | Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine | 5 13 0 |
| 38 | Guillotine machine operator | 5 13 0 |
| 39 | Waxer | 4 19 0 |
| 40 | Varnisher | 4 10 0 |
| 41 | Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping | 4 12 0 |
| 42 | Printing ink mixer and/or maker | 4 10 0 |
| 43 | Bronzing machine operator | 4 15 0 |
| 44 | Roller maker | 4 10 0 |
| 45 | Feeder on any kind of machine when printing more than one colour | 4 10 0 |
| 46 | Storeman | 4 12 0 |
| 47 | Packer and/or despatcher | 4 12 0 |
| 48 | Any other adult male | 4 6 0 |
| 49 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | |
| TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.) | | |
| 1 | Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular | 5 13 0 |

SCHEDULE—*continued.*PRINTERS BOARD—*continued.*

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---|--|-------------------------------|
| TABLE "B"—ADULT FEMALES— <i>continued.</i> | | |
| (Including Non-Adult Females of at least Five Years' Experience.) | | |
| 2 | Female head packer when employed as such | 2 16 6 |
| 3 | Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together | 2 16 6 |
| 4 | (b) When engaged on work which does not exceed both the measurements above mentioned Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done | 2 15 6 |
| 5 | Female hand or machine sewer and taker down or repairer of letterpress work | 2 14 6 |
| 6 | Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) | 2 15 6 |
| 7 | Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A" | 2 14 6 |
| 8 | Female copy holder | 2 14 6 |
| 9 | Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine | 2 13 6 |
| 10 | A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) | 2 18 6 |
| | (b) from 9 to 15 employees (both inclusive) | 3 4 6 |
| | (c) over 15 employees | 3 10 6 |
| 11 | Female employees not otherwise specified | 2 6 6 |

NOTE.—See clause 31 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

Clauses (3) to (36) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 224 of the 6th June, 1940, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 13s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following :—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 17s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

PROCESS ENGRAVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 416 of 19th December, 1940, shall be replaced by the following clause:—
(2)

| Apprentices and Improvers. | | | | | | | Juvenile Workers. | Other Employees. |
|---|-----------------|-----------|-------------|-----------|-----------|-----------|------------------------|---|
| Wages per Week. | | | | | | | Wages per Week. | Wages per Week. |
| (a) Female apprentices or improvers engaged in retouching positives or negatives in connexion with photogravure or rotogravure work. | | | | | | | s. d. 1st year 12 6 | (a) Employed in connexion with photogravure or rotogravure work:— |
| Commencing Age. | | | | | | | | |
| | Under 16 Years. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. |
| 1st year— | | | | | | | | |
| 1st six months | 20 6 | 20 6 | 24 6 | 30 3 | 34 9 | 37 0 | | Females engaged in retouching positives or negatives .. 66 9 |
| 2nd six months | 20 6 | 20 6 | 24 6 | 30 3 | 34 9 | 42 0 | | All others (males or females) 122 0 |
| 2nd year .. | 23 0 | 24 6 | 29 3 | 32 9 | 40 0 | .. | | |
| 3rd year .. | 27 3 | 28 9 | 31 9 | 37 0 | .. | .. | | |
| 4th year .. | 33 9 | 35 6 | 39 6 | .. | .. | .. | | |
| 5th year .. | 42 0 | 46 3 | .. | .. | .. | .. | | |
| 6th year .. | 49 3 | .. | .. | .. | .. | .. | | |
| (b) Other apprentices or improvers:— | | | | | | | | (b) Employed in any other section covered by the Determination:— |
| Apprentices. | | | Improvers. | | | | | |
| | | s. d. | | | | s. d. | | |
| 1st year .. | .. | 16 6 | 1st year .. | .. | .. | 22 0 | | Half-tone fine etcher, operator, line etcher, photo-lithographer, printer, or engraver 21 years of age .. 117 0 |
| 2nd year .. | .. | 20 6 | 2nd year .. | .. | .. | 28 6 | | And thereafter .. 122 0 |
| 3rd year .. | .. | 28 0 | 3rd year .. | .. | .. | 40 0 | | Routor, moulder, or proofor 115 0 |
| 4th year .. | .. | 37 6 | 4th year .. | .. | .. | 48 0 | | |
| 5th year .. | .. | 49 0 | 5th year .. | .. | .. | 63 6 | | |
| 6th year .. | .. | 65 6 | | | | | | |
| Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:— | | | | | | | | |
| | | s. d. | | | | | | |
| 1st year .. | .. | 20 6 | | | | | | |
| 2nd year .. | .. | 28 0 | | | | | | |
| 3rd year .. | .. | 37 6 | | | | | | |
| 4th year .. | .. | 49 0 | | | | | | |
| 5th year .. | .. | 65 6 | | | | | | |

PROPORTION.

(a) Persons employed in connexion with photogravure or rotogravure work:—

Apprentices.

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

Improvers.

One improver to every 50 workers receiving not less than the minimum wage: Provided this provision shall not apply to improvers who were engaged in the industry prior to the 18th December, 1940.

(b) Other apprentices or improvers (NOTE:—The employment of improvers within the Metropolitan District at this section of the trade is prohibited by a regulation under the Apprenticeship Act):—

Apprentices.

1. Within the Metropolitan District the proportion shall be as fixed by the Apprenticeship Commission.
2. Outside the Metropolitan District one apprentice to every three or fraction of three workers receiving not less than 115s. per week.

Improvers.

One improver to every four employees receiving not less than 115s. per week.

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 416 of the 19th December, 1940, shall remain in force.

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 10 of the 9th January, 1941, clause (1) of Part I. and clause (1) of Part II. shall be replaced by the following clauses:—

(1) PART I.—DAILY NEWSPAPER OFFICES ONLY.

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|----------------------------------|--|-------------------------------|
| TABLE "A."—ADULT MALES. | | |
| A1. | Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine) | £ 6 2 0 |
| A2. | Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor | 5 13 0 5 16 0 6 2 0 |
| A3. | Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid | 6 2 0 |
| A4. | Proof reader | 5 16 0 |
| A5. | Proof reader and reviser | 5 16 0 |
| A6. | Proof reader's assistant | 4 9 0 |
| A7. | Hand compositor | 5 13 0 |
| A8. | Slugger | 5 13 0 |
| A9. | Bulk hand | 5 13 0 |
| A10. | Stone hand (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.) | 5 16 0 |
| A11. | (An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.) | |
| A12. | Stereotyper | 5 13 0 |
| A13. | Stereotyper's assistant | 5 1 0 |
| A14. | Rotary machinist or rotary machine minder | 5 19 0 |
| A15. | Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily | 5 4 0 |
| A16. | Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening | 4 15 0 |
| A17. | Machinist working a flat bed machine printing from a reel | 5 13 0 |
| A18. | Publishing employee | 4 18 0 |
| A19. | (a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic | 5 13 0 5 9 0 |
| A20. | Cleaner of slug-casting machine | 4 9 0 |
| A21. | Galley puller | 4 9 0 |
| A22. | Storeman | 4 12 0 |
| A23. | Male employee not otherwise specified | 4 6 0 |
| A24. | An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | |
| TABLE "B."—ADULT FEMALES. | | |
| B1. | Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A." or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine | 2 15 6 |
| B2. | Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to eight employees (b) From nine to fifteen employees (both inclusive) (c) Over fifteen employees | 2 17 6 3 5 0 3 11 0 |
| B3. | Female employee not otherwise specified | 2 5 6 |

NOTE.—See clause 28 (g) *re* additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.
5402/41.—6

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

(1) PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

| First Column. Number of Rate. | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|--|---|-------------------------------|
| TABLE "A"—ADULT MALES: | | |
| 1 | Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) | £ s. d. 6 2 0 |
| 2 | Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor | 5 13 0 5 16 0 6 2 0 |
| 3 | Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid | 6 2 0 |
| 4 | Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine | 5 13 0 |
| 5 | Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) | 5 0 0 |
| 6 | Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine | 5 13 0 |
| 7 | Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) | 5 0 0 |
| 8 | Proof reader and/or reviser | 5 16 0 |
| 9 | Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand) | 5 13 0 |
| 10 | Electrotypist | 5 13 0 |
| 11 | Stereotypist | 5 13 0 |
| 12 | Letterpress machinist | 5 13 0 |
| 13 | Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like | 5 13 0 |
| 14 | Railway ticket printer—single machine | 5 4 0 |
| 15 | Railway ticket printer—multiple machine | 5 6 0 |
| 16 | Machinist working a flat-bed machine printing from a reel | 5 13 0 |
| 17 | Rotary machinist | 5 13 0 |
| 18 | Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper | 5 2 0 |
| 19 | Persons engaged in lithographic drawing and/or designing | 5 17 0 |
| 20 | Lithographic machinist (including lithographic tin printer, lithographic transferor and/or pressman) | 5 13 0 |
| 21 | Stone and/or plate preparer | 4 14 0 |
| 22 | Bookbinder | 5 13 0 |
| 23 | Marbler | 5 13 0 |
| 24 | Hand indexer | 5 13 0 |
| 25 | Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) | 5 13 0 |
| 26 | Finisher | 5 13 0 |
| 27 | Pocket-book maker | 5 13 0 |
| 28 | Ticket-maker, turned-in work | 5 13 0 |
| 29 | Blotting pad maker | 5 13 0 |
| 30 | Portfolio maker | 5 13 0 |
| 31 | Person engaged in sawing and/or rolling books | 5 13 0 |
| 32 | Loose sheet cover maker | 5 13 0 |
| 33 | Edge gilder | 5 13 0 |
| 34 | Leather cutter | 5 13 0 |
| 35 | Where an employee employed in any class for which a margin is prescribed by Items 22 to 33 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 35 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 34) | 4 18 0 |
| 36 | Map and plan mounter and/or varnisher | 5 13 0 |
| 37 | Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine | 5 13 0 |
| 38 | Guillotine machine operator | 5 13 0 |
| 39 | Waxer | 4 19 0 |
| 40 | Varnisher | 4 10 0 |
| 41 | Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping | 4 12 0 |
| 42 | Printing ink mixer and/or maker | 4 10 0 |
| 43 | Bronzing machine operator | 4 15 0 |
| 44 | Roller maker | 4 10 0 |
| 45 | Feeder on any kind of machine when printing more than one colour | 4 10 0 |
| 46 | Storeman | 4 12 0 |
| 47 | Packer and/or despatcher | 4 12 0 |
| 48 | Any other adult male | 4 6 0 |
| 49 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | |
| TABLE "B"—ADULT FEMALES. | | |
| <i>(Including Non-Adult Females of at least five years' experience.)</i> | | |
| 1 | Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular | 5 13 0 |
| 2 | Female head packer when employed as such | 2 16 6 |
| 3 | Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned | 2 16 6 2 15 6 |

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—continued.

| First Column Number of Rate | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|-----------------------------------|---|----------------------------------|
| | <i>Table "B,"—Adult Females—continued. (Including Non-Adult Females of at least Five Years' Experience.)</i> | £ s. d. |
| 4 | Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done | 2 14 6 |
| 5 | Female hand or machine sewer and taker down or repairer of letterpress work | 2 15 8 |
| 6 | Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) | 2 14 6 |
| 7 | Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A" | 2 14 6 |
| 8 | Female copy holder | 2 14 6 |
| 9 | Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine | 2 13 6 |
| 10 | A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees | 2 18 6 3 4 6 3 10 6 |
| 11 | Female employees not otherwise specified | 2 6 6 |

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

The following clauses of the Determination as published in *Government Gazette* No. 10 of the 9th January, 1941, shall remain in force:—

Clauses (2) to (32) and Schedule "A" inclusive of Part I. and clauses (2) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that from the earnings of each pieceworker each week when paid as provided in this Schedule, the employer may deduct the sum of three shillings where the pieceworker has worked a full week, or a proportionate sum if less than a full week be worked" shall be deleted and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 15s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 17s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

QUARRY BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 330 of the 5th September, 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. | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | |
| | | Powder monkey† | 2 8 ² / ₁₁ | 118 0 | 3 3 ² / ₁₁ | 146 0 | 44 |
| | | Assistant powder monkey† | 2 5 ⁷ / ₂₂ | 107 6 | 3 0 ³ / ₁₁ | 133 0 | 44 |
| | | Hammerman .. | 2 6 ⁴ / ₁₁ | 112 0 | 3 1 ⁴ / ₁₁ | 139 3 | 44 |
| | | Dresser of pitchers or cubes or Scabblers | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹² / ₂₂ | 130 6 | 44 |
| | | Spaller .. | 2 5 ⁴ / ₁₁ | 108 0 | 3 0 ⁹ / ₂₂ | 133 6 | 44 |
| | | Faceman .. | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹² / ₂₂ | 130 6 | 44 |
| | | Feeder of a stone crushing machine .. | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹² / ₂₂ | 130 6 | 44 |
| | | Dust hole men .. | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹² / ₂₂ | 130 6 | 44 |
| | | Persons boring holes by hand or machine .. | 2 4 ⁷ / ₁₁ | 105 0 | 2 11 ¹² / ₂₂ | 130 6 | 44 |
| | | Blacksmith .. | 2 8 ² / ₁₁ | 118 0 | 3 3 ² / ₁₁ | 143 6 | 44 |
| | | Tool sharpener .. | 2 5 ⁷ / ₂₂ | 107 6 | 3 0 ³ / ₁₁ | 132 6 | 44 |
| | | Carters or drivers driving— | | | | | |
| | | One horse .. | 2 1 | 100 0 | 2 6 ¹² / ₂₂ | 123 3 | 48 |
| | | Two horses .. | 2 2 ¹ / ₂ | 105 0 | 2 8 ³ / ₁₁ | 129 6 | 48 |
| | | Three horses .. | 2 3 ¹ / ₂ | 109 0 | 2 9 ¹ / ₂ | 134 0 | 48 |
| | | Four or five horses .. | 2 3 ¹ / ₂ | 111 0 | 2 10 | 136 0 | 48 |
| | | And 6d. extra per day for each additional horse. | | | | | |
| | | Drivers of motor vehicles of the following carrying capacity— | | | | | |
| | | Not exceeding 25 cwt. | 2 0 | 96 0 | 2 6 ¹ / ₂ | 120 6 | 48 |
| | | Exceeding 25 cwt., but not exceeding 3 tons | 2 0 ⁵ / ₁₆ | 97 3 | 2 6 ⁹ / ₁₆ | 122 3 | 48 |
| | | Exceeding 3 tons .. | 2 1 ⁹ / ₁₆ | 102 3 | 2 8 ³ / ₁₆ | 128 9 | 48 |
| | | All others .. | 2 2 ² / ₁₁ | 96 0 | 2 8 ²³ / ₄₄ | 119 3 | 44 |
| | | † See clause 7 re definition | | | | | |
| | | ‡ See clause 8 re definition | | | | | |
| | | (A) Where a working crane is in operation for the production of pitchers or building stone:— | | | | | |
| | | One improver to every three or fraction of three workers receiving not less than 108s. per week of 44 hours. | | | | | |
| | | (N) Where Spall Quarrying is carried on:— | | | | | |
| | | One improver to every twenty or fraction of twenty workers receiving not less than 96s. per week of 44 hours. | | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | |
| | | 3rd „ .. | 61 3 | | | | |
| | | 4th „ .. | 73 9 | | | | |
| | | And thereafter the minimum wage. | | | | | |
| | | PROPORTION (within any place). | | | | | |
| | | 1st year .. | 51 0 | | | | |
| | | 2nd „ .. | 53 6 | | | | </ |

SCHEDULE—*continued.*

QUARRY BOARD—*continued.*

| | | | |
|--|---------|-----|------------------|
| Kerbing stones—Hammer dressed— | | | |
| 12 inches deep × 6 inches to 12 inches wide, not exceeding 5 feet in length | .. .. . | 4d. | per lineal foot. |
| 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. | |
| | | Per superficial yard. | In all other cases. |
| | | <i>s. d.</i> | <i>s. d.</i> |
| Stripping— | | | |
| Not exceeding 18 inches in depth | .. .. . | 2 2 | 2 1 |
| Exceeding 18 inches, but not exceeding 30 inches in depth | .. .. . | 2 3 | 2 2 |
| | | Per cubic yard. | Per cubic yard. |
| Exceeding 30 inches in depth | .. .. . | 2 4½ | 2 3½ |
| Spalling, but not including spalls produced on the banker from cut stone or pitchers | .. .. . | 2s. 3½d. per cubic yard. | |

The piece-work price for spalling shall be paid free from any charge or deduction for stripping, boring or shooting.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 330 of the 5th September, 1940, shall remain in force.

SCHEDULE—continued.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in 'Government Gazette' No. 428 of the 24th December, 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 9 | 15 6 | Except in the fancy goods section no female shall be employed until she attains the age of fifteen years. |
| 16 years of age | 25 3 | 19 9 | |
| 17 " " | 33 6 | 24 9 | |
| 18 " " | 42 0 | 29 0 | |
| 19 " " | 50 6 | 33 9 | |
| 20 " " | 58 9 | 38 0 | |

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 87s. 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 87s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 46s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 46s. 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 46s. per week of 44 hours.

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 46s. 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 7 0 |
| 2. Sifter and/or drier of compounding ingredients | 4 9 0 |
| 3. Operator in charge of drying machine | 4 11 0 |
| 4. Weigher and/or assembler of compounds for mixing, calendering, &c. | 4 14 0 |
| 5. Wrapper of goods made by wrapped process | 4 9 0 |
| 6. Operator in charge of lead-covered hose stripping machine | 4 11 0 |
| 7. Operator in charge of hose-making machine (wrapped process) | 4 13 0 |
| 8. Helper on hose-making machine (wrapped process) | 4 11 0 |
| 9. Lead-covering machine helper | 4 11 0 |
| 10. Operator in charge of lead-covering machine (hose) | 4 17 6 |
| 11. Maker of wrapped hose by hand-made process | 5 0 0 |
| 12. Dough mixer working on mill and/or enclosed mixer for solution or cement | 4 11 0 |
| 13. Operator on washing mill and/or grinding waste | 4 11 0 |
| 14. Operator on warming and/or masticating mill and/or reclaim refining mill | 4 13 0 |
| 15. Operator on cracker mill | 4 11 0 |
| 16. Operator on mixing mill | 5 0 0 |
| 17. Reclaimer or employee engaged on acid tank | 4 11 0 |
| 18. Employee on digester machine | 4 13 0 |
| 19. Spreader in charge of machine (not otherwise classified) | 4 14 0 |
| 20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting | 5 0 0 |
| 21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing | 4 10 0 |
| 22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) | 4 11 0 |
| 23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing | 4 13 0 |
| 24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire) | 4 15 0 |
| 25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire) | 4 17 6 |

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

| | Wages per Week of 44 Hours. | | |
|--|-----------------------------|----|----|
| | £ | s. | d. |
| 26. Inspector and/or examiner and/or tire tester | 4 | 13 | 0 |
| 27. Tester with water | 4 | 7 | 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 | 13 | 0 |
| 29. Operator in charge of cotton creels | 4 | 13 | 0 |
| 30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine | 4 | 11 | 0 |
| 31. Maker of packing | 4 | 13 | 0 |
| 32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine | 4 | 13 | 0 |
| 33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year | 4 | 11 | 0 |
| Second and third year | 4 | 17 | 6 |
| Thereafter | 5 | 2 | 0 |
| 34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) | 4 | 15 | 0 |
| 35. Operator employed fitting pneumatic tire to rim and/or wheel | 4 | 11 | 0 |
| 36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press | 4 | 13 | 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 | 13 | 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 | 17 | 6 |
| 39. Operator on lathe engaged fashioning biased bowls | 4 | 17 | 6 |
| 40. Operator dipping ballons and/or other dipped goods | 4 | 13 | 0 |
| 41. Operator of rubber thread cutting lathe | 4 | 15 | 0 |
| 42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater | 4 | 13 | 0 |
| 43. Helper on self-contained mould and/or curing pan and/or dry heater | 4 | 7 | 0 |
| 44. Operator in charge of vulcanizing press, more than 4 feet in length | 4 | 17 | 6 |
| 45. Operator in charge of vulcanizing press, not more than 4 feet in length | 4 | 15 | 0 |
| 46. Helper on vulcanizing press, more than 4 feet in length | 4 | 13 | 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 | 5 | 0 | 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 | 17 | 6 |
| 49. Operator in charge of person engaged in making and/or moulding solid motor tires | 4 | 17 | 6 |
| 50. Operator engaged in making and/or moulding solid motor tires | 4 | 11 | 0 |
| 51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags | 4 | 13 | 0 |
| 52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding | 4 | 15 | 0 |
| 53. Operator in charge hand making transmission conveyor and/or elevator belting | 4 | 17 | 6 |
| 54. Operator engaged hand making transmission conveyor and/or elevator belting | 4 | 14 | 0 |
| 55. Operator engaged on belt making machine | 4 | 11 | 0 |
| 56. Operator laying mats, tiles, or rubber flooring | 5 | 0 | 0 |
| 57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags | 5 | 0 | 0 |
| 58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube | 4 | 13 | 0 |
| 59. Operator re-treading new tires | 4 | 11 | 0 |
| 60. Maker of air bags with extruded material | 4 | 13 | 0 |
| 61. Maker of air bags (not otherwise classified) | 5 | 0 | 0 |
| 62. Operator in charge of forcing machine | 4 | 15 | 0 |
| 63. Operator in charge of forcing machine straining rubber | 4 | 11 | 0 |
| 64. Operator in charge of textile cutting machine | 4 | 13 | 0 |
| 65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand | 4 | 11 | 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 | 5 | 2 | 0 |
| 67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts | 4 | 13 | 0 |
| 68. First assistant on calender 48 inches and over | 4 | 17 | 6 |
| 69. First assistant on calender under 48 inches | 4 | 11 | 0 |
| 70. Operator in charge of calender 72 inches and under | 5 | 9 | 0 |
| 71. Operator in charge of calender over 72 inches | 5 | 14 | 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 | 18 | 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 | 13 | 0 |
| 74. Storeman in charge of moulds | 4 | 9 | 0 |
| 75. Operator engaged on sand-blasting in a properly enclosed cabinet | 4 | 11 | 0 |

ADULT FEMALES.

| | Wages per Week of 44 Hours. | | |
|---|-----------------------------|----|----|
| | £ | s. | d. |
| 76. Adult female employee who individually fabricates complete shoes, golothes and/or rubber boots, or who lasts up shoes and/or rubber boots | 2 | 11 | 6 |
| 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 | 10 | 6 |
| 78. Adult female employee employed on sewing machine | 2 | 11 | 6 |
| 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 | 9 | 0 |
| 80. Adult female employee employed on dipped goods | 2 | 9 | 0 |
| 81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching | 2 | 7 | 6 |
| 82. Adult female employee employed on wire or bead making | 2 | 10 | 6 |
| 83. Adult female employees not specially provided for | 2 | 8 | 0 |

Clauses (4) to (28) inclusive of the Determination as published in Government Gazette No. 428 of the 24th December, 1940, shall remain in force.

SCHEDULE—continued.

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. |
|-----------------------------|---------|---|----|----|
| Journeyman | .. .. . | 5 | 8 | 0 |
| Journeywomen | .. .. . | 2 | 14 | 9 |

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

SALTWORKERS BOARD.

Clauses (2) (a) and (2) (b) of the Determination published in *Government Gazette* No. 118 of the 28th April, 1941, shall be replaced by the following clauses:—

(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. | s. d. | Per Week of 44 Hours. | Per Hour. | Per Week of 44 Hours. |
| 14 years of age .. | 21 0 | 14 years of age .. | 21 0 | Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men 2 5 ⁵ / ₁₁ 108 0 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 3 ⁹ / ₂₃ 100 6 Truckman or brakeman— (a) Power trucks 2 3 ³ / ₂₂ 99 6 (b) Horse trucks or wagons 2 1 ¹⁷ / ₂₂ 94 6 Employees in charge of movement of sea water and engaged in preparation of brine 2 2 ¹² / ₂₃ 97 6 Thatcher of salt stacks 2 2 ¹³ / ₂₂ 97 6 Stack builder, where mechanical stackers are used 2 2 ¹³ / ₂₂ 97 6 All others 2 1 ¹⁷ / ₂₂ 94 6 <i>Shed and Factory Hands.</i> Persons employed treating, crushing, or refining salt:— Shed hand in charge of seven or more men 2 5 ⁷ / ₂₂ 107 6 Shed hand in charge of six or less men 2 3 ⁹ / ₂₂ 100 6 Shed hand who is required to stack 2 1 ¹⁷ / ₂₃ 94 6 Shift Foreman— In charge of a wet and dry plant 2 7 ¹ / ₈ 115 6 In charge of a dry plant 2 5 ⁷ / ₂₂ 107 6 In charge of a wet plant 2 5 ⁷ / ₂₂ 107 6 Millwrights 2 5 ⁷ / ₂₂ 107 6 Hydro Operator 2 1 ⁴ / ₁₁ 93 0 All Others 2 0 ²¹ / ₂₁ 91 6 FEMALES. Per week of 44 hours 1 2 ¹ / ₂₂ 51 6 |
| 15 " " .. | 27 0 | 15 " " .. | 27 0 | |
| 16 " " .. | 33 0 | 16 " " .. | 33 0 | |
| 17 " " .. | 42 6 | 17 " " .. | 42 6 | |
| 18 " " .. | 53 6 | 18 " " .. | 53 6 | |
| 19 " " .. | 66 0 | 19 " " .. | 66 0 | |
| 20 " " .. | 77 6 | 20 " " .. | 77 6 | |
| FEMALES. | | FEMALES. | | |
| Per Week of 44 Hours. | s. d. | Per Week of 44 Hours. | s. d. | |
| 16 years of age .. | 18 6 | 16 years of age .. | 18 6 | |
| 17 " " .. | 21 0 | 17 " " .. | 21 0 | |
| 18 " " .. | 26 0 | 18 " " .. | 26 0 | |
| 19 " " .. | 32 0 | 19 " " .. | 32 0 | |
| 20 " " .. | 38 0 | 20 " " .. | 38 0 | |
| PROPORTION (in any place). One apprentice to every three or fraction of three workers receiving not less than the minimum wage. One improver to each worker receiving not less than the minimum wage. | | Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt. | | |

(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. for afternoon shift workers and 7½ per cent. for night shift workers.

Clauses (3) to (24) inclusive of the Determination as published in *Government Gazette* No. 118 of 28th April, 1941, shall remain in force.

SCHEDULE—continued.

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. | |
| | | s. d. | |
| Under 16 years of age | .. .. | 26 | 0 |
| " 17 | " " | 33 | 6 |
| " 18 | " " | 41 | 3 |
| " 19 | " " | 49 | 3 |
| " 20 | " " | 57 | 6 |
| " 21 | " " | 65 | 3 |
| PROPORTION. | | | |
| (Within any factory or place.) | | | |
| <i>Apprentices.</i> | | | |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | |
| An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924. | | | |
| <i>Improvers.</i> | | | |
| One improver to every five or fraction of five workers receiving not less than the minimum wage. | | | |
| | | Leading hand in charge of five or more employees .. | |
| | | Powder monkey employed in sand pit .. | |
| | | Nozzleman | |
| | | Ploughman | |
| | | Tipper | |
| | | Scoopman | |
| | | Shoveller | |
| | | Shaft sinker | |
| | | Pneumatic pickman | |
| | | Jumperman | |
| | | Pickman | |
| | | Drivers— | |
| | | One horse | |
| | | Two horses | |
| | | Three horses | |
| | | Motor vehicle having maker's capacity of— | |
| | | 25 cwt. or less | |
| | | Over 25 cwt., but not over 3 tons | |
| | | Over 3 tons, but under 6 tons | |
| | | All others | |

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 274 of the 16th July, 1940, shall remain in force.

SAUSAGE CASINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 262 of the 25th June, 1940, shall be replaced by the following clause:—

| (2) | | WAGES. | |
|--|-------|-----------------------------|------------------|
| | | Wages per Week of 44 Hours. | |
| | | s. d. | |
| <i>Juvenile Workers.</i> | | | |
| 15 years of age and under 17 years of age | .. .. | 35 | 6 |
| 17 | " " | 45 | 3 |
| 18 | " " | 55 | 0 |
| 19 | " " | 64 | 6 |
| 20 | " " | 86 | 0 |
| <i>Other Employees.</i> | | | |
| Persons employed at Casing Factories outside Freezing Works:— | | | |
| Pullers-off and strippers | | 111 | 0 |
| All others | | 111 | 0 |
| Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade:— | | | |
| Pullers-off and strippers | | 105 | 0 |
| All others | | 105 | 0 |
| Wages per Day. | | | |
| | | Monday to Friday. | Saturday. |
| | | s. d. | s. d. |
| Persons employed at Casing Factories in Freezing Works:— | | | |
| Pullers-off and strippers | | 20 | 2 |
| All others | | 20 | 2 |
| Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade:— | | | |
| Pullers-off and strippers | | 20 | 2 |
| All others | | 20 | 2 |

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 262 of the 25th June, 1940, shall remain in force.

SCHEDULE—continued.

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.

| | s. | d. |
|---|-----|----|
| Ganger, i.e., a man in charge of over six men | 108 | 0 |
| Leading waterman | 105 | 0 |
| Leading hand, i.e., a man in charge of from three to six men | 100 | 0 |
| Waterman, i.e., a man who distributes sewage from channels over land | 97 | 0 |
| Groundsman, i.e., a man who prepares ground ahead of a waterman | 97 | 0 |
| Sewage tank attendant | 97 | 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 | 97 | 0 |
| Tide gate attendant, i.e., a man who keeps channels open at seafront | 95 | 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.

SHOP BOARD No. 2 (BOOT REPAIRERS)

Clauses (2) and (3) of the Determination published in Government Gazette No. 49 of the 24th February, 1941, shall be replaced by the following Clauses:—

(2) APPRENTICES OR IMPROVERS.

| Males. | | | | | Females. | | | | |
|-----------------------------|-----------------|-----------|--------------|-------------------|---|----|---|--|--|
| Wages per Week of 44 Hours. | | | | | Wages per Week of 47 Hours. | | | | |
| | Commencing Age. | | | | | | | | |
| | Under 16 years. | 16 years. | 17 years. | 18 years or over. | | | | | |
| | s. d. | s. d. | s. d. | s. d. | Under 16 years of age | 22 | 9 | | |
| | | | | | 16 and under 17 years of age | 25 | 3 | | |
| | | | | | 17 and under 18 years of age | 28 | 0 | | |
| | | | | | 18 and under 19 years of age | 30 | 9 | | |
| | | | | | 19 and under 20 years of age | 34 | 3 | | |
| | | | | | 20 and under 21 years of age | 36 | 9 | | |
| 1st year | 14 | 0 | 21 | 3 | PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i> One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage. <i>Improvers.</i> Two female improvers to every female adult worker receiving not less than the rate fixed for age 23. | | | | |
| 2nd year | 21 | 3 | 31 | 3 | | | | | |
| 3rd year— | | | | | | | | | |
| 1st 6 months | 31 | 3 | 40 | 0 | | | | | |
| 2nd 6 months | 31 | 3 | 40 | 0 | | | | | |
| 4th year— | | | | | | | | | |
| 1st 6 months | 40 | 0 | 49 | 0 | | | | | |
| 2nd 6 months | 40 | 0 | 49 | 0 | | | | | |
| 5th year— | | | | | | | | | |
| 1st 6 months | 49 | 0 | 56 | 9 | | | | | |
| 2nd 6 months | 49 | 0 | 65 | 3 | | | | | |
| 6th year— | | | | | | | | | |
| 1st 6 months | 56 | 9 | Minimum wage | | | | | | |
| 2nd 6 months | 65 | 3 | Minimum wage | | | | | | |
| Thereafter | Minimum wage | | | | | | | | |

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.

Improvers.
One improver to every four workers receiving not less than 10s. per week of 44 hours.

(3) OTHER EMPLOYEES.

| WAGES. | | Per Week of 44 Hours. |
|---|--|-----------------------|
| | | s. d. |
| Males | | 105 0 |
| | | Per Week of 47 Hours. |
| | | s. d. |
| Female Receiver, Despatcher, or Saleswoman— | | 40 6 |
| 21 years of age | | 47 6 |
| 22 years of age | | 54 0 |
| 23 years of age | | |

Clauses (4) to (10) inclusive of the Determination as published in the Government Gazette No. 49 of the 24th February, 1941, 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. 402 of the 29th November, 1940, shall be replaced by the following clauses:—

| (2A) | | APPRENTICES AND IMPROVERS. | |
|--|--|---|--|
| <p>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.</p> | | <p>Apprentices and Improvers not elsewhere included.</p> | |
| <p>Weekly Wage.</p> | | <p>Apprentices.</p> | |
| <p>£ s. d.</p> | | <p>Weekly Wage.</p> | |
| <p>1st year's experience 1 14 8</p> | | <p><i>Five Year Terms.</i></p> | |
| <p>2nd 2 5 0</p> | | <p>First year 0 15 6</p> | |
| <p>3rd 2 10 6</p> | | <p>Second year 1 0 6</p> | |
| <p>4th 3 10 0</p> | | <p>Third year 1 18 6</p> | |
| <p>5th year Minimum wage</p> | | <p>Fourth year 2 15 0</p> | |
| <p>PROPORTION (BY ANY EMPLOYER).</p> | | <p>Minimum wage</p> | |
| <p><i>Apprentices.</i></p> | | <p><i>Four Year Terms.</i></p> | |
| <p>One apprentice to every three of three workers receiving not less than the minimum wage prescribed by this Determination.</p> | | <p>First year 0 17 6</p> | |
| <p><i>Improvers.</i></p> | | <p>Second year 1 13 0</p> | |
| <p>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.</p> | | <p>Third year 2 15 0</p> | |
| <p><i>EMPLOYMENT OF MALE JUNIORS.</i></p> | | <p>Fourth year 3 12 0</p> | |
| <p>(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.</p> | | <p>(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—</p> | |
| <p>Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.</p> | | <p>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.</p> | |
| <p>Weekly Wage.</p> | | <p>APPRENTICES AND IMPROVERS NOT ELSEWHERE INCLUDED.</p> | |
| <p>£ s. d.</p> | | <p>The wage rates of unapprenticed junior labour shall be as follows:—</p> | |
| <p>Improvers.</p> | | <p>Weekly Wage.</p> | |
| <p>Under 18 years 2 13 0</p> | | <p>£ s. d.</p> | |
| <p>18 years and under 19 years 3 3 0</p> | | <p>First six months' experience 0 15 6</p> | |
| <p>19 years and under 20 years 3 10 0</p> | | <p>Second six months' experience 1 0 6</p> | |
| <p>20 years Minimum wage</p> | | <p>Second year's experience 1 10 6</p> | |
| <p>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.</p> | | <p>Third year's experience 2 2 0</p> | |
| <p>No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.</p> | | <p>Fourth year's experience 3 0 6</p> | |
| <p>PROPORTION (BY ANY EMPLOYER).</p> | | <p>Fifth year's experience and until reaching the age of 21 years 3 14 0</p> | |
| <p>One improver to every five drivers receiving not less than the minimum wage.</p> | | <p>PROPORTION OF JUVENILES AND APPRENTICES.</p> | |
| <p>The number of apprentices and/or unapprenticed juniors employed in any one shop, whether consisting of a shop, small goods factory, or factory only, or of 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 the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.</p> | | <p></p> | |

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

(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 Moorparanyal and Peak Ridings of the Shire of Corio. |
| | Per week of 44 hours. £ s. d. | Per week of 44 hours. £ s. d. | Per week of 44 hours. £ s. d. |
| DIVISION A.—ABATTOIRS OR MEAT MARKETS. | | | |
| Tacklemen | 6 6 0 | .. | .. |
| Slaughtermen | 5 17 0 | .. | .. |
| Head and Feet Boners | 5 3 0 | .. | .. |
| Scalders | 5 3 0 | .. | .. |
| Meat Lumpers | 5 0 6 | .. | .. |
| Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) | 4 17 0 | .. | .. |
| General labourers | 4 14 6 | .. | .. |
| DIVISION B.—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 10 0 | 5 13 0 |
| Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— | .. | 5 10 0 | 5 13 0 |
| Whilst employed on such work | .. | .. | .. |
| Whilst employed on other work | .. | At the rates prescribed for such work | .. |
| Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne <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. | .. | 6 0 0 | 6 3 0 |
| General butcher in charge of branch shop | 5 17 0 | 5 14 0 | 5 17 0 |
| General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays | 5 11 0 | 5 8 0 | 5 11 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 8 0 | 5 5 0 | 5 8 0 |
| Small goods makers in butchers' shops, boners, salters, scalders, and cookers | 5 4 0 | 5 1 0 | 5 4 0 |
| Ordermen who deliver but do not cut meat and who are not carters and drivers | 4 15 0 | 4 12 0 | 4 15 0 |
| All others | 4 13 0 | 4 10 0 | 4 13 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. | | | |
| DIVISION C.—SMALL GOODS SECTION. | | | |
| Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a small goods factory for more than 24 hours per week | .. | 5 10 0 | 5 13 0 |
| Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a small goods factory— | .. | 5 10 0 | 5 13 0 |
| Whilst employed on such work | .. | .. | .. |
| Whilst employed on other work | .. | At the rates prescribed for such work. | .. |
| Men employed principally on mixing machines | 5 11 0 | 5 8 0 | 5 11 0 |
| Millermen | 5 4 0 | 5 1 0 | 5 4 0 |
| Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers | 5 4 0 | 5 1 0 | 5 4 0 |
| Packing-room hands | 4 17 0 | 4 14 0 | 4 17 0 |
| Linkers and table hands | 4 17 0 | 4 14 0 | 4 17 0 |
| All others | 4 13 0 | 4 10 0 | 4 13 0 |
| CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS. | | | |
| Drivers of Motor Vehicles— | Per week of 48 hours. £ s. d. | Per week of 48 hours. £ s. d. | Per week of 48 hours. £ s. d. |
| Not exceeding 25 cwt. capacity | 4 16 6 | 4 13 6 | 4 16 6 |
| Exceeding 25 cwt. but not exceeding 3 tons capacity | 5 0 6 | 4 17 6 | 5 0 6 |
| Exceeding 3 tons capacity | 5 4 6 | 5 1 6 | 5 4 6 |
| Horse Drivers— | .. | .. | .. |
| One horse | 4 14 0 | 4 11 0 | 4 14 0 |
| Two horses | 4 10 6 | 4 13 6 | 4 16 6 |
| Three horses | 4 18 6 | 4 15 6 | 4 18 6 |
| Head stableman (if more than one employed) | 4 12 0 | 4 9 0 | 4 12 0 |
| Other stablemen or grooms | 4 8 0 | 4 5 0 | 4 8 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 | .. | .. | .. |

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 Moorparanal and Peak Ridings of the Shire of Corio. |
| Drivers who are required to cart meat before 7 a.m. shall be paid as follows:— | Per week of 48 hours. £ s. d. | Per week of 48 hours. £ s. d. | Per week of 48 hours. £ s. d. |
| 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. £ s. d. | Per week of 44 hours. £ s. d. | Per week of 44 hours. £ s. d. |
| Not exceeding 25 cwt. capacity | 4 16 6 | 4 13 6 | 4 16 6 |
| Exceeding 25 cwt. but not exceeding 3 tons | 5 0 6 | 4 17 6 | 5 0 6 |
| Exceeding 3 tons capacity | 5 4 6 | 5 1 6 | 5 4 6 |
| Horse Drivers— | | | |
| One horse | 4 14 0 | 4 11 0 | 4 14 0 |
| Two horses | 4 16 6 | 4 13 6 | 4 16 6 |
| Three horses | 4 18 6 | 4 15 6 | 4 18 6 |

Clauses (3) to (47) inclusive of the Determination published in *Government Gazette* No. 402, of the 29th November, 1940, shall remain in force.

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. | |
|---------------------|---------|--------------------------------|---|---------------------|---------|-----------------------|---|
| | | Per week of 44 hours. s. d. | | | | s. d. | |
| First year .. .. . | .. .. . | 15 | 6 | First year .. .. . | .. .. . | 17 | 6 |
| Second year .. .. . | .. .. . | 20 | 6 | Second year .. .. . | .. .. . | 33 | 6 |
| Third year .. .. . | .. .. . | 38 | 6 | Third year .. .. . | .. .. . | 55 | 6 |
| Fourth year .. .. . | .. .. . | 55 | 6 | Fourth year .. .. . | .. .. . | 72 | 0 |
| Fifth year .. .. . | .. .. . | 72 | 0 | | | | |

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 6 |
| Third years' experience | 42 0 |
| Fourth years' experience | 60 6 |
| Fifth years' experience and until reaching the age of 21 years | 74 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.

SCHEDULE—continued.

SHOPS BOARD No. 4 (BUTCHERS, COUNTRY)—continued.

| 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; | At Yallourn. | All other parts of Victoria where this Determination applies. |
| | £ s. d. | £ s. d. | £ s. d. |
| <i>Retail Shops.</i> | | | |
| 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 13 0 | 5 19 6 | 5 10 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 13 0 | 5 19 6 | 5 10 0 |
| Whilst employed on other work | The rate prescribed for such work. | | |
| Slaughtermen employed in abattoirs | 6 3 0 | 6 9 6 | 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 11 0 | 5 17 6 | 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 8 0 | 5 14 6 | 5 5 0 |
| Ordermen who deliver but do not cut meat | 4 15 0 | 5 1 6 | 4 12 0 |
| All others | 4 13 0 | 4 19 6 | 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. | | | |
| <i>Small Goods Section.</i> | | | |
| Men employed principally on mixing machines | 5 11 0 | 5 17 6 | 5 8 0 |
| Fillermen | 5 4 0 | 5 10 6 | 5 1 0 |
| Small goods makers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers | 5 3 0 | 5 9 6 | 5 0 0 |
| Packing room hands | 4 17 0 | 5 3 6 | 4 14 0 |
| Linkers and table hands | 4 17 0 | 5 3 6 | 4 14 0 |
| All others | 4 13 0 | 4 19 6 | 4 10 0 |
| <i>Carters and Drivers.</i> | | | |
| Drivers of motor vehicles— | | | |
| not exceeding 25 cwt. capacity | 4 16 6 | 5 3 0 | 4 13 6 |
| exceeding 25 cwt. but not exceeding 3 tons capacity | 5 0 6 | 5 7 0 | 4 17 6 |
| exceeding 3 tons capacity | 5 4 6 | 5 10 6 | 5 1 0 |
| Horse drivers— | | | |
| one horse | 4 14 0 | 5 0 6 | 4 11 0 |
| two horses | 4 16 6 | 5 3 0 | 4 13 6 |
| three horses | 4 18 6 | 5 5 0 | 4 15 6 |

Clases (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.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (13) of Part one and clauses (1) and (19) of Part two of the Determination published in *Government Gazette* No. 98 of the 2nd April, 1941 shall be replaced by the following clauses.

PART ONE.

This Part applies to Persons Employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

| (1) | Apprentices or Improvers. | | Other Employees. | |
|-------------------------------|-----------------------------|--------------|--|--------------|
| | Wages per Week of 44 Hours. | | Wages per Week of 44 Hours. | |
| | MALES. | FEMALES. | | <i>s. d.</i> |
| | <i>s. d.</i> | <i>s. d.</i> | | |
| Under 16 years of age | 24 6 | 23 6 | Rabbit skippers or boners | 105 6 |
| 16 years of age | 33 0 | 25 6 | Grader who grades for the export trade | 111 0 |
| 17 years of age | 40 6 | 28 6 | Females employed filling cartons with boned meat | 51 0 |
| 18 years of age | 53 3 | 31 3 | All others | 100 0 |
| 19 years of age | 70 0 | 38 3 | | |
| 20 years of age | 74 0 | 44 0 | | |

PROPORTION.

| | |
|---|---|
| MALES. | |
| <i>Apprentices.</i> | <i>Improvers.</i> |
| One male apprentice to every three or fraction of three male workers receiving not less than 100s. per week of 44 hours. | One male improver to every four or fraction of four male workers receiving not less than 100s. per week of 44 hours. |
| FEMALES. | |
| <i>Apprentices</i> | <i>Improvers.</i> |
| One female apprentice to every three or fraction of three female workers receiving not less than 51s. per week of 44 hours. | One female improver to every four or fraction of four female workers receiving not less than 51s. per week of 44 hours. |

(13) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

| | | | |
|---|---------------------------------------|---|---|
| | Within the hours fixed in Clause (2). | Outside the hours fixed in Clause (2). | |
| Skinnering rabbits (heads off) | 2s. per 100. | 3s. per 100. } Plus 4s. 1½d. per 100. } 12% | } |
| Skinnering rabbits (heads on) | 2s. 9d. per 100. | | |
| Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) | 1d. per lb. | | |
| Skinnering hares | 9s. per 100. | | |

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

| (1) | Apprentices or Improvers. | | Other Employees. | | |
|-------------------------------|---------------------------|--------------|---|-----------------------------------|---|
| | Wages per Week. | | Wages per Week. | | |
| | MALES. | FEMALES. | | Within the Metropolitan District. | All other parts of Victoria where this Determination applies. |
| | <i>s. d.</i> | <i>s. d.</i> | | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 23 0 | 19 3 | Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) | 120 6 | 115 6 |
| 16 years of age | 30 6 | 22 9 | Managers (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) | 61 0 | 58 6 |
| 17 years of age | 41 0 | 28 3 | Foreman having the supervision of four or more workers | 110 6 | 105 6 |
| 18 years of age | 50 9 | 36 3 | Shop hands (males) or salesmen | 97 6 | 92 6 |
| 19 years of age | 58 9 | 39 6 | Block hands, pluckers, filleters, cleaners, or oyster openers | 100 6 | 96 6 |
| 20 years of age | 78 3 | 43 9 | Labourers assisting— | | |
| | | | (a) Wholesale fish salesmen | 105 6 | 100 6 |
| | | | (b) Wholesale poultry salesmen | 95 6 | 92 6 |
| | | | Persons employed grading and/or placing plucked poultry in boxes | 100 6 | 96 6 |
| | | | Females employed— | | |
| | | | (a) As shop hands | 51 6 | 48 6 |
| | | | (b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry | 51 6 | 48 6 |
| | | | All Others | 90 6 | 90 6 |

PROPORTION.

| | |
|---|---|
| MALES. | |
| <i>Apprentices.</i> | <i>Improvers.</i> |
| One apprentice to every three or fraction of three workers receiving not less than 90s. 6d. per week of 48 hours, or 44 hours, as the case may be. | One improver to every four or fraction of four workers receiving not less than 90s. 6d. per week of 48 hours, or 44 hours, as the case may be. |
| FEMALES. | |
| <i>Apprentices.</i> | <i>Improvers.</i> |
| One apprentice to every three or fraction of three female workers receiving not less than 48s. 6d. per week of 48 hours, or 44 hours, as the case may be. | One improver to every three or fraction of three female workers receiving not less than 48s. 6d. per week of 48 hours, or 44 hours, as the case may be. |

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY)—continued.

(19) **PIECE-WORK PRICES.**—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6 a.m. and 1 p.m. on Saturday, and 6 a.m. and 8 p.m. on any other week day—

| | | |
|---|-----------------------|---------------------|
| (i) Roughing fowls by hand | 3½d. per pair | } Plus 25 per cent. |
| Roughing fowls by machine | 3d. per pair | |
| Stumping fowls the same day as they are roughed by hand | 3½d. per pair | |
| Stumping fowls, which have been put away overnight, or for a longer period, after being roughed | 4d. per pair | |
| Stumping fowls which have been roughed by a machine | 4d. per pair | |
| Plucking fowls | 7d. per pair | |
| Plucking ducks, where wings are not plucked right out | 7½d. per pair | |
| Plucking ducks, where wings are required to be plucked right out | 11½d. per pair | |
| Plucking Muscovy drakes (redheads) | 1s. 3d. per pair | |
| Plucking turkey hens | 8½d. per pair | |
| Plucking turkey cocks | 1s. 1d. per pair | |
| Plucking geese | 1s. 1d. per pair | |
| Plucking teal | 4d. per pair | |
| Plucking black duck | 5d. per pair | |
| Plucking blue wing | 4d. per pair | |
| Plucking mountain duck | 5d. per pair | |
| Plucking pigeons and small birds | 3d. per pair | |
| Plucking quail | 3d. per pair | |
| Plucking pheasants | 7d. per pair | |
| Drawing and trussing fowls or ducks | 3d. per pair extra | |
| Drawing and trussing geese | 6d. per pair extra | |
| Drawing and trussing turkeys | 9d. per pair extra | |
| (ii) *Blooding cuts | 9d. per large box | |
| *Splitting cuts | 1s. per large box | |
| *Scaling and cleaning salmon | 1s. 6d. per large box | |
| *Scaling and cleaning bream, flathead, trout, and all other medium fish | 2s. 6d. per large box | |
| *Cleaning garfish, flathead, mullet, and all other very small fish | 3s. per large box | |
| *Cleaning whiting | 3d. per dozen | |
| *Filleting whiting | 6d. per dozen | |
| *Cleaning flounders | 3d. per dozen | |
| Trimming shark | 6d. per box | |
| Skinning and trimming shark | 2s. per box | |

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 19, sub-clause (a) with the addition of 50 per cent.

Clauses (2) to (12) of Part one and clauses (2) to (18) of Part two of the Determination as published in *Government Gazette* No. 98 of the 2nd April, 1941 shall remain in force.

SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 340 of the 13th September, 1940, shall be replaced by the following clauses:—

| Apprentices. | | Improvers. | | Other Employees. | | |
|---|------|--|------|---|-----------------------------------|-----------------------|
| WAGES | | WAGES. | | WAGES. | Per Hour. | Per Week of 14 Hours. |
| Per Week of 44 Hours. | | Per Week of 44 Hours. | | | s. d. | s. d. |
| s. d. | | s. d. | | | | |
| 1st year | 22 3 | 1st year | 22 3 | Slaters employed stripping or repairing roofs or re-covering with second-hand materials | 3 0 ⁹ / ₁₁ | 135 0 |
| 2nd | 33 3 | 2nd | 33 3 | Other Slaters | 2 11 ⁷ / ₂₂ | 129 6 |
| 3rd | 44 9 | 3rd | 44 9 | Tilers employed stripping or repairing roofs or re-covering with second-hand materials | 2 11 ⁷ / ₂₂ | 129 6 |
| 4th | 55 6 | 4th | 55 6 | All others | 2 9 ⁷ / ₁₁ | 124 0 |
| 5th | 72 3 | 5th | 72 3 | | | |
| PROPORTION (by any employer). | | PROPORTION (by any employer). | | Persons employed on roofs of a pitch of 45° or over shall be paid 1/- per day or portion of a day in addition to the rates set out above. | | |
| Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 12s. per week of 44 hours. | | One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 12s. per week of 44 hours. | | | | |
| An indenture of apprenticeship was approved on 18th December, 1911 | | | | | | |

Clauses (3) to (9) inclusive of the Determination published in *Government Gazette* No. 340 of the 13th September, 1940, shall remain in force.

SCHEDULE—*continued.*

STATIONERY BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 222 of the 6th June, 1940, shall be replaced by the following clause:—

(2)

| First Column. Number of Rate | Second Column. Description of Employment. | Third Column. Weekly Wage. |
|---------------------------------|--|-------------------------------|
| | <i>Table "A"—Adult Males.</i> | <i>£ s. d.</i> |
| 1 | Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) | 5 13 0 |
| 2 | Edge gilder | 5 13 0 |
| 3 | Goulotte machine operator | 5 13 0 |
| 4 | Tag machinist where machine has printing attachment | 5 10 0 |
| 5 | Tag machinist | 4 19 0 |
| 6 | Cutter from reel and/or slitter | 4 15 0 |
| 7 | Cutter from reel and/or slitter if cutting or slitting printed or embossed paper and/or if slitting paper into rolls for recording machines or wrapping machines or similar machines | 4 18 0 |
| 8 | Envelope angle cutter | 5 6 0 |
| 9 | Envelope angle cutter who has to mark out | 5 10 0 |
| 10 | Envelope cutter and/or die cutter | 4 18 0 |
| 11 | Envelope cutter and/or die cutter who has to mark or lay out | 5 0 0 |
| 12 | Cutter of playing cards | 4 18 0 |
| 13 | Doyley machinist | 5 0 0 |
| 14 | Surface coater | 4 18 0 |
| 15 | Colour mixer for surface coating | 4 10 0 |
| 16 | Calenderer | 4 15 0 |
| 17 | Brusher | 4 15 0 |
| 18 | Water-proofer | 4 15 0 |
| 19 | Plate roller | 4 15 0 |
| 20 | Employee working pasteboard machine | 4 19 0 |
| 21 | Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines | 5 13 0 |
| 22 | Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously | 4 18 0 |
| 23 | Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship | 4 15 0 |
| 24 | Any other adult male | 4 6 0 |
| 25 | An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him. | |
| | <i>Table "B"—Adult Females.</i> | |
| | (Including non-adult females of at least five years' experience.) | |
| 1 | Female employee of more than five years' experience employed in connexion with stationery | 2 14 6 |
| 2 | Female embosser | 2 15 6 |
| 3 | A female employee in charge of or who supervises, directs, or is responsible for the work of— | |
| | (a) from three to eight employees (both inclusive) | 2 18 6 |
| | (b) from nine to fifteen employees (both inclusive) | 3 4 6 |
| | (c) over fifteen employees | 3 10 6 |
| 4 | Female employees not otherwise specified | 2 6 6 |

NOTE.—See clause 30 (f) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

Clauses (3) to (35) of the Determination as published in *Government Gazette* No. 222 of the 6th June, 1940, shall remain in force.

SCHEDULE—continued.

SUGAR REFINERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 106 of the 10th April, 1941, 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. | <i>Adult Males.</i> | | | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 16 years .. | 21 0 | 21 0 | 21 0 | 21 0 | Raw Sugar Store— | | | |
| 16 years .. | 27 4 | 22 9 | 27 4 | 22 9 | Men unstuffing .. | .. | .. | 97 0 |
| 17 " .. | 37 7 | 25 9 | 37 7 | 25 9 | Men cutting in .. | .. | .. | 98 0 |
| 18 " .. | 48 6 | 30 11 | 48 6 | 30 11 | Elevator attendant .. | .. | .. | 96 0 |
| 19 " .. | 57 5 | 37 8 | 57 5 | 37 8 | Wash tank hands .. | .. | .. | 93 0 |
| 20 " .. | 67 5 | 45 8 | 67 5 | 45 8 | Riggers .. | .. | .. | 98 0 |
| | | | | | Melting House— | | | |
| | | | | | Washing fugalmen .. | .. | .. | 96 6 |
| | | | | | Melter attendant .. | .. | .. | 93 0 |
| | | | | | Mixer .. | .. | .. | 93 0 |
| | | | | | Carbonatation House— | | | |
| | | | | | Men on liquor filter presses .. | .. | .. | 94 0 |
| | | | | | Men on mud .. | .. | .. | 94 0 |
| | | | | | Leading hand .. | .. | .. | 99 0 |
| | | | | | Men on gas tank .. | .. | .. | 95 0 |
| | | | | | Men on crushing and stacking lime .. | .. | .. | 93 0 |
| | | | | | Men on washing and checking filterpress sheets .. | .. | .. | 93 0 |
| | | | | | Char End— | | | |
| | | | | | Kiln repairers .. | .. | .. | 93 0 |
| | | | | | Kiln firemen .. | .. | .. | 99 0 |
| | | | | | Wet charmen .. | .. | .. | 99 0 |
| | | | | | Char runners .. | .. | .. | 99 0 |
| | | | | | Pan Floor— | | | |
| | | | | | First sugar boilers .. | .. | .. | 113 0 |
| | | | | | Second sugar boilers .. | .. | .. | 106 0 |
| | | | | | Pan attendant, attending triple effet .. | .. | .. | 93 0 |
| | | | | | Refined sugar fugalmen .. | .. | .. | 96 6 |
| | | | | | Refined sugar fugalmen—Leading hands .. | .. | .. | 99 6 |
| | | | | | Jelly House— | | | |
| | | | | | Leading hand .. | .. | .. | 96 6 |
| | | | | | Jelly fugalmen .. | .. | .. | 93 0 |
| | | | | | Refined Sugar Store— | | | |
| | | | | | Receiving at truck yards (leading hands) .. | .. | .. | 96 0 |
| | | | | | Iceing mill attendant .. | .. | .. | 93 0 |
| | | | | | Driers (leading hand) .. | .. | .. | 95 0 |
| | | | | | Driers (others) .. | .. | .. | 93 0 |
| | | | | | Automatic scale attendant .. | .. | .. | 96 0 |
| | | | | | Leading hand packing floor .. | .. | .. | 96 0 |
| | | | | | Hand packing sugar .. | .. | .. | 93 0 |
| | | | | | Golden Syrup and Treacle— | | | |
| | | | | | Men packing and weighing (bulk) .. | .. | .. | 93 0 |
| | | | | | Golden syrup and treacle mixer .. | .. | .. | 95 0 |
| | | | | | Liquor runners .. | .. | .. | 99 0 |
| | | | | | Liquor runners—assistants .. | .. | .. | 93 0 |
| | | | | | Distillery— | | | |
| | | | | | Stillman .. | .. | .. | 109 0 |
| | | | | | Mashman .. | .. | .. | 97 0 |
| | | | | | Spirit and Methylating Rooms— | | | |
| | | | | | Leading hand .. | .. | .. | 106 6 |
| | | | | | Assistants .. | .. | .. | 96 6 |
| | | | | | Leading hand cleaning gang .. | .. | .. | 96 0 |
| | | | | | All others .. | .. | .. | 90 0 |
| | | | | | Adult females .. | .. | .. | 49 9 |

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 (16) inclusive of the Determination as published in the *Government Gazette* No. 106 of the 10th April, 1941, shall remain in force.

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.</i> | <i>d.</i> |
| 14 to 15 years of age | 16 | 9 |
| 15 to 16 years of age | 24 | 3 |
| 16 to 17 years of age | 32 | 6 |
| 17 to 18 years of age | 40 | 9 |
| 18 to 19 years of age | 48 | 9 |
| 19 to 20 years of age | 57 | 9 |
| 20 to 21 years of age | 65 | 0 |

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.

SCHEDULE—continued.
TANNERS BOARD—continued.
Other Employees.

| | Per Week of 44 Hours. | | |
|---|-----------------------|----|----|
| | £ | s. | d. |
| Currier | 5 | 10 | 0 |
| Person classing or sorting green hides or sides or skins after being unhaired | 5 | 5 | 0 |
| Hand flesher | 5 | 2 | 0 |
| Hand fleshing after machining | 5 | 0 | 0 |
| Machine flesher | 5 | 0 | 0 |
| Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines | 4 | 15 | 0 |
| Lime jobber | 4 | 13 | 0 |
| Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser | 4 | 12 | 0 |
| Bark bagger | 4 | 12 | 0 |
| Extract worker in tannery | 4 | 8 | 0 |
| Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract | 4 | 8 | 0 |
| Splitting machinist— | | | |
| Operator of big machine | 5 | 8 | 0 |
| Operator of other machines | 5 | 6 | 0 |
| Man behind splitting machine | 4 | 12 | 0 |
| Machine shaver— | | | |
| New machine—double width | 5 | 0 | 0 |
| Old machine—single width | 5 | 1 | 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 | 16 | 6 |
| Roller, striker and setter out of sole leather | 4 | 15 | 6 |
| Shedman who applies dressing to sole leather | 4 | 11 | 0 |
| Whitening machinist and buffing machinist | 5 | 0 | 6 |
| Fluffing machinist | 4 | 15 | 0 |
| Fluffing machinist on suede wheel | 4 | 19 | 0 |
| Leather dresser (table hand) | 4 | 15 | 0 |
| Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand | 4 | 14 | 0 |
| Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers | 4 | 13 | 0 |
| Table hand setting out harness leathers | 4 | 15 | 6 |
| Table hand and knee staker | 4 | 15 | 0 |
| Shedman (other than those who apply dressing to sole leather), man unloading hides, bark and other materials used in tanneries | 4 | 8 | 0 |
| Strainer (over the age of 18 years) | 4 | 11 | 0 |
| Employee unhairing either on beam or by sweeping | 4 | 15 | 0 |
| Person classing or sorting hides, sides or skins or splits of leather after tanning | 5 | 4 | 0 |
| Employee operating measuring machine | 4 | 11 | 0 |
| Employee operating setting out machine | 4 | 15 | 0 |
| Employee operating graining machine | 4 | 13 | 0 |
| Employee operating ironing machine | 4 | 13 | 0 |
| Employee operating embossing machine | 4 | 13 | 0 |
| Employee operating squeezing machine | 4 | 13 | 0 |
| Employee operating bark grinding machine | 4 | 12 | 0 |
| Assistant on any of the machines 30 to 35 | 4 | 11 | 0 |
| Operator or assistant on any machine used in the industry not otherwise provided for | 4 | 11 | 0 |
| Clazer | 4 | 15 | 0 |
| Staker | 4 | 15 | 0 |
| Person lime jobbing on mechanical reels | 4 | 13 | 0 |
| Hair washer | 4 | 9 | 0 |
| All others | 4 | 6 | 0 |

Casual employees may be engaged by the day at rates 10 per cent. higher than those prescribed for weekly work.
Clauses (3) to (27) inclusive of the Determination as published in *Government Gazette* No. 255 of 24th June, 1940, shall remain in force.

TAR AND BITUMEN BOARD.

Clauses (2) of the Determination published in *Government Gazette* No. 112 on the 18th April, 1941, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

| Improvers. | Adjustable Rate. | Plus Conditions Allowance (Non-Adjustable). | Total Wage. | Other Employees. | Adjustable Rate. | Plus Conditions Allowance (Non-Adjustable). | Total Wage. | | | | | | |
|--------------------------------|------------------|---|-------------|------------------|------------------|---|-------------|---|---------------------------|----|----|-----|----|
| | | | | | | | | s. | d. | s. | d. | s. | d. |
| Under 19 years of age .. | 59 | 9 | 3 | 62 | 9 | | | Bitumen emulsion maker .. | 97 | 0 | 3 | 100 | 0 |
| 19 years and under 20 years .. | 70 | 6 | 3 | 73 | 6 | | | Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) .. | 97 | 0 | 3 | 100 | 0 |
| 20 years and under 21 years .. | 74 | 9 | 3 | 77 | 9 | | | Tar distiller and/or maker of pitch (T.I.C. type of plant) | 96 | 0 | 3 | 99 | 0 |
| | | | | | | | | Tar distiller and/or maker of pitch (other types of plants) | 99 | 0 | 3 | 102 | 0 |
| | | | | | | | | Weighter or measurer and/or mixer of asphaltic concrete or other pre-mixed materials .. | 97 | 0 | 3 | 100 | 0 |
| | | | | | | | | Pitch enamel maker (closed type of plant) .. | 99 | 0 | 3 | 102 | 0 |
| | | | | | | | | Pitch enamel maker (open type of plant) .. | For rate see clause 7 (c) | | | | |
| | | | | | | | | All others .. | 94 | 6 | 3 | 97 | 6 |

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 112 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TILE LAYERS BOARD.

Clauses (2) and (12) of the Determination published in *Government Gazette* No. 113 of the 18th April, 1941, shall be replaced by the following:—

(2)

| Apprentices. | | Improvers if employed prior to 30th September, 1939. (See Clause 3.) | | Other Employees. | |
|--|--------------------------------|---|--------------------------------|--------------------|--|
| WAGES. | | WAGES. | | WAGES. | |
| | Per Week of 44 Hours. s. d. | | Per Week of 44 Hours. s. d. | Per Hour. s. d. | Per Week of 44 Hours. s. d. |
| 1st year | 23 3 | Under 16 years of age .. | 26 0 | Adults | 2 10 ⁹ / ₁₁ .. 127 8 |
| 2nd „ | 35 3 | Between 16 years and 17 years | 39 0 | | |
| 3rd „ | 47 0 | „ 17 „ „ 18 „ | 51 0 | | |
| 4th „ | 64 6 | „ 18 „ „ 19 „ | 64 6 | | |
| 5th „ | 82 3 | „ 19 „ „ 20 „ | 77 9 | | |
| | | „ 20 „ „ 21 „ | 90 3 | | |
| PROPORTION (WITHIN ANY PLACE). | | PROPORTION (WITHIN ANY PLACE). | | | |
| One apprentice to every three or fraction of three workers receiving not less than 127s. 8d. per week of 44 hours. | | One improver to every three workers receiving not less than 127s. 8d. per week of 44 hours. | | | |
| An indenture of apprenticeship has been prescribed by the Board. | | | | | |

(12) PIECEWORK PRICES.—That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Floor and Verandah Tiling.

| | |
|---|---|
| Each area under 1 square yard | 6s. per area. |
| Under three square yards | 8s. per square yard. |
| Three square yards or over | 7s. per square yard. |
| Loose moravian | 11s. 9d. per square yard. |
| Steps of marble, slate, or material other than tiles with tile risers | 9d. per foot run respectively for each step fixed or riser tiled. |
| Any step with nosing tread or riser tiles | 3s. per foot run. |

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.

Wall Tiling.

| | |
|--|--|
| Wall tiling | 7s. 6d. per square yard. |
| Kitchen stove recesses | 10s. per square yard. |
| Splash tiling under 1 square yard to basin and/or bath | 10s. per room. |
| Ceiling or soffits | 15s. 3d. per square yard. |
| Liners, beads, coves, and capping | 3d. per foot run in addition to full overall measurements. |
| Where brickwork or concrete has to be cut out to allow recessed fitting to be laid | 3s. per fitting. |
| Soap and toilets with mitre surrounds | 3s. each. |
| Tiled recesses in walls up to 6 in. x 6 in. square | 6s. each. |
| Sills and revealles which occur in isolated cases | 9d. per lineal foot in addition to overall measurements. |
| Architraves and skirting | 9d. per lineal foot in addition to overall measurements. |
| Cutting on the rake to staircase dados | 6d. per lineal foot. |

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling: also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

| | | |
|-------------------------------------|--------------|--|
| (a) where joints are bagged | 1s. per yard | } in addition to the rates fixed in this schedule for laying and fixing. |
| (b) where joints are struck | 3s. per yard | |

Clauses (3) to (11) inclusive and clause (13) of the Determination as published in *Government Gazette* No. 113 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette*, No. 108 of the 10th April, 1941, 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 Warrambool, and the Town of Newtown and Chilwell. | All other parts of Victoria where this Determination Applies. |
| | £ s. d. | £ s. d. |
| First-class bench hand | 6 3 0 | 6 0 0 |
| Second-class bench hand | 5 11 0 | 5 8 0 |
| Metal spinner setting up and making his own dies | 5 15 0 | 5 12 0 |
| Other spinners | 5 2 0 | 4 19 0 |
| Die setters | 5 2 0 | 4 19 0 |
| Press operators (heavy) | 5 0 0 | 4 17 0 |
| Press operators (light) | 4 18 0 | 4 15 0 |
| Solderers and dippers | 5 0 0 | 4 17 0 |
| Drop hammer stampers | 5 0 0 | 4 17 0 |
| Guttering machinists | 4 18 0 | 4 15 0 |
| Other power machinists | 4 18 0 | 4 15 0 |
| Welder— (a) Welding Division. | | |
| First class, other than when using Cutler machine | 6 0 0 | 5 17 0 |
| First class, using Cutler machine | 5 9 0 | 5 6 0 |
| Second class | 5 1 0 | 4 18 0 |
| Third class | 4 17 0 | 4 14 0 |
| Tack welder | 4 19 0 | 4 16 0 |
| (b) Canister-making | | |
| Die setter and/or leading press hand | 5 2 0 | 4 19 0 |
| Canister-makers by hand and riveters by hand | 5 2 0 | 4 19 0 |
| Solderers and dippers | 4 18 0 | 4 15 0 |
| Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over | 5 2 0 | 4 19 0 |
| Operators of power capping machines or metal pots on automatic machines | 5 0 0 | 4 17 0 |
| Operators of power presses and other power machines | 4 18 0 | 4 15 0 |
| Other cap solderers | 4 18 0 | 4 15 0 |
| (c) Galvanizing. | | |
| Galvanizer | 5 9 0 | 5 6 0 |
| Tinners and grease tanners | 5 9 0 | 5 6 0 |
| Assistant working over metal pot | 5 0 0 | 4 17 0 |
| All other male adults | 4 18 0 | 4 15 0 |
| (d) Painting and Enamelling. | | |
| Stencil cutter | 5 9 0 | 5 6 0 |
| Mixer | 4 18 0 | 4 15 0 |
| Fuser | 4 18 0 | 4 15 0 |
| Pickler | 4 18 0 | 4 15 0 |
| Liquidizer | 4 18 0 | 4 15 0 |
| (e) Japanning. | | |
| Artistic japanners and goldworkers | 5 11 0 | 5 8 0 |
| Spray operators | 5 2 0 | 4 19 0 |
| Grainers, liners, and filliters | 4 18 0 | 4 15 0 |
| Painters and lacquerers | 4 18 0 | 4 15 0 |
| Dippers | 4 18 0 | 4 15 0 |
| All others | 4 7 0 | 4 4 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.

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

SCHEDULE—continued.

TINSMITHS BOARD.—continued.

| | | | | | | | | | | Wages. | | Per Week of 44 Hours. |
|---|----|----|----|----|----|----|----|----|----|--------|----|--------------------------|
| | | | | | | | | | | s. d. | | |
| (g) Five-year terms— | | | | | | | | | | | | |
| 1st year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 15 | 0 |
| 2nd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 21 | 6 |
| 3rd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 39 | 0 |
| 4th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 63 | 3 |
| 5th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 79 | 3 |
| Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of seventeen years— | | | | | | | | | | | | |
| | | | | | | | | | | s. d. | | |
| 1st year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 18 | 0 |
| 2nd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 37 | 9 |
| 3rd year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 63 | 3 |
| 4th year | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 79 | 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.

(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.

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. | |
| If of less than twelve months' experience | | | | | | | | | | 54 | 0 |
| If of twelve months' or more experience | | | | | | | | | | 61 | 3 |

(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. | |
| 1st year's experience | | | | | | | | | | 14 | 0 |
| 2nd year's experience | | | | | | | | | | 18 | 9 |
| 3rd year's experience | | | | | | | | | | 31 | 9 |
| 4th year's experience | | | | | | | | | | 40 | 0 |
| 5th year's experience | | | | | | | | | | 45 | 9 |
| Thereafter until reaching 21 years of age | | | | | | | | | | 51 | 0 |

(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. | |
| 1st year's experience | | | | | | | | | | 15 | 6 |
| 2nd year's experience | | | | | | | | | | 25 | 3 |
| 3rd year's experience | | | | | | | | | | 34 | 9 |
| 4th year's experience | | | | | | | | | | 47 | 0 |
| 5th year's experience | | | | | | | | | | 59 | 9 |
| 6th year's experience | | | | | | | | | | 69 | 6 |
| 7th year's experience | | | | | | | | | | 73 | 9 |

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.

SCHEDULE—continued.

TINSMITHS BOARD—continued.

(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. |
|---|-------------------|-------------------|
| Under sixteen years of age | £ s. d. 17 0 | £ s. d. 18 3 |
| Sixteen and under seventeen years of age | 23 3 | 29 11 |
| Seventeen and under eighteen years of age | 50 0 | 53 0 |
| Eighteen and under nineteen years of age | 63 3 | 67 0 |
| Nineteen and under 21 years of age | 76 3 | 80 9 |

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

Clauses (5) to (21) inclusive of the Determination as published in *Government Gazette* No. 108 of the 10th April, 1941, shall remain in force.

UMBRELLA BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 39 of the 13th February, 1941, shall be replaced by the following clause:—

(2) (a) APPRENTICES OR IMPROVERS.
(i) WAGES.

| Experience. | Males. | | Females. | Female Improvers commencing at the trade between the ages of 18 and 21 years. |
|------------------------|---------------|-------|---------------|--|
| | Weekly Wages. | | Weekly Wages. | Weekly Wages. |
| | £ | s. d. | £ s. d. | £ s. d. |
| 1st six months | 0 | 15 0 | 0 12 0 | 1 8 0 |
| 2nd | 0 | 18 0 | 0 14 6 | 1 15 0 |
| 3rd | 1 | 3 0 | 0 17 6 | 2 2 6 |
| 4th | 1 | 6 0 | 1 1 6 | 2 7 0 |
| 5th | 1 | 10 6 | 1 8 0 | .. |
| 6th | 1 | 17 6 | 1 15 0 | .. |
| 7th | 2 | 8 6 | 2 2 6 | .. |
| 8th | 3 | 0 0 | 2 7 6 | .. |

And thereafter the minimum weekly wage or piecework price.

Note.—These rates INCLUDE the additional amounts prescribed by Clause (15).

(ii) PROPORTION (IN ANY FACTORY OR PLACE).
APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

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

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

Notwithstanding anything contained in this Determination, any person who on 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(b) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

| | Weekly Wages. | |
|--|---------------|----------|
| | Males. | Females. |
| | £ s. d. | £ s. d. |
| Cutters | 5 9 0 | 5 9 0 |
| Frame makers or repairers | 5 1 0 | 5 1 0 |
| Finishers | 4 19 0 | 4 19 0 |
| Machinists, pressers, or tippers | .. | 2 15 9 |
| Persons not provided for otherwise | 4 8 0 | 2 8 3 |

Note.—These rates INCLUDE the additional amounts prescribed by Clause (15).

Clauses (3) to (15) inclusive, of the Determination as published in *Government Gazette* No. 39 of the 13th February, 1941, shall remain in force.

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 408 of 5th December, 1940, shall be replaced by the following:—

(2)

| Apprentices. | | Improvers. | | Other Employees. | | Within the Metropolitan District. | Outside the Metropolitan District Wherever this Determination Applies. | Per Week of— |
|--|------|--|------|---|-------|-----------------------------------|--|--------------|
| WAGES. Per Week of 44 Hours. | | WAGES. Per Week of 44 Hours. | | WAGES. | | s. d. | s. d. | Hours. |
| s. d. | | s. d. | | | | s. d. | s. d. | |
| 1st year's experience.. | 29 6 | Under 18 years of age | 43 6 | Workers engaged in making coffins of wrought timber for either polishing or varnishing.. | 115 0 | 110 6 | | 44 |
| 2nd " | 40 6 | 18-19 years of age .. | 58 6 | Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals .. | 109 6 | 105 6 | | 44 |
| 3rd " | 51 0 | 19-20 " " | 75 0 | First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons .. | 110 6 | 107 0 | | 44 |
| 4th " | 67 0 | 20-21 " " | 96 0 | Other chauffeurs .. | 105 0 | 101 6 | | 44 |
| 5th " | 88 0 | | | Workers engaged in driving, washing vehicles, or placing the remains of deceased persons in coffins, or persons who, at branch shops or agencies within 20 miles of G.P.O., Melbourne, or at Ballarat, Bendigo, and Geelong, are engaged in collecting monies, soliciting orders, or canvassing for the business of undertakers | 105 0 | 101 6 | | 46* |
| <p>PROPORTION (within any factory or place).</p> <p>One apprentice to every two or fraction of two workers receiving not less than 101s. 6d. per week of 46 hours.</p> <p>An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.</p> | | <p>PROPORTION (within any factory or place).</p> <p>One improver to every seven or fraction of seven employees receiving not less than 101s. 6d. per week of 46 hours.</p> | | <p>Provided that persons who live at either principal or branch establishments or agencies shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. The wife of any such person living on such premises shall in no case be deemed to be an employee.</p> | | | | |

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).
 Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 408 of 5th December, 1940, shall remain in force.

WHARFS AND JETTIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 59 of 6th March, 1941, 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. |
| WAGES. | | s. d. | s. d. |
| Under 16 years of age .. | Foreman .. | 29 3 | 127 3 |
| " 17 " " .. | Leading hand, i.e., a person in charge of not less than— | 37 9 | |
| " 18 " " .. | (a) three nor more than ten employees .. | 46 0 | 121 3 |
| " 19 " " .. | (b) eleven nor more than fifteen employees .. | 57 9 | 124 3 |
| " 20 " " .. | Pile-driver .. | 67 0 | 117 0 |
| " 21 " " .. | Pile-driver's offsider .. | 77 9 | 101 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 .. | | 115 3 |
| | Oxy acetylene burner on demolition work .. | | 115 3 |
| | Saw sharpener .. | | 114 6 |
| | Machine borer .. | | 101 0 |
| | Cleater .. | | 98 0 |
| | Cradler or squarer .. | | |
| | Hand borer .. | | 96 0 |
| | Wharf carpenter's assistant .. | | |
| | Dumper .. | | 93 6 |
| | Other demolition workers .. | | |
| | All others .. | | 90 0 |
| | CONCRETE WORK. | | |
| | Pneumatic pick user or jack hammer-man .. | | 99 0 |
| | Concrete floater .. | | 98 0 |
| | Mixer operator .. | | 98 0 |
| | Men filling moulds .. | | 96 0 |
| | Gaugers, i.e., persons filling gauged barrows or boxes .. | | |
| | Other mixers .. | | |
| | Men employed on reinforcements .. | | 90 0 |
| | Barrowmen or general labourers .. | | |

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 59 of the 6th March, 1941, shall remain in force.

SCHEDULE—continued.

WICKER AND BABY CARRIAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 318 of the 27th August, 1940, shall be replaced by the following clause:—

(2)

| (a) Apprentices or Improvers. | | | | (b) Juvenile Workers, i.e., Females under 21 years of age (other than Apprentices or Improvers) employed as Machinists, Sewers, or Cutters. | (c) Other Employees. |
|---|--|--|--|---|--|
| <p>WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: right;"><i>s. d.</i></p> <p>1st year 20 9</p> <p>2nd " 26 0</p> <p>3rd " 36 3</p> <p>4th " 41 6</p> <p>5th " 46 9</p> <p>6th " 54 6</p> <p>PROPORTION (IN ANY FACTORY OR PLACE).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>A form of indenture has been prescribed by the Board.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every five workers receiving not less than 87s. per week of 44 hours.</p> | | | | <p>WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: right;"><i>s. d.</i></p> <p>35 0</p> | <p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Section 1.—Baby Carriages, Dolls' Carriages, or parts thereof.</i></p> <p style="text-align: center;">MALES.</p> <p style="text-align: right;"><i>s. d.</i></p> <p>Foremen in charge of 4 or more workers .. 108 3</p> <p>Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 101 6</p> <p>Sprayers 87 0</p> <p>All others 87 0</p> <p style="text-align: center;">FEMALES.</p> <p>Machinists, sewers, or cutters 49 9</p> <p>Folding hood makers 56 0</p> <p><i>Section 2.—All other parts of the trade.</i></p> <p>Foremen in charge of 4 or more workers .. 108 3</p> <p>Persons employed—</p> <p>(a) Making Baskets 106 9</p> <p>(b) Repairing baskets 106 9</p> <p>(c) Fitting, lining, or lettering baskets .. 106 9</p> <p>(d) Making furniture 101 6</p> <p>(e) Making reed tex, hy-tex, or similar materials 101 6</p> |

Clauses (3) to (7) inclusive of the Determination published in *Government Gazette* No. 318 of the 27th August, 1940, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of Three shillings.

WIRE FENCE AND TUBULAR GATE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 126 of the 8th May, 1941, shall be replaced by the following clause:—

(*2) (a) Apprenticeship.

| | Per Week. |
|-------------------------------|--------------|
| | <i>s. d.</i> |
| 1st year's experience | 17 0 |
| 2nd year's experience | 22 9 |
| 3rd year's experience | 30 3 |
| 4th year's experience | 39 9 |
| 5th year's experience | 46 3 |
| 6th year's experience | 58 6 |

(b) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 19 of this Determination) at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|-------------------------------|----------------|----------------|
| | <i>s. d.</i> | <i>s. d.</i> |
| 1st year's experience | 15 9 | 16 9 |
| 2nd year's experience | 25 3 | 26 9 |
| 3rd year's experience | 34 9 | 36 9 |
| 4th year's experience | 47 0 | 50 0 |
| 5th year's experience | 59 9 | 63 3 |
| 6th year's experience | 69 6 | 73 9 |
| 7th year's experience | 74 0 | 78 3 |

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.

(c) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 19 and outside work as in clause 17) at the following weekly rates of wages:—

| | Weekly Hiring. | Hourly Hiring. |
|--------------------------------------|----------------|----------------|
| | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 17 0 | 18 6 |
| 16 and under 17 years of age | 28 3 | 30 0 |
| 17 and under 18 years of age | 50 0 | 53 3 |
| 18 and under 19 years of age | 63 3 | 67 0 |
| 19 and under 21 years of age | 76 3 | 80 9 |

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD—continued.

(d) Adults.

| | Wages per week of 44 hours. | Plus wartime loading. |
|---|-----------------------------|-----------------------|
| | £ s. d. | s. d. |
| Welder | | |
| First-class (other than when using Cutler machine) | 6 0 0 | 6 0 |
| First-class, using Cutler machine | 5 9 0 | 4 0 |
| Second-class | 5 1 0 | 3 0 |
| Third-class | 4 17 0 | 3 0 |
| Tack Welder | 4 19 0 | 3 0 |
| Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines | 5 1 0 | 3 0 |
| Paint Spray Operators | 4 17 0 | 3 0 |
| Persons employed in attaching chain netting, fabric, or wire cables to gates or frames | 4 18 6 | 3 0 |
| Scroll makers or tubular frame makers | 4 18 6 | 3 0 |
| Persons engaged in erecting woven wire fence or tubular gates | 5 1 0 | 3 0 |
| Stump hands | 4 12 0 | 3 0 |
| All other adult employees | 4 7 0 | .. |

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 92s. plus 3s. per week of 44 hours for the first six weeks of such employment.

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 126 of the 8th May, 1941, shall remain in force.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 28th March, 1941, shall be replaced by the following :—

| (2) Apprentices or Improvers. | Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers). | Other Employees. | | | | | | | | | | | | | | | | | | |
|--|---|--|--|-----------|-----------------------|----------------------------|----------------------------------|-------|------------|----------------------------------|-------|----------------|----------------------------------|-------|-------------|----------------------------------|-------|-----------------------------|----------------------------------|-------|
| <p>Wages per week of 44 hours. Apprentices and Improvers.</p> <p style="text-align: right;">s. d.</p> <p>Under 16 years 21 0</p> <p>16 to 17 years 28 6</p> <p>17 to 18 " 35 6</p> <p>18 to 19 " 45 6</p> <p>19 to 20 " 57 0</p> <p>20 to 21 " 71 6</p> <p>Thereafter Minimum Wage</p> <p style="text-align: center;">PROPORTION.</p> <p>(In any factory or place.)</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 105/- per week of 44 hours.</p> <p>An indenture of apprenticeship prescribed has been approved.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every two workers receiving not less than 105/- per week of 44 hours.</p> | <p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p style="text-align: right;">Wages per week of 44 hours.</p> <p style="text-align: right;">s. d.</p> <p>Under 16 years 21 0</p> <p>16 to 17 years 28 6</p> <p>17 to 18 " 35 6</p> <p>18 to 19 " 45 6</p> <p>19 to 20 " 57 0</p> <p>20 to 21 " 71 6</p> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every six workers receiving not less than 105/- per week of 44 hours.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p style="text-align: right;">Wage per week of 44 hours.</p> <p style="text-align: right;">s. d.</p> <p>Under 16 years 21 0</p> <p>16 to 17 years 28 6</p> <p>17 to 18 " 35 6</p> <p>18 to 19 " 45 6</p> <p>19 to 20 " 57 0</p> <p>20 to 21 " 71 6</p> <p style="text-align: center;">PROPORTION.</p> <p>One juvenile worker to every adult weaver receiving not less than 105/- per week of 44 hours.</p> | <p style="text-align: center;">WAGES.</p> <table border="1" style="width: 100%;"> <thead> <tr> <th></th> <th>Per hour.</th> <th>Per week of 44 hours.</th> </tr> </thead> <tbody> <tr> <td>Wire-workers or Weavers ..</td> <td>2 4⁷/₁₁</td> <td>105 0</td> </tr> <tr> <td>Tinners ..</td> <td>2 5⁷/₂₂</td> <td>107 6</td> </tr> <tr> <td>Oxy-Welders ..</td> <td>2 4⁷/₁₁</td> <td>105 0</td> </tr> <tr> <td>Storemen ..</td> <td>2 4⁷/₁₁</td> <td>105 0</td> </tr> <tr> <td>Paint spraying operators ..</td> <td>2 4⁷/₁₁</td> <td>105 0</td> </tr> </tbody> </table> | | Per hour. | Per week of 44 hours. | Wire-workers or Weavers .. | 2 4 ⁷ / ₁₁ | 105 0 | Tinners .. | 2 5 ⁷ / ₂₂ | 107 6 | Oxy-Welders .. | 2 4 ⁷ / ₁₁ | 105 0 | Storemen .. | 2 4 ⁷ / ₁₁ | 105 0 | Paint spraying operators .. | 2 4 ⁷ / ₁₁ | 105 0 |
| | Per hour. | Per week of 44 hours. | | | | | | | | | | | | | | | | | | |
| Wire-workers or Weavers .. | 2 4 ⁷ / ₁₁ | 105 0 | | | | | | | | | | | | | | | | | | |
| Tinners .. | 2 5 ⁷ / ₂₂ | 107 6 | | | | | | | | | | | | | | | | | | |
| Oxy-Welders .. | 2 4 ⁷ / ₁₁ | 105 0 | | | | | | | | | | | | | | | | | | |
| Storemen .. | 2 4 ⁷ / ₁₁ | 105 0 | | | | | | | | | | | | | | | | | | |
| Paint spraying operators .. | 2 4 ⁷ / ₁₁ | 105 0 | | | | | | | | | | | | | | | | | | |

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 28th March, 1941, shall remain in force.

SCHEDULE—continued.

WOODWORKERS BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 53 of the 27th February, 1941, 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 Mildura and Gippsland Districts, (d) at Warrnambool, (e) 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 10 0 | 5 11 0 | 5 8 0 |
| Driver of caterpillar tractor | 5 2 6 | .. | .. |
| Glazier (first class) | 5 8 0 | 5 9 0 | 5 6 0 |
| Glazier (other than first class) | 4 18 0 | 4 19 0 | 4 16 0 |
| Painter | 4 18 0 | 4 19 0 | 4 16 0 |
| Mantelpiece maker | 5 5 0 | 5 6 0 | 5 3 0 |
| Millwright | 5 13 0 | 5 14 0 | 5 11 0 |
| Watchman | 4 14 0 | .. | .. |
| Storeman and packer | 4 10 0 | 4 11 0 | 4 8 0 |
| Truck builder and/or repairer | 5 4 0 | .. | .. |
| Broad axeman | 5 12 0 | 5 13 0 | 5 10 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 4 0 | .. | .. |
| Brakesman on log or timber truck | 4 18 0 | .. | .. |
| Leading hand (see definition, Clause 23) | | | |
| Splitter, packing | 4 12 0 | 4 13 0 | 4 10 0 |
| Splitter of billets for staves | 4 13 0 | 4 14 0 | 4 11 0 |
| Splitter, spoke stave and paling | 4 15 0 | 4 16 0 | 4 13 0 |
| Other splitters | 4 15 0 | 4 16 0 | 4 13 0 |
| Spotter at spot mills | 5 4 0 | .. | .. |
| Timber bender by hand | 4 18 0 | 4 19 0 | 4 16 0 |
| Timber or log trucker on haulage by winch on tram line | 4 16 0 | .. | .. |
| Timber or log trucker on haulage by winch on tram line (where permanently employed as such) | 4 18 0 | .. | .. |
| Loading or turning sleepers over 5 feet long or loading logs | 4 13 6 | .. | .. |
| Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof | 5 1 0 | 5 2 0 | 4 19 0 |
| Platelay | 4 14 0 | .. | .. |
| Carter and driver—bullock team—bush | 5 6 0 | .. | .. |
| Carter and driver—bush— | | | |
| (a) driver of one or two horses | 4 14 0 | .. | .. |
| (b) driver of three horses | 4 17 0 | .. | .. |
| (c) driver of more than three horses | 5 0 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 12 0 | 4 13 0 | 4 10 0 |
| (b) working at a height over 40 feet | 4 14 0 | 4 15 0 | 4 12 0 |
| Faller | 5 4 0 | .. | .. |
| Hookman and/or log yardman | 4 14 0 | 4 15 0 | 4 12 0 |
| Landing builder or repairer | 4 14 0 | 4 15 0 | 4 12 0 |
| Landing builder or repairer—man in charge of | 5 0 0 | 5 1 0 | 4 18 0 |
| Orderman | 4 19 0 | 5 0 0 | 4 17 0 |
| Tallyman and/or measurer | 4 19 0 | 5 0 0 | 4 17 0 |
| Ropeman or shoeman | 5 4 0 | 5 5 0 | 5 2 0 |
| Offsider to ropeman or shoeman | 4 12 0 | 4 13 0 | 4 10 0 |
| Saw doctor | 5 19 0 | 6 0 0 | 5 17 0 |
| Saw sharpener (exclusively employed as such) | 5 2 0 | 5 3 0 | 5 0 0 |
| Grinder (exclusively employed or as a principal duty grinding knives and cutters) | 5 9 0 | 5 10 0 | 5 7 0 |
| Water dogman | 4 17 0 | .. | .. |
| River logman | 4 12 0 | .. | .. |
| Stacker for seasoning by means of stripping | 4 13 0 | 4 14 0 | 4 11 0 |
| Block stacker to height of over 6 feet | 4 8 0 | 4 9 0 | 4 6 0 |
| Tramway builder or repairer | 4 13 0 | .. | .. |
| Tramway builder or repairer—man in charge of | 4 19 0 | .. | .. |
| Sawing employees— | | | |
| (a) Log band sawyer | 5 13 0 | 5 14 0 | 5 11 0 |
| (b) Twin or vertical sawyer who breaks down logs and cuts planks to a finished size | 5 13 0 | 5 14 0 | 5 11 0 |
| (c) Stave cutting sawyer | 5 6 0 | 5 7 0 | 5 4 0 |
| (d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) | .. | 5 5 0 | 5 2 0 |
| (ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere) | 5 3 0 | .. | 5 1 0 |
| (e) Flitching frame sawyer | 5 2 0 | 5 3 0 | 5 0 0 |
| (f) No. 1 Benchman | 5 13 0 | 5 14 0 | 5 11 0 |
| (g) No. 2 Benchman | 5 6 0 | 5 7 0 | 5 4 0 |
| (h) No. 3 Benchman | 4 19 0 | 5 0 0 | 4 17 0 |
| (i) No. 4 Benchman | 4 12 0 | 4 13 0 | 4 10 0 |
| (j) Gang frame sawyer | 5 0 0 | 5 1 0 | 4 18 0 |
| (k) Dockerman and/or tallyman where two or more dockers— | | | |
| (i) Main dockerman | 4 16 0 | 4 17 0 | 4 14 0 |
| (ii) Dockerman, other than main | 4 11 0 | 4 12 0 | 4 9 0 |
| (iii) Responsible man at main dockerman | 4 19 0 | 5 0 0 | 4 17 0 |
| (iv) Responsible man at dockerman other than main | 4 14 0 | 4 15 0 | 4 12 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. |
| (l) Dockerman and/or tallyman where only one dockerman | 4 14 0 | 4 15 0 | 4 12 0 |
| (m) Steam or other power-driven crosscut sawyer | 4 18 0 | 4 19 0 | 4 16 0 |
| (n) Ripper or crosscut cutting wood blocks | 4 12 0 | 4 13 0 | 4 10 0 |
| (o) Puller out No. 1 Bench— | | | |
| (i) Single handed on dead roller | 5 4 0 | 5 5 0 | 5 2 0 |
| (ii) On dead or manually operated roller where not single handed .. | 4 16 0 | 4 17 0 | 4 14 0 |
| (iii) Power driven (other than manual power) or friction feed .. | 4 13 0 | 4 14 0 | 4 11 0 |
| (p) Handleman or leverman No. 1 Bench | 4 13 0 | 4 14 0 | 4 11 0 |
| (q) Puller out No. 2 Bench— | | | |
| (i) Single handed on dead roller | 4 18 0 | 4 19 0 | 4 16 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 11 6 | 4 12 6 | 4 9 6 |
| (r) Handleman or leverman No. 2 Bench | 4 11 6 | 4 12 6 | 4 9 6 |
| (s) Setter on log band saw carriage | 4 14 0 | 4 15 0 | 4 12 0 |
| (t) Setter on other saw carriage | 4 13 0 | 4 14 0 | 4 11 0 |
| (u) Puller out or assistant, No. 3 Bench | 4 10 0 | 4 11 0 | 4 8 0 |
| (v) Roller re-cut band sawyer using blade over 3 inches in width .. | 5 7 0 | 5 8 0 | 5 5 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 6 0 | 5 7 0 | 5 4 0 |
| (x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw | 5 0 0 | 5 1 0 | 4 18 0 |
| (y) Circular sawyer if cutting a depth of or over 7½ inches | 5 7 0 | 5 3 0 | 5 5 0 |
| (z) Circular sawyer if cutting a depth of under 7½ inches | 5 0 0 | 5 1 0 | 4 18 0 |
| (aa) Edger sawyer to log band sawyer | 5 6 0 | 5 7 0 | 5 4 0 |
| (ab) Breaking down bench sawyer (cities and towns) .. .. . | .. .. . | 5 5 0 | 5 2 0 |
| (ac) Other breaking down bench sawyers | 5 2 0 | 5 3 0 | 5 0 0 |
| (ad) Frame sawyer if cutting a depth of or over 18 inches | 5 1 0 | 5 2 0 | 4 19 0 |
| (ae) Frame sawyer if cutting a depth of less than 18 inches | 4 17 0 | 4 18 0 | 4 15 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 6 0 | 5 7 0 | 5 4 0 |
| (ag) Detail band or jig sawyer if not brazing or sharpening his own saw .. | 5 0 0 | 5 1 0 | 4 18 0 |
| (ah) Sawyer cutting detail work | 5 6 0 | 5 7 0 | 5 4 0 |
| (ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting) | 5 1 0 | 5 2 0 | 4 19 0 |
| (aj) Crosscut sawyer, cabinet furniture or joinery work | 5 0 0 | 5 1 0 | 4 18 0 |
| (ak) Crosscut sawyer not provided for elsewhere herein | 4 14 0 | 4 15 0 | 4 12 0 |
| (al) Case or box bench sawyer flattening up to 2 inches in thickness .. | 4 11 0 | 4 12 0 | 4 9 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 13 0 | 4 14 0 | 4 11 0 |
| (an) Puller out, dogger or wedger up—any breaking down saw | 4 13 0 | 4 14 0 | 4 11 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 10 0 | 5 11 0 | 5 8 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 .. | 5 1 0 | 5 2 0 | 4 19 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 10 0 | 5 11 0 | 5 8 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 7 0 | 5 8 0 | 5 5 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 | 5 1 0 | 5 2 0 | 4 19 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 12 0 | 4 13 0 | 4 10 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 5 0 | 5 6 0 | 5 3 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 19 0 | 5 0 0 | 4 17 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 | 5 2 0 | 5 3 0 | 5 0 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 4 0 | 5 5 0 | 5 2 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 Midura 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. |
| (hl) 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 19 0 | 5 0 0 | 4 17 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 16 0 | 4 17 0 | 4 14 0 |
| (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 12 0 | 4 13 0 | 4 10 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 | 5 2 0 | 5 3 0 | 5 0 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 19 0 | 5 0 0 | 4 17 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 14 0 | 4 15 0 | 4 12 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 14 0 | 4 15 0 | 4 12 0 |
| (o) Any machine in the preceding paragraphs (al), (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 10 0 | 4 11 0 | 4 8 0 |
| (p) Timber bending machine | 4 17 0 | 4 18 0 | 4 15 0 |
| (q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood) | 4 17 0 | 4 18 0 | 4 15 0 |
| (r) Belt sander in the making of plywood | 4 14 0 | 4 15 0 | 4 12 0 |
| (s) Plywood machine—press operator on | 4 13 0 | 4 14 0 | 4 11 0 |
| (t) Equalizer cutting plywood with parallel saws | 4 13 0 | 4 14 0 | 4 11 0 |
| (u) Box lacing machine | 4 14 0 | 4 15 0 | 4 12 0 |
| (v) Box nailing machine | 4 13 0 | 4 14 0 | 4 11 0 |
| (w) Box printing machine | 4 12 0 | 4 13 0 | 4 10 0 |
| Box, case or crate finisher | 4 15 0 | 4 16 0 | 4 13 0 |
| Box, case or crate maker and/or repairer (manual) | 4 19 0 | 5 0 0 | 4 17 0 |
| Bench hand hoop ironing boxes, cases or crates | 4 19 0 | 5 0 0 | 4 17 0 |
| Core layer or corefeeder or centre layer or other person responsible for glue spreading on plywood or veneer glueing machine | 4 13 0 | 4 14 0 | 4 11 0 |
| Rigger or tree climber | 5 11 0 | .. .. . | .. .. . |
| All others | 4 6 0 | 4 7 0 | 4 4 0 |
| Adult Employees—(engaged in the making of sporting goods)— | | | |
| (a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer | 5 0 0 | 5 1 0 | 4 18 0 |
| (b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer | 4 17 0 | 4 18 0 | 4 15 0 |
| (c) Sawyer, band or jig, using saw of 1 inch wide or under | 4 12 0 | 4 13 0 | 4 10 0 |
| (d) Such band or jig sawyer who sharpens and brazes his own saws | 4 18 0 | 4 19 0 | 4 16 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 10 0 | 5 11 0 | 5 8 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 | 5 0 0 | 5 1 0 | 4 18 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 14 0 | 4 15 0 | 4 12 0 |
| (h) Wood turner | 5 10 0 | 5 11 0 | 5 8 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 10 0 | 5 11 0 | 5 8 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 | 5 0 0 | 5 1 0 | 4 18 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 10 0 | 4 11 0 | 4 8 0 |
| (l) 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 10 0 | 5 11 0 | 5 8 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 Warrambool. (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) 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 | 5 0 0 | 5 1 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 | 5 0 0 | 5 1 0 | 4 18 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 10 0 | 4 11 0 | 4 8 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 | 5 2 0 | 5 3 0 | 5 0 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 14 0 | 4 14 0 | 4 12 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 10 0 | 4 11 0 | 4 8 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 5 0 | 5 6 0 | 5 3 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 16 0 | 4 17 0 | 4 14 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 10 0 | 4 11 0 | 4 8 0 |
| (v) Tennis, squash, or badminton racquet rim bender | 4 17 0 | 4 18 0 | 4 15 0 |
| (w) Hockey "U" bender | 4 17 0 | 4 18 0 | 4 15 0 |
| (x) Lacrosse stick bender | 4 17 0 | 4 18 0 | 4 15 0 |
| (y) Belt sander | 4 17 0 | 4 18 0 | 4 15 0 |
| (z) Other sander | 4 14 0 | 4 15 0 | 4 12 0 |
| (aa) Cane stripper machinist | 4 10 0 | 4 11 0 | 4 8 0 |
| (ab) Rim gluer machinist who does not bend | 4 10 0 | 4 11 0 | 4 8 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 10 0 | 4 11 0 | 4 8 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 14 0 | 4 15 0 | 4 12 0 |
| (ae) Person employed in so finishing more than one such part | 4 18 0 | 4 19 0 | 4 16 0 |
| (af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof | 5 2 0 | 5 3 0 | 5 0 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 14 0 | 4 15 0 | 4 12 0 |
| (ah) Spray gun operator (male) | 4 14 0 | 4 15 0 | 4 12 0 |
| (ai) Spray gun operator (female) | 2 9 6 | 2 10 0 | 2 8 6 |
| (aj) Liner (male) | 5 10 0 | 5 11 0 | 5 8 0 |
| (ak) Liner (female) | 2 18 6 | 2 19 0 | 2 17 6 |
| (al) Outliner (male) | 4 12 0 | 4 13 0 | 4 10 0 |
| (am) Outliner (female) | 2 8 6 | 2 9 0 | 2 7 6 |
| (an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods | 5 10 0 | 5 11 0 | 5 8 0 |
| (ao) Gripper who does not cut to shape, but winds on leather strips to formed or shaped grips of wooden sporting goods | 4 12 0 | 4 13 0 | 4 10 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 9 0 | 4 10 0 | 4 7 0 |
| (aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods | 4 8 0 | 4 9 0 | 4 6 0 |
| (ar) Racquet stringer and/or repairer | 5 6 0 | 5 7 0 | 5 4 0 |
| (as) Cricket bat maker who makes cricket bats throughout | 5 10 0 | 5 11 0 | 5 8 0 |
| (at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads) | 5 10 0 | 5 11 0 | 5 8 0 |
| (au) Person checking and inspecting | 4 12 0 | 4 13 0 | 4 10 0 |
| (av) All others (males) | 4 6 0 | 4 7 0 | 4 4 0 |
| (aw) All others (females), see clause 15 (b) | 2 7 6 | 2 8 0 | 2 6 6 |

Clauses 2 (c) to 32 of the Determination as published in *Government Gazette* No. 53 of 27th February, 1941, shall remain in force.

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 4 of 6th January, 1941, shall be replaced by the following:—

APPRENTICES AND IMPROVERS.

(2) WAGES PER WEEK OF 44 HOURS.

| MALES. | | | | | | | FEMALES. | | | | | | |
|----------------|---------------------|-------|-------|-------|-------|-------|----------------|---------------------|-------|-------|-------|-------|-------|
| Experience. | Commencing Age. | | | | | | Experience. | Commencing Age. | | | | | |
| | 15 years and under. | 16 | 17 | 18 | 19 | 20 | | 15 years and under. | 16 | 17 | 18 | 19 | 20 |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st six months | 19 0 | 21 6 | 24 6 | 30 0 | 35 0 | 41 0 | 1st six months | 17 6 | 18 0 | 19 0 | 21 0 | 24 0 | 25 6 |
| 2nd " | 21 0 | 23 6 | 27 6 | 33 0 | 38 6 | 65 0 | 2nd " | 18 0 | 19 6 | 21 0 | 23 0 | 26 6 | 36 6 |
| 3rd " | 22 0 | 25 0 | 30 6 | 36 0 | 43 0 | .. | 3rd " | 20 6 | 22 0 | 24 6 | 27 0 | 28 6 | .. |
| 4th " | 24 6 | 28 6 | 34 0 | 41 0 | 65 6 | .. | 4th " | 22 0 | 24 6 | 26 6 | 28 6 | 38 6 | .. |
| 5th " | 27 0 | 32 0 | 36 6 | 45 6 | .. | .. | 5th " | 24 6 | 26 6 | 28 6 | 31 0 | .. | .. |
| 6th " | 30 6 | 35 6 | 43 0 | 67 6 | .. | .. | 6th " | 26 6 | 28 6 | 30 6 | 40 0 | .. | .. |
| 7th " | 34 0 | 41 0 | 51 6 | .. | .. | .. | 7th " | 28 6 | 30 6 | 33 6 | .. | .. | .. |
| 8th " | 39 6 | 47 6 | 69 6 | .. | .. | .. | 8th " | 30 6 | 33 0 | 43 0 | .. | .. | .. |
| 9th " | 45 0 | 56 0 | .. | .. | .. | .. | 9th " | 32 0 | 37 0 | .. | .. | .. | .. |
| 10th " | 53 0 | 72 6 | .. | .. | .. | .. | 10th " | 34 0 | 43 6 | .. | .. | .. | .. |
| 11th " | 60 0 | .. | .. | .. | .. | .. | 11th " | 38 6 | .. | .. | .. | .. | .. |
| 12th " | 68 0 | .. | .. | .. | .. | .. | 12th " | 41 0 | .. | .. | .. | .. | .. |
| 7th year .. | 75 6 | .. | .. | .. | .. | .. | 7th year .. | 43 6 | .. | .. | .. | .. | .. |

Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for apprentices and improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (within any factory).

Males.

Two male apprentices or improvers to each male person receiving not less than the minimum wage.

Females.

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

The Board has prescribed a form of apprenticeship indenture.

In determining the proportion of apprentices and improvers in proportion to employees receiving the minimum wage each shift shall be taken into account separately.

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woolen and Worsted Sections.

ADULT MALES.

| | s. d. |
|---|-------|
| Assistant foreman or overlocker, when or where employed | 106 0 |
| Wool Sorting and Scouring Departments— | |
| Wool sorters— | |
| First year's experience | 91 0 |
| Second year's experience | 101 0 |
| Thereafter | 107 0 |
| Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls | 96 0 |
| All other machine operators or attendants | 91 0 |
| Dye House— | |
| Leading hand employed on dye machines or vats | 96 0 |
| Men on wet crabbers | 93 0 |
| All other machine operators or attendants | 91 0 |
| Wiley House— | |
| Leading hand in wilying operations where more than four hands engaged | 98 0 |
| Leading hand in wilying operations where three or four hands are engaged | 95 6 |
| All other machine operators or attendants | 91 0 |
| Carding Department— | |
| Head fettler (leading hand in carding room) | 97 0 |
| Card fettlers | 92 0 |
| All other machine operators or attendants | 90 0 |
| Spinning Department— | |
| Man in charge of one pair of spinning mules | 92 0 |
| All other machine operators or attendants | 90 0 |
| Combing Department— | |
| Jobber in charge or comb mechanic in charge | 103 6 |
| Jobber or comb mechanic | 92 0 |
| All other machine operators or attendants | 90 0 |
| Pinsetter— | |
| First year's experience | 92 0 |
| Second year's experience | 98 0 |
| Thereafter | 109 0 |
| Roller coverer— | |
| First year's experience | 91 0 |
| Second year's experience | 96 0 |
| Thereafter | 104 6 |
| Gill Box Reducing, Intermediate, Roving and Spinning Departments— | |
| Man in charge of one pair of spinning mules | 92 0 |
| All machine operators or attendants | 90 0 |

SCHEDULE—*continued.*WOOLLEN AND COTTON TRADE BOARD—*continued.*

| Twisting, Winding, Reeling and Warping Departments— | | | | | | | | | | | s. | d. | | |
|---|----|----|----|----|----|----|----|----|----|----|----|-----|----|---|
| Warpers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 32 | 0 | |
| Slasher sizer hand | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 91 | 0 | |
| Ring jobber | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 103 | 6 | |
| All other machine operators or attendants | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 90 | 0 | |
| Weaving Department— | | | | | | | | | | | | | | |
| Twisters-in | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 91 | 0 | |
| Warp drawers-in | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 91 | 0 | |
| Warp tiers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 90 | 0 | |
| Box loom tuners— | | | | | | | | | | | | | | |
| First year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 93 | 0 | |
| Second year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 100 | 0 | |
| Thereafter | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 109 | 0 | |
| Plain loom tuners— | | | | | | | | | | | | | | |
| First year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 91 | 0 | |
| Second year's experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 98 | 0 | |
| Thereafter | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 103 | 6 | |
| Card or chain makers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 92 | 0 | |
| Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another | | | | | | | | | | | .. | .. | 90 | 0 |
| Weavers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 93 | 0 | |
| Perchers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 90 | 0 | |
| Finishing Department— | | | | | | | | | | | | | | |
| Man in charge of finishing machines | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 95 | 6 | |
| Man examining finished cloth | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 96 | 0 | |
| All other machine operators or attendants | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 90 | 0 | |
| Warehouse— | | | | | | | | | | | | | | |
| Leading hand in warehouse where warehouse foreman is not employed | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 95 | 6 | |
| All other adult males | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 86 | 0 | |
| ADULT FEMALES. | | | | | | | | | | | | | | |
| Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments— | | | | | | | | | | | s. | d. | | |
| All machine operators or attendants | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 50 | 6 | |
| Twisting, Winding, Reeling and Warping Departments— | | | | | | | | | | | | | | |
| Warpers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 53 | 6 | |
| All machine operators or attendants | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 50 | 6 | |
| Weaving Department— | | | | | | | | | | | | | | |
| Weavers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 54 | 6 | |
| Mending and Darning Departments— | | | | | | | | | | | | | | |
| Menders and darners— | | | | | | | | | | | | | | |
| First six months' experience | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 49 | 6 | |
| Thereafter | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 53 | 6 | |
| Examiners or passers of pieces after mending | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 54 | 6 | |
| Other examiners and passers | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 51 | 6 | |
| All other adult females | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 46 | 6 | |

Clauses (3) to (35) inclusive of the Determination as published in *Government Gazette* No. 4 of 6th January, 1941, shall remain in force.

