



VICTORIA

Published by Authority.

GOVERNMENT GAZETTE.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 27]

FRIDAY, FEBRUARY 7.

[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 February, 1941, as set out in the Schedule hereto:—

Dated at Melbourne, this
thirty-first day of January, 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 83/- per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 83/- 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.*

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 6 0	5 13 0	5 3 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 16 0	5 3 0	4 13 0
Employee on automatic combined bottle-washing, syrrapping, bottling, sealing (or crowning), and labelling machine	4 11 0	4 18 0	4 8 0
Employee bottling aerated or carbonated waters	4 8 6	4 15 6	4 5 6
Employee engaged in handling Glauber Salts	4 8 6	4 15 6	4 5 6
All other male adults	4 6 0	4 13 0	4 3 0
Leading hand, 1s. per day in addition to the above rates.			

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

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD.

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

	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.		Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.	
	£ s. d.	£ s. d.		£ s. d.	£ s. d.	
Implement smiths	5 6 0	5 3 0	<i>Wood Mill Section—continued.</i>			
Bulldozers	4 18 0	4 15 0		Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	5 4 0	5 1 0
Blacksmiths' strikers	4 12 0	4 9 0		Moulder machinists (where the machinists set up their machines only)	4 18 0	4 15 0
Blacksmiths' strikers (on double fires)	4 14 0	4 11 0		Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	5 1 0	4 18 0
Carpenters engaged on agricultural implement making (including tool allowance)	5 6 0	5 3 0		Buzzer machinists (only operating or feeding machines)	4 12 0	4 9 0
Agricultural implement fitters and comb fitters	5 1 0	4 18 0		Thicknesser machinists	4 12 0	4 9 0
Agricultural implement fitters and comb fitters (after two years' experience)	5 4 0	5 1 0		Tenoning machinists (only operating or feeding machines)	4 12 0	4 9 0
Pattern fitters and finishers	5 4 0	5 1 0		Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	5 1 0	4 18 0
Plough fitters	4 19 0	4 16 0		Boring and drilling machinists	4 12 0	4 9 0
Assemblers	4 13 6	4 10 6		Bending machinists	4 16 0	4 13 0
Assemblers (after two years' experience)	4 17 0	4 14 0		Mortising machinists	4 12 0	4 9 0
Windmill erectors	5 1 0	4 18 0		Sanding machinists	4 16 0	4 13 0
Windmill makers other than fitters	5 0 0	4 17 0		Timber markers	4 12 0	4 9 0
Wheel rimmers	5 1 0	4 18 0		Pulling-out machinists	4 12 0	4 9 0
Furnacemen on small rivet heating or bolt heating	4 14 0	4 11 0		Band sawyers	4 18 0	4 15 0
Furnacemen's assistants	4 12 0	4 9 0		Circular sawyers	4 16 0	4 13 0
Dressers and fettlers	4 14 0	4 11 0		Crosscut sawyers	4 12 0	4 9 0
Grinders and emery-wheel attendants	4 14 0	4 11 0		Casemaking sawyers	4 12 0	4 9 0
Grinders (using portable machine)	4 16 0	4 13 0		Stackers	4 12 0	4 9 0
Heaters	4 12 0	4 9 0				
Picklers	4 9 0	4 6 0				
Hammer drivers	4 14 0	4 11 0				
Wire weavers	4 12 0	4 9 0				
Painters (brush hand)	4 12 0	4 9 0				
Spray painters	4 16 0	4 13 0				
Paint dippers and mixers	4 9 0	4 6 0				
Writers and liners	5 1 0	4 18 0				
Wire drawers	4 12 0	4 9 0				
Chippers	4 12 0	4 9 0				
Sand and shot blast dressers	4 16 0	4 13 0				
Dismantlers	4 12 0	4 9 0				
Checkers	4 14 0	4 11 0				
Inspectors	4 14 0	4 11 0				
Storemen and packers	4 9 6	4 6 6				
Process workers	4 12 0	4 9 0				
Patternmakers	6 2 0	5 19 0				
All others	4 6 0	4 3 0				
<i>Machinists.</i>						
1st class	5 13 0	5 10 0				
2nd class	5 4 0	5 1 0				
3rd class	4 18 0	4 15 0				
Drillers	4 14 0	4 11 0				
Die setters and machine setters	4 16 0	4 13 0				
Machinists coming within the definition of process workers	4 12 0	4 9 0				
<i>Welders.</i>						
1st class	5 16 0	5 13 0				
2nd class	4 18 0	4 15 0				
3rd class	4 14 0	4 11 0				
Tack welders	4 16 0	4 13 0				
<i>Sheet Metal Workers.</i>						
1st class bench hand	5 11 0	5 8 0				
2nd class bench hand	5 4 0	5 1 0				
<i>Wood Mill Section.</i>						
Saw doctors	5 16 0	5 13 0				
Casemakers	4 18 0	4 15 0				
Shaper machinists (wood)	5 7 0	5 4 0				
Turners	5 7 0	5 4 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 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 9
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	73 0	77 5
<i>Adult Females.</i>		
If of less than twelve months' experience	53 3	56 5
If of twelve months' experience or more	60 6	64 1
<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 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching the age of 21 years	50 6	53 6

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.	
	<i>s. d.</i>		<i>s. d.</i>
Under 16 years of age	40 4	Carcass skimmers	112 0
16 years of age and under 17 years of age	43 6	All others	106 0
17 " " " 19 " "	56 4		
19 " " " 20 " "	64 8		
20 " " " 21 " "	73 0		
PROPORTION (by any Employer).		Night Shift employees shall receive an additional 2/6 per week.	
<i>Apprentices</i>			
One apprentice to every three or fraction of three workers receiving not less than 106s. per week.			
An indenture of apprenticeship has been proscribed by the Board			
<i>Improvers.</i>			
One improver to every four workers receiving not less than 106s. 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	97 0	94 0
Chill fitters called on to design and model	109 0	106 0
Other chill fitters	97 0	94 0
Machinists	94 0	91 0
Platers in charge	106 0	103 0
Polishers and grinders	96 0	93 0
Chippers and casters	93 0	90 0
Furnacemen	93 0	90 0
Bedstead fitters and mounters	97 0	94 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters	96 0	93 0
Japanners and lacquerers	94 0	91 0
All others	86 0	83 0
(3) UNAPPRENTICED MALE JUNIORS AND FEMALES..		
(a) Junior Males.		
	Weekly Hiring.	Hourly 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 0	29 8
17 " " 18 " "	49 6	52 6
18 " " 19 " "	62 6	66 3
19 " " 21 " "	75 3	79 9
(b) Adult Females.		
If of less than 12 months' experience	53 3	56 6
Of 12 months' experience or more	60 6	64 0
(c) Junior Females.		
1st year's experience	14 0	15 0
2nd " "	18 9	20 0
3rd " "	31 3	33 3
4th " "	39 6	42 0
5th " "	45 3	48 0
Thereafter until reaching 21 years	50 6	53 6

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:—

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	0		
2nd "	"	"	"	21	6		
3rd "	"	"	"	38	6		
4th "	"	"	"	62	6		
5th "	"	"	"	78	3		
PROPORTION.							
<i>Apprentices.</i>							
One apprentice to every two or fraction of two workers receiving not less than 116s. per week of 44 hours.							
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.							
<i>Improvers.</i>							
One improver to the first four or fraction of four workers receiving not less than 95s. 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.	
				s. d.		s. d.	
(a) All operations in "manufacturing" as defined in this Determination—							
1st year's experience	..	..	..	15	6	18	8
2nd "	"	"	"	25	0	28	6
3rd "	"	"	"	34	3	36	4
4th "	"	"	"	46	6	49	4
5th "	"	"	"	59	0	62	7
6th "	"	"	"	68	0	72	11
7th "	"	"	"	73	0	77	5
(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—							
Under 16 years of age	..	..	..	17	0	18	3
16 years of age	..	..	..	28	0	29	8
17 "	"	"	"	49	6	52	6
18 "	"	"	"	62	6	66	3
19 and 20 years of age	..	..	..	75	3	79	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
Assembler (not coming within definition of tradesman) engaged in window-frame making
Machinist—engaged in window-frame making—			
First class
Second class
Third class
Process worker engaged in window-frame making
Welder—			
First class (other than when using Cutler machine)
First class (using Cutler machine)
Second class
Third class
Tack welder
Tradesman employed in boilermaking, ship, bridge, and girder construction
Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making
Boilersmiths and/or angle-iron smiths
Plate setters and frame benders
Drillers using portable machines in boilermaking and ship construction
Drillers using stationary machines in boilermaking and ship construction
Tradesman employed on steel construction and/or standardized frame buildings made in quantities
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
Machinist—			
First class, employed on standardized frame buildings made in quantities
Second class, employed on standardized frame buildings made in quantities
Emery wheel attendant
Blacksmith's striker
Blacksmith's striker on double fires
Furnaceman
Attendants on small rivet heating or bolt beating or similar types of fires
Holder up
Benders of iron and steel frames used for reinforcing concrete
Painters of ironwork other than ship painters (brush)
Painters of ironwork using spray
Friction saw operators

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 Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria
Cold saw operators	4 17 0	5 3 6	4 14 0
Dogman	4 17 0	5 3 6	4 14 0
Riggers and spicers except on ships and buildings	4 17 0	5 3 6	4 14 0
Riggers and spicers on ships and buildings	5 1 0	5 7 6	4 18 0
Cleaners and chippers (inside of boilers)	5 1 0	5 7 6	4 18 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 15 0	5 1 6	4 12 0
Labourers	4 6 0	4 12 6	4 3 0
Steel pipe making section—			
Pipe builders	4 18 6	5 4 6	4 15 0
Machine operators (in charge of machines)	4 18 6	5 4 6	4 15 0
Faucet maker in charge of furnace	5 1 0	5 7 6	4 18 0
Man assisting furnace faucet maker	4 14 0	5 0 6	4 11 0
Man in charge of ring-making machine	4 18 0	5 4 6	4 15 0
Man assisting at ring-making machine	4 14 0	5 0 6	4 11 0
Man on tar dip and sand rolling	4 14 0	5 0 6	4 11 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 19th 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.					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.				
	Commencing Age.					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.			
	Under 16 years.	16 years.	17 years.	18 years or over.		Apprentices and all other improvers—			
	s. d.	s. d.	s. d.	s. d.	Wages per week of 44 hours.				
					s. d.				
1st year	14 0	20 6	20 6	30 3	1st 6 months' experience	18	9		
2nd year	20 6	29 9	30 3	40 3	2nd	20	6		
3rd year—					3rd	24	0		
1st 6 months	30 3	39 3	39 9	55 3	4th	27	3		
2nd 6 months	30 3	39 3	39 9	64 0	5th	29	3		
4th year—					6th	32	6		
1st 6 months	39 9	46 3	55 3	Minimum wage	7th	37	6		
2nd 6 months	39 9	46 3	64 0		8th	41	6		
5th year—					Thereafter	56	9		
1st 6 months	47 3	55 3	Minimum wage						
2nd 6 months	47 3	64 0							
6th year—									
1st 6 months	55 3	Minimum wage							
2nd 6 months	64 0								
Thereafter		Minimum wage							

Proportion.

(In any factory or place.)

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

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

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

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 56s. 9d. 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 56s. 9d. 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 56s. 9d. 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	.. ..	112 0		
Clicking—				
Clicking outsides (other than felt, fabric, sheep's roans or splits)	.. ..	112 0		
Clicking felt, linings, fabrics, sheep's roans, splits—				
By hand	.. ..	109 0		
By machine	.. ..	106 0		
All others	.. ..	106 0		
Stuff cutting—				
Cutting leather outsoles or insoles	.. ..	109 0		
Ranging by hand	.. ..	109 0		
All others	.. ..	106 0		
Making—				
All operatives except those for whom the rates herein- after appearing are prescribed				
Operator of bottom levelling machine	.. ..	106 0		
Operator of buzzer machine	.. ..	106 0		
Operator of loose nailing machine	.. ..	106 0		
Levelling by hand	.. ..	106 0		
Heeling by hand	.. ..	106 0		
Opening channels	.. ..	106 0		
Closing channels	.. ..	106 0		
Feathering	.. ..	106 0		
Turning pumps	.. ..	106 0		
Laying linings and shanking	.. ..	106 0		
Pulling up backs	.. ..	106 0		
Pulling on	.. ..	106 0		
Tingling and trimming (hand or machine)	.. ..	106 0		
Putting on heels and toe plates	.. ..	106 0		
Attaching wood heels by hand	.. ..	106 0		
Putting in stiffeners or toes	.. ..	103 0		
Putting in bottom fillings and shanks	.. ..	103 0		
Slipping off	.. ..	103 0		
Pulling out tacks	.. ..	103 0		
Stamping and sorting soles	.. ..	103 0		
Solutioning or cementing by hand or machine	.. ..	103 0		
Putting studs or bars on football boots	.. ..	103 0		
Finishing—				
Finishing right through by hand	.. ..	112 0		
Operating heel trimmer	.. ..	112 0		
Operating edge trimmer	.. ..	112 0		
Operating edge setter	.. ..	112 0		
Operating heel scourer	.. ..	112 0		
Operating Naumkeag machine and/or sandpapering machine	.. ..	108 0		
Slipping off	.. ..	103 0		
All others	.. ..	106 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.

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

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

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

(ii) Employed on any other machine

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

(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 56s. 9d., and thereafter the rate prescribed for their occupation.

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.	Wages per week of 44 hours.		
	Males.	Females.				
1st year	<i>s. d.</i> 17 9	<i>s. d.</i> 17 9	1st year	<i>s. d.</i> 17 9		
2nd year	23 6	23 6	2nd year	23 6		
3rd year	33 9	33 0	3rd year	33 0		
4th year	} minimum wage or earnings on piece-work	41 9	4th year	41 9		
5th year						
6th year						
	and thereafter the minimum wage or full piece-work prices.		and thereafter the minimum wage or full piece-work prices.			
	PROPORTION. (Within any factory or place.)		NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—			
	APPRENTICES.		(a) Automatic boring and filling machines ;			
	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.		(b) Punching and stamping machines;			
	IMPROVERS.		(c) Painting or varnishing brushware.			
	<i>Males.</i>					
One male improver to one or two	} Male workers receiving not less than 10 <i>s.</i> per week of 44 hours or earning full piece-work prices.					
Two to three						
Three to five						
Four to nine						
Six to twelve						
Seven to fifteen						
Nine to eighteen						
	<i>Females.</i>					
One female improver to one or two	} Female workers receiving not less than 5 <i>l.s.</i> per week of 44 hours or earning full piece-work prices.					
Two to three						
Three to five						
Four to nine						
Six to twelve						
Seven to fifteen						
Nine to eighteen						

Other Employees.		Wages per week of 44 hours.
MALES.		<i>s. d.</i>
Persons employed at—		
Paint brush making .. ..	.. ..	107 0
Hair pan work .. ..	.. ..	102 0
Bass pan work .. ..	.. ..	102 0
Hair dressing and mixing .. ..	.. ..	102 0
Making twisted brushes .. ..	.. ..	102 0
Making wire brushes .. ..	.. ..	102 0
Bass broom drawing .. ..	.. ..	102 0
Finishing .. ..	.. ..	102 0
Boring .. ..	.. ..	102 0
Lacquering or ducoing .. ..	.. ..	102 0
FEMALES.		
Automatic boring and filling machinists .. ..	.. ..	51 0
Filling machinists .. ..	.. ..	51 0
Trimming machinists .. ..	.. ..	51 0
Boring machinists .. ..	.. ..	51 0
Bench drawing .. ..	.. ..	53 0
Treadle knot-sizing machinists .. ..	.. ..	51 0
Persons employed at lacquering or ducoing .. ..	.. ..	51 0

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 2*s.* and in the case of a female 1*s.* 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.

BUILDERS' LABOURERS BOARD.

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

(2)

WAGES OF WEEKLY EMPLOYEES.

Wages.
per week.
s. d.

(a) Labourer employed as steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey: Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof ..	98	0
(b) Builders' labourers in occupations other than those set out in sub-clause (a)	92	0

(3)

WAGES OF CASUAL EMPLOYEES.

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

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

	For a 44-hour week.	For a 48-hour week.
	s. d.	s. d.
(a) If doing the work set out in (2) (a) above	2 6½	2 4
(b) If doing the work set out in (2) (b) above	2 4½	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.

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.	
Under 18 years of age	s. d. 39 0
18 to 19 years of age	49 6
19 to 20 years of age	61 3
20 to 21 years of age	72 6

PROPORTION (in any place).
One improver to every worker receiving not less than 88s. per week of 46 hours.

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

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	95 0	92 0
21 to 40 flats	91 0	88 0
20 or less flats	86 0	83 0
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	86 0	83 0
Other caretakers of buildings in charge of—		
11 or more cleaners	123 6	120 6
4 to 10 cleaners	113 6	110 6
1 to 3 cleaners	102 6	99 6
All others	91 0	88 0

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

SCHEDULE—continued.

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—			
			s. d.				s. d.
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.

(3)

OTHER EMPLOYEES.

Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne;	(ii) Within 3 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 Post Offices at Geelong and Warrnambool, respectively.	Within 3 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 17 0	Per week. £ s. d. 6 4 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 14 0	Per week. £ s. d. 5 3 0
(ii) Stock work	5 6 0	5 13 0	5 13 0	5 13 0	5 3 0	5 3 0
Hourly employees	Per hour. 0 2 9½	Per hour. 0 2 11½	Per hour. 0 2 11½	Per hour. 0 2 11½	Per hour. 0 2 8½	Per hour. 0 2 8½

* 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.

SCHEDULE—continued.

CARRIAGE BOARD.

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

(2)

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.				
<i>Development, Tool Room, and Maintenance Sections.</i>				
Aero mechanic required to hold "A" and "B" certificates	(A ¹) s. d. 126 0	(B ¹) s. d. 8 2	(A ²) s. d. 123 0	(B ²) s. d. 6 0
Aero mechanic required to hold "B" and "C" certificates	116 0	5 8	113 0	5 6
Aero mechanic not required to hold any certificate or only "C" certificate	113 0	5 6	110 0	5 5
Patternmaker	125 0	6 1	122 0	6 0
Toolmaker, tool hardener, and diemaker (in wood or metal)	122 0	6 0	119 0	5 10
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	119 0	5 10	116 0	5 8
Tradesman, the greater part of whose time is occupied marking off				
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker	116 0	5 8	113 0	5 6
Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work	116 0	5 8	113 0	5 6
(b) On low-pressure work	105 0	5 2	103 0	5 1
Plate or machine moulders and/or coremakers—				
1st six months' experience	95 0	4 8	92 0	4 6
2nd six months' experience	98 0	4 10	95 0	4 8
3rd six months' experience	101 0	4 11	98 0	4 10
After two years' experience	106 0	5 2	103 0	5 1
Template maker	120 0	5 10	117 0	5 9
First-class welder	119 0	5 10	116 0	5 8
Second-class welder	108 0	5 3	105 0	5 2
Third-class welder	100 0	4 11	97 0	4 9
Fourth-class welder	95 6	4 8	92 6	4 6
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter	113 0	5 6	110 0	5 5
First-class machinist in metal	116 0	5 8	113 0	5 6
Second-class machinist in metal	106 0	5 2	103 0	5 1
Third-class machinist in metal	100 0	4 11	97 0	4 9
Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic	95 0	4 8	92 0	4 6
<i>Body-making Section.</i>				
First-class body maker	116 0	5 8	113 0	5 6
Second-class body maker	113 0	5 6	110 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"	113 0	5 6	110 0	5 5
Assembler (other than process worker as defined) when not "on the line"	108 0	5 3	105 0	5 2
First-class machinist	116 0	5 8	113 0	5 6
Second-class machinist	106 0	5 2	103 0	5 1
Third-class machinist	100 0	4 11	97 0	4 9
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line"	106 0	5 2	103 0	5 1
Other oxy and electric welders	104 0	5 1	101 0	4 11
Metal panel fixer	101 0	4 11	98 0	4 10
Driller and/or borer (not using jigs)	100 0	4 11	97 0	4 9
Driller and/or borer (using jigs)	95 6	4 8	92 6	4 6
<i>Panel Section.</i>				
First-class panel beater	116 0	5 8	113 0	5 6
Second-class panel beater, metal panel worker	113 0	5 6	110 0	5 5
Solderer, assembler (other than process worker as defined) air hammer operator	108 0	5 3	105 0	5 2
Toledo press operator over 400 tons pressure	107 0	5 3	103 0	5 1
Press operator (heavy)	107 0	5 3	103 0	5 1
Press operator (light)	99 0	4 10	96 0	4 8
Oxy-acetylene and electric welder	104 0	5 1	101 0	4 11
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler	101 0	4 11	98 0	4 10
Other panel machinists	100 0	4 11	97 0	4 9
Driller (not using jigs)	97 6	4 9	94 6	4 8
Driller (using jigs)	93 0	4 7	90 0	4 5
Hubmaker	97 6	4 9	94 6	4 8
Emery grinder, grinder and/or buffer (metal)	95 6	4 8	92 6	4 6
Grinder and/or buffer (using portable machine)	100 0	4 11	97 0	4 9
Metal band sawyer	103 0	4 1	100 0	4 11
Panel edge turner	106 0	5 2	103 0	5 1
Rotary buffer operator—				
(a) While doing dent-knocking	113 0	5 6	110 0	5 5
(b) While not doing dent-knocking	100 0	4 11	97 0	4 9

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.
	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
MALES—continued.				
<i>Smithing Section.</i>				
Smith	117 0	5 9	114 0	5 7
Axle maker, axle turner, spring fitter, laminated spring maker ..	116 0	5 8	113 0	5 6
First-class machinist (metal)	116 0	5 8	113 0	5 6
Second-class machinist (metal)	106 0	5 2	103 0	5 1
Third-class machinist (metal)	100 0	4 11	97 0	4 9
Rivetter on motor truck or waggon body	113 0	5 6	110 0	5 5
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer	106 6	5 2	103 6	5 1
Bulldozer operator—				
(a) Setting up machines	106 6	5 2	103 6	5 1
(b) Not setting up machines	100 0	4 11	97 0	4 9
Drop hammer smith—				
(a) When dies are not used	117 0	5 9	114 0	5 7
(b) When dies are used	100 0	4 11	97 0	4 9
Cold setter	103 0	5 1	100 0	4 11
Grinder and/or buffer using portable machine	100 0	4 11	97 0	4 9
Garnish mould finisher	105 0	5 2	102 0	5 0
Cushion and squab spring assembler and frame operative, electric stove attendant	101 0	4 11	98 0	4 10
Vycesman, 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) ..	100 0	4 11	97 0	4 9
Driller and/or borer (using jigs), spring service worker	95 6	4 8	92 6	4 6
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or taper	95 6	4 8	92 6	4 6
Striker	95 0	4 8	92 0	4 6
<i>Painting Section.</i>				
Writer	116 0	5 8	113 0	5 6
Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming)	113 0	5 6	110 0	5 5
Spotter and/or toucher up, duco polisher (using buffers)	106 0	5 2	103 0	5 1
Stopper up	104 0	5 1	101 0	4 11
Transfer grainer	103 0	5 1	100 0	4 11
Acid washer, wet rubber and/or polisher	100 0	4 11	97 0	4 9
Brush or spray painters on floors, under-carriages and gear; bow socker enameller	97 6	4 9	94 6	4 8
Spray painter (on priming only)	105 0	5 2	102 0	5 0
Dipper and hanger	94 0	4 7	91 0	4 5
Painter's labourer	92 0	4 6	89 0	4 4
<i>Trimming Section.</i>				
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	113 0	5 6	110 0	5 5
Electric machine cutter	108 0	5 3	105 0	5 2
Sectional trimmer (as defined)	104 0	5 1	101 0	4 11
Marker out or scriber using patterns or templates, pleat stuffer (male adult)	99 0	4 10	96 0	4 8
Strap maker	100 0	4 11	97 0	4 9
Paster (male adult)—				
First year's experience	98 0	4 10	95 0	4 8
Second year's experience	100 0	4 11	97 0	4 9
Third year's experience and thereafter	102 0	5 0	99 0	4 10
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	100 0	4 11	97 0	4 9
<i>Woodmill Section.</i>				
Saw doctor	119 0	5 10	116 0	5 8
First-class wood machinist (as defined)	110 0	5 5	107 0	5 3
Second-class wood machinist (as defined)	106 0	5 2	103 0	5 1
Assembler (without use of jigs)	110 0	5 5	107 0	5 3
Assembler (with use of jigs)	106 0	5 2	103 0	5 1
Sand-paper and emery machinist	96 0	4 8	93 0	4 7
Timber stacker, timber kiln attendant	92 0	4 6	89 0	4 4

SCHEDULE—*continued.*

CARRIAGE BOARD—*continued.*

	DAY SHIFTS.			
	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.
	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
MALES—<i>continued</i>				
<i>Glass Section.</i>				
Plate-glass cutter, plate-glass beveller, plate-glass driller	110 0	5 5	107 0	5 3
Plate-glass grinder	97 6	4 9	94 6	4 8
Assembler of prepared parts (not coming within the definition of process worker)	103 0	5 1	100 0	4 11
<i>Chassis Assembling Section.</i>				
Motor mechanic	113 0	5 6	110 0	5 5
Petrol tank operative	102 0	5 0	99 0	4 10
Chassis assembler and/or wirer	101 0	4 11	98 0	4 10
Assembler of chassis parts independently of main assembly, body moulder	100 0	4 11	97 0	4 9
Rivetter, tire fitter	97 6	4 9	94 6	4 8
Driver of chassis	93 0	4 7	90 0	4 5
Labourer assisting without using tools	90 0	4 5	87 0	4 3
<i>Horse-drawn Vehicle Section.</i>				
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	110 0	5 5	107 0	5 3
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	106 0	5 2	103 0	5 1
Nave mortise and boring machinist (All other classifications as prescribed for in other sections.)	96 0	4 8	93 0	4 7
<i>Rolling-stock Section.</i>				
Body maker, wheel turner	116 0	5 8	113 0	5 6
Wheel grinder, pitman (All other classifications as prescribed for in other sections.)	106 6	5 2	103 6	5 1
<i>Miscellaneous Employees.</i>				
Operator of tractor with or without trailers	101 0	4 11	98 0	4 10
Case maker	97 6	4 9	94 6	4 8
Die-casting machine operative	100 0	4 11	97 0	4 9
Case repairer	93 0	4 7	90 0	4 5
Process worker (as defined) in all sections	93 0	4 7	90 0	4 5
All others in all sections	86 0	4 3	83 0	4 1
Leading hand—all sections (see Clause 15).				

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

	Per Week of 44 Hours.	Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.	
		s. d.	s. d.
First six months (without previous experience)	30 5		
Second six months	42 6		
Third six months	48 9		
Thereafter	57 2		
(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—		30 5	1 6
For the first six months	30 5	42 6	2 1
For the second six months	42 6	48 9	2 5
Thereafter	48 9	57 2	2 9

SCHEDULE—*continued.*
CARRIAGE BOARD—*continued.*

(3) (vi)—

WAGES.

		Per Week of 44 Hours.					
		s. d.					
(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	62	6				
	Fifth year	78	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	62	6				
	Fourth year	78	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.
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	1 10
15-16 ..	18 6	26 3	33 6	41 0	49 0	58 0	..	22 6	1 1	40 9	2 0	2 0
16-17 ..	22 6	29 9	37 6	44 6	55 0	..	..	22 9	1 1	41 0	2 0	2 0
17-18 ..	26 0	33 3	41 0	48 6	..	..	..	26 0	1 3	44 6	2 2	2 2
18-19 ..	29 6	37 3	44 6	..	..	..	..	26 3	1 3	45 0	2 2	2 2
19-20 ..	33 0	40 9	..	..	..	..	..	29 6	1 5	48 6	2 4	2 4
20-21 ..	37 0	..	..	..	..	..	..	29 9	1 6	49 0	2 5	2 5
								30 0	1 6	55 0	2 8	2 8
								33 0	1 7	55 6	2 9	2 9
								33 3	1 8	58 0	2 10	2 10
								33 6	1 8	67 6	3 4	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.

CEMENT BOARD.

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

Apprentices and Improvers.			Other Employees.		
	CEMENT WORKS.	QUARRIES.	CEMENT WORKS.	Wages per week of 44 hours.	
	Wages per week of 44 hours.	Wages per week of 44 hours.		Employed Continuously on Day Shift.	Employed Alternately on Two or Three Shifts.
Under 16 years of age ..	32s. 9d.	37s. 6d.	Cement Burners ..	..	100s. 9d.
" 17 " " ..	41s. 6d.	46s. 6d.	Testers on Slurry Controls ..	..	107s. 3d.
" 18 " " ..	48s. 0d.	54s. 6d.	Millers (new plant) ..	..	106s. 0d.
" 19 " " ..	58s. 6d.	64s. 0d.	Millers (old plant) ..	..	104s. 0d.
" 20 " " ..	66s. 9d.	71s. 9d.	Fuller Coal Millers (old plant)	..	106s. 0d.
" 21 " " ..	75s. 9d.	80s. 3d.	Coal Driers (old plant) ..	..	106s. 0d.
PROPORTION (in any factory or place).			Loaders in railway trucks at bagging sheds ..	100s. 0d.	..
<i>Apprentices.</i>			Machine Bag Fillers ..	100s. 0d.	..
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Stackers ..	95s. 0d.	..
<i>Improvers.</i>			Electrostatic Precipitator Attendant (new plant) ..	..	104s. 3d.
One improver to every five or fraction of five workers receiving not less than the minimum wage.			Electrostatic Precipitator Attendant (old plant) ..	..	99s. 9d.
			Rubber Band Attendants ..	95s. 0d.	97s. 9d.
			Slurry Tank Attendants (new plant) ..	..	103s. 9d.
			Mammoth Crusher Attendant (new plant) ..	100s. 0d.	102s. 9d.
			All others ..	92s. 0d.	94s. 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 ..	111s. 0d.	116s. 0d.	104s. 0d.
Jack Hammermen ..	111s. 0d.	116s. 0d.	104s. 0d.
Platelayers ..	108s. 0d.	113s. 0d.	101s. 0d.
Bankmen ..	106s. 0d.	110s. 9d.	99s. 0d.
Underground Drainers ..	135s. 6d.	136s. 3d.	..
Underground Quarrymen ..	114s. 0d.	114s. 9d.	..
Pump Attendants ..	111s. 0d.	111s. 9d.	..
Signal Attendants ..	104s. 6d.	105s. 3d.	..
All others ..	99s. 0d.	103s. 6d.	92s. 0d.

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

CEMENT ARTICLES BOARD.

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

(a) Apprentices and Improvers.		(b) Other Employees.	
WAGES.	Per Week of 44 Hours.	WAGES.	Per Week of 44 Hours.
	s. d.		s. d.
Under 16 years of age ..	24 6	Leading hand (i.e., one having under his control and being responsible for the work done by four or more men) ..	97 0
" 17 " " ..	32 6	Man operating a machine mixing cement or concrete ..	96 0
" 18 " " ..	40 6	Other mixers of cement or concrete ..	94 0
" 19 " " ..	50 9	Moulders on centrifugal pipe machines ..	95 0
" 20 " " ..	59 0	Other moulders of cement or concrete articles including operator of any machines not elsewhere included ..	94 0
" 21 " " ..	68 3	Repairers or renderers of cement or concrete articles ..	94 0
PROPORTION (in any Factory or Place).		Mould assemblers ..	92 6
<i>Apprentices.</i>		Where the load carried per man is of a greater average weight than 90 lb. :—	
One apprentice to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.		(a) Lumpers of cement or concrete articles (in and out of tanks) ..	91 6
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.		(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	91 6
<i>Improvers.</i>		Wirers on drums or mandrils for pipe-making ..	90 6
Cement Tilemakers' Section.		Operator of cement sprayer ..	92 0
Three improvers to four workers ..	Receiving not less than 88s. per week of 44 hours.	Tie or ridge makers and the takers off of same ..	93 6
Four improvers to five or six workers ..		Crusher or crusher screen attendant ..	91 6
Five improvers to seven workers ..		Strippers ..	91 6
Six improvers to eight workers, and thereafter one improver to every two workers ..		Finisher of pipes made on vibrator ..	89 0
All Other Sections.		All others ..	88 0
One improver to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.		NOTE :—" Renderer " means a skilled employee facing concrete articles with float and trowel.	

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

SCHEDULE—continued.

COAL AND COKE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 360 on the 30th September, 1940, shall be replaced by the following clause:—

(2)

Improvers.*				Other Employees.			
WAGES PER WEEK.				WAGES PER WEEK.			
			s. d.				s. d.
Under 17 years of age
17 years of age
18 "	"	"	"
19 "	"	"	"
20 "	"	"	"
PROPORTION.				PROPORTION.			
One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 90s. 8d. per week.				Persons trimming or spreading coal that is heated or on fire 182 8 Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader .. 116 8 Persons trimming from the "Grab" .. 124 0 Other coal trimmers .. 116 8 Coal baggers or loaders .. 116 8 Unloaders of loose coal from box wagons or drays to railway trucks .. 138 8 Coke stackers at wharf coal yards .. 125 10 Coke yard employees .. 90 8 Carters driving one horse .. 91 0 Carters driving two horses .. 96 0 Carters driving three horses .. 99 0 Carters driving four horses .. 101 0 Carters driving five horses .. 102 0 And 6d. extra per day for every additional horse Drivers of motor wagons having a carrying capacity of— (a) 25 cwt. or less .. 96 0 (b) over 25 cwt.; but not over 3 tons .. 100 0 (c) over 3 tons, but under 6 tons .. 103 0 Further tonnage—for each complete ton over 5 an extra 1s. per week All others .. 109 4			

* 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 (16) inclusive of the Determination as published in *Government Gazette* No. 360 of the 30th September, 1940, 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	20 9	20 9	23 0	24 6	1st year	20 9	27 3	20 9
2nd year	27 3	27 3	33 0	39 6	2nd year	24 6	31 3	24 6
3rd year	33 0	35 3	46 6	53 3	3rd year	31 9	38 6	31 9
4th year—					4th year	39 6	44 3	39 6
1st six months	43 3	48 6	54 9	67 9	5th year and until 21 years of age	48 6	52 0	48 6
2nd six months	43 3	48 6	67 9	68 9				
5th year—								
1st six months	58 3	61 0	80 3	84 6				
2nd six months	58 3	78 0	80 3	84 6				
6th year and until 21 years of age	80 3	84 6	..	..		
PROPORTION (in any place).								
APPRENTICES.					IMPROVERS.			
One apprentice to every two or fraction of two workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.					One improver to one or two Two improvers to three or four Three improvers to five or six And thereafter one improver to every three or fraction of three Workers receiving not less than minimum wage.			

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	3
2nd year	..	..	..	..	26	3
3rd year	..	..	..	..	33	6
4th year	..	..	..	..	41	0
5th year and until 21 years of age	..	..	..	..	50	3

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	98 0	64 0	95 0	59 3	92 6	54 6
Telephone switchboard attendants	98 0	62 9	95 0	59 3	92 6	54 6
All other adults	98 0	61 0	95 0	57 9	92 6	54 6

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>	<i>s. d.</i>
Hand reelers	60 0	Under 16 years of age	18 3
Attendants to rope house machine—for under 2 inch circumference	52 6	From 16 to 17 years of age	24 6
Lappers of clothes lines	51 3	.. 17 to 18	30 0
Persons balling lashing	41 3	.. 18 to 19	35 3
Persons balling binder twine	37 6	.. 19 to 20	44 6
		.. 20 to 21	55 9
Females.			
Balling binder twine	50 6		
Balling lashing	50 6		
Bagging binder twine	49 6		
All others	46 6		

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	108 0
Rope layer on heavy type 9 strand machine	103 0
Foreman in charge of spinning and preparing departments	104 0
Other rope layers in walk with travellers	99 0
Rope splicer on driving ropes and springs	98 0
Storeman in charge	96 0
Packer working press (hand or power), pressing over 28 lb. in weight	94 0
Rope house machinist making 2 inch up to and including 4 inch	94 0
Rope house machinist making over 4 inch	97 0
Power reeler or finisher in connexion with heavy type 12 strand machine	94 0
Feeder of 1st spreader	92 0
Traveller driver on heavy type 12 strand machine	92 0
Damp mixer or batcher	91 0
Feeder of softeners or batchers	91 0
Rope and binder twine packer	91 0
Winder and warper in tarring department	92 0
Winding, oiling, and tarring yarn	92 0
Oiler and/or belt repairer	92 0
Maker of rope fenders	92 0
Maker of pig nets	91 0
Power reeler or finisher in walk	91 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	89 0
Opening manila hemp	89 0
Scutcher	89 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	89 0
Feeder of tow breaker card	89 0
Lumping hemp, flax, or binder twine on wharf	92 0
Packing and balling shop twine	91 0
Mat finisher	91 0
Layer of lines or cords in walk	95 0
Twister or layer of yarn in walk	91 0
Maker of fishing lines	91 0
Hand reelers	89 0
Matting weavers	91 0
All other machine operators or employees feeding or taking from machines	89 0
All others	86 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine	50 6
Balling lashing	50 6
Bagging binder twine	49 6
All others	46 6
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock	50 6
Feeding spreaders	49 6
Feeding finisher cards (hemp)	49 6
Spinning	50 6
Wet spinning	51 6
All other machine operators and employees feeding or taking from machines	49 6
All others	46 6

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.			*Wages per Week of 44 Hours.	
	£	s. d.		£	s. d.
Implement smiths	5	3 0	1st class	5	10 0
Bulldozers	4	15 0	2nd class	5	1 0
Blacksmiths' strikers	4	9 0	3rd class	4	15 0
Blacksmiths' strikers (on double fires)	4	11 0	Drillers	4	11 0
Carpenters engaged on agricultural implement making (including tool allowance)	5	3 0	Die setters and machine setters	4	13 0
Agricultural implement fitters and comb fitters	4	18 0	Machinists coming within the definition of process workers	4	9 0
Agricultural implement fitters and comb fitters (after two years' experience)	5	1 0			
Pattern fitters and finishers	5	1 0	<i>Machinists.</i>		
Plough fitters	4	16 0	1st class	5	13 0
Assemblers	4	10 6	2nd class	4	15 0
Assemblers (after two years' experience)	4	14 0	3rd class	4	11 0
Windmill erectors	4	18 0	Tack welders	4	13 0
Windmill makers other than fitters	4	17 0			
Wheel rimmers	4	18 0	<i>Welders.</i>		
Furnacemen on small rivet heating or bolt heating	4	11 0	1st class	5	13 0
Furnacemen's assistants	4	9 0	2nd class	4	15 0
Dressers and fitters	4	11 0	3rd class	4	11 0
Grinders and emery-wheel attendants	4	11 0	Tack welders	4	13 0
Grinders (using portable machine)	4	13 0			
Heaters	4	9 0	<i>Sheet Metal Workers.</i>		
Picklers	4	6 0	1st class bench hand	5	8 0
Hammer drivers	4	11 0	2nd class bench hand	5	1 0
Wire weavers	4	9 0			
Painters (brush hand)	4	9 0	<i>Wood Mill Section.</i>		
Spray painters	4	13 0	Saw doctors	5	13 0
Paint dippers and mixers	4	6 0	Casemakers	4	15 0
Writers and liners	4	18 0	Shaper machinists (wood)	5	4 0
Wire drawers	4	9 0	Turners	5	4 0
Chippers	4	9 0	Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	5	1 0
Sand and shot blast dressers	4	13 0	Moulder machinists (where the machinists set up their machines only)	4	15 0
Dismantlers	4	9 0	Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4	18 0
Checkers	4	11 0	Buzzer machinists (only operating or feeding machines)	4	9 0
Inspectors	4	11 0	Thickneser machinists	4	9 0
Storemen and packers	4	6 0	Tenoning machinists (only operating or feeding machines)	4	9 0
Process workers	4	9 0	Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4	18 0
Patternmakers	5	19 0	Boring and drilling machinists	4	9 0
All others	4	3 0	Bending machinists	4	13 0
			Mortising machinists	4	9 0
			Sanding machinists	4	13 0
			Timber markers	4	9 0
			Pulling-out machinists	4	9 0
			Band sawyers	4	15 0
			Circular sawyers	4	13 0
			Crosscut sawyers	4	9 0
			Casemaking sawyers	4	9 0
			Stackers	4	9 0

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.		Hourly Hiring.	
	£	s. d.	£	s. d.
<i>Junior Males.</i>				
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—				
Under 16 years of age	17	0	18	3
16 and under 17 years of age	28	0	29	8
17 and under 18 years of age	49	6	52	6
18 and under 19 years of age	62	6	66	3
19 and under 21 years of age	75	3	79	9
In all occupations except blacksmithing, bulldozing, and work associated therewith—				
1st year's experience	15	6	16	8
2nd year's experience	25	0	26	6
3rd year's experience	34	3	36	4
4th year's experience	46	6	49	4
5th year's experience	59	0	62	7
6th year's experience	73	0	77	5
<i>Adult Females.</i>				
If of less than twelve months' experience	53	3	56	5
If of twelve months' experience or more	60	6	64	1
<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	3	33	2
4th year's experience	39	6	41	11
5th year's experience	45	3	48	0
Thereafter until reaching the age of 21 years	50	6	53	6

Clauses (4) to (16) inclusive of the Determination published in *Government Gazette* No. 145 of the 4th May, 1940, 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.												
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.
	<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 ..	19 9	19 9	22 3	23 0	33 6	39 0	1st year ..	17 3	19 3	22 3	23 0	33 3
2nd ..	22 3	23 3	29 0	36 0	41 9	..	2nd ..	20 3	23 3	29 3	34 6	..
3rd ..	28 0	30 6	38 3	44 6	..	..	3rd ..	25 3	30 6	36 6	..	..
4th ..	36 6	41 3	49 3	..	..	..	4th ..	31 6	37 9	..	..	..
5th ..	47 6	53 3	..	..	..	..	5th year and until 21 years of age ..	39 0	..	..	..	..
6th year and until 21 years of age ..	61 0	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 86s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 47s. 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.											
											Per week of 44 hours.
(a) Males.											<i>s. d.</i>
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	96 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	92 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	92 0
Operator of power driven machines ..	..	..	..	..	..	..	..	..	..	..	90 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	89 0
All others ..	..	..	..	..	..	..	..	..	..	..	86 0
(b) Females.											
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	50 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	50 3
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	49 0
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	49 0
All others ..	..	..	..	..	..	..	..	..	..	..	47 0

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.

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 Warrambbool 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 2 0	6 8 6	5 19 0
(b) Where revenue exceeds £2,500 per annum		6 12 0	6 18 6	6 9 0
Installation inspector and/or tester		5 19 0	6 5 6	5 16 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,350 kilowatts		5 16 0	6 2 6	5 13 0
(b) Where the installed capacity of the plant is less than 1,350 kilowatts		5 10 0	5 16 6	5 7 0
Electrician in charge of plant and/or installation		5 16 0	6 2 6	5 13 0
Tradesman electrical fitter and/or armature winder		5 16 0	6 2 6	5 13 0
Assistant shift electrician		5 6 0	5 12 6	5 3 0
Electrical mechanic		5 13 0	5 19 6	5 10 0
Linesman		5 9 0	5 15 6	5 6 0
Linesman's assistant		4 15 0	5 1 6	4 12 0
Cable jointer, on high tension (over 6,600 volts)		5 15 0	6 1 6	5 12 0
Cable jointer, on low tension (under 6,600 volts)		5 13 0	5 19 6	5 10 0
Cable jointer's mate		4 15 0	5 1 6	4 12 0
Switchboard attendant		5 7 6	5 14 0	5 4 6
Meter tester (1st grade)		5 8 0	5 14 6	5 5 0
Meter tester (2nd grade)		5 4 0	5 10 6	5 1 0
Meter fixer		5 4 0	5 10 6	5 1 0
Battery fitter		5 16 0	6 2 6	5 13 0
Patrolman—				
(a) Inspecting and switching circuits, repairing live feeders on distribution of 600 volts or over or repairing faults on consumers' premises		5 9 0	5 15 6	5 6 0
(b) Inspecting, switching or renewing lamps or fuses on circuits but not repairing		4 17 6	5 4 0	4 14 6
Battery attendant		4 16 0	5 2 6	4 13 0
Tradesman's and electrical mechanic's assistant		4 15 0	5 1 6	4 12 0
<i>(b) Manufacturing.</i>				
Tradesman electrical fitter		5 16 0	6 2 6	5 13 0
Process worker		4 14 0	5 0 6	4 11 0
<i>(c) Wet Battery Manufacturing.</i>				
Mixing and pasting by hand, charging, moulding of grids		4 19 0	5 5 6	4 16 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)		4 18 0	5 4 6	4 15 0
Formation Process		4 16 0	5 2 6	4 13 0
All others		4 14 0	5 0 6	4 11 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 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 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	38 6
4th year	62 6
5th year	78 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	3
3rd year	62	6
4th year	78	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>s.</i>
	<i>d.</i>	<i>d.</i>
If of less than 12 months' experience	53	56
If of 12 months' or more experience	60	64

(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>s.</i>
	<i>d.</i>	<i>d.</i>
1st year's experience	14	15
2nd year's experience	18	20
3rd year's experience	31	33
4th year's experience	39	41
5th year's experience	45	48
Thereafter until reaching 21 years of age	50	53

(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>s.</i>
	<i>d.</i>	<i>d.</i>
1st year's experience	15	16
2nd year's experience	25	26
3rd year's experience	34	36
4th year's experience	46	49
5th year's experience	59	62
6th year's experience	68	72
7th year's experience	73	77

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>s.</i>
	<i>d.</i>	<i>d.</i>
Under 16 years of age	17	18
16 and under 17 years of age	28	29
17 and under 18 years of age	49	52
18 and under 19 years of age	62	66
19 and under 21 years of age	75	79

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.

ELECTROPLATERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 423 of the 19th December 1940, shall be replaced by the following clauses:—

(2)

Apprentices—All Classes of Work other than First Class Electroplating.			Improvers—All Classes of Work other than First Class Electroplating.							
Experience.	Wages Per Week of 44 Hours.		Experience.	Males.						Wages Per Week of 44 Hours.
	Males.	Females.		Wages Per Week of 44 Hours.						
				Commencing Age—						
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	Females.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year—1st 6 months ..	14 9	14 9	1st year—1st 6 months ..	15 6	18 6	26 9	29 0	42 3	49 9	15 6
2nd ..	14 9	14 9	2nd ..	18 6	26 9	29 0	42 3	49 9	67 3	18 6
2nd year—1st ..	24 9	24 9	2nd year—1st ..	26 9	29 0	42 3	49 9	67 3	..	26 9
2nd ..	24 9	24 9	2nd ..	29 0	42 3	49 9	67 3	78 3	..	29 0
3rd year—1st ..	34 0	34 0	3rd year—1st ..	42 3	49 9	67 3	78 3	..	..	42 3
2nd ..	34 0	34 0	2nd ..	49 9	67 3	78 3	84 9	..	..	48 0
4th year ..	44 0	44 0	4th year ..	67 3	78 3	84 9	..	..	..	..
5th year ..	51 6	..	5th year ..	78 3	84 9	..	..	..	..	..
6th year ..	63 3	..	6th year ..	84 9	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 86s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 49s. 3d. per week of 44 hours.

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 99s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 49s. 3d. per week of 44 hours.

APPRENTICESHIP—FIRST CLASS ELECTROPLATING ONLY.

- (a) Minors shall not be engaged in the occupation of First Class Electroplating except under contracts of apprenticeship.
- (b) The proportion of apprentices who may be taken by any employer shall be one apprentice for every three, or fraction of three tradesmen (i.e., male workers receiving not less than 116s. per week).
For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.
- (c) The periods of apprenticeship shall be as follow:—
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, 1930.

(g) Five-year terms—	Wages.						Per Week of 44 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	15 0
2nd year	20 6
3rd year	37 0
4th year	60 6
5th year	76 3
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	18 0
2nd year	36 3
3rd year	60 6
4th year	76 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 (14) (a) to the number of 4 days per annum.
- (i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.
- (k) An apprentice shall not work under any system of payment by results.
- (l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

SCHEDULE—continued.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

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

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

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

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

(3)

Juvenile Workers, i.e.							Other Employees.			
Experience.	Wages Per Week of 44 Hours.						Wages Per Week. s. d.	Hours Per Week.		
	Commencing Age—									
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.				
Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—										
1st year—1st six months ..	15 6	18 6	26 9	29 0	42 3	49 9	<i>Males.</i> Grinders or polishers 107 6 44 Electro-platers— First Class 116 0 44 Second Class 106 0 44 Third Class 94 0 44 Liners or hand decorators .. 107 6 44 Coaters 99 6 44 All others 86 0 44 <i>Females.</i> Females employed at— (a) Hand burnishing, hand finishing, or lacquering 71 3 44 (b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length .. 107 6 44 All others 49 3 44			
2nd	18 6	26 9	29 0	42 3	49 9	67 3				
2nd year—1st	26 9	29 0	42 3	49 9	67 3	..				
2nd	29 0	42 3	49 9	67 3	78 3	..				
3rd year—1st	42 3	49 9	67 3	78 3	..	..		
2nd	49 9	67 3	78 3	84 9	..	..		
4th year	67 3	78 3	84 9	..	..	..	
5th year	78 3	84 9	..	..	..	..
6th year	84 0	..	..	..	..	..

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 423 of the 19th December, 1940, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 421 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 Warrambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Aero mechanic holding A and B certificates	6 6 0	6 3 0
Aero mechanic holding C and D certificates	5 16 0	5 13 0
Patternmaker	6 5 0	6 2 0
Toolmaker	6 2 0	5 19 0
Tradesman, the greater part of whose time is occupied in marking off	5 19 0	5 16 0
Tradesman in gun armament, instrument, and torpedo work	6 2 0	5 19 0
Tradesman, turbine-blade fitter	5 19 0	5 16 0
Tradesman	5 16 0	5 13 0
Motor mechanic	5 13 0	5 10 0
Motor tuner and tester	5 13 0	5 10 0
Motor cycle mechanic	5 13 0	5 10 0
Tradesman, wet-stone grinder and glazier	5 16 0	5 13 0
Tradesman, brassfinisher	5 16 0	5 13 0
First-class machinist	5 16 0	5 13 0
Second-class machinist	5 6 0	5 3 0
Third-class machinist	5 0 0	4 17 0
Process worker	4 14 0	4 11 0
Forger and/or faggoter	6 8 0	6 5 0
Toolsmith	5 19 0	5 16 0
Angle-iron smith	5 19 0	5 16 0
Annealer and/or case hardener	5 11 0	5 8 0
Coppersmith, brass-smith, and other smiths	5 17 0	5 14 0
Blacksmith's machinist	5 0 0	4 17 0
Welder—		
First-class (other than when using Cutler machine)	5 19 0	5 16 0
First-class, using Cutler machine	5 8 0	5 5 0
Second-class	5 0 0	4 17 0
Third-class	4 16 0	4 13 0
Tack welder	4 18 0	4 15 0
Moulding and brass moulding—		
Jobbing moulder	5 16 0	5 13 0
Jobbing coremaker	5 16 0	5 13 0
Plate and machine moulder and/or coremaker—		
1st six months	4 15 0	4 12 0
2nd six months	4 18 0	4 15 0
3rd six months	5 1 0	4 18 0
After two years	5 6 0	5 3 0
Forge furnaceman	5 13 0	5 10 0
Cupola furnaceman	5 4 0	5 1 0
Electric furnaceman	5 3 0	5 0 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	5 1 0	4 18 0
Brass polisher	5 2 0	4 19 0
Casting dresser (brass)	4 17 0	4 14 0
(b) Window-frame Making.		
Tradesman	5 16 0	5 13 0
Assembler and fitter (not coming within the definition of tradesman)	5 4 0	5 1 0
Machinist (not a process worker)	5 0 0	4 17 0
Process worker	4 14 0	4 11 0
(c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.		
Adding, calculating and book-keeping machine mechanic	5 17 0	5 14 0
Cash register mechanic	5 17 0	5 14 0
Tradesman	5 16 0	5 13 0
First-class mechanic	5 11 0	5 8 0
Second-class mechanic	5 8 0	5 5 0
Process worker	4 14 0	4 11 0

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

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

APPRENTICESHIP.

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

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

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

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

(c) Motor mechanic.

(d) Safe and strongroom making.

SCHEDULE—continued.

- (e) Scale-making (except the making of parts by specialized processes and the assembling thereof).
- (f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).
- (g) Window-frame fitting.
- (h) Smithing—
 - (i) Blacksmithing.
 - (ii) Copper and/or brass smithing.
- (i) Moulding—one or more of the following :—
 - (i) Jobbing, moulding and core making
 - (ii) Jobbing, brass moulding and core making.

- (2) The proportion of apprentices who may be taken by any employer shall be as follows :—
- Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
 - Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
 - Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
 - Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
 - Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
 - Smithing—one apprentice for every three, or fraction of three, tradesmen.
 - Moulding—one apprentice for every two, or fraction of two, tradesmen.
 - Brass polishing—one apprentice for every three, or fraction of three, tradesmen.
 - Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic—one apprentice to every three or fraction of three adults receiving not less than 108s. per week.

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

- (3) The periods of apprenticeship shall be as follow :—
- For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause : If the apprentice when articulated is under the age of 17, 5 years ; if over the age of 17, 4 or 5 years, at the option of the contracting parties.
 - For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.

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

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

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

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

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

		Wages.								Per Week of 44 hours.	
										s. d.	
(7) Five-year terms—											
1st year	15 0
2nd year	21 6
3rd year	38 6
4th year	62 6
5th year	78 3
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—											
s. d.											
1st year	18 0
2nd year	37 3
3rd year	62 6
4th year	78 3
The sum of 2s. 6d. shall be added to the above rates where the apprentice is in the trade of pattern making.											
Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (g) of this clause—											
s. d.											
1st year	16 0
2nd year	22 0
3rd year	44 6
4th year	56 6

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

- (8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 15 (a) to the number of 4 days per annum.
- (9) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.
- (11) An apprentice shall not work under any system of payment by results.
- (12) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (13) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (14) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (15) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (16) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

SCHEDULE—continued.

IMPROVERS.

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

										Per Week of 44 hours.		
										s.	d.	
1st year	15	0
2nd year	21	6
3rd year	38	6
4th year	62	6
5th year	78	3

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

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—One improver to every two or fraction of two workers receiving not less than 9s. per week.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

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

										Weekly Hiring.	Hourly Hiring.	
										s.	d.	
If of less than 12 months' experience	53	3
If of 12 months' or more experience	60	6

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

										Weekly Hiring.	Hourly Hiring.	
										s.	d.	
1st year's experience	14	0
2nd year's experience	18	9
3rd year's experience	31	3
4th year's experience	39	6
5th year's experience	45	3
Thereafter until reaching 21 years of age	50	6

(d) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 21 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

										Weekly Hiring.	Hourly Hiring.	
										s.	d.	
1st year's experience	15	6
2nd year's experience	25	0
3rd year's experience	34	3
4th year's experience	46	6
5th year's experience	59	0
6th year's experience	68	9
7th year's experience	73	0

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

(e) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 21) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

										Weekly Hiring.	Hourly Hiring.	
										s.	d.	
Under 16 years of age	17	0
16 and under 17 years of age	28	0
17 and under 18 years of age	49	6
18 and under 19 years of age	62	6
19 and under 21 years of age	75	3

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

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

Clauses (6) to (24) inclusive of the Determination as published in *Government Gazette* No. 421 of the 19th December, 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 15 0	4 12 0
Blacksmith's striker on double fires and other assistant	4 17 0	4 14 0
Man attending small rivet heating, bolt heating, or similar type of fires	4 17 0	4 14 0
Man engaged in the erection of block and tackle gear	4 17 0	4 14 0
Hammer drivers	4 17 0	4 14 0
Forger's assistant	4 17 0	4 14 0
Motor car chassis assembler (other than assembler of engines)	4 17 0	4 14 0
Belt repairers	4 15 0	4 12 0
Overhead oilers	4 15 0	4 12 0
Laggers	4 15 0	4 12 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more	4 15 0	4 12 0
Persons working with hammer 14 lb. weight or over—		
On repair work	5 5 3	5 2 3
On other work	4 17 3	4 14 3
Persons working on ship or steamer under construction or repair	5 4 0	5 1 0
Dresser, Fettler, and Grinder	4 17 0	4 14 0
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over	4 19 0	4 16 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	4 15 0	4 12 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—		
On bending and cutting machines	4 17 0	4 14 0
On bending and cutting machines (assistants)	4 14 0	4 11 0
On steel fabric machines	4 17 0	4 14 0
On steel fabric machines (assistants)	4 12 0	4 9 0
Assemblers (loading hand)	4 17 0	4 14 0
Assemblers (assistants)	4 12 0	4 9 0
All others	4 6 0	4 3 0
(b)		
Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals.		
Press Operator	5 0 0	4 17 0
Die Attendant	5 0 0	4 17 0
Hexagon Straightener	4 18 0	4 15 0
Draw Bench operator	4 14 0	4 11 0
Pickler	4 14 0	4 11 0
Other machine operator	4 14 0	4 11 0
Hand straightener	4 12 0	4 9 0
Pointer	4 11 0	4 8 0
Die striker	4 10 0	4 7 0
All others	4 6 0	4 3 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	53 3	56 5
If of 12 months' or more experience	60 6	64 1

(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 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching 21 years of age	50 6	53 6

SCHEDULE—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 Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	68 9	72 11
7th year's experience	73 0	77 5

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 Hiring.	Hourly 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 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 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.		
	APPRENTICES.	IMPROVERS.	<i>s. d.</i>	<i>£ s. d.</i>		
	<i>s. d.</i>	<i>s. d.</i>				
1st year's experience..	12 3	21 3	1st year	18 6	Die-sinkers by hand	5 19 0
2nd " " ..	17 6	26 9	2nd " " ..	22 3	Engravers by hand	5 8 0
3rd " " ..	27 3	32 0	3rd " " ..	27 3	Engravers, copper plate	5 8 0
4th " " ..	35 3	37 6	4th " " ..	36 6	Steel stamp cutters	5 12 6
5th " " ..	41 3	48 6	5th " " ..	45 3	Pantagraph operators	4 19 0
6th " " ..	59 9	59 3	6th " " ..	54 9	Tool makers	4 15 0
and thereafter the minimum wage					Stencil plate cutters	4 9 0
PROPORTION (IN ANY PLACE).					All others	4 6 0
<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 8s. per week.</p> <p>An indenture of apprenticeship prescribed was approved on 13th March, 1914.</p> <p><i>Improvers.</i></p> <p>One improver to every four workers receiving not less than 10s. 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. 403 of the 29th November, 1940, 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 16 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 1 0	5 7 0	5 7 6	4 18 0	
First-class, with condenser	5 4 0	5 10 0	5 10 6	5 1 0	
Second-class	4 18 0	5 4 0	5 4 6	4 15 0	
Second-class, with condenser	5 1 0	5 7 0	5 7 6	4 18 0	
<i>Suction Gas or Other Internal Combustion Engine.</i>					
Fifty brake horse-power or over	5 1 0	5 7 0	5 7 6	4 18 0	
Under fifty brake horse-power	4 18 0	5 4 0	5 4 6	4 15 0	
<i>Electric Motors.</i>					
Attendants	4 15 0	5 1 0	5 1 6	4 12 0	
B.—LOCOMOTIVE ENGINE DRIVERS.					
If human beings other than train crew are sometimes or always carried	5 13 6	5 19 6	6 0 0	5 10 6	
Others	5 8 6	5 14 6	5 15 0	5 5 6	
If the gauge is less than three feet, 3s. per week less in each case.					
C.—NAVVIERS AND DRAG LINE OR DREDGE TYPE EXCAVATORS.					
Driver	5 19 0	6 5 0	6 5 6	5 16 0	
Second driver	5 7 0	5 13 0	5 13 6	5 4 0	
D.—WINCH DRIVERS.					
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	5 1 0	5 7 0	5 7 6	4 18 0	
Others	4 18 6	5 4 6	5 5 0	4 15 6	
E.—CRANE DRIVERS.					
Lofty cranes—first-class	5 16 0	6 2 0	6 2 6	5 13 0	
Lofty cranes—second-class	5 13 6	5 19 6	6 0 0	5 10 6	
Lofty cranes—third-class	5 11 0	5 17 0	5 17 6	5 8 0	
Canilever cranes	5 13 6	5 19 6	6 0 0	5 10 6	
Cranes in converter sheds	5 8 6	5 14 6	5 15 0	5 5 6	
Cranes transporting molten metal in foundries	5 6 0	5 12 0	5 12 6	5 3 0	
Steam travelling cranes	5 6 0	5 12 0	5 12 6	5 3 0	
Other steam cranes	5 3 6	5 9 6	5 10 0	5 0 6	
Grab cranes	5 6 0	5 12 0	5 12 6	5 3 0	
Electric cranes not elsewhere included—					
Four motions and over	5 1 0	5 7 0	5 7 6	4 18 0	
Overhead traverser with auxiliary hoist					
Traverser with jib hoist					
Two or three motions					
Overhead traverser					
Stationary jib; stationary jib hoist	4 18 6	5 4 6	5 5 0	4 15 6	
Traverser jib					
Hydraulic stationary jib cranes	4 18 0	5 2 0	5 2 6	4 13 0	
Cranes and hoists not elsewhere included	4 12 0	4 18 0	4 18 6	4 9 0	
String cranes—five tons or less	F.—DRIVERS OF TRACTION ENGINES.				
<i>Road.</i>					
Traction engine or road roller (steam)	5 3 6	5 9 6	5 10 0	5 0 6	
Road roller (oil)	5 2 6	5 8 6	5 9 0	4 19 6	
Traction engine (oil—35 h.p. and over)	5 2 6	5 8 6	5 9 0	4 19 6	
Traction engine (oil—under 35 h.p.)	5 1 0	5 7 0	5 7 6	4 18 0	
<i>Rail.</i>					
Electric traction motor	4 16 0	5 2 0	5 2 6	4 13 0	
Internal combustion traction motor	4 16 0	5 2 0	5 2 6	4 13 0	

SCHEDULE—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 13 6	4 19 6	5 0 0	4 10 6
Fireman—first-class	4 18 0	5 4 0	5 4 6	4 15 0
Leading fireman—first-class	5 4 0	5 10 0	5 10 6	5 1 0
Leading fireman—second-class	5 1 0	5 7 0	5 7 6	4 18 0
Locomotive fireman	4 16 0	5 2 0	5 2 6	4 13 0
H.—GREASERS.				
Greasers	4 13 6	4 19 6	5 0 0	4 10 6
Greasers—first-class	4 18 0	5 4 0	5 4 6	4 15 0
Trimmers	4 11 0	4 17 0	4 17 6	4 8 0
Fuelmen	4 11 0	4 17 0	4 17 6	4 8 0
Engine cleaners	4 11 0	4 17 0	4 17 6	4 8 0
Boiler cleaners	4 11 0	4 17 0	4 17 6	4 8 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 4 0	5 10 0	5 10 6	5 1 0
All others	4 6 0	4 12 0	4 12 6	4 3 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 12 9
If 16 and under 18 years of age	2 3 6
If 18 and under 19 years of age	3 3 6
If 19 and under 20 years of age	3 17 0

(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 (24) inclusive of the Determination as published in Government Gazette No. 403 of the 29th November, 1940, shall remain in force.

SCHEDULE—*continued.*

FIBROUS PLASTERERS BOARD.

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

(2)

* Apprentices.				Improvers.							
WAGES.				WAGES.							
	Per week of 44 hours.		Holiday Allowance Payable in Addition.			Per Week of 44 hours.		Holiday Allowance Payable in Addition.			
	A.	B.	A.	B.		A.	B.	A.	B.		
1st year's experience	s. d.	20 0	..	s. d.	0 6	Under 17 years of age	..	s. d.	20 0		
2nd " "	..	30 0	..	..	0 9	17 years of age	..	..	30 0
3rd " "	..	39 9	..	..	1 0	18 " "	..	..	39 9
4th " "	..	50 9	..	..	1 4	19 " "	..	..	50 9
5th " "	..	60 9	..	..	1 7	20 " "	..	..	60 9
and thereafter the minimum wage.											
PROPORTION (by any employer).				PROPORTION (by any employer).							
One apprentice to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.				(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 115s. 8d. per week of 44 hours.							
				(ii) Any other class of work— One improver to every six workers receiving not less than 115s. 8d. per week of 44 hours.							

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

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

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

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

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

OTHER EMPLOYEES.

	WAGES.			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.
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	..	..	..	..	..
	115 8	..	2 11	88 0	..
	..	..	2 2	..	..

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

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

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

SCHEDULE—continued.

FLOCK BOARD.

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

(2)

IMPROVERS.				OTHER EMPLOYEES.				
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.				
Age.	Males.		Females.					
	s.	d.	s.	d.				
Under 16 years..	20	6	18	6				
16 years ..	26	3	20	6				
17 " ..	35	3	24	0				
18 " ..	38	9	28	6				
19 " ..	51	3	34	3				
20 " ..	57	9	39	0				
PROPORTION (IN ANY PLACE).								
<i>Improvers.</i>								
One improver to every worker receiving not less than the minimum wage.								
<p><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.</p>								
				<p>MALES.</p> <p>Woolen pickers 93 0</p> <p>Feeders of—</p> <p> Rag machines 91 0</p> <p> Other machines 91 0</p> <p>Rippers 91 0</p> <p>Person in charge of milling machine 91 0</p> <p>Persons in charge of hardening machine 91 0</p> <p>Persons in charge of tentering machine 91 0</p> <p>Assistant to persons in charge of milling machine 88 6</p> <p>Assistant to person in charge of hardening machine 88 6</p> <p>Assistant to person in charge of tentering machine 88 6</p> <p>Cotton pickers 86 0</p> <p>All others 86 0</p> <p>Leading hands, if in charge of four or more workers 5s. a week extra</p> <p style="text-align: center;">FEMALES.</p> <p>Feeders of rag machines 57 3</p> <p>Feeders of machines other than rag machines 51 0</p> <p>Rippers 48 3</p> <p>Woolen pickers 51 0</p> <p>Cotton pickers 48 3</p> <p>All others 48 3</p> <p>Leading hands, if in charge of four or more workers 5s. a week extra</p>				

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

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

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.				APPRENTICES AND IMPROVERS.				
Weekly Wages.				Proportion (in any place).				
APPRENTICES.				APPRENTICES.				
	Males.		Females.					
	s.	d.	s.	d.				
First year	17	5	17	3	<p>Males.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females.</p> <p>One female apprentice to every female worker receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>Males.</p> <p>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>Females.</p> <p>One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>			
Second year	26	4	26	2				
Third year	35	4	30	0				
Fourth year	52	8	38	11				
Fifth year	69	7	44	5				
And thereafter the minimum wage.								
IMPROVERS.								
	Males.		Females.					
	s.	d.	s.	d.				
Under 16 years of age	15	9	14	6				
16 and under 17	17	5	17	3				
17 and under 18	28	4	26	2				
18 and under 19	35	4	30	0				
19 and under 20	52	8	38	11				
20 and under 21	69	7	44	5				

SCHEDULE—continued.

(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 13 0	5 10 0
	Moulding machinist—		
	(a) who grinds his own cutters	5 13 0	5 10 0
	(b) who does not grind his own cutters	5 4 0	5 1 0
	Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	5 13 0	5 10 0
	Stuffover chair or couch frame maker	5 1 0	4 18 0
	Polishers required to spirit off or acid off	5 13 0	5 10 0
	Other polishers	5 4 0	5 1 0
	Upholsterer	5 8 0	5 5 0
	Wood turner, painter, assembler	5 4 0	5 1 0
	Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 1 0	4 18 0
	Persons setting up or operating copying or automatic lathe	5 1 0	4 18 0
	Persons cramping furniture or chairs	5 1 0	4 18 0
	Persons rubbing down, filling, varnishing, or staining	4 18 0	4 15 0
	Sprayhands, staining or lacquering	5 1 0	4 18 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 1 0	4 18 0
	Persons cramping, or gluing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 1 0	4 18 0
	Timber bender, operator of sander, boring, or any other machine not provided for above	4 15 0	4 12 0
	Stackers, yardmen	4 6 0	4 3 0
	Female employed as upholstress	2 15 0	2 13 6
	Female employed as veneer matcher	2 15 0	2 13 6
	Female employed in designing, making, painting or decorating—		
	(a) furnishing accessories or novelties	2 15 0	2 13 6
	(b) domestic woodware	2 15 0	2 13 6
	(c) walking sticks	2 15 0	2 13 6
	All others	4 6 0	4 3 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 86s., and in the case of females not less than 55s.

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.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.	IMPROVERS.	APPRENTICES.	
s. d.	s. d.	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
First year 17 5	Under 16 years of age 15 9	IMPROVERS.	
Second year 26 4	16 and under 17 .. 17 5	One improver to every six or fraction of six workers receiving not less than the minimum wage.	
Third year 35 4	17 and under 18 .. 26 4	Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	
Fourth year 52 8	18 and under 19 .. 35 4		
Fifth year 69 7	19 and under 20 .. 52 8		
And thereafter the minimum wage.	20 and under 21 .. 69 7		

SCHEDULE—continued.

(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 Boults carver or shaping machine	5 13 0	5 10 0
Moulding machinist—		
(a) who grinds his own cutters	5 13 0	5 10 0
(b) who does not grind his own cutters	5 4 0	5 1 0
Cabinetmaker, woodcarver	5 13 0	5 10 0
Polishers required to spirit off or acid off	5 13 0	5 10 0
Other polishers	5 4 0	5 1 0
Woodturner, painter, assembler	5 4 0	5 1 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 1 0	4 18 0
Persons setting up or operating copying or automatic lathe	5 1 0	4 18 0
Persons cramping furniture	5 1 0	4 18 0
Persons rubbing down, filling, varnishing or staining	4 18 0	4 15 0
Sprayhands staining or lacquering	5 1 0	4 18 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 1 0	4 18 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber	5 1 0	4 18 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 15 0	4 12 0
Persons packing mantelpieces or overmantels	4 11 0	4 8 0
Stackers, yardmen	4 6 0	4 3 0
Females employed as veneer matcher	2 15 0	2 13 6
All others	4 6 0	4 3 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 86s. and in the case of females not less than 55s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 239 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.	
	Males. s. d.	Females. s. d.	Males.
First year	17 5	17 3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year	26 4	26 2	Females.
Third year	35 4	30 0	One female apprentice to every female worker receiving not less than the minimum wage.
Fourth year	52 8	38 11	IMPROVERS.
Fifth year	69 7	44 5	Males.
And thereafter the minimum wage.			One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that 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.
IMPROVERS.		Females.	
	Males. s. d.	Females. s. d.	One female improver to every six or fraction of six female workers receiving not less than the minimum wage. 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.
Under 16 years of age	15 9	14 6	
16 and under 17	17 5	17 3	
17 and under 18	26 4	26 2	
18 and under 19	35 4	30 0	
19 and under 20	52 8	38 11	
20 and under 21	69 7	44 5	

SCHEDULE—continued.

(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.
<i>Males.</i>				
Bedding hands engaged in tufting or quilting, including repairers	4 19 6	4 16 6
All others	4 6 0	4 3 0
<i>Females.</i>				
Females	2 15 0	2 13 6

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 86s., and in the case of females not less than 55s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 241 of the 13th June, 1940, shall remain in force.

FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

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

(2)		APPRENTICES AND IMPROVERS.	
Weekly Wages.		Proportion (in any place).	
APPRENTICES.	IMPROVERS.	APPRENTICES.	
First year .. .. .	.. 17 5	Under 16 years of age	.. 15 9
Second year .. .. .	.. 26 4	16 and under 17	.. 17 5
Third year .. .. .	.. 35 4	17 and under 18	.. 26 4
Fourth year .. .. .	.. 52 8	18 and under 19	.. 35 4
Fifth year .. .. .	.. 69 7	19 and under 20	.. 52 8
And thereafter the minimum wage	20 and under 21	.. 69 7	.. 7
		One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
		IMPROVERS.	
		One improver to every six or fraction of six workers receiving not less than the minimum wage.	
		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.	
		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.	

(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 13 0	5 10 0
Moulding machinist—
(a) who grinds his own cutters	5 13 0	5 10 0
(b) who does not grind his own cutters	5 4 0	5 1 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or morticer	5 1 0	4 18 0
Operator of sander, boring, or any other machine not otherwise specified	4 15 0	4 12 0
Wireweaver	4 19 6	4 16 6
Stretcher-up, tacker-on, splitter-up, or varnisher	4 18 0	4 15 0
Spray hands	5 1 0	4 18 0
All others	4 6 0	4 3 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 86s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (In any place).	
APPRENTICES.				APPRENTICES.	
	<i>Males.</i>		<i>Females.</i>		<i>Males.</i>
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
First year	17	5	17	3	<i>Females.</i>
Second year	26	4	26	2	One female apprentice to every female worker receiving not less than the minimum wage.
Third year	35	4	30	0	
Fourth year	52	8	38	11	
Fifth year	69	7	44	5	
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	<i>Males.</i>		<i>Females.</i>		<i>Males.</i>
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	One male improver to every six or fraction of six male workers receiving not less than the minimum wage.
Under 16 years of age	15	9	14	6	Provided 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	5	17	3	<i>Females.</i>
17 and under 18	26	4	26	2	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
18 and under 19	35	4	30	0	
19 and under 20	52	8	38	11	
20 and under 21	69	7	44	5	

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>Males.</i>		
Carpet planner	5 13 0	5 10 0
Cutter of loose covers or curtains or drapes	5 6 0	5 2 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	5 1 0	4 18 0
All others	4 6 0	4 3 0
<i>Females.</i>		
Females	2 15 0	2 13 6

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 86s., and in the case of females not less than 55s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.		Males.	
	<i>s. d.</i>	<i>s. d.</i>			
First year	17 5	17 3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		
Second year	26 4	26 2			
Third year	35 4	30 0			
Fourth year	52 8	38 11			
Fifth year	69 7	44 5			
And thereafter the minimum wage.					
IMPROVERS				IMPROVERS.	
	Males.	Females.		Males.	
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	15 9	14 6	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.		
16 and under 17	17 5	17 3			
17 and under 18	26 4	26 2			
18 and under 19	35 4	30 0			
19 and under 20	52 8	38 11			
20 and under 21	69 7	44 5	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>£ s. d.</i>	<i>£ s. d.</i>
<i>Males.</i>		
Compo workers	4 15 0	4 12 0
Fitters up	4 15 0	4 12 0
Gilders or bronzers	4 18 0	4 15 0
Mount cutters	4 18 0	4 15 0
Mounters	4 15 0	4 12 0
Joiners	4 18 0	4 15 0
Persons working at—		
Band or jig saws	5 1 0	4 18 0
Other saws	4 18 0	4 15 0
Moulding machines	5 1 0	4 18 0
Shaping machines	5 7 0	5 4 0
Stainers who mix and apply stain and finish any kind of wood or compo	4 18 0	4 15 0
Wood turners	5 4 0	5 1 0
All others	4 6 0	4 3 0
<i>Females.</i>		
Females	2 15 0	2 13 6

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

All piece workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 86s. and in the case of females not less than 55s.

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

SCHEDULE—continued.
GAS WORKS BOARD.

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

(b)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities Ballarat and Bendigo and the Borough of Castlemaine.
Patching and scouring retorts and cleaning flues—man continuously employed as such..	£ 5 7 0	£ 5 4 0
Stoker in charge of gas or steam engine, or other works plant	5 7 0	5 4 0
Stoker, vertical retort	5 4 0	5 1 0
Stoking machine driver	5 4 0	5 1 0
Stoker, horizontal retort (machine)	5 2 0	4 19 0
Stoker, hand charging	5 0 0	4 17 0
Retort (vertical) operator	5 4 0	5 1 0
Operator vertical retort	5 4 0	5 1 0
Fireman retort house	5 4 0	5 1 0
Machine and stage man	5 2 0	4 19 0
Hydraulic and tar main attendant	5 1 0	4 18 0
Auger and pipe jumper	5 0 0	4 17 0
Coke and coal conveyor attendant (day worker)	4 15 0	4 12 0
Greaser and oiler (in retort house)	4 13 0	4 10 0
Elevator and coal crusher attendant	4 12 0	4 9 0
Coke and coal conveyor attendant (shift worker)	4 12 0	4 9 0
Oxide breaker—man attending and operating	4 12 0	4 9 0
Purifier—man opening up, or emptying, or filling	4 12 0	4 9 0
All others	4 6 0	4 3 0

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

(b) Other Employees.	Wages per Week of 44 Hours.
	£ s. d.
Stokers	4 13 0
All others	4 3 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.																																																										
<table border="1"> <thead> <tr> <th>Males.</th> <th>s. d.</th> <th>Females.</th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>17 9</td> <td>1st six months' experience</td> <td>14 3</td> </tr> <tr> <td>2nd "</td> <td>25 0</td> <td>2nd "</td> <td>17 9</td> </tr> <tr> <td>3rd "</td> <td>34 9</td> <td>3rd "</td> <td>21 3</td> </tr> <tr> <td>4th "</td> <td>46 6</td> <td>4th "</td> <td>24 6</td> </tr> <tr> <td>5th "</td> <td>59 6</td> <td>5th "</td> <td>28 0</td> </tr> <tr> <td>6th "</td> <td>68 9</td> <td>6th "</td> <td>31 6</td> </tr> <tr> <td>7th "</td> <td>73 3</td> <td>7th "</td> <td>35 0</td> </tr> <tr> <td></td> <td></td> <td>8th "</td> <td>39 6</td> </tr> </tbody> </table> <p>and thereafter the minimum wage.</p> <p>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.</p> <p>PROPORTION.</p> <p>(a) <i>Abrasive Paper or Cloth.</i></p> <p>One improver to each person of the same sex receiving not less than the minimum wage.</p> <p>(b) <i>Abrasive Articles (other than Abrasive Paper or Cloth).</i></p> <p>Two improvers to the first adult employed, and thereafter one improver to each adult.</p>	Males.	s. d.	Females.	s. d.	1st year's experience	17 9	1st six months' experience	14 3	2nd "	25 0	2nd "	17 9	3rd "	34 9	3rd "	21 3	4th "	46 6	4th "	24 6	5th "	59 6	5th "	28 0	6th "	68 9	6th "	31 6	7th "	73 3	7th "	35 0			8th "	39 6	<table border="1"> <thead> <tr> <th colspan="2"><i>Abrasive Paper or Cloth.</i></th> </tr> <tr> <th>Males.</th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>Machine operators</td> <td>92 0</td> </tr> <tr> <td>All others</td> <td>86 0</td> </tr> <tr> <th colspan="2"><i>Females.</i></th> </tr> <tr> <td>All adults</td> <td>46 9</td> </tr> <tr> <th colspan="2"><i>Abrasive Articles (other than Abrasive Paper or Cloth).</i></th> </tr> <tr> <td>Head Burners</td> <td>96 0</td> </tr> <tr> <td>Other burners</td> <td>92 0</td> </tr> <tr> <td>Surfacers of Abrasive Articles</td> <td>89 0</td> </tr> <tr> <td>All others</td> <td>86 0</td> </tr> </tbody> </table>	<i>Abrasive Paper or Cloth.</i>		Males.	s. d.	Machine operators	92 0	All others	86 0	<i>Females.</i>		All adults	46 9	<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>		Head Burners	96 0	Other burners	92 0	Surfacers of Abrasive Articles	89 0	All others	86 0
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Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 162 of the 9th May 1940, shall remain in force.

SCHEDULE—continued.
GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s.	d.			s.	d.	
1st year's experience	17 9	1st six months' experience	..	..	14 3
2nd "	25 3	2nd "	..	..	17 9
3rd "	34 6	3rd "	..	..	21 3
4th "	46 6	4th "	..	..	24 6
5th "	59 6	5th "	..	..	28 0
6th "	68 9	6th "	..	..	31 6
7th "	73 3	7th "	..	..	34 9
				8th "	..	..	39 6
				9th "	..	..	42 9
				10th "	..	..	46 3

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Males.		Females.	
	s.	d.			s.	d.	
Under 17 years of age	18 9	Oven hands	..	..	90 0
17 years of age	28 6	Machine attendants	..	..	90 0
18 "	38 0	All others	..	..	86 0
19 "	51 6				
20 "	62 9				

Proportion (in any place).

One improver to every three adult employees.

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

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

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Males.		Females.	
	s.	d.			s.	d.	
1st year's experience	17	9	1st six months' experience	14	3		
2nd "	25	0	2nd "	17	9		
3rd "	34	9	3rd "	21	3		
4th "	46	6	4th "	24	6		
5th "	59	6	5th "	28	0		
6th "	68	9	6th "	31	6		
7th "	73	3	7th "	35	0		
			8th "	39	6		

and thereafter the minimum wage.

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

PROPORTION.

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

		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Shepparton Districts.		Other Parts of Victoria where this Determination Applies.	
		s.	d.	s.	d.
Operators of blue-printing machines—					
Males	..	89	0	86	0
Females	..	50	3	50	3
All other persons—					
Males	..	86	0	83	0
Females	..	46	9	46	9

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

SCHEDULE—continued.

GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.								
Males.		Females.										
	s.	d.		s.	d.							
1st year's experience	..	17	3	1st six months' experience	14	3	Males	..	..	..	86	0
2nd " "	..	24	3	2nd " "	17	9	Females	..	..	..	46	9
3rd " "	..	33	6	3rd " "	21	3						
4th " "	..	45	6	4th " "	24	6						
5th " "	..	57	9	5th " "	28	0						
6th " "	..	66	6	6th " "	31	6						
7th " "	..	70	9	7th " "	34	9						
				8th " "	39	6						

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.								
Males.		Females.										
	s.	d.		s.	d.							
1st year's experience	..	17	9	1st six months' experience	..	14	3					
2nd " "	..	25	0	2nd " "	..	17	9					
3rd " "	..	34	9	3rd " "	..	21	3					
4th " "	..	46	6	4th " "	..	24	6					
5th " "	..	59	6	5th " "	..	28	0					
6th " "	..	68	9	6th " "	..	31	6	Males	..	..	86	0
7th " "	..	73	3	7th " "	..	35	0	Females	..	..	46	9
				8th " "	..	39	6					

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

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

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.						
	s.	d.								
Under 16 years of age	19	3	Foreman in charge	..	..	..	112	0
16 years of age and under 17 years	28	3	All others	..	..	..	97	0
17 " " " 18 " "	49	6						
18 " " " 19 " "	62	9						
19 " " " 21 " "	75	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.

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.				
Males.		Females.						
	s.	d.		s.	d.		s.	d.
1st year's experience	17	0	1st six months' experience	14	3	Grinding mill attendant	90	0
2nd "	25	0	2nd "	17	9	Person engaged in testing and/or checking formulæ ..	96	0
3rd "	34	9	3rd "	21	3	Person in charge of mixing ingredients and making		
4th "	46	6	4th "	24	6	chalks from given formulæ	91	0
5th "	59	6	5th "	28	0	Persons not otherwise provided for—		
6th "	68	9	6th "	31	6	Males	86	0
7th "	73	3	7th "	35	0	Females	46	9
			8th "	39	6			

and thereafter the minimum wage.

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

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 164 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(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.				
	s.	d.		s.	d.		s.	d.
Under 17 years of age	18	0	All adults	86	0			
17 years of age	28	6						
18 " "	38	0						
19 " "	51	6						
20 " "	62	9						

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.						
	s.	d.		s.	d.		s.	d.
1st year's experience	17	6	1st six months' experience	14	6	Males	88	0
2nd "	25	0	2nd "	17	6			
3rd "	34	9	3rd "	21	0			
4th "	46	9	4th "	24	6			
5th "	59	6	5th "	28	0	Females	46	9
6th "	68	9	6th "	31	6			
7th "	73	0	7th "	35	0			
			8th "	39	6			
			9th "	43	0			
			10th "	46	6			

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.

(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.</i>	<i>d.</i>			
Under 17 years of age	22	6	—	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.
17 years of age	28	6			
18 " "	38	0			
19 " "	51	6			
20 " "	62	9			
PROPORTION (in any place). One improver to each adult employee.				£ <i>s.</i> <i>d.</i>	£ <i>s.</i> <i>d.</i>
				Foreman in charge	4 18 0
				Scutcher (hand)	4 12 0
				Scutcher (machine)	4 9 0
				All others	4 6 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.

(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.			
	<i>Males.</i>	<i>s.</i>	<i>d.</i>		<i>Males.</i>	<i>s.</i>	<i>d.</i>
1st year's experience	17	9	1st six months' experience ..	14	6	108	0
2nd " "	25	0	2nd " "	17	9	86	0
3rd " "	38	6	3rd " "	21	0		
4th " "	62	9	4th " "	24	6		
5th " "	78	6	5th " "	27	9		
and until 21 years of age ..	78	6	6th " "	31	9		
			7th " "	35	0		
			8th " "	39	6		
			9th " "	42	9		
			10th " "	46	0		
and thereafter the rate prescribed for adults.				<i>Females.</i>			
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.				Welding gold-leaf	57	9	
PROPORTION (IN ANY PLACE).				Cutting and/or booking gold-leaf	53	3	
<i>Males.</i>				All Others	46	9	
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.							
<i>Females.</i>							
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.

SCHEDULE—*continued.*

GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.				
<i>Males.</i>				<i>Females.</i>				
	<i>s.</i>	<i>d.</i>				<i>s.</i>	<i>d.</i>	
1st year's experience ..	17	9	1st six month's experience ..	14	3	Printing-ink grinder and/or mixer ..	90	0
2nd " " ..	25	0	2nd " " " ..	17	9	All others ..	86	0
3rd " " ..	34	9	3rd " " " ..	21	3			
4th " " ..	46	6	4th " " " ..	24	6			
5th " " ..	59	6	5th " " " ..	28	0			
6th " " ..	68	9	6th " " " ..	31	6	<i>Females.</i>		
7th " " ..	73	3	7th " " " ..	35	0	All persons ..	46	9
			8th " " " ..	39	6			

and thereafter the minimum wage.

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

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

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

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

GENERAL BOARD.

(LAMP SHADE SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYERS.				
<i>Males.</i>				<i>Females.</i>				
	<i>s.</i>	<i>d.</i>				<i>s.</i>	<i>d.</i>	
1st year's experience ..	17	3	1st six months' experience ..	14	3	Persons engaged in cutting out material		
2nd " " ..	24	3	2nd " " " ..	17	9	for parts of lampshades ..	88	0
3rd " " ..	33	6	3rd " " " ..	21	3	All others ..	86	0
4th " " ..	45	6	4th " " " ..	24	6			
5th " " ..	57	9	5th " " " ..	28	0	<i>Females.</i>		
6th " " ..	66	6	6th " " " ..	31	6	Persons engaged in sketching, painting		
7th " " ..	70	9	7th " " " ..	34	9	or decorating by freehand or stencils ..	54	9
			8th " " " ..	39	6	Persons engaged in assembling and at-		
						taching parts of lampshades (including		
						trimming and sewing) ..	48	0
						All others ..	46	9

And thereafter the minimum wage.

PROPORTION.

Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.

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

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

SCHEDULE—continued.

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	59 9	64 0	(i) Persons employed in a shot tower at any of the following work:—					
19 years of age	71 9	76 9				(a) Mixing metal } 88 0		
20 years of age .. .. .									(b) Melting metal .. .. . } (c) Feeding molten metal through a sieve } (ii) All other persons .. .. . } 86 0
PROPORTION (IN ANY PLACE). One improver to every twenty adults or fraction thereof.								

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

Clauses (3) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 179 of the 10th May, 1940, shall remain in force.

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	17 9	1st six months' experience	14 3	Males	86 0
2nd " " " "	25 0	2nd " " " "	17 9		
3rd " " " "	34 9	3rd " " " "	21 3		
4th " " " "	46 6	4th " " " "	24 6		
5th " " " "	59 6	5th " " " "	28 0		
6th " " " "	68 9	6th " " " "	31 6		
7th " " " "	73 3	7th " " " "	35 0		
		8th " " " "	39 6		
		9th " " " "	42 9		
		10th " " " "	46 3		
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.					
				Females.	
				1. Persons engaged in combining sheets of mica by means of adhesives } 50 3	
				2. All others } 48 0	

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.

SCHEDULE—*continued.*
GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<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	17 9	1st six months' experience ..	14 6	All adults .. .. .	..	..	90 0
2nd " "	25 0	2nd " "	17 9				
3rd " "	34 9	3rd " "	21 0				
4th " "	46 6	4th " "	24 6				
5th " "	59 6	5th " "	27 9				
6th " "	68 6	6th " "	31 9				
7th " "	73 3	7th " "	35 0				
and until 21 years of age	73 3	8th " "	39 6				
		9th " "	42 9				
		10th " "	46 3				
		until 21 years of age	46 3				

Females.

(a) Designer of patterns to be used for producing articles of wearing apparel .. 118 6

(b) Assistant to (a) above .. 81 3

(c) Designers of patterns used for the production of transfers as applied to fabrics 81 3

(d) Assistants to (c) above .. 65 3

(e) Operator of perforating machine 60 0

(f) Any other adult 48 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.

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.			
<i>Males.</i>		<i>Females.</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				
2nd " "	25 0	2nd " "	17 9				
3rd " "	34 9	3rd " "	21 0				
4th " "	46 6	4th " "	24 6				
5th " "	59 6	5th " "	27 9				
6th " "	68 6	6th " "	31 9				
7th " "	73 3	7th " "	35 0				
		8th " "	39 6				

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

SCHEDULE—continued.

GENERAL BOARD.

(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.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	18 9	Persons engaged in making or preparing moulds	..	..	96 0
17 years of age	..	..	28 6	Persons engaged in coloring or decorating models—			
18 " "	..	..	38 0	(a) by hand	..	..	119 0
19 " "	..	..	51 6	(b) by spray, or otherwise than by hand	..	..	98 0
20 " "	..	..	62 9	Persons engaged in assembling or finning models			
				when taken from moulds	..	..	91 0
				All others	..	..	86 0
<i>Proportion (in any place).</i>							
One improver to every three adult employees.							

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

GENERAL BOARD.

(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.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	18 9	Males	..	..	90 0
17 years of age	..	..	28 6	Females	..	..	51 0
18 " "	..	..	38 0				
19 " "	..	..	51 6				
20 " "	..	..	62 9				
<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.

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	..	..	18 9	All adults	..	..	90 0
17 years of age	..	..	28 6				
18 " "	..	..	38 0				
19 " "	..	..	51 6				
20 " "	..	..	62 9				
<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.

SCHEDULE—continued.

GENERAL BOARD.

(TOYS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience ..	17 9	1st six months' experience ..	14 6	Designers ..	106 0
2nd " " ..	25 0	2nd " " ..	17 9	Cutters-out ..	93 6
3rd " " ..	34 9	3rd " " ..	21 0	Fillers and/or stuffers ..	90 0
4th " " ..	46 6	4th " " ..	24 6	All others ..	86 0
5th " " ..	59 6	5th " " ..	27 9		
6th " " ..	68 6	6th " " ..	31 9	<i>Females.</i>	
7th " " ..	73 3	7th " " ..	35 0	Designers ..	69 0
		8th " " ..	39 6	Cutters-out ..	51 0
		9th " " ..	42 9	Machinists ..	51 0
		10th " " ..	46 0	Fillers and/or stuffers ..	49 0
				All others ..	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.

(a) Where no adult male is employed—one male improver.
(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

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.

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.	
	s. d.		s. d.		s. d.
Under 17 years of age ..	31 3	Under 17 years of age ..	30 9	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	90 0
17 years of age ..	37 9	17 years of age ..	33 6	Man engaged in cleaning vinegar generator ..	*86 0
18 " " ..	49 9	18 " " ..	37 3	*Together with an additional 7s. 6d. for each generator cleaned.	
19 " " ..	62 6	19 " " ..	41 6	All others ..	86 0
20 " " ..	68 6	20 " " ..	43 9		

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

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

Females.

All adults .. 46 0

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

GLASSWORKERS BOARD.

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

(2) FLINT GLASS SECTION.

APPRENTICES.				IMPROVERS.		
				Improvers other than Flint Improver Blowers.		Flint Improver Blower.
				Wages per Week.		Wages per Day of 8 Hours.
				s. d.		s. d.
1st year's experience	..	..	..	44	0	
2nd "	"	"	"	49	6	
3rd "	"	"	"	56	9	
4th "	"	"	"	63	3	
5th "	"	"	"	68	0	
and thereafter the minimum adult wage or piecework price.				1st year's experience	..	..
				2nd "	"	..
				3rd "	"	..
				4th year's experience and until reaching the age of 21 years	..	..
						40 0
						53 3
						61 3
						72 0
						20 2

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.								
				s. d.								
Under 16 years of age	24	0	Under 15 years of age	..	..	..	21	3	
16 years, but under 17 years of age	26	9	15 years, but under 16 years of age	..	..	..	23	0	
17 "	"	"	18 "	34	9	16 "	"	"	17 "	29	9	
18 "	"	"	19 "	48	0	17 "	"	"	18 "	32	6	
19 "	"	"	20 "	56	0	18 "	"	"	19 "	35	3	
20 "	"	"	21 "	64	0	19 "	"	"	20 "	41	0	
								20 "	"	"	47	0

and thereafter the minimum adult wage or piecework price.

and thereafter the minimum wage payable to adult females.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.

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.

(3) WAGES FOR ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Per Week.
	£ s. d.
Furnaceman	4 18 0
Persons employed on sandblasting and acid work	4 16 0
Storeman	4 15 0
Packers in straw in headed-up packing	4 14 0
Lehrman	4 12 6
Batchmixers	4 12 6
Sorter	4 11 6
Packers of opal-ware in cartons	4 11 6
All other male adults	4 9 0
Female adults	2 10 3

Note.—Sorters employed on afternoon or night-work shall receive 5 per cent. in addition to their ordinary rate.

SKILLED GLASSWORKERS (ADULTS).

When an adult skilled glassworker is employed on time rate, he shall receive the following rates per day of 8 hours:—

Classification.	Size of Article to be Blown.	Per Day.
		s. d.
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	25 8
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	28 8
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	33 8

GLASS BOTTLE SECTION.

(1) JUNIOR MALES—WAGES PER WEEK.

(a) Employed around the feeders.	
(b) Employed in the manufacturing section, but not employed in the yard.	
	s. d.
15 years of age	22 6
16 "	37 0
17 "	40 9
18 "	49 6
19 "	53 0
20 "	56 9
and thereafter the minimum wage or piecework price.	

OTHER JUNIOR MALES—WAGES PER WEEK.

Under 16 years of age	..	..	..	17	6
Over 16, but under 17 years of age	..	..	..	22	6
Over 17, but under 18 years of age	..	..	..	30	0
Over 18, but under 19 years of age	..	..	..	37	6
Over 19, but under 20 years of age	..	..	..	45	0
Over 20, but under 21 years of age	..	..	..	55	0
and thereafter the minimum wage or piecework price.					

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

GLASSWORKERS BOARD—(continued).

(2)	ADULTS (other than skilled Glassworkers).	Wages per Week.	
		£	s. d.
Furnacemen		4	18 0
Salt Cake Burners		4	18 0
Lehrmen		4	12 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground		4	12 6
Salt Cake Burners' Assistants		4	12 6
Packers packing in bags or straw		4	11 6
Sorters		4	11 6
Lister truck hands and assistants		4	10 6
All others		4	9 0

NOTES.

1. Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.
2. Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.
3. Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day
4. Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses (4) to (23) inclusive in the Flint Glass Section and Clauses (3) to (45) inclusive in the Glass Bottle Section and the Schedule of Piecework prices of the Determination as published in *Government Gazette* No. 143 of the 4th May, 1940, shall remain in force.

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		92 0
Men working raw material cutting machine		93 0
Men washing raw material and preparing limes and working a trotter plant		92 0
Men working at lime pits		94 0
Men in charge of and actually operating dollies		94 0
Men assisting in dolly shed		92 0
Men in charge of and actually working at boiling pans		94 0
Men assisting in boiling shed		92 0
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers		94 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		92 0
Men operating glue and gelatine cutters		93 0
Assistants (male) to men operating glue and gelatine cutters		92 0
Men working at drying tunnels		92 0
Men engaged in grinding glue and gelatine		93 0
Men engaged treating frames		92 0
Glue and gelatine blenders, and store hands		92 0
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones		94 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		92 0
Men working on vegetable glue dryers and grinders		93 0
Men in charge of and actually working at vegetable and prepared glue vats		94 0
Assistants (male) to men in charge of and actually working at vegetable and prepared glue vats and store hands		92 0
Men operating residue dryers		94 0
Men crushing and bagging dried residues		93 0
Men receiving and passing on bones		94 0
Men operating degreasing plant		94 0
Men assisting at degreasing plant and bone polishing		93 0
Men engaged in washing and neutralizing vats		92 0
Men engaged in crushing bone residues		93 0
Men in charge of and actually operating pearl plant		93 0
Assistants (male) to men in charge of and actually operating pearl plant		92 0
Men not elsewhere included		86 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 0
16 to 17 years of age		32 6
17 to 18 years of age		41 0
18 to 19 years of age		48 6
19 to 20 years of age		57 6
20 to 21 years of age		65 0

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

SCHEDULE—continued.

HAM AND BACON CURERS BOARD.

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

(2)		IMPROVERS.	
		Wages.	
		s. d.	
First six months' experience	.. .. .	15	6
Second six months' experience	.. .. .	20	6
Second year's experience	.. .. .	31	0
Third year's experience	.. .. .	42	0
Fourth year's experience	.. .. .	61	0
Fifth year's experience and until reaching the age of 21 years	.. .. .	74	6
<i>Proportion (in any place)—</i>			
The number of improvers employed in any one ham and bacon establishment shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in a factory shall be treated as an adult for the purpose of this Clause.			
(3)		OTHER EMPLOYEES.	
		Wages.	
		£ s. d.	
<i>(a) Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments	.. .. .	5	12 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department	.. .. .	5	4 6
First assistant in the curing department	.. .. .	5	4 6
Other assistants in the curing department	.. .. .	4	19 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	.. .. .	4	17 6
Yardmen { For 48 hours per week	.. .. .	5	1 0
{ For 44 hours per week	.. .. .	4	15 0
All others	.. .. .	4	14 6
<i>(b) Small Goods Section—</i>			
Men employed principally on mixing machines	.. .. .	5	10 0
Filler-men	.. .. .	5	3 0
Small goods makers, small goods sellers, from cart who collect cash, boners, salters, scalders and cookers	.. .. .	5	2 0
Packing room hands	.. .. .	4	16 0
Linkers and table hands	.. .. .	4	16 0
Yardmen { For 48 hours per week	.. .. .	5	1 0
{ For 44 hours per week	.. .. .	4	15 0
All others	.. .. .	4	12 0

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

HOTEL AND RESTAURANT BOARD.

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:—

(2)		HOTELS.			
		APPRENTICES AND IMPROVERS.			
		Wages (see below for Deductions where Board or Lodging is Provided).			
		Within a radius of 2½ 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.
PROPORTION (IN ANY PLACE).					
MALES OR FEMALES.					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					
<i>Improvers.</i>					
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.					
Improvers employed in the bar—					
18 years of age or under	.. .. .	54	0	54	0
19 years of age	.. .. .	58	6	58	6
20 years of age	.. .. .	69	6	69	6
Apprentices and all other Improvers—					
16 years of age or under	.. .. .	35	6	57	3
17 years of age	.. .. .	43	0	37	6
18 years of age	.. .. .	48	6	42	3
19 years of age	.. .. .	51	9	49	0
20 years of age	.. .. .	66	3	58	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	12	3
Board of three meals on each day other than the employee's weekly day off	.. .. .	11	6	11	6
Lodging	.. .. .	4	9	4	9

SCHEDULE—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.
	s. d.	s. d.	s. d.	s. d.
Barman	97 6	..	94 6	..
Cellarman	108 6	..	105 6	..
Assistant Cellarman	97 6	..	94 6	..
Steward	97 6	..	94 6	..
Barmaids .. .. .	..	71 9	..	68 9
First cook where number of persons employed in kitchen is—				
Eight or more	134 6	97 9	131 6	94 9
Five, six, or seven	117 0	77 9	114 0	74 9
Three or four	111 0	70 9	108 0	67 9
Other first cooks, or cook employed alone	105 0	69 9	102 0	66 9
Second cook where number of persons employed in kitchen is—				
Eight or more	117 0	77 9	114 0	74 9
Five, six, or seven	105 0	69 9	102 0	66 9
Other second cooks	99 0	65 9	96 0	62 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	117 0	77 9	114 0	74 9
Five, six, or seven	105 0	69 9	102 0	66 9
Other night or relieving cooks	99 0	65 9	96 0	62 9
Larder cook	102 0	65 9	99 0	62 9
Pastrycook	105 0	65 9	102 0	62 9
Stove, grill, fish, third or breakfast cook	99 0	61 9	96 0	58 9
Vegetable or assistant cook	97 0	59 9	94 0	56 9
Oysterman	93 0	..	90 0	..
Pantryman or kitchenman	93 0	..	90 0	..
Storeman	95 6	..	92 6	..
Head waiter	98 6	..	95 6	..
Other waiters	93 0	..	90 0	..
Night porter	93 0	..	90 0	..
Day porter	93 0	..	90 0	..
Billiard-room attendant	93 0	..	90 0	..
Commissionaire or messenger	93 0	..	90 0	..
Housekeeper, stewardess, or manageress .. .. .	..	73 3	..	70 3
Laundress .. .. .	..	61 9	..	58 9
Head waitress .. .. .	..	61 9	..	58 9
Other waitresses .. .. .	..	57 9	..	54 9
Pantrymaid or kitchenmaid .. .. .	..	58 9	..	55 9
Housemaid .. .. .	..	58 9	..	55 9
Persons not otherwise provided for	93 0	58 9	90 0	55 9
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 32 6	..	Per week of 20 hours 29 6

CLUBS.

(10)

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 44 HOURS.		PROPORTION (IN ANY PLACE).
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	22 9	22 9	<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	31 6	24 3	
17	35 6	27 9	
18	42 3	30 3	
19	51 3	32 3	
20	66 6	37 6	

SCHEDULE—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	93 6	..	93 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	122 6	80 6	122 6	80 6
Five, six, or seven	106 6	68 6	106 6	68 6
Three or four	97 3	66 0	97 3	66 0
Other first cooks or cook employed alone	93 3	66 0	91 6	66 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	102 6	68 6	102 6	68 6
Five, six, or seven	92 6	60 6	92 6	60 6
Less than five	91 0	58 6	89 6	58 6
Larder cook	91 0	58 6	89 6	58 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	93 0	60 6	92 6	60 6
Stove, grill, third, or breakfast cook	91 0	56 0	89 6	56 0
Vegetable or assistant cook	89 6	56 0	88 6	56 0
Oysterman	92 0	..	90 6	..
Pantryman or kitchenman	89 0	..	87 6	..
Storeman	89 0	..	89 0	..
Head waiter	91 0	..	91 0	..
Other waiters	89 0	..	87 6	..
Night porter	89 0	..	87 6	..
Day porter	89 0	..	87 6	..
Billiard-room attendant	89 0	..	87 6	..
Commissionaire or messenger	89 0	..	87 6	..
Housekeeper, Stewardess, or Manageress .. .. .	..	66 0	..	66 0
Laundress .. .. .	..	54 0	..	54 6
Head waitress or Supervisor .. .. .	..	54 6	..	54 6
Other waitresses .. .. .	..	52 0	..	52 0
Pantrymaid or kitchenmaid .. .. .	..	52 0	..	52 0
Counterhand .. .. .	..	52 0	..	52 0
Housemaid .. .. .	..	52 0	..	52 0
Persons not otherwise provided for	89 0	52 0	87 6	52 0
		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.)	..	31 6	..	31 6

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 $\frac{2}{17}$ of the amount herein provided for a weekly deduction.

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

(21)	Wages per week of 44 hours.		PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	22 9	22 3	
16 years of age	31 3	23 9	
17	35 3	26 9	
18	41 6	29 9	
19	51 0	31 9	
20	65 3	37 0	

SCHEDULE—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	119 6	80 0	119 6	80 0
Five, six, or seven	104 0	66 6	104 0	66 6
Three or four	95 9	64 0	95 9	64 0
Other first cooks or cook employed alone	93 6	64 0	91 3	64 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	99 6	66 6	99 6	66 6
Five, six, or seven	89 6	58 9	89 6	58 9
Other second cooks	89 6	56 6	88 0	56 6
Night or relieving cook	89 9	56 6	87 9	56 6
Larder cook	89 9	56 6	87 9	56 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	91 0	57 3	89 3	57 3
Stove, grill, third, or breakfast cook	89 6	54 6	87 9	54 6
Vegetable or assistant cook	86 6	54 6	85 3	54 6
Oysterman	89 0	..	89 0	..
Pantryman or kitchenman	86 0	..	84 0	..
Storeman	89 9	..	89 9	..
Head waiter	89 9	..	89 9	..
Other waiters	86 0	..	84 0	..
Night porter	86 0	..	84 0	..
Day porter	86 0	..	84 0	..
Billiard-room attendant	86 0	..	84 0	..
Commissionaire or messenger	86 0	..	84 0	..
Housekeeper or stewardess .. .. .	..	64 0	..	64 0
Laundress .. .. .	..	53 0	..	53 0
Head waitress or supervisor .. .. .	..	53 0	..	53 0
Other waitresses .. .. .	..	51 0	..	51 0
Pantrymaid or kitchenmaid .. .. .	..	51 0	..	51 0
Counterhand .. .. .	..	51 0	..	51 0
Housemaid .. .. .	..	51 0	..	51 0
Persons not otherwise provided for	86 0	51 0	84 0	51 0
		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.) .. .. .	..	31 6	..	31 6

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.	
	Wages per Week of 44 Hours. £ s. d.		DAY SHIFT. Wages per Week of 44 Hours. £ s. d.
17 to 19 years of age	3 2 9	Roller	7 8 3
19 to 21 years of age	3 15 6	Furnaceman	7 0 6
		Rougher	6 15 6
		Catcher (three high roughing Rolls)	6 15 6
		Catcher who is responsible for adjusting guards	5 3 0
		Other Catchers	5 0 0
		Annealer or Heat Treatment Hand	5 11 0
		Roller's Assistant	5 9 0
		Charger	5 1 0
		Shearsman of scrap (Crocodile Shears)	5 1 0
		Yard Shearsman	5 1 0
		Billet Shearsman	5 1 0
		Scrap Bar Shearsman	4 15 0
		Other Shearsmen	4 12 6
		Setter Up	4 17 11
		Carrier Up (large mill)	4 15 0
		Carrier Up (small mill)	4 9 8
		Underhand who also assists to feed furnace	4 15 0
		Hookman	4 15 0
		Middleman	4 15 0
		Straightener	4 15 0
		Straightener's Assistant	4 12 6
		Chipper	4 15 0
		Assistant Furnaceman	4 15 0
		Plate Hand	4 12 6
		Underhand	4 12 6
		Furnaceman at electric furnace	5 13 0
		Pitman at electric furnace	5 4 0
		Ladleman at electric furnace	5 4 0
		Assistant at electric furnace	4 9 8
		Assistant to Shearsman	4 10 0
		All others	4 6 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.

SCHEDULE—continued.

IRONMOULDERS BOARD.

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

(2)

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.	
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.	£ s. d.	£ s. d.
Per Week of 44 hours.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
<i>s. d.</i>	Bank pipe moulders—		
1st year 15 0	5 and 6 inch, headmen 5 11 0	5 11 0	5 11 0
2nd year 21 6	5 and 6 inch, footmen 5 0 0	5 0 0	5 0 0
3rd year 38 6	4 inch and under, headmen 5 4 0	5 4 0	5 4 0
4th year 62 6	4 inch and under, footmen 4 16 0	4 16 0	4 16 0
5th year 78 3	Vertical pipe moulders—		
	Rammers, coremakers, corers, or casters 4 14 0	4 14 0	4 14 0
	Dressers of pipes, including dressers on emery wheels 4 14 0	4 14 0	4 14 0
	Furnacemen 4 18 0	4 18 0	4 18 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) 4 13 0	4 13 0	4 13 0
PROPORTIONS (IN ANY PLACE).	<i>Persons Employed in making Pipes by machinery.</i>		
<i>Apprentices.</i>	Coremakers—		
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.	5 and 6 inch, faucet 5 11 0	5 11 0	5 11 0
	5 and 6 inch, spigot 5 0 0	5 0 0	5 0 0
	4 inch and under, faucet 5 4 0	5 4 0	5 4 0
	4 inch and under, spigot 4 16 0	4 16 0	4 16 0
An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911.	Finishers and Casters—		
	5 and 6 inch 5 11 0	5 11 0	5 11 0
	4 inch and under 5 4 0	5 4 0	5 4 0
<i>Improvers.</i>	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>		
One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.	Jobbing moulders or coremakers 5 16 0	5 13 0	5 3 0
	Agricultural stove dairying implement moulders or core makers 5 6 0	5 3 0	5 3 0
	Machine or plate moulders or coremakers—		
	1st six months 4 15 0	4 12 0	4 12 0
	2nd six months 4 18 0	4 15 0	4 15 0
	3rd six months 5 1 0	4 18 0	4 18 0
	After two years 5 6 0	5 3 0	5 3 0
	Irondressers using pneumatic hammer 5 0 0	5 0 0	5 0 0
	Irondressers (including dressers on emery wheels) 4 14 0	4 14 0	4 14 0
	Furnacemen 4 18 0	4 18 0	4 18 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) 4 13 0	4 13 0	4 13 0
	Annealers of malleable iron castings 4 10 0	4 10 0	4 10 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin 4 18 0	4 18 0	4 18 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin 4 14 0	4 14 0	4 14 0
	<i>Steel Moulding.</i>		
	Steeldressers using pneumatic hammer 5 2 0	5 2 0	5 2 0
	Dressers (including dressers on emery wheels) 4 16 0	4 16 0	4 16 0
	Crucible furnacemen 5 12 0	5 12 0	5 12 0
	Assistant crucible furnacemen 4 16 0	4 16 0	4 16 0
	Converter furnacemen (i.e., persons in charge of a converter) 5 4 0	5 4 0	5 4 0
	Assistant converter furnacemen (i.e., persons in charge of a cupola) 4 16 0	4 16 0	4 16 0
	Electric furnacemen 5 12 0	5 12 0	5 12 0
	Assistant electric furnacemen 4 16 0	4 16 0	4 16 0
	Annealers 4 10 0	4 10 0	4 10 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin 5 0 0	5 0 0	5 0 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin 4 16 0	4 16 0	4 16 0
	<i>Labourers.</i>		
	Labourers (steel moulding) 4 8 0	4 8 0	4 8 0
	All other labourers 4 6 0	4 6 0	4 6 0

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

SCHEDULE—continued.

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
	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 0	24 0	29 6	34 6	40 6	1st six months	17 6	18 0	19 0	21 0	23 6	25 0
2nd "	20 6	23 0	27 0	33 0	38 0	44 0	2nd "	18 0	19 6	21 0	23 0	26 0	28 6
3rd "	21 6	24 6	30 0	35 6	42 6	..	3rd "	20 6	22 0	24 0	26 6	28 0	..
4th "	24 0	28 0	34 0	40 6	48 6	..	4th "	22 0	24 0	26 0	28 0	30 6	..
5th "	26 6	32 0	36 0	45 0	..	..	5th "	24 0	26 0	28 0	30 6	..	..
6th "	30 0	35 0	42 6	60 6	..	..	6th "	26 0	28 0	30 0	32 6	..	..
7th "	34 0	40 6	50 6	..	..	..	7th "	28 0	30 0	33 0	..	..	..
8th "	39 0	47 0	68 6	..	..	..	8th "	30 0	32 6	42 6	..	..	..
9th "	44 6	55 6	..	..	..	..	9th "	31 6	37 0	..	..	..	..
10th "	52 6	71 6	..	..	..	..	10th "	33 6	43 0	..	..	..	..
11th "	59 6	..	..	..	..	..	11th "	38 6	..	..	..	..	..
12th "	67 0	..	..	..	..	..	12th "	40 6	..	..	..	..	..
7th year ..	75 0	..	..	..	..	..	7th year ..	43 0	..	..	..	..	..

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
	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	20 0	22 0	25 0	30 6	35 6	41 6	1st six months	18 6	19 0	20 0	22 0	24 6	26 0
2nd "	21 6	24 0	28 0	34 0	39 0	65 0	2nd "	19 0	20 6	22 0	24 0	27 0	37 6
3rd "	22 6	25 6	31 0	36 6	43 6	..	3rd "	21 6	23 0	25 0	27 6	29 0	..
4th "	25 0	29 0	35 0	41 6	65 6	..	4th "	23 0	25 0	27 0	29 0	39 6	..
5th "	27 6	33 0	37 0	46 0	..	..	5th "	25 0	27 0	29 0	31 6	..	..
6th "	31 0	36 0	43 6	67 6	..	..	6th "	27 0	29 0	31 0	40 6	..	..
7th "	35 0	41 6	51 6	..	..	..	7th "	29 0	31 0	34 0	..	..	..
8th "	40 0	48 0	69 6	..	..	..	8th "	31 0	33 6	43 6	..	..	..
9th "	45 6	56 6	..	..	..	..	9th "	32 6	38 0	..	..	..	..
10th "	53 6	72 6	..	..	..	..	10th "	34 6	44 0	..	..	..	..
11th "	60 6	..	..	..	..	..	11th "	39 6	..	..	..	..	..
12th "	68 0	..	..	..	..	..	12th "	41 6	..	..	..	..	..
7th year ..	76 0	..	..	..	..	..	7th year ..	44 0	..	..	..	..	..

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.

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.

SCHEDULE—continued.

OTHER EMPLOYERS.

Wages per Week of 44 Hours (Day Shift).

	Hourly Section.	Any Other Section.
<i>Adult Males.</i>		
Mechanics on full-fashioned machines	<i>s. d.</i> 107 0	<i>s. d.</i>
Mechanics on all other machines	102 6	104 6
Operators of single unit full-fashioned machines	107 0	.. .. .
Operators of other full-fashioned machines (loggers and footers)—		
First year's experience	102 0	.. .. .
Thereafter	107 0	.. .. .
Pliers	102 0	.. .. .
Welt turners	92 0	.. .. .
Board and press hands	91 0	93 0
Electric machine cutters	97 0	99 0
Hand cutters	94 6	96 6
Warpers	91 0	93 0
Hand knitters on flat machines	94 6	96 6
Circular machine knitters	91 0	93 0
Millmen, scourers, bleachers, or shrinkers	90 0	92 0
Leading hand employed on dye machines or vats	95 0	97 0
All other dye-house employees operating or attending machines	89 0	91 0
All other machine operators or attendants	89 0	91 0
Warehousemen, oilers, or cleaners	89 0	91 0
Persons not otherwise provided for	85 0	87 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes	51 0	.. .. .
Operators of steam presses (except manual screw press)	50 0	52 0
Electric machine cutters	58 0	60 0
Hand cutters	51 0	53 0
Hand knitters on flat machines	53 0	55 0
Knitters on other machines	50 0	52 0
Linkers	53 0	55 0
Seamers, welters, overlockers, flat lockers, or interlockers	51 0	53 0
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	50 0	52 0
Ironers	50 0	52 0
Clockers	53 0	.. .. .
Examiners, folders, graders, pairers, sorters, or parcellers	49 0	51 0
Menders on full-fashioned hose	53 0	.. .. .
Other menders	50 0	52 0
Persons not otherwise provided for	46 0	48 0

Clauses (3) to (26) 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. 200 of 24th May, 1940, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

	£	s.	d.
Journeymen engaged in the manufacture or repair of machine belting	5	1	0
All Other Journeymen	5	7	0
Journeywomen	2	14	3

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.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>					
16 years of age or under	34	0	Lime Burners or Feeders	..	..	94	0	
17 years of age	39	6	Drawers	..	..	94	0	
18 years of age	48	0	Crusher hands	..	..	89	6	
19 years of age	60	0	Operator of a Mechanical Bagging Machine	..	..	94	0	
20 years of age	84	0	Hydrator Attendant	..	..	103	6	
PROPORTION (within any place).						Lime Screeners	92	6
One apprentice and one improver to every three or fraction of three workers receiving not less than 86s. 6d. per week of 44 hours.						Attendant on an Automatic Feeder	95	0
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.						All others	86	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. 9 of the 8th January, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.			Improvers.			Number (in any Place).
	Males.	Females.		Males.	Females.	APPRENTICES.
	Wages per Week.	Wages per Week.		Wages per Week.	Wages per Week.	
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
1st year	19	0	Under 16 years of age..	20	6	MALE IMPROVERS. One male improver to every two male workers receiving 91s. per week.
2nd "	24	9	16 years of age ..	24	9	
3rd "	31	6	17 " "	32	9	
4th "	38	3	18 " "	45	3	
5th "	45	9	19 " "	55	9	
			20 " "	69	9	FEMALE IMPROVERS. Two female improvers to each female worker receiving 51s. 9d. per week.

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

OTHER EMPLOYEES.

Males.			Females.			Per Week of 44 Hours.	
Employees in Warehouses.						<i>s.</i>	<i>d.</i>
Foreman of any Department in which six or more workers are employed	122	0
Foreman of any Department in which three to five workers are employed	113	0
First Assistant in any Department in which five or more workers are employed	105	0
Drug Department employee engaged in weighing, measuring and wrapping under supervision	95	6
Salesman in any Department under supervision	95	6
All others	91	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	122	0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	113	0
First Assistant where five or more workers are employed	105	0
Assistant engaged in any of the following processes under supervision:—							
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery..	95	6
(b) Granulating		
(c) Pill and Tablet Coating		
All others	91	0
Females.							
Forewoman in charge of one to five workers	66	0
Forewoman in charge of six or more workers	68	6
Other adults	51	9

Clauses (3) to (14) inclusive of the Determination published in the *Government Gazette* No. 9 of the 8th January, 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, Kevington, Mitta Mitta, Bethanga, Harriestville, Bright, Wandiligong, Alexandra, Waiholia, 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>
If under 16 years of age	39 0		
16 and under 18 years of age	49 6		
18 and under 19 years of age	61 0		
19 and under 20 years of age	79 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 84s. 6d. per week of 44 hours.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 84s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	114 0
		(b) If they do not raise or lower human beings	108 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	104 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	101 0
		(c) On dredges	101 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	104 0
		Attending to a steam engine without condenser	101 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	101 0
		(ii) if under 50 b.h.p.	98 0
		Motor Drivers or Attendants	92 0
		Firemen—	
		(a) Attending one boiler	92 0
		(b) Attending two boilers	93 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	95 0
		Greasers	90 0
		All others	87 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	59 9 per week
18 " "	71 0 "
19 " "	78 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 84s. 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.																														
<p style="text-align: center;">Wages per Week.</p> <p style="text-align: center;"><i>s. d.</i></p> <p>1st year's experience 20 0</p> <p>2nd „ „ 26 0</p> <p>3rd „ „ 33 3</p> <p>4th „ „ 39 0</p> <p>And thereafter the minimum wage.</p> <p style="text-align: center;">PROPORTION.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>	<p>(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—</p> <p>1st year's experience as such 69s. per week</p> <p>Thereafter The rate provided in Clause (2) "Other Employees" for the class of vehicle driven</p> <p>(b) Other Improvers—</p> <p style="text-align: center;">Wages per Week. Commencing Age—</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">17 years or under.</th> <th style="text-align: center;">18 years.</th> <th style="text-align: center;">19 years.</th> <th style="text-align: center;">20 years.</th> </tr> <tr> <th></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td style="text-align: right;">26 0</td> <td style="text-align: right;">33 3</td> <td style="text-align: right;">44 6</td> <td style="text-align: right;">51 6</td> </tr> <tr> <td>2nd „ „</td> <td style="text-align: right;">33 3</td> <td style="text-align: right;">44 6</td> <td style="text-align: right;">51 6</td> <td></td> </tr> <tr> <td>3rd „ „</td> <td style="text-align: right;">44 6</td> <td style="text-align: right;">51 6</td> <td></td> <td></td> </tr> <tr> <td>4th „ „</td> <td style="text-align: right;">51 6</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>And thereafter the minimum wage.</p> <p style="text-align: center;">PROPORTION.</p> <p>One improver to every seven or fraction of seven workers receiving not less than the minimum wage.</p>		17 years or under.	18 years.	19 years.	20 years.		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	26 0	33 3	44 6	51 6	2nd „ „	33 3	44 6	51 6		3rd „ „	44 6	51 6			4th „ „	51 6			
	17 years or under.	18 years.	19 years.	20 years.																											
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>																											
1st year's experience	26 0	33 3	44 6	51 6																											
2nd „ „	33 3	44 6	51 6																												
3rd „ „	44 6	51 6																													
4th „ „	51 6																														

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) <i>Vehicles Engaged on Regular Services.</i>	
(See Clause 12 for Definition of Vehicle Engaged on Regular Services.)	
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—	<i>s. d.</i>
In which the licensed passenger seating capacity exceeds 19 persons	109 0
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons	105 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	101 6
In which the licensed passenger seating capacity does not exceed 7 persons	99 6
(ii) <i>Vehicles Not Engaged on Regular Services.</i>	
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	102 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons	100 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons	98 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	95 6
All other drivers	93 0
(iii) <i>Employees Not Provided for in (i) and (ii) hereof.</i>	
Conductors (including females)	96 6
Greasers	94 6
Cleaners	91 0
All others—	
Males	91 0
Females	53 0

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

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD

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

(2)

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

(a) Apprentices.	(b) Improvers.	(c) All other Employees.	Weekly Wages.	
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the 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 5 17 3 2nd " 26 4 26 2 3rd " 35 4 30 0 4th " 52 8 38 11 5th " 39 7 44 5 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 9 14 6 10 years of age, and under 17 years 17 5 17 3 17 " " " 18 " 26 4 26 2 18 " " " 19 " 35 4 30 0 19 " " " 20 " 52 8 38 11 20 " " " 21 " 69 7 44 5 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 .. } Ply 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 tononer .. } 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>5 9 0 5 8 6 5 6 6 4 12 0 5 7 0 5 1 0 4 18 0 5 1 0 4 15 0 5 13 0 5 4 0 5 1 0 4 18 0 5 13 0 4 6 0 2 13 6 2 6 0</p>	<p>5 6 0 5 5 6 5 3 6 4 9 0 5 4 0 4 18 0 4 15 0 4 18 0 4 12 0 5 10 0 5 1 0 4 18 0 5 10 0 4 3 0 2 12 0 2 4 6</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 " 82s." shall be substituted for " 82s." and " 46s." 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.

		£	s.	d.
(A2) Leaders—				
(i) Week's work	.. .. .	9	9	0
(ii) Each performance not included in week's work	.. .. .	1	2	6 extra
(A3) Principals—				
(i) Week's work	.. .. .	7	9	0
(ii) Each performance not included in week's work	.. .. .	0	18	0 extra
(A4) Other performers—				
(i) Week's work	.. .. .	6	9	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	3	6
(B3) Week's work of twelve performances	.. .. .	8	3	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	5s. 5d. per hour with minimum as for one and a half hours.			

(C) PICTURE 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	0	0
(C3) Week's work of twelve performances	.. .. .	8	0	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	18	6
(C8) Three performances per week	.. .. .	2	11	0
(C9) Four performances per week	.. .. .	3	7	6
(C10) Five performances per week	.. .. .	4	5	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.			

(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.

		£	s.	d.
(D2) Week's work	.. .. .	3	12	0†
(D3) Each performance not included in week's work	.. .. .	0	12	0* extra

* 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.

Casual Employees.

	£	s.	d.
(D4) Each performance	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.

	£	s.	d.
(E2) Week's work of 18 hours	5	8	6
(E3) Week's work of 36 hours	9	8	6
(E4) Each performance not included in a week's work and not exceeding three hours	0	15	0 extra
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—			
(i) For 36 hours in a week not including Sunday	6	5	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

	£	s.	d.
(E6) Per hour, with a minimum payment as for three hours—			
(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 12s. 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 15s. 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.

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

(H) CAVES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

	£	s.	d.
(H1) For six performances, each not exceeding one hour and being one performance a day	2	11	0
(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)	3	4	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)	4	14	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	11	0
(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)	4	10	0
(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)	6	10	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	2	2	6
(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	11	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	15	0
(H10) For six performances, each not exceeding three hours	4	17	0
(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	5	3	0
(H12) For an extra performance under (H1) to (H3) not exceeding one hour	0	10	0 extra
(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	12	6 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.			
(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 16s. 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.

(I2) Week's work of six performances done between 9 a.m. and 6 p.m.—

(i) By any one (other than a pianist playing alone)	..	..	..	..	..	..	..	..	..	£	s.	d.
(ii) By pianist playing alone	..	..	..	..	..	..	..	..	..	5	0	0
										5	17	0

(I3) Week's work of six performances done between 6 p.m. and midnight—

(i) By any one (other than a pianist playing alone)	..	..	..	..	..	..	..	..	..	5	5	0
(ii) By pianist playing alone	..	..	..	..	..	..	..	..	..	6	2	0

(I4) 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	0	0
(ii) By pianist playing alone	..	..	..	..	..	..	..	..	..	8	18	0

(I5) 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	5	0
(ii) By pianist playing alone	9	3	0

(I6) Each performance on a week day not included in a week's work

..	0	15	0 extra
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(I7) Pianist playing alone on a week day in dancing classes—

(i) For not more than 30 hours in a week	5	0	0
(ii) For each hour over 30 in a week	..	..	..	..	..	..	..	..	..	0	5	0 extra

Casual Employees.

(I8) Performing at a dance on a week day : Per hour with a minimum payment as for three hours—

(i) Pianist playing alone	..	..	..	..	..	..	..	..	..	0	11	0
(ii) Others	..	..	..	..	..	..	..	..	..	0	8	0

(I9) 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 16 0

(J3) Week's work of twelve long performances 7 16 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 10 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
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(ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments	1	16	6
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(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	0
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(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 EMPLOYEE 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	5	5	0
(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	0

(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	0	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
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(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.

NAIL MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 405 of the 3rd December, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.		Juvenile Workers.				Other Employees.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
Day Shift.		Day Shift.				Day Shift.	
s. d.		Weekly Hiring.		Hourly Hiring.		s. d.	
		s. d.	s. d.				
1st year's experience	.. 15 6	Under 16 years of age	17 6	18 9	Nail or tack tool maker	.. 106 0	
2nd year's experience	.. 22 0	16 and under 17 years of age	28 0	29 8	Nail machinist	.. 100 0	
3rd year's experience	.. 38 6	17 and under 18 years of age	49 6	52 6	Tack machinist	.. 100 0	
4th year's experience	.. 62 6	18 and under 19 years of age	62 6	66 6	Roofing nail heading machinist	.. 94 0	
5th year's experience	.. 78 6	19 and under 21 years of age	75 6	80 0	Barb wire tool maker or machinist	.. 100 0	
<i>Number.</i>					Rumbler	.. 89 0	
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.					Galvanizer	.. 105 0	
One improver to every four or fraction of four workers receiving not less than 86s. per week of 44 hours.					Pickler—Head, or where only one pickler is employed	.. 99 0	
					Assistant pickler	.. 93 0	
					Assistant working over metal pot	.. 96 0	
					Swinger	.. 89 0	
					Wiredrawing plate setter	.. 98 0	
					Wiredrawing block operator	.. 92 0	
					Storeman, packer, or sorter	.. 94 0	
					All others	.. 86 0	

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 405 of the 3rd December, 1940, shall remain in force provided that at the commencement of clause (15) the following expression shall be inserted, "In addition to the piecework prices set out in this clause a pieceworker shall be paid 2s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

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 3	3rd year—1st six month's experience	.. .. 36 0
2nd six month's experience	.. .. 37 3	2nd six month's experience	.. .. 39 3
4th year's experience	.. .. 50 6	4th year's experience	.. .. 53 0
5th year's experience	.. .. 68 9	5th year's experience	.. .. 71 9
6th year's experience	.. .. 81 6	6th year's experience	.. .. 85 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 86s. per week of 44 hours.

(3)

OTHER EMPLOYEES.

OTHER EMPLOYEES.		Wages per week of 44 Hours.
		s. d.
Stamper who puts in die and makes force	.. ..	113 0
Repairs	.. ..	113 0
Maker-up	.. ..	113 0
Metal spinner setting up and making his own dies	.. ..	108 0
Other spinners	.. ..	98 0
Die setters	.. ..	98 0
Drop hammer stampers (other than those who put in die and make force)	.. ..	96 0
Press operators (heavy)	.. ..	96 0
Press operators (light)	.. ..	94 0
Pickler who prepares and maintains acid baths	.. ..	94 0
Hand blanker	.. ..	94 0
All others	.. ..	86 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.

SCHEDULE—continued.
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) in running messages, waiting on workmen, cleaning up, or handling seedlings.	Other Employees.		
WAGES.	Per week of 44 hours.		WAGES. Per week of 44 hours.	WAGES.	Per week of 44 hours.	
	Males.	Females.			s. d.	
	s. d.	s. d.			s. d.	s. d.
15 years of age or under ..	13 6	13 6	1st year ..	13 6	Propagators in charge of one or more employees working under glass ..	103 0
16 years of age ..	18 3	17 3	2nd year ..	16 9	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	92 6
17 years of age ..	26 3	22 3	3rd year ..	19 3	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	52 6
18 years of age ..	33 9	29 6			Nursery labourers ..	86 0
19 years of age ..	44 3	36 0				
20 years of age ..	56 3	40 6				
<p>PROPORTION.</p> <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 three or fraction of three workers receiving not less than 86s. per week of 44 hours.</p>						

Clauses (3) to (11) inclusive of the Determination published in the *Government Gazette* No. 337 of the 12th September, 1940 shall remain in force.

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.		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 Murrumbidgee and Gippsland Districts.		Elsewhere in Victoria.
	s. d.		s. d.	£ s. d.	£ s. d.	£ s. d.
1st year ..	17 5	Under 16 years of age ..	15 9	Organ builder or persons erecting, dismantling, or repairing organs ..	5 13 0	5 10 0
2nd " ..	26 4	16 and under 17 ..	17 5	Woodworkers ..	5 13 0	5 10 0
3rd " ..	35 4	17 " " ..	26 4	Polisher required to spirit and/or acid off ..	5 13 0	5 10 0
4th " ..	52 8	18 " " ..	35 4	Other polishers ..	5 4 0	5 1 0
5th " ..	69 7	19 " " ..	52 8	Voicer ..	5 13 0	5 10 0
		20 " " ..	69 7	Tuner ..	5 13 0	5 10 0
				Metal pipe maker ..	5 13 0	5 10 0
				All others ..	4 6 0	4 3 0
<p>Proportion (in any Place). 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 23rd April, 1923.</p>		<p>Proportion (in any Place). One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>				

(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 86s.

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

SCHEDULE—continued.

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.																																										
				Persons employed in manufacturing titanium white—																																										
				s. d.																																										
				Day workers 94 2 per week of 44 hours																																										
				Shift workers 94 0 per week of 48 hours																																										
				Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—																																										
				Per Week of 44 Hours.																																										
				s. d.																																										
				Males—																																										
				Varnish maker or natural gum runner 113 6																																										
				Varnish maker's assistant 98 0																																										
				Tinter of paint, laquer or enamel 101 0																																										
				Any person engaged on paint, enamel or laquer mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, laquer solution or thinner maker, or as a gum runner (other than a natural gum runner) 96 0																																										
				All others 93 0																																										
				Females 53 3																																										
				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.																																										
<p>Wages per Week of 44 Hours.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Males.</th> <th colspan="2">Females.</th> </tr> <tr> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>15 years of age</td> <td>24 0</td> <td>..</td> <td>..</td> <td>..</td> </tr> <tr> <td>16 " "</td> <td>28 9</td> <td>28 9</td> <td>..</td> <td>..</td> </tr> <tr> <td>17 " "</td> <td>33 9</td> <td>33 9</td> <td>..</td> <td>..</td> </tr> <tr> <td>18 " "</td> <td>41 9</td> <td>36 3</td> <td>..</td> <td>..</td> </tr> <tr> <td>19 " "</td> <td>51 3</td> <td>41 9</td> <td>..</td> <td>..</td> </tr> <tr> <td>20 " "</td> <td>67 9</td> <td>46 6</td> <td>..</td> <td>..</td> </tr> </tbody> </table>					Males.		Females.		s. d.	s. d.	s. d.	s. d.	15 years of age	24 0	16 " "	28 9	28 9	17 " "	33 9	33 9	18 " "	41 9	36 3	19 " "	51 3	41 9	20 " "	67 9	46 6	<p>PROPORTION (IN ANY PLACE).</p> <p>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.</p> <p>No male under 15 years of age and no female under 16 years of age shall be employed at the trade.</p>			
	Males.		Females.																																											
	s. d.	s. d.	s. d.	s. d.																																										
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20 " "	67 9	46 6																																										

*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.

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.			
				1st year's experience 17 0			
				2nd " " 24 3			
				Per week of 44 hours.			
				s. d.			
				3rd " " 33 7			
				4th " " 46 8			
				5th " " 58 6			
<p>PROPORTION (BY ANY EMPLOYER).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed.</p> <p>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.</p>				<p>PROPORTION.</p> <p>(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.</p> <p>(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.</p>			
<p><i>Improvers.</i></p> <p>One improver to three } workers receiv-</p> <p>Two improvers to six } ing not less</p> <p>Three improvers to twelve, and there- } than 117s. 6d.</p> <p>after one additional improver to every } per week of</p> <p>twelve additional } 44 hours.</p>							

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

SCHEDULE—continued.
PAINTERS BOARD—continued.
(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.
(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)	Per hour. s. d. 2 8	Per hour. s. d. 2 9½	Per hour. s. d. 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. 117 6 86 0	Per week of 44 hours. s. d. 124 0 92 6	Per week of 44 hours. s. d. 114 6 83 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.

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.

Experience.	Males.						Experience.	Females.				
	Commencing Age—							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.
1st year ..	s. d. 19 3	s. d. 19 3	s. d. 22 9	s. d. 31 6	s. d. 38 3	s. d. 47 0	1st year ..	s. d. 19 3	s. d. 22 9	s. d. 25 0	s. d. 31 6	s. d. 34 9
2nd year ..	23 3	23 3	31 6	38 3	47 0	..	2nd year ..	23 3	25 0	31 6	34 9	..
3rd year ..	31 6	34 9	38 3	47 0	..	..	3rd year ..	31 6	34 9	38 3	..	..
4th year ..	38 3	40 9	47 0	..	..	..	4th year ..	38 3	40 9	..	..	..
5th year ..	53 3	60 0	..	..	..	..	5th year and until 21 years of age	43 9	..	..	..	..

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 86s. per week of 44 hours. | One female improver to every female worker receiving not less than 48/3 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.		Per week of 44 hours.
Day Shift.		s. d.
Employees engaged on all classes of presses	.. ..	94 0
Employees engaged in the mixing room or powder room	.. ..	94 0
All others	.. ..	86 0
Casein Industry only—		
Employees engaged on all classes of presses	.. ..	94 0
Employees engaged on extruding machines	.. ..	94 0
Employees engaged on lathe machines	.. ..	100 0
Employees engaged on acid and/or formaldehyde baths	.. ..	94 0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	.. ..	94 0
All others	.. ..	86 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	.. ..	52 6
Employees engaged finishing, folding, labelling, despatching, examining, or on machines	.. ..	49 6
All others	.. ..	48 3

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

SCHEDULE—continued.

PLATE GLASS BOARD.

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

(2) APPRENTICES AND IMPROVERS.

Apprentices.*					Improvers.												
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.												
1st year	Males. s. d.	17	5	Under 16 years of age	Males s. d.	15	9	Females.† s. d.	14	6		
2nd "	26	4	16 and under 17 years of age	17	5	..	17	3	..	17	3	
3rd "	35	4	17 "	18	"	..	26	4	..	26	2	..	26	2
4th "	52	8	18 "	19	"	..	35	4	..	30	0	..	30	0
5th "	69	7	19 "	20	"	..	52	8	..	52	11	..	38	11
and thereafter the minimum wage.	20	"	21	"	..	69	7	..	44	5	

* 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.

(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 Warramboul, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutters	5 8 0	5 5 0
Bevellers	5 8 0	5 5 0
Packers	4 15 0	4 12 0
Autoclave attendants	4 16 0	4 13 0
Leading hand in laminating room	4 14 0	4 11 0
Edge sealers	4 11 0	4 8 0
Furnace attendants	4 12 0	4 9 0
Operator of edge grinding machine	4 14 0	4 11 0
Person rounding corners of glass	4 16 0	4 13 0
<i>Females.</i>		
Females engaged on scratch polishing machines	2 13 6	2 12 0
Females engaged in inspecting and testing	2 10 0	2 8 6
OTHER GLASS SECTION.		
Painter and designer on glass	6 0 0	5 17 0
Brilliant cutter	} 5 8 0	} 5 5 0
Other cutters		
Glazier		
Plate glass beveller		
Silverer		
Pencil hand embosser	} 5 13 0	} 5 10 0
Persons assisting in glazing		
Persons packing or unpacking glass	} 4 15 0	} 4 12 0
Persons assisting plate glass cutter		
Rubber-out embosser		
Cementor	} 4 12 0	} 4 9 0
Persons turning out lead from mill for lead-light glazier		
All others	4 11 0	4 8 0
	4 6 0	4 3 0

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

SCHEDULE—continued.

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.		WAGES.		WAGES.	Per Week of 44 Hours.	Per Hour.	
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.			£ s. d.	s. d.	
1st year	17 2	1st year	25 8	Persons employed—			
2nd "	24 2	2nd "	32 1	(a) Where the artificial temperature is—			
3rd "	31 9	3rd "	38 6	Over 130° F.	10 6 7	4 8 ¹⁵ / ₄₄	
4th "	43 2	4th "	57 8	115° F., but not exceeding 130° F.	9 9 9	4 3 ³ / ₄	
5th "	57 2	5th "	70 11	50° F. or lower	10 6 7	4 8 ¹⁵ / ₄₄	
6th "	78 9	6th "	102 0	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	8 8 1	3 9 ³⁷ / ₄₄	
and thereafter the minimum wage.		and thereafter the minimum wage.		(c) Lead burning or at lead work connected therewith	7 11 3	3 5 ¹ / ₄	
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 7 0	2 10 ⁷ / ₁₁	
One apprentice to every two or fraction of two workers receiving not less than £6 7s. per week of 44 hours.		One improver to four	workers receiving not less than £6 7s. per week of 44 hours.	(e) In fixing any material used instead of metal for pipes, guttering or roof covering—	6 7 0	2 10 ⁷ / 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 7 0	2 10 ⁷ / ₁₁
		Three improvers to thirty and thereafter one additional improver to every seven additional			NOTE.—See clause 10 re casual rate, and clause 12 re ship work.		

*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 Moorparanyal riding of the shire of Corio is illegal.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 358 of the 27th September, 1940, shall remain in force.

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 7 ¹⁰ / ₁₁	117 0	3 3 ⁵ / ₁₁	145 0	44
		Assistant powder monkey† ..	2 5 ¹ / ₂₂	106 0	3 0	132 0	44
		Hammerman ..					
		Dresser of pitchers or cubes or Scabblers } ..	2 6 ³ / ₁₁	111 0	3 1 ³¹ / ₄₄	138 3	44
		Spaller ..	2 4 ⁴ / ₁₁	104 0	2 11 ⁷ / ₂₂	129 6	44
		Faceman ..	2 5 ² / ₁₁	107 0	3 0 ² / ₂₂	132 6	44
		Feeder of a stone crushing machine ..	2 4 ⁴ / ₁₁	104 0	2 11 ⁷ / ₂₂	129 6	44
		Dust hole men ..	2 4 ⁴ / ₁₁	104 0	2 11 ⁷ / ₂₂	129 6	44
		Persons boring holes by hand or machine ..	2 4 ⁴ / ₁₁	104 0	2 11 ⁷ / ₂₂	129 6	44
		Blacksmith ..	2 7 ¹⁰ / ₁₁	117 0	3 2 ¹⁰ / ₂₂	142 6	44
		Tool sharpener ..	2 4 ¹⁰ / ₁₁	106 0	2 11 ¹⁰ / ₂₂	131 6	44
		Carters or drivers driving—					
		One horse ..	2 0 ¹ / ₂	99 0	2 6 ⁹ / ₁₆	122 3	48
		Two horses ..	2 2	104 0	2 8 ¹ / ₂	128 6	48
		Three horses ..	2 3	108 0	2 9 ¹ / ₂	133 0	48
		Four or five horses ..	2 3 ¹ / ₂	110 0	2 9 ¹ / ₂	135 0	48
		And 6d. extra per day for each additional horse.					
		Drivers of motor vehicles of the following carrying capacity—					
		Not exceeding 25 cwt.	1 11 ¹ / ₂	95 0	2 5 ⁷ / ₈	119 6	48
		Exceeding 25 cwt., but not exceeding 3 tons	2 0 ¹ / ₁₆	96 3	2 6 ⁵ / ₁₆	121 3	48
		Exceeding 3 tons ..	2 1 ⁵ / ₁₆	101 3	2 7 ¹⁵ / ₁₆	127 9	48
		All others ..	2 11 ¹⁰ / ₁₁	95 0	2 8 ¹ / ₂	118 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 107s. per week of 44 hours.					
		(B) Where Spall Quarrying is carried on:—					
		One improver to every twenty or fraction of twenty workers receiving not less than 95s. per week of 44 hours.					
Wages. Per Week.*	Wages. Per Week of 48 Hours.						
<i>s. d.</i>	<i>s. d.</i>						
1st year .. 33 9	Under 18 years .. 63 6						
2nd .. 40 0	18 and under 19 years 72 9						
3rd .. 46 3	19 .. 20 .. 81 0						
	20 .. 21 .. 88 3						
And thereafter the minimum wage.							
	ALL OTHER IMPROVERS.						
	Wages. Per Week of 44 Hours.						
	<i>s. d.</i>						
One apprentice to every three or fraction of three workers receiving not less than 95s. per week.	1st year .. 50 3						
	2nd .. 52 9						
	3rd .. 60 6						
	4th .. 72 9						
And thereafter the minimum wage.							
	PROPORTION (within any place).						
Apprentices shall be subject to the number of hours per week as fixed for their respective sections.							
An indenture of apprenticeship prescribed was approved on 6th August, 1923.							

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

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

Pitchers—	Dressing. Per Hundred.	Knocking Out and Dressing. Per Hundred.
9 inches wide × 9 inches deep × 10 to 14 inches long ..	12 8	21 7
9 .. " × 9 .. " × 10 .. 13 .. " ..	10 10	20 0
9 .. " × 8 .. " × 10 .. 13 .. " ..	10 1	18 5
9 .. " × 4 to 6 inches deep × 10 to 14 inches long ..	8 6	16 1
Cubes—		
4 ¹ / ₂ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long ..	10 4	19 1
3 ¹ / ₂ .. 6 .. " × 7 inches .. × 10 .. 14 .. " ..	9 5	16 3
4 .. 6 .. " × 5 to 6 inches .. × 8 .. 12 .. " ..	8 8	14 6

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

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

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

SCHEDULE—continued.

QUARRY BOARD—continued.

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

	Knocking Out and Dressing.
Monumental Stone—	
All stone up to 4 feet long x 12 inches wide x 7 inches deep	6d. per lineal foot.
All stone exceeding 4 feet to 8 feet long x 12 inches wide x 7 inches deep	9d. „ „
Pitcher kerb	2½d. „ „
Kerbing stones—Hammer dressed—	
12 inches deep x 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 x 12 inches, not exceeding 7 feet in length	6d. „ „
All stone over 12 inches x 12 inches, not exceeding the cubical content of 15 cubic feet	6d. per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	9d. „ „

	When the material is removed in a wheelbarrow to a distance of more than 50 yards.	In all other cases.
	Per superficial yard.	Per superficial yard.
Stripping—	<i>s. d.</i>	<i>s. d.</i>
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.

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.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	16 6	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 0	19 9	
17 „ „	33 0	24 6	
18 „ „	41 6	28 9	
19 „ „	50 0	33 6	
20 „ „	58 0	37 9	

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 86s. 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 86s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 45s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

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

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

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

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

	Wages per Week of 44 Hours.
	£ s. d.
64. Operator in charge of textile cutting machine	4 12 0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	4 10 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 1 0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	4 12 0
68. First assistant on calender 48 inches and over	4 16 6
69. First assistant on calender under 48 inches	4 10 0
70. Operator in charge of calender 72 inches and under	5 8 0
71. Operator in charge of calender over 72 inches	5 13 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 17 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 12 0
74. Storeman in charge of moulds	4 8 0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4 10 0

ADULT FEMALES.

	Wages per Week of 44 Hours.
	£ s. d.
76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2 11 0
77. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2 10 0
78. Adult female employee employed on sewing machine	2 11 0
79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2 8 6
80. Adult female employee employed on dipped goods	2 8 6
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 7 0
82. Adult female employee employed on wire or bead making	2 10 0
83. Adult female employees not specially provided for	2 5 6

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

SADDLERY AND HARNESS BOARD.

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

(3)

WAGES PER WEEK OF 44 HOURS.		£ s. d.
Journeyman .. .. .	.. .. .	5 7 0
Journeywomen .. .. .	.. .. .	2 14 3

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

SCHEDULE—continued.
SALTWORKERS BOARD.

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

WAGES.

(a) Apprentices or Improvers (Day Shifts).		Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).		
MALES.		MALES.	MALES.		
Per Week of 44 Hours.		Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.	
<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	
14 years of age ..	22 6	14 years of age ..	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—		
15 " " ..	26 6	15 " " ..	Foreman—i.e., one who has the control of more than six men		
16 " " ..	32 6	16 " " ..	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men		
17 " " ..	42 0	17 " " ..	Truckman or brakeman—		
18 " " ..	53 0	18 " " ..	(a) Power trucks		
19 " " ..	65 0	19 " " ..	(b) Horse trucks or wagons		
20 " " ..	76 6	20 " " ..	Employees in charge of movement of sea water and engaged in preparation of brine		
FEMALES.		FEMALES.		Thatcher of salt stacks	
Per Week of 44 Hours.		Per Week of 44 Hours.		Stack builder, where mechanical stackers are used	
16 years of age ..	18 6	16 years of age ..	All others		
17 " " ..	20 6	17 " " ..	Shed and Factory Hands.		
18 " " ..	25 6	18 " " ..	Persons employed treating, crushing, or refining salt:—		
19 " " ..	31 6	19 " " ..	Shed hand in charge of seven or more men		
20 " " ..	37 6	20 " " ..	Shed hand in charge of six or less men		
PROPORTION (in any place).		Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.		Shed hand who is required to stack	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				Shift Foreman—	
One improver to each worker receiving not less than the minimum wage.				In charge of a wet and dry plant	
				In charge of a dry plant	
				In charge of a wet plant	
				Millwrights	
				Hydro Operator	
				All Others	
				FEMALES.	
				Per week of 44 hours	

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

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

SAND PIT BOARD.

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

(2)

WAGES.

Apprentices and Improvers.		Other Employees.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
<i>s. d.</i>		<i>s. d.</i>	
Under 16 years of age ..	25 6	Leading hand in charge of five or more employees	
" 17 " " ..	33 0	Powder monkey employed in sand pit	
" 18 " " ..	40 9	Nozzleman	
" 19 " " ..	48 9	Ploughman	
" 20 " " ..	57 0	Tipman	
" 21 " " ..	64 6	Scoopman	
PROPORTION.		Shoveller	
(Within any factory or place.)		Shaft sinker	
Apprentices.		Pneumatic pickman	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Jumperman	
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.		Pickman	
Improvers.		Drivers—	
One improver to every five or fraction of five workers receiving not less than the minimum wage.		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.

SCHEDULE—continued.

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.	
<i>Juvenile Workers.</i>											
15 years of age and under	17 years of age	..	..	..	..	..	..	..	..		<i>s. d.</i>
17	18	..	..	..	..	..	..	..	..	35	3
18	19	..	..	..	..	..	..	..	..	45	0
19	20	..	..	..	..	..	..	..	..	54	3
20	21	..	..	..	..	..	..	..	..	63	9
		..	..	..	..	..	..	..	..	85	3
<i>Other Employees.</i>											
Persons employed at Casing Factories outside Freezing Works:—											
Pullers-off and strippers										110	0
All others										110	0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade:—											
Pullers-off and strippers										104	0
All others										104	0
										Wages per Day.	
										Monday to Friday.	Saturday
										<i>s. d.</i>	<i>s. d.</i>
Persons employed at Casing Factories in Freezing Works:—											
Pullers-off and strippers										20	0
All others										20	0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade:—											
Pullers-off and strippers										20	0
All others										20	0

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

SEWAGE DISTRIBUTION BOARD.

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

(2)										WAGES PER WEEK OF 44 HOURS.	
										<i>s. d.</i>	
Ganger, i.e., a man in charge of over six men										107	0
Leading waterman										104	0
Leading hand, i.e., a man in charge of from three to six men										99	0
Waterman, i.e., a man who distributes sewage from channels over land										96	0
Groundsman, i.e., a man who prepares ground ahead of a waterman										96	0
Sewage tank attendant										96	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										96	0
Tide gate attendant, i.e., a man who keeps channels open at seafront										94	0

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

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

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

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

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 402 of the 29th November, 1940, shall be replaced by the following clauses:—

(2A) APPRENTICES AND IMPROVERS.

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

	Weekly Wage.
	£ s. d.
1st year's experience	1 14 0
2nd	2 4 6
3rd	2 10 0
4th	3 9 0
5th year	Minimum wage

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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

Apprentices and Improvers not elsewhere included.

Apprentices.		Weekly Wage.
		£ s. d.
<i>Five Year Terms.</i>		
First year		0 15 6
Second year		1 0 6
Third year		1 18 0
Fourth year		2 14 6
Fifth year		3 11 0
<i>Four Year Terms.</i>		
First year		0 17 6
Second year		1 13 0
Third year		2 14 6
Fourth year		3 11 0

EMPLOYMENT OF MALE JUNIORS.

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

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

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

IMPROVERS.	Weekly Wage.
	£ s. d.
Under 18 years	2 12 6
18 years and under 19 years	3 2 0
19 years and under 20 years	3 9 0
20 years	Minimum wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

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

Apprentices and Improvers not elsewhere included.

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

	Weekly Wage.
	£ s. d.
First six months' experience	0 15 6
Second six months' experience	1 0 6
Second year's experience	1 10 0
Third year's experience	2 1 6
Fourth year's experience	3 0 0
Fifth year's experience and until reaching the age of 21 years	3 13 0

PROPORTION OF JUVENILES AND APPRENTICES.

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 employee 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.

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 Moorpanyal 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 5 0	..	..
Slaughtermen	5 16 0	..	..
Head and Feet Boners	5 2 0	..	..
Scalders	5 2 0	..	..
Meat Lumpers	4 19 6	..	..
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 16 0	..	..
General labourers	4 13 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 9 0	5 12 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 9 0	5 12 0
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.	..	5 19 0	6 2 0
General butcher in charge of branch shop	5 16 0	5 13 0	5 16 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 10 0	5 7 0	5 10 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 7 0	5 4 0	5 7 0
Small goods makers in butchers' shops, boners, salters, scalders, and cooks	5 3 0	5 0 0	5 3 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	4 14 0	4 11 0	4 14 0
All others	4 12 0	4 9 0	4 12 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 9 0	5 12 0
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a small goods factory—	..	..	..
Whilst employed on such work .. .. .	..	5 9 0	5 12 0
Whilst employed on other work .. .. .	..	At the rates prescribed for such work.	..
Men employed principally on mixing machines	5 10 0	5 7 0	5 10 0
Fillermen	5 3 0	5 0 0	5 3 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cooks	5 3 0	5 0 0	5 3 0
Packing-room hands	4 16 0	4 13 0	4 16 0
Linkers and table hands	4 16 0	4 13 0	4 16 0
All others	4 12 0	4 9 0	4 12 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 15 6	4 12 6	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	4 19 6	4 16 6	4 19 6
Exceeding 3 tons capacity	5 3 6	5 0 6	5 3 6
Horse Drivers—	..	..	..
One horse	4 13 0	4 10 0	4 13 0
Two horses	4 15 6	4 12 6	4 15 6
Three horses	4 17 6	4 14 6	4 17 6
Head stableman (if more than one employed)	4 11 0	4 8 0	4 11 0
Other stablemen or grooms	4 7 0	4 4 0	4 7 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 15 6	4 12 6	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons	4 19 6	4 16 6	4 19 6
Exceeding 3 tons capacity	5 3 6	5 0 6	5 3 6
Horse Drivers—			
One horse	4 13 0	4 10 0	4 13 0
Two horses	4 15 6	4 12 6	4 15 6
Three horses	4 17 6	4 14 6	4 17 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)

FIVE YEAR TERMS.		WAGES.		FOUR YEAR TERMS.	
	Per week of 44 hours. s. d.		Per week of 44 hours. s. d.		Per week of 44 hours. s. d.
First year	15 6	First year	17 6		
Second year	20 6	Second year	33 0		
Third year	38 0	Third year	54 6		
Fourth year	54 6	Fourth year	71 0		
Fifth year	71 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		41 6
Fourth years' experience		60 0
Fifth years' experience and until reaching the age of 21 years		73 6

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.

(3)

Other Employees.	Wages per Week of 44 hours.		
	(a) Within 20 miles of the G.P.O., Melbourne, outside and excepting the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the City of Sandringham as is not included within the said Metropolitan District;	At Yallourn.	All other parts of Victoria where this Determination applies.
<i>Retail Shops.</i>	£ s. d.	£ s. d.	£ s. d.
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 12 0	5 18 6	5 9 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 12 0	5 18 6	5 9 0
Whilst employed on other work	The rate prescribed for such work.	6 8 6	5 19 0
Slaughtermen employed in abattoirs	6 2 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 10 0	5 16 6	5 7 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 7 0	5 13 6	5 4 0
Ordermen who deliver but do not cut meat	4 14 0	5 0 6	4 11 0
All others	4 12 0	4 18 6	4 9 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 10 0	5 16 6	5 7 0
Fillermen	5 3 0	5 9 6	5 0 0
Small goods makers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 2 0	5 8 6	4 19 0
Packing room hands	4 16 0	5 2 6	4 13 0
Linkers and table hands	4 16 0	5 2 6	4 13 0
All others	4 12 0	4 18 6	4 9 0
<i>Carters and Drivers.</i>			
Drivers of motor vehicles—			
not exceeding 25 cwt. capacity	4 15 6	5 2 0	4 12 6
exceeding 25 cwt. but not exceeding 3 tons capacity	4 19 6	5 6 0	4 16 6
exceeding 3 tons capacity	5 3 6	5 9 6	5 0 6
Horse drivers—			
one horse	4 13 0	4 19 6	4 10 0
two horses	4 15 6	5 2 0	4 12 6
three horses	4 17 6	5 4 0	4 14 6

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

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:—

(2)

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES.		
	Per Week of 44 Hours.		Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.
	s. d.		s. d.		s. d.	s. d.
1st year	22 0	1st year	22 0	Slaters employed stripping or repairing roofs or re-covering with second-hand materials	3 0 ¹ / ₂₂	134 0
2nd "	32 9	2nd "	32 9	Other Slaters	2 11 ¹ / ₂₂	128 6
3rd "	44 0	3rd "	44 0	Tilers employed stripping or repairing roofs or re-covering with second-hand materials	2 11 ¹ / ₂₂	128 6
4th "	54 9	4th "	54 9	All others	2 9 ⁸ / ₁₁	123 0
5th "	71 3	5th "	71 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 123s. 0d. 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 123s. 0d. 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.

SUGAR REFINERS BOARD.

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

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	<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 ..	20 6	20 6	20 6	20 6	Raw Sugar Store—	
16 years ..	26 9	22 3	26 9	22 3	Men unstoring ..	94 0
17 ..	36 11	25 2	36 11	25 2	Men cutting in ..	95 0
18 ..	47 5	30 1	47 5	30 1	Elevator attendant ..	93 0
19 ..	56 3	36 9	56 3	36 9	Wash tank hands ..	90 0
20 ..	66 1	44 8	66 1	44 8	Riggers ..	96 0
					Melting House—	
					Washing fugalmen ..	93 6
					Melter attendant ..	90 0
					Mixer ..	90 0
					Carbonation House—	
					Men on liquor filter presses ..	91 0
					Men on mud ..	91 0
					Leading hand ..	96 0
					Men on gas tank ..	92 0
					Men on crushing and stacking lime ..	90 0
					Men on washing and checking filterpress sheets ..	90 0
					Char End—	
					Kiln repairers ..	90 0
					Kiln firemen ..	96 0
					Wet charmen ..	96 0
					Char runners ..	96 0
					Pan Floor—	
					First sugar boilers ..	110 0
					Second sugar boilers ..	103 0
					Pan attendant, attending triple effect ..	90 0
					Refined sugar fugalmen ..	93 6
					Refined sugar fugalmen—Leading hands ..	96 6
					Jelly House—	
					Leading hand ..	93 6
					Jelly fugalmen ..	90 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) ..	93 0
					Iceing mill attendant ..	90 0
					Driers (leading hand) ..	92 0
					Driers (others) ..	90 0
					Automatic scale attendant ..	93 0
					Leading hand packing floor ..	93 0
					Hand packing sugar ..	90 0
					Golden Syrup and Treacle—	
					Men packing and weighing (bulk) ..	90 0
					Golden syrup and treacle mixer ..	92 0
					Liquor runners ..	96 0
					Liquor runners—assistants ..	90 0
					Leading hand cleaning gang ..	93 0
					All others ..	87 0
					Adult females ..	48 2

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 308 of the 21st August, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

Improvers.		Other Employees.	
	<i>s. d.</i>		<i>s. d.</i>
Under 19 years of age ..	59 0	Bitumen emulsion maker ..	96 0
19 years and under 20 years ..	69 9	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	96 0
20 years and under 21 years ..	74 0	Tar distiller and/or maker of pitch (T.I.C. type of plant) ..	95 0
		Tar distiller and/or maker of pitch (other types of plants) ..	98 0
		Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	96 0
		All others ..	93 0

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 93s. per week.

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clause (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 308 of the 21st August, 1940, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

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

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

				Wages per Week of 44 Hours.
				s. d.
14 to 15 years of age	..	..	..	16 6
15 to 16 years of age	..	..	..	24 0
16 to 17 years of age	..	..	..	32 3
17 to 18 years of age	..	..	..	40 3
18 to 19 years of age	..	..	..	48 3
19 to 20 years of age	..	..	..	57 0
20 to 21 years of age	..	..	..	64 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.

Other Employees.

				Per Week of 44 Hours.
				£ s. d.
Carrier	..	..	..	5 9 0
Person classing or sorting green hides or sides or skins after being unbaired	..	..	..	5 4 0
Hand flesher	..	..	..	5 1 0
Hand fleshing after machining	..	..	..	4 19 0
Machine flesher	..	..	..	4 19 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	..	..	..	4 14 0
Lime jobber	..	..	..	4 12 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	..	..	..	4 11 0
Bark bagger	..	..	..	4 11 0
Extract worker in tannery	..	..	..	4 7 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	..	..	..	4 7 0
Splitting machinist—				
Operator of big machine	..	..	..	5 7 0
Operator of other machines	..	..	..	5 5 0
Man behind splitting machine	..	..	..	4 11 0
Machine shaver—				
New machine—double width	..	..	..	4 19 0
Old machine—single width	..	..	..	5 0 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 15 6
Roller, striker and setter out of sole leather	..	..	..	4 14 6
Shedman who applies dressing to sole leather	..	..	..	4 10 0
Whitening machinist and buffing machinist	..	..	..	4 19 6
Fluffing machinist	..	..	..	4 14 0
Fluffing machinist on suede wheel	..	..	..	4 18 0
Leather dresser (table hand)	..	..	..	4 14 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	..	..	..	4 13 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other lea ers	..	..	..	4 12 0
Table hand setting out harness leathers	..	..	..	4 14 6
Table hand and knee staker	..	..	..	4 14 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark an other materials used in tanneries	..	..	..	4 7 0
Strainer (over the age of 18 years)	..	..	..	4 10 0
Employee unhairing either on beam or by sweeping	..	..	..	4 14 0
Person classing or sorting hides, sides or skins or splits of leather after tanning	..	..	..	5 3 0
Employee operating measuring machine	..	..	..	4 10 0
Employee operating setting out machine	..	..	..	4 14 0
Employee operating graining machine	..	..	..	4 12 0
Employee operating ironing machines	..	..	..	4 12 0
Employee operating embossing machine	..	..	..	4 13 0
Employee operating squeezing machine	..	..	..	4 12 0
Employee operating bark grinding machine	..	..	..	4 11 0
Assistant on any of the machines 30 to 35	..	..	..	4 10 0
Operator or assistant on any machine used in the industry not otherwise provided for	..	..	..	4 10 0
Glazer	..	..	..	4 14 0
Staker	..	..	..	4 14 0
Person lime jobbing on mechanical reels	..	..	..	4 12 0
Hair washer	..	..	..	4 8 0
All others	..	..	..	4 5 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.

SCHEDULE—continued.

TILE LAYERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 404 of the 29th November, 1940, 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.		Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
	s. d.		s. d.	s. d.	s. d.
1st year	23 0	Under 16 years of age ..	25 9	Adults	2 10 ⁴ / ₁₁ .. 126 8
2nd "	34 9	Between 16 years and 17 years	38 6		
3rd "	46 6	" 17 " " 18 "	51 0		
4th "	63 9	" 18 " " 19 "	63 9		
5th "	81 3	" 19 " " 20 "	76 9		
		" 20 " " 21 "	89 3		
PROPORTION (WITHIN ANY PLACE).		PROPORTION (WITHIN ANY PLACE).			
One apprentice to every three or fraction of three workers receiving not less than 126s. 8d. per week of 44 hours.		One improver to every three workers receiving not less than 126s. 8d. per week of 44 hours.			
An indenture of apprenticeship has been prescribed by the Board.					

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 404 of the 29th November, 1940, shall remain in force,

TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 425 of the 10th December, 1940, shall be replaced by the following clauses:—

(3)

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	5 14 0	5 11 0
Second-class bench hand	5 6 0	5 3 0
Metal spinner setting up and making his own dies	5 8 0	5 5 0
Other spinners	4 18 0	4 15 0
Die setters	4 18 0	4 15 0
Press operators (heavy)	4 16 0	4 13 0
Press operators (light)	4 14 0	4 11 0
Solderers and dippers	4 16 0	4 13 0
Drop hammer stampers	4 16 0	4 13 0
Guttering machinists	4 14 0	4 11 0
Other power machinists	4 11 0	4 8 0
(a) Welding Division.		
Welder—		
First class, other than when using Cutler machine	5 19 0	5 16 0
First class, using Cutler machine	5 8 0	5 5 0
Second class	5 0 0	4 17 0
Third class	4 16 0	4 13 0
Tack welder	4 18 0	4 15 0
(b) Canister-making		
Die setter and/or leading press hand	4 18 0	4 15 0
Canister-makers by hand and riveters by hand	4 18 0	4 15 0
Solderers and dippers	4 14 0	4 11 0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over	4 18 0	4 15 0
Operators of power capping machines or metal pots on automatic machines	4 16 0	4 13 0
Operators of power presses	4 11 0	4 8 0
Other cap solderers	4 14 0	4 11 0
(c) Galvanizing.		
Galvanizer	5 4 0	5 1 0
Tinners and grease tanners	4 18 0	4 15 0
Assistant working over metal pot	4 16 0	4 13 0
All other male adults	4 11 0	4 8 0

SCHEDULE—continued.

TINSMITHS BOARD—continued.

WAGES—continued.

Adults.	Per Week of 44 Hours.	
	The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
(d) <i>Painting and Enamelling.</i>		
Stencil cutter	5 5 0	5 2 0
Mixer	4 14 0	4 11 0
Fuser	4 14 0	4 11 0
Pickler	4 14 0	4 11 0
Liquidizer	4 11 0	4 8 0
(e) <i>Japanning.</i>		
Artistic japanners and goldworkers	5 6 0	5 3 0
Spray operators	4 18 0	4 15 0
Grainers, liners, and filliters	4 14 0	4 11 0
Painters and lacquerers	4 14 0	4 11 0
Dippers	4 13 0	4 10 0
All others	4 6 0	4 3 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.

(g) *Wages.* Per Week of 44 Hours.

Five-year terms—		£ s. d.
1st year .. .. .	.. .. .	15 0
2nd year .. .. .	.. .. .	21 6
3rd year .. .. .	.. .. .	38 6
4th year .. .. .	.. .. .	62 6
5th year .. .. .	.. .. .	78 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 3
3rd year .. .. .	.. .. .	62 6
4th year .. .. .	.. .. .	78 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.

SCHEDULE—continued.

TINSMITHS BOARD—continued.

(4) FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
If of less than twelve months' experience	53 3	56 5
If of twelve months' or more experience	60 6	64 1

(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. d.</i>	<i>s. d.</i>
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching 21 years of age	50 6	53 6

(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.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	68 9	72 11
7th year's experience	73 0	77 5

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

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

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

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
Under sixteen years of age	17 0	18 3
Sixteen and under seventeen years of age	28 0	29 8
Seventeen and under eighteen years of age	49 6	52 6
Eighteen and under nineteen years of age	62 6	66 3
Nineteen and under 21 years of age	75 3	79 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. 425 of the 19th December, 1940, 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.		WAGES.		WAGES.		s. d.	s. d.	Hours.
Per Week of 44 Hours.		Per Week of 44 Hours.						
s. d.		s. d.						
1st year's experience ..	29 0	Under 18 years of age	43 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..	114 0	109 6	44	
2nd " " ..	40 0	18-19 years of age ..	53 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	108 6	104 6	44	
3rd " " ..	50 6	19-20 " " ..	74 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	109 6	106 0	44	
4th " " ..	66 6	20-21 " " ..	95 6	Other chauffeurs ..	104 0	100 6	44	
5th " " ..	87 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 ..	104 0	100 6	46*	
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		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.				
One apprentice to every two or fraction of two workers receiving not less than 100s. 6d. per week of 46 hours.		One improver to every seven or fraction of seven employees receiving not less than 100s. 6d. per week of 46 hours.						
An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.								

* 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.

WHARF AND JETTIES BOARD.

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

Apprentices and Improvers.		Other Employees.		Wages.	
WAGES.				Where One Shift only is Worked.	Where Two Shifts are Worked.
s. d.				s. d.	s. d.
Under 16 years of age ..	28 0	Foreman ..	123 3	123 3	128 3
" 17 " " ..	36 0	Leading hand, i.e., a person in charge of not less than—			
" 18 " " ..	44 0	(a) three nor more than ten employees ..	117 3	122 3	
" 19 " " ..	55 0	(b) eleven nor more than fifteen employees ..	120 3	125 3	
" 20 " " ..	64 0	Pile-driver ..	113 0	118 0	
" 21 " " ..	74 3	Pile-driver's offsider ..	97 0	102 0	
PROPORTION (in any place).		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 ..		111 3	116 3
Apprentices.		Oxy acetylene burner on demolition work ..		111 3	116 3
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.		Saw sharpener ..		110 6	115 6
		Machine borer ..		97 0	102 0
		Cleater ..		94 0	99 0
		Cradler or squarer ..			
		Hand borer ..		92 0	97 0
		Wharf carpenter's assistant ..			
		Dumper ..		89 6	94 6
		Other demolition workers ..			
		All others ..		86 0	91 0
		CONCRETE WORK.			
		Pneumatic pick user or jack hammer-man ..		95 0	100 0
		Concrete floater ..		94 0	99 0
		Mixer operator ..		94 0	99 0
		Men filling moulds ..		92 0	97 0
		Gaugers, i.e., persons filling gauged barrows or boxes ..			
		Other mixers ..		86 0	91 0
		Men employed on reinforcements ..			
		Barrowmen or general labourers ..			

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

SCHEDULE—continued.

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>1st year s. d. 20 6</p> <p>2nd " 25 9</p> <p>3rd " 36 0</p> <p>4th " 41 0</p> <p>5th " 46 3</p> <p>6th " 53 9</p> <p>PROPORTION (IN ANY FACTORY OR PLACE).</p> <p><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><i>Improvers.</i></p> <p>One improver to every five workers receiving not less than 86s. per week of 44 hours.</p>		<p>WAGES PER WEEK OF 44 HOURS.</p> <p>s. d.</p> <p>34 9</p>	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Section 1.—Baby Carriages, Dolls' Carriages, or parts thereof.</i></p> <p>MALES. s. d.</p> <p>Foremen in charge of 4 or more workers .. 107 3</p> <p>Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 100 6</p> <p>Sprayers 86 0</p> <p>All others 86 0</p> <p>FEMALES.</p> <p>Machinists, sewers, or cutters 49 0</p> <p>Folding hood makers 55 6</p> <p><i>Section 2.—All other parts of the trade.</i></p> <p>Foremen in charge of 4 or more workers .. 107 3</p> <p>Persons employed—</p> <p>(a) Making Baskets 105 9</p> <p>(b) Repairing baskets 105 9</p> <p>(c) Fitting, lining, or lettering baskets .. 105 9</p> <p>(d) Making furniture 100 6</p> <p>(e) Making reed tex, hy-tex, or similar materials 100 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 Two shillings.

WIRE FENCE AND TUBULAR GATE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 5 of the 6th January, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.	Per Week of 44 hours.	WAGES.	Per Week of 44 hours.	WAGES.	Per Week of 44 hours.
<p>s. d.</p> <p>1st year's experience 16 9</p> <p>2nd " 22 6</p> <p>3rd " 30 0</p> <p>4th " 39 3</p> <p>5th " 45 9</p> <p>6th " 57 9</p> <p>And thereafter the minimum wage.</p> <p>NUMBER (by any employer).</p> <p>One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.</p>		<p>s. d.</p> <p>Under 16 years of age 21 0</p> <p>16 years of age 27 0</p> <p>17 " " 34 0</p> <p>18 " " 43 0</p> <p>19 " " 49 6</p> <p>20 " " 62 6</p> <p>NUMBER (by any employer).</p> <p>One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.</p>		<p>s. d.</p> <p>Paint Spray Operators or Welders 100 0</p> <p>Machinists, being those engaged in working on ring lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines 97 6</p> <p>Persons employed in attaching chain netting, fabric, or wire cables to gates or frames .. 97 6</p> <p>Scroll makers or tubular frame makers 97 6</p> <p>Persons employed in erecting woven wire fence or tubular gates 97 6</p> <p>Stump hands 91 0</p> <p>All other adult employees .. 86 0</p> <p>Provided that any person without previous experience doing work for which the rate is fixed at 97s. 6d. per week, shall be paid 91s. per week of 44 hours for the first six weeks of such employment.</p>	

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 5 of the 6th January, 1941, shall remain in force.

SCHEDULE—continued.

WOODWORKERS BOARD.

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

(2) (a)

WAGES PER WEEK OF 44 HOURS.

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

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

SCHEDULE—continued

WOODWORKERS BOARD—continued.

(2) (a)

WAGES PER WEEK OF 44 HOURS.

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

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at 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) Steam or other power-driven crosscut sawyer	4 17 0	4 18 0	4 15 0
(n) Ripper or crosscut cutting wood blocks	4 11 0	4 12 0	4 9 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	5 3 0	5 4 0	5 1 0
(ii) On dead or manually operated roller where not single handed ..	4 15 0	4 16 0	4 13 0
(iii) Power driven (other than manual power) or friction feed ..	4 12 0	4 13 0	4 10 0
(p) Handman or leverman No. 1 Bench	4 12 0	4 13 0	4 10 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller	4 17 0	4 18 0	4 15 0
(ii) On dead or manually operated roller where not single handed ..	4 12 0	4 13 0	4 10 0
(iii) Power driven (other than manual power) or friction feed ..	4 10 6	4 11 6	4 8 6
(r) Handman or leverman No. 2 Bench	4 10 6	4 11 6	4 8 6
(s) Setter on log band saw carriage	4 13 0	4 14 0	4 11 0
(t) Setter on other saw carriage	4 12 0	4 13 0	4 10 0
(u) Puller out or assistant, No. 3 Bench	4 9 0	4 10 0	4 7 0
(v) Roller re-cut band sawyer using blade over 3 inches in width ..	5 6 0	5 7 0	5 4 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 5 0	5 6 0	5 3 0
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	4 19 0	5 0 0	4 17 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	5 6 0	5 7 0	5 4 0
(z) Circular sawyer if cutting a depth of under 7½ inches	4 19 0	5 0 0	4 17 0
(aa) Edger swyer to log band sawyer	5 5 0	5 6 0	5 3 0
(ab) Breaking down bench sawyer (cities and towns)	5 1 0	5 4 0	5 1 0
(ac) Other breaking down bench sawyers	5 1 0	5 2 0	4 19 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 0 0	5 1 0	4 18 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	4 16 0	4 17 0	4 14 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 5 0	5 6 0	5 3 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw ..	4 19 0	5 0 0	4 17 0
(ah) Sawyer cutting detail work	5 5 0	5 6 0	5 3 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 0 0	5 1 0	4 18 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	4 19 0	5 0 0	4 17 0
(ak) Crosscut sawyer not provided for elsewhere herein	4 13 0	4 14 0	4 11 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness ..	4 10 0	4 11 0	4 8 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 12 0	4 13 0	4 10 0
(an) Puller out, dogger or wedger up—any breaking down saw	4 12 0	4 13 0	4 10 0
Machinists operating the following:—			
(a) Shaper, Boul's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemans gluor and jointer	5 9 0	5 10 0	5 7 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 0 0	5 1 0	4 18 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 9 0	5 10 0	5 7 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 6 0	5 7 0	5 4 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 0 0	5 1 0	4 18 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 11 0	4 12 0	4 9 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 4 0	5 5 0	5 2 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 18 0	4 19 0	4 16 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 1 0	5 2 0	4 19 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 3 0	5 4 0	5 1 0
(h1) Tenoning machine (other than in case or boxmaking) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 18 0	4 19 0	4 16 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 15 0	4 16 0	4 13 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (a) WAGES PER WEEK OF 44 HOURS.

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

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool, (except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(j) Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	4 11 0	4 12 0	4 9 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 1 0	5 2 0	4 19 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 18 0	4 19 0	4 16 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 13 0	4 14 0	4 11 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 13 0	4 14 0	4 11 0
(o) Any machine in the preceding paragraphs (a1), (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 9 0	4 10 0	4 7 0
(p) Timber bending machine	4 16 0	4 17 0	4 14 0
(q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	4 16 0	4 17 0	4 14 0
(r) Belt sander in the making of plywood	4 13 0	4 14 0	4 11 0
(s) Plywood machine—press operator on	4 12 0	4 13 0	4 10 0
(t) Equalizer cutting plywood with parallel saws	4 12 0	4 13 0	4 10 0
(u) Box lacing machine	4 13 0	4 14 0	4 11 0
(v) Box nailing machine	4 12 0	4 13 0	4 10 0
(w) Box printing machine	4 11 0	4 12 0	4 9 0
Box, case or crate finisher	4 14 0	4 15 0	4 12 0
Box, case or crate maker and/or repairer (manual)	4 18 0	4 19 0	4 16 0
Bench hand hoop ironing boxes, cases or crates	4 18 0	4 19 0	4 16 0
Core layer or corefeeder or centre layer or other person responsible for glue spreading on plywood or veneer gluing machine	4 12 0	4 13 0	4 10 0
Rigger or tree climber	5 10 0	..	..
All others	4 5 0	4 6 0	4 3 0

(2) (b) WAGES PER WEEK OF 44 HOURS.

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

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool, (except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Adult Employees—(engaged in the making of sporting goods)—			
(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer	4 19 0	5 0 0	4 17 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer	4 16 0	4 17 0	4 14 0
(c) Sawyer, band or jig, using saw of 1 inch wide or under	4 11 0	4 12 0	4 9 0
(d) Such band or jig sawyer who sharpens and brazes his own saws	4 17 0	4 18 0	4 15 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 9 0	5 10 0	5 7 0
(f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 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 13 0	4 14 0	4 11 0
(h) Wood turner	5 9 0	5 10 0	5 7 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 9 0	5 10 0	5 7 0
(j) Such wood turner machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 10 0	5 0 0	4 17 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 9 0	4 10 0	4 7 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	Employed—(a)	Employed in all
	Bush or at Bush Sawmills.	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.)	other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(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 9 0	5 10 0	5 7 0
(m) Such router machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 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 9 0	4 10 0	4 7 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 1 0	5 2 0	4 19 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 13 0	4 13 0	4 11 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 9 0	4 10 0	4 7 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 4 0	5 5 0	5 2 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 15 0	4 16 0	4 13 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 9 0	4 10 0	4 7 0
(v) Tennis, squash, or badminton racket rim bender	4 16 0	4 17 0	4 14 0
(w) Hockey "U" bender	4 16 0	4 17 0	4 14 0
(x) Lacrosse stick bender	4 16 0	4 17 0	4 14 0
(y) Belt sander	4 16 0	4 17 0	4 14 0
(z) Other sander	4 13 0	4 14 0	4 11 0
(aa) Cane stripper machinist	4 9 0	4 10 0	4 7 0
(ab) Rim gluer machinist who does not bend	4 9 0	4 10 0	4 7 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 9 0	4 10 0	4 7 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 racket frames	4 13 0	4 14 0	4 11 0
(ae) Person employed in so finishing more than one such part	4 17 0	4 18 0	4 15 0
(af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof	5 1 0	5 2 0	4 19 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 13 0	4 14 0	4 11 0
(ah) Spray gun operator (male)	4 13 0	4 14 0	4 11 0
(ai) Spray gun operator (female)	2 9 0	2 9 6	2 8 0
(aj) Liner (male)	5 9 0	5 10 0	5 7 0
(ak) Liner (female)	2 18 0	2 18 6	2 17 0
(al) Outliner (male)	4 11 0	4 12 0	4 9 0
(am) Outliner (female)	2 8 0	2 8 6	2 7 0
(an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods	5 9 0	5 10 0	5 7 0
(ao) Gripper who does not cut to shape, but winds on leather strips to formed or shaped grips of wooden sporting goods	4 11 0	4 12 0	4 9 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 8 0	4 9 0	4 6 0
(aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods	4 7 0	4 8 0	4 5 0
(ar) Racket stringer and/or repairer	5 5 0	5 6 0	5 3 0
(as) Cricket bat maker who makes cricket bats throughout	5 9 0	5 10 0	5 7 0
(at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads)	5 9 0	5 10 0	5 7 0
(au) Person checking and inspecting	4 11 0	4 12 0	4 9 0
(av) All others (males)	4 5 0	4 6 0	4 3 0
(aw) All others (females), see clause 15 (b)	2 7 0	2 7 6	2 6 0

¶ Clauses (2) (c) to (30) inclusive of the Determination as published in *Government Gazette* No. 167 of 9th May, 1940, 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 6	21 0	24 0	29 6	34 6	40 6	1st six months	17 6	18 0	19 0	21 0	23 6	25 0
2nd "	20 6	23 0	27 0	33 0	38 0	44 0	2nd "	18 0	19 6	21 0	23 0	26 0	30 6
3rd "	21 6	24 6	30 0	35 6	42 6	..	3rd "	20 6	22 0	24 0	26 6	28 0	..
4th "	24 0	28 0	34 0	40 6	46 6	..	4th "	22 0	24 0	26 0	28 0	30 6	..
5th "	26 6	32 0	36 0	45 0	..	..	5th "	24 0	26 0	28 0	30 6	..	..
6th "	30 0	35 0	42 6	46 6	..	..	6th "	26 0	28 0	30 0	32 6	..	..
7th "	34 0	40 6	50 6	..	..	..	7th "	28 0	30 0	33 0	..	..	..
8th "	39 0	47 0	68 6	..	..	..	8th "	30 0	32 6	42 6	..	..	..
9th "	44 6	55 0	..	..	..	..	9th "	31 6	37 0	..	..	..	..
10th "	52 6	71 6	..	..	..	..	10th "	33 6	43 0	..	..	..	..
11th "	59 6	..	..	..	..	..	11th "	38 6	..	..	..	..	..
12th "	67 0	..	..	..	..	..	12th "	40 6	..	..	..	..	..
7th year	75 0	..	..	..	..	..	7th year	43 0	..	..	..	..	..

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 overlooker, when or where employed	105 0
Wool Sorting and Scouring Departments—	
Wool sorters—	
First year's experience	90 0
Second year's experience	100 0
Thereafter	106 0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	95 0
All other machine operators or attendants	90 0
Dye House—	
Leading hand employed on dye machines or vats	95 0
Men on wet crabbers	92 0
All other machine operators or attendants	90 0
Willey House—	
Leading hand in willeying operations where more than four hands engaged	97 0
Leading hand in willeying operations where three or four hands are engaged	94 6
All other machine operators or attendants	90 0
Carding Department—	
Head fettler (leading hand in carding room)	96 0
Card fettlers	91 0
All other machine operators or attendants	89 0
Spinning Department—	
Man in charge of one pair of spinning mules	91 0
All other machine operators or attendants	89 0
Combing Department—	
Jobber in charge or comb mechanic in charge	102 6
Jobber or comb mechanic	91 0
All other machine operators or attendants	89 0
Pinsetter—	
First year's experience	91 0
Second year's experience	97 0
Thereafter	108 0
Roller overer—	
First year's experience	90 0
Second year's experience	95 0
Thereafter	103 6
Gill Box Reducing, Intermediate, Roving and Spinning Departments—	
Man in charge of one pair of spinning mules	91 0
All machine operators or attendants	89 0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

	<i>s.</i>	<i>d.</i>
Winding, Warping, and Twisting Department—		
Warpers	91	0
Sizing machine hand	90	0
All other machine operators or attendants	89	0
Weaving Department—		
Twister-in	90	0
Warp drawers-in	90	0
Warp tiers	89	0
Box loom tuners—		
First year's experience	92	0
Second year's experience	99	0
Thereafter	108	0
Plain loom tuners—		
First year's experience	90	0
Second year's experience	97	0
Thereafter	102	6
Oilers and cleaners	89	0
Card or chain makers	91	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	89	0
Weavers	92	0
Perchers	89	0
Finishing Department—		
Man in charge of milling scouring, or washing machines (where milling and scouring foreman is not employed)	94	6
Sulphur house workers (for time employed as such)	97	0
Man piece carbonizing	92	0
Man examining finished cloth	95	0
Men engaged on unshrinkable finishing processes	92	0
All other machine operators or attendants	89	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed	94	6
All other adult males	85	0

ADULT FEMALES.

Combing Department—		
All machine operators or attendants	50	0
Gill Box, Reducing, Intermediate Roving and Spinning Departments—		
All machine operators or attendants	50	0
Winding, Warping, and Twisting Department—		
Warpers	53	0
All machine operators or attendants	50	0
Weaving Department—		
Weavers	54	0
Mending and Darning Department—		
Worsted menders and darners—		
First six months' experience	50	0
Thereafter	57	0
Other menders and darners (except flannel and blanket knotters and menders)—		
First six months' experience	49	0
Thereafter	53	0
Examiners or passers of pieces after mending	54	0
Other examiners and passers	51	0
Whipping machinists	50	0
Other adult females	46	0

Cotton Section.

ADULT MALES.

	<i>s.</i>	<i>d.</i>
Assistant foreman or overlocker when or where employed	105	0
Dye House and Bleach Craft—		
Leading hand employed on dye or bleaching machines or vats	95	0
All other machine operators or attendants	90	0
Waste Department—		
Leading hand in Waste Department where more than four hands engaged	97	0
Leading hand in Waste Department where three or four hands are engaged	94	6
All other machine operators or attendants	89	0
Blowing Room—		
Blow room major	97	0
Scutching machine hand	92	0
All other machine operators or attendants	90	0
Carding Department—		
Head stripper and grinder (leading hand in carding room)	96	0
Stripper and grinder	92	0
All other machine operators or attendants	90	0
Combing Department—		
Jobber in charge or comb mechanic in charge	102	6
Jobber or comb mechanic	94	6
All other machine operators or attendants	90	0
Pin Setting Department—		
Pinsetter—		
First year's experience	91	0
Second year's experience	97	0
Thereafter	108	0
Roller coverer—		
First year's experience	90	0
Second year's experience	95	0
Thereafter	103	6

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

	<i>s.</i>	<i>d.</i>
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	89	0
Mule Spinning Department—		
Man in charge of one pair of spinning mules	91	0
All other machine operators or attendants	89	0
Twisting, Winding, Reeling and Warping Departments—		
Warpers	91	0
Slasher sizer hand	90	0
Ring jobber	102	6
All other machine operators or attendants	89	0
Weaving Department—		
Twisters-in	90	0
Warp drawers-in	90	0
Warp tiers	89	0
Box loom tuners—		
First year's experience	92	0
Second year's experience	99	0
Thereafter	108	0
Plain loom tuners—		
First year's experience	90	0
Second year's experience	97	0
Thereafter	102	6
Card or chain makers	91	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	89	0
Weavers	92	0
Perchers	89	0
Finishing Department—		
Man in charge of finishing machines	94	6
Man examining finished cloth	95	0
All other machine operators or attendants	89	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed	94	6
All other adult males	85	0
ADULT FEMALES.		
Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	50	0
Twisting, Winding, Reeling and Warping Departments—		
Warpers	53	0
All machine operators or attendants	50	0
Weaving Department—		
Weavers	54	0
Mending and Darning Departments—		
Menders and darners—		
First six months' experience	49	0
Thereafter	53	0
Examiners or passers of pieces after mending	54	0
Other examiners and passers	51	0
All other adult females	46	0

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