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THURSDAY, NOVEMBER 20.

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

Dated at Melbourne, this
thirty-first day of October, 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 85/- per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 85/- 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.

No. 319,—13767/41.

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

ADULT MALES.

	Wages per week of 44 Hours.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; at Warramboul; 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 8 0	5 15 0	5 5 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 18 0	5 5 0	4 15 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	4 13 0	5 0 0	4 10 0
Employee bottling aerated or carbonated waters	4 10 6	4 17 6	4 7 6
Employee engaged in handling Glauber Salts	4 10 6	4 17 6	4 7 6
All other male adults	4 8 0	4 15 0	4 5 0
Leading hand, 1s. per day in addition to the above rates.			

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

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD.

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

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring
	£ s. d.	£ s. d.
Junior Males.		
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 9	30 5
17 and under 18 years of age	50 9	53 9
18 and under 19 years of age	63 9	67 6
19 and under 21 years of age	77 0	81 6
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	25 6	27 0
3rd year's experience	35 3	37 4
4th year's experience	47 6	50 4
5th year's experience	60 6	64 1
6th year's experience	74 9	79 2
Adult Females.		
If of less than twelve months' experience	54 6	57 8
If of twelve months' experience or more	62 0	65 7
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	32 0	33 11
4th year's experience	40 6	42 11
5th year's experience	46 3	49 0
Thereafter until reaching the age of 21 years	51 9	54 9

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

SCHEDULE—continued.

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	99 0	96 0
Chill fitters called on to design and model	111 0	108 0
Other chill fitters	99 0	96 0
Machinists	96 0	93 0
Platers in charge	108 0	105 0
Polishers and grinders	98 0	95 0
Chippers and casters	95 0	92 0
Furnacemen	95 0	92 0
Bedstead fitters and mounters	99 0	96 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters	98 0	95 0
Japanners and lacquerers	96 0	93 0
All others	88 0	85 0

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES..		Weekly Hiring.	Hourly Hiring.
(a) Junior Males.		<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 9	30 6
17 " " 18 " "		50 9	53 9
18 " " 19 " "		63 9	67 9
19 " " 21 " "		77 0	81 6
(b) Adult Females.			
If of less than 12 months' experience		54 9	58 0
Of 12 months' experience or more		62 0	65 6
(c) Junior Females.			
1st year's experience		14 0	15 0
2nd " "		18 9	20 0
3rd " "		32 3	34 3
4th " "		40 3	42 9
5th " "		46 3	49 0
Thereafter until reaching 21 years		51 9	54 9

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

BOILERMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 272 of the 18th September, 1941, shall be replaced by the following clauses:—

Apprentices.		Juvenile Workers, i.e., Persons under 21 Years of Age (other than Apprentices).	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	<i>s. d.</i>		<i>s. d.</i>
1st year's experience	19 3	(a) Employed in—	
2nd " "	27 3	All occupations including "manu-	
3rd " "	41 0	facturing" as defined, at heating	
4th " "	66 3	rivets, assisting apprentices or	
5th " "	83 3	labouring—	
		Under 16 years of age	21 0 .. 22 0
		16 years of age	29 3 .. 31 3
		17 " "	40 0 .. 42 6
		18 " "	50 0 .. 53 0
		19 " "	63 6 .. 67 0
		20 " "	76 0 .. 80 6
		(b) A Junior employee who on the 11th September, 1941, in	
		his case was entitled under the previous Determination	
		to a rate higher than that hereby prescribed for an	
		employee of his age and experience shall be paid at not	
		less than the rate prescribed by such previous Determina-	
		tion for an employee of his age or experience, as the case	
		may be, until he completes the year of experience or of age	
		in respect of which the last mentioned wage is prescribed.	
		Upon completion of such year the minimum rate of wage	
		in his case shall be the rate hereby prescribed.	

PROPORTION.	
Apprentices.	
One apprentice to every two or fraction of two workers receiving not less than 12s. per week of 44 hours.	
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912	

SCHEDULE—continued.
BOILERMAKERS BOARD—continued.

(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.
Tradesmen engaged in window-frame making	£ s. d. 6 4 0	£ s. d. 6 10 6	£ s. d. 6 1 0
Assembler (not coming within definition of tradesman) engaged in window-frame making	5 9 0	5 15 6	5 6 0
Machinist—engaged in window-frame making—			
First class	6 4 0	6 10 6	5 1 0
Second class	5 12 0	5 18 0	5 9 0
Third class	5 5 0	5 11 6	5 2 0
Process worker engaged in window-frame making	4 19 0	5 5 6	4 16 0
Welder—			
First class (other than when using Cutler machine)	6 7 0	6 13 6	6 4 0
First class (using Cutler machine)	5 14 0	6 0 6	5 11 0
Second class	5 5 0	5 11 6	5 2 0
Third class	5 1 0	5 7 6	4 18 0
Tack welder	5 3 0	5 9 6	5 0 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	6 4 0	6 10 6	6 1 0
Tradesman employed in boilermaking, ship, bridge, and girder, construction, the greater part of whose time is occupied in marking off and/or template making	6 8 0	6 14 6	6 5 0
Boilersmiths and/or angle-iron smiths	6 7 0	6 13 6	6 4 0
Plate setters and frame benders	6 6 0	6 12 6	6 3 0
Drillers using portable machines in boilermaking and ship construction	6 1 0	6 7 6	5 18 0
Drillers using stationary machines in boilermaking and ship construction	5 1 0	5 7 6	4 18 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	6 4 0	6 10 6	6 1 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making	6 8 0	6 14 6	6 5 0
Machinist—			
First class, employed on standardized frame buildings made in quantities	5 7 0	5 13 6	5 4 0
Second class, employed on standardized frame-buildings made in quantities	5 1 0	5 7 6	4 18 0
Emery wheel attendant	4 19 0	5 5 6	4 16 0
Blacksmith's striker	4 17 0	5 3 6	4 14 0
Blacksmith's striker on double fires	4 19 0	5 5 6	4 16 0
Furnaceman	5 3 0	5 9 6	5 0 0
Attendants on small rivet heating or bolt beating or similar types of fires	4 19 0	5 5 6	4 16 0
Holder up	4 19 0	5 5 6	4 16 0
Benders of iron and steel frames used for reinforcing concrete	4 19 0	5 5 6	4 16 0
Painters of ironwork other than ship painters (brush)	4 17 0	5 3 6	4 14 0
Painters of ironwork using spray	4 18 0	5 4 6	4 15 0
Friction saw operators	4 17 0	5 3 6	4 14 0
Cold saw operators	4 19 0	5 5 6	4 16 0
Dogman	4 19 0	5 5 6	4 16 0
Riggers and splicers except on ships and buildings	4 19 0	5 5 6	4 16 0
Riggers and splicers on ships and buildings	5 3 0	5 9 6	5 0 0
Cleaners and chippers (inside of boilers)	5 3 0	5 9 6	5 0 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 17 0	5 3 6	4 14 0
Labourers	4 8 0	4 14 6	4 5 0
Steel pipe making section—			
Pipe builders	5 0 6	5 6 6	4 17 0
Machine operators (in charge of machines)	5 0 6	5 6 6	4 17 0
Faucet maker in charge of furnace	5 3 0	5 9 6	5 0 0
Man assisting furnace faucet maker	4 16 0	5 2 6	4 13 0
Man in charge of ring-making machine	5 0 0	5 6 6	4 17 0
Man assisting at ring-making machine	4 16 0	5 2 6	4 13 0
Man on tar dip and sand rolling	4 16 0	5 2 6	4 13 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.Clauses (4) to (19) inclusive of the Determination, as published in *Government Gazette* No. 272 of the 1st shall remain in force.

(see clause 13 (b)).
8th September, 1941,

SCHEDULE—continued.

BOOT BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 194 of the 4th July, 1941, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

(2) MALES*—Apprentices. Wages per Week of 44 Hours.				
	Commencing Age.			
	Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year's experience—				
1st six months ..	20 0	25 0	30 0	40 0
2nd six months ..	22 6	27 6	35 0	45 0
2nd year's experience—				
1st six months ..	25 0	30 0	40 0	50 0
2nd six months ..	27 6	35 0	45 0	55 0
3rd year's experience—				
1st six months ..	30 0	40 0	50 0	65 0
2nd six months ..	35 0	45 0	55 0	70 0
4th year's experience—				
1st six months ..	40 0	50 0	65 0	Minimum wage
2nd six months ..	45 0	55 0	70 0	
5th year's experience—				
1st six months ..	50 0	65 0	Minimum wage	..
2nd six months ..	55 0	70 0		..
6th year's experience—				
1st six months ..	65 0	Minimum wage	..	..
2nd six months ..	70 0		..	..
Thereafter ..	Minimum wage		..	..

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

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

See Clause (7) for wages and proportion of unapprenticed Junior Workers.

(3) FEMALES—Improvers.

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

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

Apprentices and all other improvers†—

Wages per week of 44 hours.

	s. d.
1st six month's experience ..	20 0
2nd " " ..	22 6
3rd " " ..	25 6
4th " " ..	29 0
5th " " ..	33 0
6th " " ..	37 6
7th " " ..	42 6
8th " " ..	48 0

Thereafter not less than the minimum wage for adult females

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 the minimum wage for adult females.

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 the minimum wage for adult females.

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 the minimum wage for adult females.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause (5) at the above rates.

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

SCHEDULE—continued.
BOOT BOARD—continued.

Other Employees.																															
(4)	MALES.	Wages per week of 44 hours. s. d.	(5) FEMALES.																												
<p>(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.</p> <p>(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.</p>																															
Pattern Cutting—																															
Pattern Cutters or Designers	118	6																													
Clicking—																															
Clicking outsides (other than felt, fabric, sheep's roans or splits)	118	6																													
Clicking felt, linings, fabrics, sheep's roans, splits—																															
By hand	115	6																													
By machine	112	6																													
All others	112	6																													
Stuff cutting—																															
Cutting leather outsoles or insoles	115	6																													
Ranging by hand	115	6																													
All others	112	6																													
Making—																															
All operatives except those for whom the rates herein—																															
after appearing are prescribed	118	6																													
Operator of bottom levelling machine	112	6																													
Operator of buzzer machine	112	6																													
Operator of loose nailing machine	112	6																													
Levelling by hand	112	6																													
Heeling by hand	112	6																													
Opening channels	112	6																													
Closing channels	112	6																													
Feathering	112	6																													
Turning pumps	112	6																													
Laying linings and shanking	112	6																													
Pulling up backs	112	6																													
Pulling on	112	6																													
Tingling and trimming (hand or machine)	112	6																													
Putting on heels and toe plates	112	6																													
Attaching wood heels by hand	112	6																													
Putting in stiffeners or toes	109	6																													
Putting in bottom fillings and shanks	109	6																													
Slipping off	109	6																													
Pulling out tacks	109	6																													
Stamping and sorting soles	109	6																													
Solutioning or cementing by hand or machine	109	6																													
Putting studs or bars on football boots	109	6																													
Finishing—																															
Finishing right through by hand	118	6																													
Operating heel trimmer	118	6																													
Operating edge trimmer	118	6																													
Operating edge setter	118	6																													
Operating heel scourer	118	6																													
Operating Naumkeag machine and/or sandpapering machine	114	6																													
Slipping off	109	6																													
All others	112	6																													
			<table> <tr> <th></th><th>Wages per Week of 44 hours. s. d.</th><th>Loading Constant. s. d.</th><th>Total Wage. s. d.</th></tr> <tr> <td>(c) Females with (i) four years' experience employed on any form of sewing machine</td><td>63</td><td>3</td><td>66</td></tr> <tr> <td>(ii) any other machine</td><td>59</td><td>9</td><td>62</td></tr> <tr> <td>(iii) any other work set out in Clause (6) hereof</td><td>58</td><td>3</td><td>61</td></tr> <tr> <td>(d) Females with four years' experience not otherwise provided for</td><td>58</td><td>3</td><td>61</td></tr> <tr> <td>(e) Females specified in paragraph (c) hereof shall, when operating a machine with hot or liquid wax, be paid 7s. 6d. per week in addition to their ordinary wage.</td><td></td><td></td><td></td></tr> <tr> <td>(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 61s. per week and thereafter the rate prescribed for their occupation.</td><td></td><td></td><td></td></tr> </table>		Wages per Week of 44 hours. s. d.	Loading Constant. s. d.	Total Wage. s. d.	(c) Females with (i) four years' experience employed on any form of sewing machine	63	3	66	(ii) any other machine	59	9	62	(iii) any other work set out in Clause (6) hereof	58	3	61	(d) Females with four years' experience not otherwise provided for	58	3	61	(e) Females specified in paragraph (c) hereof shall, when operating a machine with hot or liquid wax, be paid 7s. 6d. per week in addition to their ordinary wage.				(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 61s. per week and thereafter the rate prescribed for their occupation.			
	Wages per Week of 44 hours. s. d.	Loading Constant. s. d.	Total Wage. s. d.																												
(c) Females with (i) four years' experience employed on any form of sewing machine	63	3	66																												
(ii) any other machine	59	9	62																												
(iii) any other work set out in Clause (6) hereof	58	3	61																												
(d) Females with four years' experience not otherwise provided for	58	3	61																												
(e) Females specified in paragraph (c) hereof shall, when operating a machine with hot or liquid wax, be paid 7s. 6d. per week in addition to their ordinary wage.																															
(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 61s. per week and thereafter the rate prescribed for their occupation.																															

Clauses (6) to (29) inclusive of the Determination as published in Government Gazette No. 194 of 4th July, 1941, 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.					
		<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>		
1st year	.. ..	18 3	18 3	1st year	.. ..	18 3	
2nd year	.. ..	24 3	24 3	2nd year	.. ..	24 3	
3rd year	.. ..	34 9	34 0	3rd year	.. ..	34 0	
4th year	.. ..	} minimum wage or earnings on piece-work	42 9	4th year	.. ..	42 9	
5th year		and thereafter the minimum wage or full piece-work prices.					
6th year							
PROPORTION. (Within any factory or place.)				and thereafter the minimum wage or full piece-work prices.				
APPRENTICES.				NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—				
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.				(a) Automatic boring and filling machines;				
				(b) Punching and stamping machines;				
				(c) Painting or varnishing brushware.				
IMPROVERS.								
Males.								
One male improver to one or two								
Two to three	.. ..	} Male workers receiving not less than 10s. per week of 44 hours or earning full piece-work prices.					
Three to five	.. ..						
Four to nine	.. ..						
Six to twelve	.. ..						
Seven to fifteen	.. ..						
Nine to eighteen	.. ..						
Females.								
One female improver to one or two								
Two to three	.. ..	} Female workers receiving not less than 5s. per week of 44 hour or earning full piece-work prices.					
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								109 0
Hair pan work								104 0
Bass pan work								104 0
Hair dressing and mixing								104 0
Making twisted brushes								104 0
Making wire brushes								104 0
Bass broom drawing								104 0
Finishing								104 0
Boring								104 0
Lacquering or ducoing								104 0
FEMALES.								
Automatic boring and filling machinists								52 0
Filling machinists								52 0
Trimming machinists								52 0
Boring machinists								52 0
Bench drawing								54 0
Treadle knot-sizing machinists								52 0
Persons employed at lacquering or ducoing								52 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 4s. and in the case of a female 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."

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 ..	100 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a) ..	94 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. s. d.	For a 48-hour week. s. d.
(a) If doing the work set out in (2) (a) above ..	2 7½	2 4½
(b) If doing the work set out in (2) (b) above ..	2 5½	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 the *Government Gazette* No. 251 of the 1st September, 1941, shall be replaced by the following clause:—

(2)

IMPROVERS.

Wages per week of 46 hours.	
Under 18 years of age	41 6
18 to 19 years of age	53 0
19 to 20 years of age	65 3
20 to 21 years of age	77 6

PROPORTION (in any place).

One improver to every worker receiving not less than 93s. 6d. 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 Ge- long 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	97 0	94 0
21 to 40 flats	93 0	90 0
20 or less flats	91 6	88 6
Persons engaged weekly to take care of buildings which contain halls let for public enter- tainment or for other purposes	88 0	85 0
Other caretakers of buildings in charge of—		
11 or more cleaners	125 6	122 6
4 to 10 cleaners	115 6	112 6
1 to 3 cleaners	104 6	101 6
All others	96 6	93 6

Clauses (3) to (15) inclusive of the Determination as published in the *Government Gazette* No. 251 of the 1st September, 1941, shall remain in force.

SCHEDULE—continued.

CARPENTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 166 of the 13th June, 1941, 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 (ii) Stock work	Per week. £ s. d. 6 5 0 5 12 0	Per week. £ s. d. 6 11 6 5 18 6	Per week. £ s. d. 6 2 0 5 9 0	Per week. £ s. d. 6 2 0 5 9 0	Per week. £ s. d. 6 2 0 5 9 0	Per week. £ s. d. 6 2 0 5 9 0
Hourly employees	Per hour. 0 2 11½	Per hour. 0 3 1½	Per hour. 0 2 11	Per hour. 0 2 11	Per hour. 0 2 11	Per hour. 0 2 11

* 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 for this Section published in *Government Gazette* No. 166 of the 13th June, 1941, shall remain in force.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 227 of the 6th August, 1941, clauses (1) and (2) of Part I., clause (1) of Part II., clauses (1) and (2) of Part III., and clauses (1) and (2) of Part IV. shall be replaced by the following clauses:—

PART I.

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

(1)

ADULT EMPLOYEES.

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

(2)

EXTRA RATES.

per week

Further additional amount for employee driving bulk milk vehicle	1 0
Further additional amount for employee driving sanitary vehicle—	
Between 7 a.m. and 10 p.m.	3 0
Between 10 p.m. and 7 a.m.	6 0
Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week.	
Further additional amount for employee carting specially offensive material	6 0
Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material	6 0
Further additional amount for an employee driver (not a supervisor), who is required in any week to collect moneys and account for them as part of his duties	2 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle	2 0

PART II.

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

RATES OF WAGE.

(1) The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 2½/d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

SCHEDULE—continued.
CARTERS AND DRIVERS BOARD—continued.

PART III.

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

(1)

ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	4 12 0	4 18 6	4 9 0
Two horses	4 17 0	5 3 6	4 14 0
Employee driving—			
Motor bicycle with side car	4 13 0	4 19 6	4 10 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	4 17 0	5 3 6	4 14 0
Over 25 cwt. but not over 3 tons	5 1 0	5 7 6	4 18 0
Over 3 tons but under 6 tons	5 4 0	5 10 6	5 1 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Stableman	4 10 0	4 16 6	4 7 0
Head stableman	4 14 0	5 0 6	4 11 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 8 0	4 14 6	4 5 0

(2)

EXTRA RATES.

Per week.

	s. d.
Further additional amount for employee driving retail milk vehicle	9 0
Further additional amount for employee of retail dairyman driving bulk milk vehicle	1 0
Further additional amount for employee driving a retail milk vehicle, within the Metropolis as defined in the <i>Milk Board Act 1933</i> (No. 4183) or within 10 miles of G.P.O., Geelong, whose ordinary hours of duty extend over seven days a-week	8 0

PART IV.

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

(1)

ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	5 4 0	5 10 6	5 1 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	5 6 0	5 12 6	5 3 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer			
Motor driver's assistant and any employee not elsewhere specified	4 8 0	4 14 6	4 5 0

(2)

EXTRA RATES.

Per Week.

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

The following clauses of the Determination as published in *Government Gazette* No. 227 of the 6th August, 1941, shall remain in force:—

Clauses (3) to (35) inclusive of Part I., clauses (2) to (14) inclusive of Part II., clauses (3) to (32) inclusive of Part III., and clauses (3) to (31) inclusive of Part IV.

SCHEDULE—continued.

CEMENT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 282 of the 29th September, 1941 shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
Under 16 years of age	s. d. 33 9	s. d. 2 0	s. d. 35 9	s. d. 38 6	s. d. 2 6	s. d. 41 0
" 17 " "	42 6	2 9	45 3	47 6	3 0	50 6
" 18 " "	49 0	3 3	52 3	56 0	3 6	59 6
" 19 " "	60 0	4 0	64 0	65 6	4 3	69 9
" 20 " "	68 3	4 3	72 6	73 9	4 9	78 6
" 21 " "	77 9	5 0	82 9	82 3	5 3	87 6

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

Cement Works.	Wages per week of 44 hours.					
	Employed Continuously on Day Shift.			Employed Alternately on Two or Three Shifts.		
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cement Burners .. ..	..	..	..	111 9	6 0	117 9
Testers on Slurry Controls .. ..	..	..	..	109 3	6 0	115 3
Millers (new plant) .. ..	..	..	..	108 0	6 0	114 0
Millers (old plant) .. ..	..	..	..	106 0	6 0	112 0
Fuller Coal Millers (old plant) .. ..	..	..	..	108 0	6 0	114 0
Coal Driers (old plant) .. ..	..	..	..	108 0	6 0	114 0
Loaders in railway trucks at bagging sheds ..	105 0	6 0	111 0	..	..	..
Machine Bag Fillers	105 0	6 0	111 0	..	..	..
Stackers	97 0	6 0	103 0	..	..	..
Electrostatic Precipitator Attendant (new plant) ..	..	..	..	106 3	6 0	112 3
Electrostatic Precipitator Attendant (old plant) ..	..	..	..	101 9	6 0	107 9
Rubber Band Attendants	97 0	6 0	103 0	99 9	6 0	105 9
Slurry Tank Attendants (new plant) .. ..	..	..	..	105 9	6 0	111 9
Mammoth Crusher Attendant (new plant)	102 0	6 0	108 0	104 9	6 0	110 9
Truck Cleaners	96 0	6 0	102 0	..	..	..
Truck Tarpers	97 0	6 0	103 0	..	..	..
Mill Room Helper	98 3	6 0	104 3	101 0	6 0	107 0
All Others	94 0	6 0	100 0	96 9	6 0	102 9

Quarries.	Batesford.						Elsewhere within the Area to which the Determination Applies.		
	Day Shift.			Afternoon or Night Shift.					
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder Monkeys ..	113 0	6 0	119 0	118 0	6 0	124 0	106 0	6 0	112 0
Jack Hammermen ..	113 0	6 0	119 0	118 0	6 0	124 0	106 0	6 0	112 0
Platelayers ..	110 0	6 0	116 0	115 0	6 0	121 0	103 0	6 0	109 0
Bankmen ..	108 0	6 0	114 0	112 9	6 0	118 9	101 0	6 0	107 0
Underground Drainers ..	137 6	6 0	143 6	138 3	6 0	144 3	..	..	..
Underground Quarrymen ..	116 0	6 0	122 0	116 9	6 0	122 9	..	..	..
Pump Attendants ..	113 0	6 0	119 0	113 9	6 0	119 9	..	..	..
Signal Attendants ..	106 6	6 0	112 6	107 3	6 0	113 3	..	..	..
Levermen ..	104 0	6 0	110 0	108 6	6 0	114 6	..	..	..
All others ..	101 0	6 0	107 0	105 6	6 0	111 6	94 0	6 0	100 0

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 282 of the 29th September, 1941, shall remain in force.

SCHEDULE—continued.
CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 214 of the 30th July, 1941, shall be replaced by the following clause:—

(2)

(a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	25 6	0 9	26 3	Man operating a machine mixing cement or concrete ..	100 0	3 0	103 0
" 17 " " ..	34 3	1 0	35 3	Other mixers of cement or concrete ..	98 0	3 0	101 0
" 18 " " ..	42 6	1 6	44 0	Moulders on centrifugal pipe machines ..	99 0	3 0	102 0
" 19 " " ..	53 6	1 9	55 3	Crusher feeder or attendant where bricks are crushed ..	99 6	3 0	102 6
" 20 " " ..	61 9	2 0	63 9	Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant ..	96 6	3 0	99 6
" 21 " " ..	71 3	2 3	73 6	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	98 0	3 0	101 0
<p style="text-align: center;">PROPORTION (in any Factory or Place).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 95s. per week of 44 hours. An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p style="text-align: center;">Cement Tilemakers' Section.</p> <p>Three improvers to four workers .. Four improvers to five or six workers .. Five improvers to seven workers .. Six improvers to eight workers, and thereafter one improver to every two workers ..</p> <p style="text-align: right;">Receiving not less than 95s. per week of 44 hours.</p> <p style="text-align: center;">All Other Sections.</p> <p>One improver to every three or fraction of three workers receiving not less than 95s. per week of 44 hours. Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.</p>				Repairs or renderers of cement or concrete articles ..	98 0	3 0	101 0
				Mould assemblers ..	96 6	3 0	99 6
				Operator of machine making concrete or cinder-concrete blocks or bricks ..	98 0	3 0	101 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	95 6	3 0	98 6
				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	95 6	3 0	98 6
				Where the load carried per man is of a greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	95 6	3 0	98 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	95 6	3 0	98 6
				Wires on drums or mandrils for pipe-making ..	94 6	3 0	97 6
				Pipe tester (i.e., person operating a pump or pressure apparatus) ..	94 0	3 0	97 0
				Operator of cement sprayer ..	97 6	3 0	100 6
				Tile or ridge makers and the takers off of same ..	97 6	3 0	100 6
				Strippers ..	95 6	3 0	98 6
				Finisher of pipes made on vibrator ..	93 0	3 0	96 0
				All others ..	92 0	3 0	95 0
				NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.			

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 214 of the 30th July, 1941, shall remain in force.

CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 196 of the 7th July, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.				Wages.			
s. d.				Within the Metropolitan District.		All other Parts of Victoria.	
				Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
				s. d.	s. d.	s. d.	s. d.
1st year ..	..	..	21 0	2 5 ¹² / ₂₃	108 6	2 4 ¹ / ₂	104 6
2nd " ..	..	..	24 6	2 1 ¹⁰ / ₁₁	95 0	2 1 ¹⁰ / ₁₁	93 0
3rd " ..	..	..	28 6				
4th " ..	..	..	33 6				
5th " ..	..	..	43 0				
<p style="text-align: center;">PROPORTION (WITHIN ANY PLACE).</p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.</p>				Grave diggers ..			
				All others ..			

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 196 of 7th July, 1941, shall remain in force.

SCHEDULE—continued.

CLOTHING BOARD.

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

(2)

APPRENTICES OR IMPROVERS.

(a) *Wages.**Males.*

Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
Experience.		Weekly Wages.	Experience.		Weekly Wages.	Experience.		Weekly Wages.
		<i>s. d.</i>			<i>s. d.</i>			<i>s. d.</i>
1st 6 months	..	11 6	1st 6 months	..	15 0	1st 6 months	..	15 0
2nd	..	15 0	2nd	..	18 6	2nd	..	18 6
3rd	..	19 0	3rd	..	23 0	3rd	..	23 0
4th	..	23 0	4th	..	26 6	4th	..	26 6
5th	..	31 0	5th	..	31 0	5th	..	31 0
6th	..	38 0	6th	..	38 0	6th	..	38 0
7th	..	46 0	7th	..	49 0	7th	..	49 0
8th	..	53 0	8th	..	60 6	8th	..	60 6
9th	..	60 6	9th	..	67 6	9th	..	67 6
10th	..	67 6	10th	..	76 6	10th	..	76 6

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.						Employed at Ready-made Clothing.					
Persons Commencing at the Trade between the Ages of 18 and 21 Years.	Other Persons.					Persons Commencing at the Trade between the Ages of 18 and 21 Years.	Other Persons.				
	Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.				Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.		
	Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.		Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
1st 6 months..	28	6	1st 6 months	12	6	1st 6 months	28	6	1st 6 months	12	6
2nd " "	35	6	2nd " "	14	6	2nd " "	35	6	2nd " "	14	6
3rd " "	43	0	3rd " "	17	6	3rd " "	43	0	3rd " "	17	6
4th " "	47	6	4th " "	22	0	4th " "	47	6	4th " "	22	0
			5th " "	28	6	5th " "			5th " "	28	6
			6th " "	35	6	6th " "			6th " "	35	6
			7th " "	43	0				7th " "	43	0
			8th " "	47	6				8th " "	47	6

And thereafter the minimum wage or piece-work price.

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

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

(a) *Males.**Apprentices.*

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

Improvers.

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

(b) *Females.*

One apprentice or improver to every journeywoman employed.

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

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

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

SCHEDULE—continued.

CLOTHING BOARD.—continued.

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

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

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

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

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

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed marking-in or cutting out garments	6 2 0	6 2 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 14 6	3 4 3
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 12 0	5 12 0
Fitters-up, namely, persons employed fitting up garments	5 12 0	5 12 0
Tailors, namely, males employed making or altering any part of a garment	5 12 0	..
Machinists, namely, males employed machining any part of a garment	5 12 0	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	5 12 0	5 12 0
Under-pressors of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	4 17 0	4 17 0
All other under-pressors, namely, persons employed under-pressing on all garments other than coats	4 15 6	4 15 6
Seam pressors, namely, persons employed pressing seams on all garments	4 15 6	4 15 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 17 0	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 12 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	3 1 9
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 16 3
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	2 16 3
Hand sewers of buttons .. .. .	..	2 8 9
Persons not otherwise provided for	4 9 0	2 8 9

(b) READY-MADE CLOTHING.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	5 15 0	5 15 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 14 6	3 1 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 12 0	5 12 0
Fitters-up, namely, persons employed fitting-up garments	5 12 0	5 12 0
Tailors, namely, males employed making or altering any part of a garment	5 12 0	..
Machinists, namely, males employed machining any part of a garment	5 12 0	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making	5 12 0	5 12 0
Under-pressors of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making	4 17 0	4 17 0
All other under-pressors, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making	4 15 6	4 15 6
Seam pressors, namely, persons employed pressing seams on all garments, other than garments which the worker is making	4 15 6	4 15 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 15 6	2 12 3
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 12 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	5 12 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	2 19 3
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 14 3
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	2 14 3
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 13 3
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	2 13 3
Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	2 8 9
Persons not otherwise provided for	4 9 0	2 8 9

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

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

SCHEDULE—continued.

COAL AND COKE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 291 of the 21st October, 1941, 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	..	..	..	43 3	Persons trimming or spreading coal that is heated or on fire	..	..	188	0
17 years of age	..	..	..	49 9	Persons employed feeding coal to and/or trimming coal	..	..	122	0
18 " "	..	..	..	56 9	from and/or operating mechanical loader	..	..	129	4
19 " "	..	..	..	63 9	Persons trimming from the "Grab"	..	..	122	0
20 " "	..	..	..	77 9	Other coal trimmers	..	..	122	0
					Coal baggers or loaders	..	..	122	0
					Persons employed loading by shovel or fork loose coal	..	..	144	0
					from vehicles to railway trucks	..	..	155	0
					Persons loading by shovel or fork loose coal from the	..	..	131	2
					ground into railway trucks	..	..	92	8
					Coke stackers at wharf coal yards	..	..	94	0
					Coke yard employees	..	..	99	0
					Carters driving one horse	..	..	102	0
					Carters driving two horses	..	..	104	0
					Carters driving three horses	..	..	105	0
					Carters driving four horses	..	..
					Carters driving five horses	..	..
					And 6d. extra per day for every additional horse	..	..
					Drivers of motor wagons having a carrying capacity of—	..	..
					(a) 25 cwt. or less	..	..	99	0
					(b) over 25 cwt., but not over 3 tons	..	..	103	0
					(c) over 3 tons, but under 6 tons	..	..	106	0
					Further tonnage—for each complete ton over 5 an	..	..
					extra ls. per week	..	..
					All others	..	..	115	0

* 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 (20) inclusive of the Determination as published in *Government Gazette* No. 291 of the 21st October, 1941, shall remain in force.

COMMERCIAL CLERKS BOARD.

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

(2)

APPRENTICES OR IMPROVERS.

MALES.					FEMALES.				
Wages per Week.					Wages per Week.				
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.		
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typists, Stenographers or Operators of Ledger- keeping Machines.	All Other Improvers.	
	<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	21 3	21 3	23 6	25 0	1st year	21 3	28 0	21 3	
2nd year	28 0	28 0	33 9	40 6	2nd year	25 0	32 0	25 0	
3rd year	33 9	36 3	47 9	54 6	3rd year	32 9	39 6	32 9	
4th year—					4th year	40 6	45 3	40 6	
1st six months ..	44 3	49 9	56 0	69 3	5th year and until 21				
2nd six months ..	44 3	49 9	69 3	70 6	years of age	49 9	53 6	49 9	
5th year—									
1st six months ..	59 6	62 6	82 3	86 9					
2nd six months ..	59 6	79 9	82 3	86 9					
6th year and until 21 years of age	82 3	86 9	..	..			

PROPORTION (in any place).

APPRENTICES.
One apprentice to every two or fraction of two workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.

IMPROVERS.
One improver to one or two
Two improvers to three or four
Three improvers to five or six
And thereafter one improver to every three or fraction of three
Workers receiving not less than minimum wage.

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.

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

(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	..	..	..	..	23 0
2nd year	..	..	..	..	27 0
3rd year	..	..	..	..	34 3
4th year	..	..	..	..	42 0
5th year and until 21 years of age	..	..	..	..	51 6

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	100 0	65 6	97 0	60 9	94 6	55 9
Telephone switchboard attendants	100 0	64 3	97 0	60 9	94 6	55 9
All other adults	100 0	62 6	97 0	59 0	94 6	55 9

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

SCHEDULE—continued.

CORDAGE BOARD.

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

(2)

JUNIORS.

	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
			Males.	Females.
Hard Fibre Department.		Other Junior Workers.		
Males.	s. d.	Under 16 years of age ..	s. d.	s. d.
Hand reelers	61 0	From 16 to 17 years of age ..	18 6	17 6
Attendants to rope house machine—for under 2 inch circumference.. .. .	53 3	„ 17 to 18 „ „ ..	25 0	22 3
Lappers of clothes lines	52 3	„ 18 to 19 „ „ ..	30 6	26 9
Persons balling lashing	42 0	„ 19 to 20 „ „ ..	36 0	31 0
Persons balling binder twine	38 3	„ 20 to 21 „ „ ..	45 3	36 6
			56 9	39 9
Females.				
Balling binder twine	51 6			
Balling lashing	51 6			
Bagging binder twine	50 6			
All others	47 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 ..	110 0
Rope layer on heavy type 9 strand machine ..	105 0
Foreman in charge of spinning and preparing departments ..	106 0
Other rope layers in walk with travellers ..	101 0
Rope splicer on driving ropes and springs ..	100 0
Storeman in charge ..	98 0
Packer working press (hand or power), pressing over 28 lb. in weight ..	96 0
Rope house machinist making 2 inch up to and including 4 inch ..	96 0
Rope house machinist making over 4 inch ..	99 0
Power reeler or finisher in connexion with heavy type 12 strand machine ..	96 0
Feeder of 1st spreader ..	94 0
Traveller driver on heavy type 12 strand machine ..	94 0
Damp mixer or batcher ..	93 0
Feeder of softeners or batchers ..	93 0
Rope and binder twine packer ..	93 0
Winder and warper in tarring department ..	94 0
Winding, oiling, and tarring yarn ..	94 0
Oiler and/or belt repairer ..	94 0
Maker of rope fenders ..	94 0
Maker of pig nets ..	93 0
Power reeler or finisher in walk ..	93 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) ..	91 0
Opening manila hemp ..	91 0
Scutcher ..	91 0
Lumping, loading or unloading hemp, flax, or twine in store or factory ..	91 0
Feeder of tow breaker card ..	91 0
Lumping hemp, flax, or binder twine on wharf ..	94 0
Packing and balling shop twine ..	93 0
Mat finisher ..	93 0
Layer of lines or cords in walk ..	97 0
Twister or layer of yarn in walk ..	93 0
Maker of fishing lines ..	93 0
Hand reelers ..	91 0
Matting weavers ..	93 0
All other machine operators or employees feeding or taking from machines ..	91 0
All others ..	88 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine ..	51 6
Balling lashing ..	51 6
Bagging binder twine ..	50 6
All others ..	47 6
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock ..	51 6
Feeding spreaders ..	50 6
Feeding finisher cards (hemp) ..	50 6
Spinning ..	51 6
Wet spinning ..	52 6
All other machine operators and employees feeding or taking from machines ..	50 6
All others ..	47 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. £ s. d.		*Wages per Week of 44 Hours. £ s. d.
Implement smiths	5 5 0	1st class	5 12 0
Bulldozers	4 17 0	2nd class	5 3 0
Blacksmiths' strikers	4 11 0	3rd class	4 17 0
Blacksmiths' strikers (on double fires)	4 13 0	Drillers	4 13 0
Carpenters engaged on agricultural implement making (including tool allowance)	5 5 0	Die setters and machine setters	4 15 0
Agricultural implement fitters and comb fitters	5 0 0	Machinists coming within the definition of process workers	4 11 0
Agricultural implement fitters and comb fitters (after two years' experience)	5 3 0		
Pattern fitters and finishers	5 3 0		
Plough fitters	4 18 0		
Assemblers	4 12 6		
Assemblers (after two years' experience)	4 16 0		
Windmill erectors	5 0 0		
Windmill makers other than fitters	4 10 0		
Wheel rimmers	5 0 0		
Furnacemen on small rivet heating or bolt heating	4 13 0		
Furnacemen's assistants	4 11 0		
Dressers and fettlers	4 13 0		
Grinders and emery-wheel attendants	4 13 0		
Grinders (using portable machine)	4 15 0		
Heaters	4 11 0		
Picklers	4 8 0		
Hammer drivers	4 13 0		
Wire weavers	4 11 0		
Painters (brush hand)	4 11 0		
Spray painters	4 15 0		
Paint dippers and mixers	4 8 0		
Writers and liners	5 0 0		
Wire drawers	4 11 0		
Chippers	4 11 0		
Sand and shot blast dressers	4 15 0		
Dismantlers	4 11 0		
Checkers	4 13 0		
Inspectors	4 13 0		
Storemen and packers	4 8 6		
Process workers	4 11 0		
Patternmakers	6 1 0		
All others	4 5 0		

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring. s. d.	Hourly Hiring. s. d.
Junior Males.		
In blacksmithing, bulldozing, and work associated therewith: fur- nace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	28 9	30 5
17 and under 18 years of age	50 9	53 9
18 and under 19 years of age	63 9	67 6
19 and under 21 years of age	77 0	81 6
In all occupations except black- smithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	25 6	27 0
3rd year's experience	35 3	37 4
4th year's experience	47 6	50 4
5th year's experience	60 6	64 1
6th year's experience	74 9	79 2
Adult Females.		
If of less than twelve months' experience	54 6	57 8
If of twelve months' experience or more	62 0	65 7
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	32 0	33 11
4th year's experience	40 6	42 11
5th year's experience	46 3	49 0
Thereafter until reaching the age of 21 years	51 9	54 0

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

SCHEDULE—continued.

COUNTRY PRINTERS BOARD.

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

TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.		
		A*.	B*.	C*.
		£ s. d.	£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 1 0	5 18 0	5 15 0
A2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	5 12 0 5 15 0 6 1 0	5 9 0 5 12 0 5 18 0	5 6 0 5 9 0 5 15 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	6 1 0	5 18 0	5 15 0
A4	Proof reader and/or reviser— (a) In newspaper and commercial printing offices (b) Commercial printing only	5 15 0 5 15 0	5 12 0 5 12 0	5 9 0 5 9 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine	5 12 0	5 9 0	5 6 0
A6	Hand compositor			
A7	Sluggier			
A8	Bulk hand			
A9	Stonehand			
A10	Electrotypist			
A11	Stereotypist			
A12	Letterpress Machinist			
A13	Machinist working a flat-bed machine printing from a reel			
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman	5 12 0	5 9 0	..
A15	Stone and/or plate preparer	4 13 0	4 10 0	..
A16	Ink grinder and/or varnisher	4 9 0	4 6 0	..
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	5 12 0	5 9 0	5 6 0
A18	Marbler	5 12 0	5 9 0	5 6 0
A19	Hand Indexer	5 12 0	..	..
A20	Finisher	5 12 0	..	..
A21	Pocket-book maker	5 12 0	..	..
A22	Loose-sheet cover maker	5 12 0	..	..
A23	Ticket maker, turned in work	5 12 0	..	..
A24	Blotting-pad maker	5 12 0	..	..
A25	Portfolio maker	5 12 0	..	..
A26	Map and plan mounter and/or varnisher	5 12 0	..	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	5 12 0	5 9 0	5 6 0
A28	Guillotine machine operator			
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 1 0	5 18 0	5 15 0
A30	Feeder of any kind of machine when printing more than one colour	4 9 0	4 6 0	..
A31	Storeman, packer and/or despatcher	4 11 0	4 8 0	4 5 0
A32	Male employee not otherwise specified	4 5 0	4 2 0	3 19 0

* See Clause 3 for definition of grades.

TABLE B.
Adult Females.

B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	Per week. £ s. d.	B3	Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to 8 employees (b) From 9 to 15 employees (both inclusive) (c) Over 15 employees	Per week. £ s. d.
		2 16 0			2 18 0 3 5 6 3 11 6
B2	Female employee not otherwise specified	2 6 0			

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

Clause 2 with the exception of Tables "A" and "B" and clauses 3 to 35 and Schedule "A" inclusive except that in clause 1 of Schedule "A" the expression "Provided that from the earnings of each pieceworker each week the sum of three shillings may be deducted by the employer," shall be replaced by the following—"Provided that in addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

DENTAL MECHANICS BOARD.

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

(2)

Dentist's Mechanic.		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.	Hours of Work per Week.
Apprentices.	Improvers.					
Wages per week of 40 hours.	Wages per week of 40 hours.	Wages per week of 44 hours.			s. d.	
1st six months .. 10 0	1st six months 10 0	1st six months 15 0		Dentist's Surgical Assist- ant	162 0	40
2nd " " .. 14 6	2nd " " .. 14 6	2nd " " .. 17 6		Dentist's Mechanic ..	118 0	40
3rd " " .. 20 6	2nd year .. 60 0	2nd year .. 27 6		Dentist's Attendant ..	59 6	44
4th " " .. 24 6	3rd " " .. 95 0	3rd " " .. 45 0				
3rd year .. 32 0		And thereafter the minimum wage.				
4th " " .. 41 6						
5th " " .. 53 6						
6th " " .. 81 0						

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

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

An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.

IMPROVERS.

One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage.

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

DRESS, SHIRT AND UNDERCLOTHING BOARD.

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

(2)

(a) WAGES.

Experience.	APPRENTICES OR IMPROVERS.				Male Juveniles employed at Seam Pressing Definition Clause (4).
	Males employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring..	Males employed at Underclothing and White-work, Collars, Shirts, and Pyjamas.	Females.	Females commencing at the Trade between the ages of 18 and 21 years.	
	Weekly Wages. £ s. d.	Weekly Wages. £ s. d.	Weekly Wages. £ s. d.	Weekly Wages. £ s. d.	Weekly Wages. £ s. d.
1st six months ..	0 15 0	0 15 0	0 12 6	1 8 6	1 2 6
2nd " " ..	0 18 6	0 18 6	0 14 6	1 15 6	1 2 6
3rd " " ..	1 3 0	1 3 0	0 17 6	2 3 0	1 10 6
4th " " ..	1 6 6	1 6 6	1 2 0	2 7 6	1 10 6
5th " " ..	1 11 0	1 11 0	1 8 6	..	2 6 0
6th " " ..	1 18 0	1 18 0	1 15 6	..	2 6 0
7th " " ..	2 9 0	2 9 0	2 3 0	..	3 7 0
8th " " ..	3 0 6	3 0 6	2 7 6	..	3 7 6
9th " " ..	3 7 6	..	..	..	4 2 6
10th " " ..	3 16 6	..	..	..	4 2 6

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

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

SCHEDULE—continued.

DRESS, SHIRT AND UNDERCLOTHING BOARD—continued.

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

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

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

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNEYMEN.		
Cutters employed marking in or cutting out garments	6 2 0	.. .. .
Heads of tables in charge of four or more persons employed as table hands	5 14 6	.. .. .
Tailors employed making, and/or machining, and/or altering any part of a garment	5 12 0	.. .. .
Machinists employed machining any part of a garment	5 12 0	.. .. .
Pressers-off employed pressing off any part of a garment	5 12 0	.. .. .
All others	4 9 0	.. .. .
JOURNEYWOMEN.		
Cutters employed marking in or cutting out costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	.. .. .	5 15 0
All other cutters employed marking in or cutting out any material of wearing apparel other than costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	.. .. .	3 11 9
Fitters-on employed trying on to a customer unfinished or finished garments .. .. .	.. .. .	3 9 3
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	.. .. .	5 12 0
Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less .. .. .	.. .. .	2 18 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	.. .. .	3 0 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	.. .. .	2 16 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	.. .. .	3 1 9
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	.. .. .	2 8 9
All others .. .. .	.. .. .	2 8 9

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

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNEYMEN.		
Cutters employed marking in or cutting out garments	5 15 0	.. .. .
Tailors employed making any part of a garment	5 12 0	.. .. .
Machinist employed machining any part of a garment	5 12 0	.. .. .
Pressers-off, employed pressing off any part of a garment	5 12 0	.. .. .
Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	4 17 0	.. .. .
All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	4 15 6	.. .. .
Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	4 15 6	.. .. .
All others	4 9 0	.. .. .
JOURNEYWOMEN.		
Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials .. .. .	.. .. .	5 15 0
All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials .. .. .	.. .. .	3 4 9
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	.. .. .	5 12 0
Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less .. .. .	.. .. .	2 18 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	.. .. .	3 0 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs .. .. .	.. .. .	2 16 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	.. .. .	3 1 9
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	.. .. .	2 8 9
All others .. .. .	.. .. .	2 8 9

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

SCHEDULE—*continued*.DRESS, SHIRT AND UNDERCLOTHING BOARD—*continued*.

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

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

								Weekly Wages.	
								Males.	Females.
JOURNEYMEN.								£ s. d.	£ s. d.
Cutters employed marking in or cutting out any article of any description	..	..	..	..	..	..	..	5 12 0	..
All others	..	..	..	..	..	..	..	4 9 0	..
JOURNEYWOMEN.								£ s. d.	£ s. d.
Cutters employed marking in or cutting out any article of any description	..	..	..	..	..	..	..	..	3 4 9
Table hands or finishers	..	..	..	..	..	..	..	..	2 14 3
Machinists employed machining any part of articles of underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age	..	..	..	..	..	..	..	..	2 15 9
Machinists employed machining any part of articles of whitework other than underclothing	..	..	..	..	..	..	..	..	2 14 3
Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight	..	..	..	..	..	..	..	..	2 14 3
Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight	..	..	..	..	..	..	..	..	4 17 0
Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, and thread cutters	..	..	..	..	..	..	..	..	2 8 9
All others	..	..	..	..	..	..	..	..	2 8 9

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

								Weekly Wages.	
								Males.	Females.
JOURNEYMEN.								£ s. d.	£ s. d.
Cutters employed marking in or cutting out garments	..	..	..	..	..	..	..	5 10 0	..
All others	..	..	..	..	..	..	..	4 9 0	..
JOURNEYWOMEN.								£ s. d.	£ s. d.
Cutters employed marking in or cutting out garments	..	..	..	..	..	..	..	..	3 6 9
Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers	..	..	..	..	..	..	..	..	2 14 3
Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters	..	..	..	..	..	..	..	..	2 8 9
All others	..	..	..	..	..	..	..	..	2 8 9

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

SCHEDULE—continued.

DRY BATTERIES BOARD.

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

(2)		IMPROVERS.										
WAGES PER WEEK OF 44 HOURS.												
Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	16 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. 20 3	s. d. 20 3	s. d. 22 9	s. d. 28 9	s. d. 34 6	s. d. 40 0	1st year ..	s. d. 17 6	s. d. 19 9	s. d. 22 9	s. d. 28 9	s. d. 34 3
2nd " ..	22 9	24 0	29 9	36 9	42 9	..	2nd " ..	20 9	24 0	30 0	35 6	..
3rd " ..	28 9	31 3	39 3	45 9	..	..	3rd " ..	25 9	31 3	37 3	..	..
4th " ..	37 3	42 3	50 6	..	..	..	4th " ..	32 3	38 9	..	..	..
5th " ..	48 6	54 9	..	..	..	..	5th year and until 21 years of age ..	40 0	..	..	..	..
6th year and until 21 years of age ..	62 6	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 8s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 48s. 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.										
(a) Males.											Per week of 44 hours. s. d.
Operator responsible for mixing	98 0
Employees engaged on soldering connexions and terminals	94 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	94 0
Operator of power driven machines	92 0
Hand stamper	91 0
All others	88 0
(b) Females.											
Employees engaged on soldering connexions and terminals	51 6
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery)	51 6
Operator of power-driven machines	50 3
Hand wrapper	50 3
All others	48 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.

DYERS AND CLOTHES CLEANERS BOARD.

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

(2)

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.	Male Juveniles. Definition Clause (4).
	Weekly Wages.	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 15 0	0 12 6	1 8 6	16 years of age .. 1 2 6
2nd "	0 18 6	0 14 6	1 15 6	17 " " .. 1 10 6
3rd "	1 3 0	0 17 6	2 3 0	18 " " .. 2 6 0
4th "	1 6 6	1 2 0	2 7 6	19 " " .. 3 7 6
5th "	1 11 0	1 8 6	..	20 " " .. 4 2 6
6th "	1 18 0	1 15 6	..	
7th "	2 9 0	2 3 0	..	
8th "	3 0 6	2 7 6	..	

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

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

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

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

Males.

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

Females.

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

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

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

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

Juveniles.

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

(3)

Other Persons except Apprentices, Improvers, and Juvenile Workers.

	Weekly Wages.		
	Males.	Females.	
	£ s. d.	£ s. d.	
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	6 2 0	6 2 0	NOTE.—These rates include the additional amounts prescribed by Clause (16).
Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	5 4 0	..	
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	5 4 0	..	
Other dry cleaners	5 0 0	..	
All other cleaners, finishers, or spotters	4 17 0	..	
Hat blockers employed blocking hats	5 3 0	..	
All others	4 9 0	..	
<i>Journeywomen.</i>			
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material .. ..	..	5 4 0
Pressers, employed pressing-off any part of male outer garments .. ..	..	5 4 0
Pressers employed pressing any article using an iron exceeding 9 lb. in weight .. ..	..	5 4 0
Pressers employed pressing any article using an iron not exceeding 9 lb. in weight .. ..	..	2 17 3
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. ..	..	5 4 0
Other dry cleaners .. ..	..	2 14 3
Wet cleaners, spotters, glove-cleaners or steamers .. ..	..	2 14 3
Repairers, employed repairing articles of all descriptions .. ..	..	2 18 9
Receivers or despatchers .. ..	..	2 14 3
Feather dressers and hat trimmers .. ..	..	2 14 3
All others .. ..	..	2 8 9

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

SCHEDULE—continued.

ELECTROPLATERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 295 of the 24th October 1941, 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.	Females.	
	Males.	Females.		Wages Per Week of 44 Hours.								
				Commencing Age—								
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year—1st 6 months ..	14 9	14 9	1st year—1st 6 months ..	15 6	18 6	27 3	29 9	43 6	51 0	15 6		
2nd ..	14 9	14 9	2nd ..	18 6	27 3	29 9	43 6	51 0	69 0	18 6		
2nd year—1st ..	25 3	25 3	2nd year—1st ..	27 3	29 9	43 6	51 0	69 0	..	27 3		
2nd ..	25 3	25 3	2nd ..	29 9	43 6	51 0	69 0	80 3	..	29 9		
3rd year—1st ..	34 9	34 9	3rd year—1st ..	43 6	51 0	69 0	80 3	..	..	43 6
2nd ..	34 9	34 9	2nd ..	51 0	69 0	80 3	86 9	..	..	49 3
4th year ..	45 0	45 0	4th year ..	69 0	80 3	86 9	..	..	..	..
5th year ..	53 0	..	5th year ..	80 3	86 9	..	..	..	..	..
6th year ..	64 9	..	6th year ..	86 9	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 88s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 50s. 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 104s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 50s. 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 123s. 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.

Wages										Per Week of 44 hours.
										s. d.
(g) Five-year terms—										
1st year	..	..	..	..	..	..	..	..	..	19 3
2nd year	..	..	..	..	..	..	..	..	..	27 3
3rd year	..	..	..	..	..	..	..	..	..	41 0
4th year	..	..	..	..	..	..	..	..	..	66 3
5th year	..	..	..	..	..	..	..	..	..	83 3

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

										s. d.
1st year	..	..	..	..	..	..	..	..	..	23 0
2nd year	..	..	..	..	..	..	..	..	..	39 9
3rd year	..	..	..	..	..	..	..	..	..	66 3
4th year	..	..	..	..	..	..	..	..	..	83 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.

ELECTROPLATERS BOARD—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.							
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—							Males.				Wages Per Week.	Hours Per Week.		
							s. d.							
Experience.	Wages Per Week of 44 Hours.						Grinders or polishers	112 6	44					
	Commencing Age—						Electro-platers—							
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	First Class	124 0	44					
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Second Class	112 0	44					
1st year—1st six months	15 6	18 6	27 3	29 9	43 6	51 0	Third Class	99 0	44					
2nd	18 6	27 3	29 9	43 6	51 0	69 0	Liners or hand decorators	112 6	44					
2nd year—1st	27 3	29 9	43 6	51 0	69 0	..	Coaters	104 6	44					
2nd	29 9	43 6	51 0	69 0	80 3	..	Spray operator	101 0	44					
3rd year—1st	43 6	51 0	69 0	80 3	..	..	All others	88 0	44			
2nd	51 0	69 0	80 3	86 9	..	..	Females.					
4th year	69 0	80 3	86 9	..	..	..	Females employed at—				
5th year	80 3	86 9	..	..	..	..	(a) Hand burnishing, hand finishing, or lacquering			
6th year	86 9	..	..	..	..	..	72 9 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							
							112 6 44							
							All others 50 3 44							

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 295 of the 24th October, 1941, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) of the Determination published in *Government Gazette* No. 264 of the 11th September, 1941, 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.
Patternmaker	£ s. d. 6 12 0	£ s. d. 6 9 0
Toolmaker	6 14 0	6 11 0
Scientific instrument maker	6 14 0	6 11 0
Tradesman, the greater part of whose time is occupied in marking off	6 7 0	6 4 0
Tradesman, turbine-blade fitter	6 7 0	6 4 0
Tradesman	6 4 0	6 1 0
Motor mechanic	6 1 0	5 18 0
Motor tuner and tester	6 1 0	5 18 0
Motor cycle mechanic	6 1 0	5 18 0
Tradesman, wet-stone grinder and glazier	6 4 0	6 1 0
Tradesman, brassfinisher	6 4 0	6 1 0
First-class machinist	6 4 0	6 1 0
Second-class machinist	5 12 0	5 9 0
Third-class machinist	5 5 0	5 2 0
Process worker	4 19 0	4 16 0
Forger and/or faggoter	6 16 0	6 13 0
Toolsmith	6 7 0	6 4 0
Heat treater	6 7 0	6 4 0
Angle-iron smith	6 7 0	6 4 0
Tradesman heat treater	6 7 0	6 4 0
Annealer and/or case hardener	5 17 0	5 14 0
Coppersmith, brass-smith, and other smiths	6 5 0	6 2 0
Blacksmith's machinist	5 5 0	5 2 0
Welder—		
First-class (other than when using Cutler machine)	6 7 0	6 4 0
First-class, using Cutler machine	5 14 0	5 11 0
Second-class	5 5 0	5 2 0
Third-class	5 1 0	4 18 0
Task welder	5 3 0	5 0 0
Moulding and brass moulding—		
Jobbing moulder	6 4 0	6 1 0
Jobbing coremaker	6 4 0	6 1 0
Plate and machine moulder and/or coremaker—		
1st six months' experience	5 3 0	5 0 0
2nd six months' experience	5 6 0	5 3 0
3rd six months' experience	5 9 0	5 6 0
Thereafter	5 14 0	5 11 0
Forge furnaceman	5 19 0	5 16 0
Cupola furnaceman	5 9 0	5 6 0
Electric furnaceman	5 8 0	5 5 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	5 6 0	5 3 0
Brass polisher	5 7 0	5 4 0
Casting dresser (brass)	5 2 0	4 19 0
(b) Window-frame Making.		
Tradesman	6 4 0	6 1 0
First-class machinist	6 4 0	6 1 0
Second-class machinist	5 12 0	5 9 0
Third-class machinist	5 5 0	5 2 0
Assembler and fitter (not coming within the definition of tradesman)	5 9 0	5 6 0
Process worker	4 19 0	4 16 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	6 5 0	6 2 0
Cash register mechanic	6 5 0	6 2 0
Tradesman	6 4 0	6 1 0
First-class mechanic	5 17 0	5 14 0
Second-class mechanic	5 14 0	5 11 0
Process worker	4 19 0	4 16 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.

(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.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

(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 114s. 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.

(7)

Wages per Week of 44 Hours.

	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Five-year terms—			
1st year	18 6	0 9	19 3
2nd year	26 3	1 0	27 3
3rd year	39 6	1 6	41 0
4th year	64 0	2 3	66 3
5th year	80 3	3 0	83 3
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
1st year	22 3	0 9	23 0
2nd year	38 3	1 6	39 9
3rd year	64 0	2 3	66 3
4th year	80 3	3 0	83 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—			
1st year	19 6	0 9	20 3
2nd year	26 9	1 6	28 3
3rd year	45 6	2 3	47 9
4th year	58 0	3 0	61 0

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.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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

Wages per Week of 44 Hours.

	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	18 6	0 9	19 3
2nd year	26 3	1 0	27 3
3rd year	39 6	1 6	41 0
4th year	64 0	2 3	66 3
5th year	80 3	3 0	83 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 96s. 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) Subject to the exceptions hereinafter provided the minimum rates of wage for adult female and junior female labour employed in 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, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

(i) Adult Females.

	Weekly Hiring.			Hourly Hiring.		
	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under twelve months' experience ..	52 6	3 0	55 6	55 6	3 0	58 6
Twelve months' experience or more ..	60 0	3 0	63 0	63 6	3 0	66 6

(ii) Junior Females.

	Weekly Hiring.			Hourly Hiring.		
	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	20 6	0 6	21 0	21 6	0 6	22 0
16 years of age	24 6	0 9	25 3	26 0	0 9	26 9
17 years of age	30 6	1 0	31 6	32 6	1 0	33 6
18 years of age	37 0	1 3	38 3	39 0	1 3	40 3
19 years of age	43 0	1 6	44 6	45 6	1 6	47 0
20 years of age	49 0	2 0	51 0	52 0	2 0	54 0

(iii) Male Junior Labour.

	Weekly Hiring.			Hourly Hiring.		
	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.	Weekly Rate.	Constant Loading Non-adjustable.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	20 6	0 6	21 0	21 6	0 6	22 0
16 years of age	28 6	0 9	29 3	30 6	0 9	31 3
17 years of age	39 0	1 0	40 0	41 6	1 0	42 6
18 years of age	49 0	1 0	50 0	52 0	1 0	53 0
19 years of age	61 6	2 0	63 6	65 0	2 0	67 0
20 years of age	74 0	2 0	76 0	78 6	2 0	80 6

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience in the industry shall until he or she has had six months' experience be 10 per cent. less than the amount hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

(d) A junior employee who on 3rd September, 1941, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year of experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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 (14) inclusive of the Determination as published in *Government Gazette* No. 264 of the 11th September, 1941, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD—continued.

(b) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience in the industry shall, until he or she has had six months' experience, be 10 per cent. less than the amount hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

(c) A junior employee, who on 30th September, 1941, in his or her case was entitled under the previous determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous determination for an employee of his or her age or experience, as the case may be, until he or she completes the year of experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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. 287 of the 8th October, 1941, shall remain in force.

ENGRAVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 223 of the 6th August, 1941, shall be replaced by the following clause.

(2)

Apprentices or Improvers.

WAGES PER WEEK OF 44 HOURS.

Apprentices.

Improvers.

	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	12 6	0 6	13 0	21 9	0 9	22 6
2nd " " ..	17 9	0 9	18 6	27 3	1 0	28 3
3rd " " ..	27 9	1 0	28 9	32 9	1 3	34 0
4th " " ..	36 0	1 3	37 3	38 3	1 6	39 9
5th " " ..	42 3	1 6	43 9	49 9	1 9	51 6
6th " " ..	61 3	2 3	63 6	60 9	2 3	63 0

and thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 90s. per week.

An indenture of apprenticeship prescribed was approved on 13th March, 1914.

Improvers.

One improver to every four workers receiving not less than 114s. per week.

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, planing up, soldering, or press working.

Other Employees.

WAGES PER WEEK OF 44 HOURS.

WAGES PER WEEK OF 44 HOURS.

	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		£ s. d.	s. d.	£ s. d.
1st year ..	19 0	0 9	19 9	Die-sinkers by hand ..	6 1 0	6 0	6 7 0
2nd " ..	22 9	0 9	23 6	Engravers by hand ..	5 10 0	4 0	5 14 0
3rd " ..	27 9	1 0	28 9	Engravers, copper plate ..	5 10 0	4 0	5 14 0
4th " ..	37 3	1 6	38 9	Steel stamp cutters ..	5 14 6	4 0	5 18 6
5th " ..	46 3	1 9	48 0	Pantagraph operators ..	5 1 0	3 0	5 4 0
6th " ..	56 3	2 0	58 3	Badge tool-makers ..	4 17 0	3 0	5 0 0
				Stencil plate cutters ..	4 11 0	3 0	4 14 0
				All others ..	4 8 0	2 0	4 10 0

Clauses (3) to (9) inclusive of the Determination as published in *Government Gazette* No. 223, of the 6th August, 1941, shall remain in force.

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD.

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

(2)

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	5 3 0	5 9 0	5 9 6	5 0 0
First-class, with condenser	5 6 0	5 12 0	5 12 6	5 3 0
Second-class	5 0 0	5 6 0	5 6 6	4 17 0
Second-class, with condenser	5 3 0	5 9 0	5 9 6	5 0 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	5 3 0	5 9 0	5 9 6	5 0 0
Under fifty brake horse-power	5 0 0	5 6 0	5 6 6	4 17 0
<i>Electric Motors.</i>				
Attendants	4 17 0	5 3 0	5 3 6	4 14 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried	5 15 6	6 1 6	6 2 0	5 12 6
Others	5 10 6	5 16 6	5 17 0	5 7 6
If the gauge is less than three feet, 3s. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	6 1 0	6 7 0	6 7 6	5 18 0
Second driver	5 9 0	5 15 0	5 15 6	5 6 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	5 3 0	5 9 0	5 9 6	5 0 0
Others	5 0 6	5 6 6	5 7 0	4 17 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class	5 18 0	6 4 0	6 4 6	5 15 0
Lofty cranes—second-class	5 15 6	6 1 6	6 2 0	5 12 6
Lofty cranes—third-class	5 13 0	5 19 0	5 19 6	5 10 0
Cantilever cranes	5 15 6	6 1 6	6 2 0	5 12 6
Cranes in converter sheds	5 10 6	5 16 6	5 17 0	5 7 6
Cranes transporting molten metal in foundries	5 8 0	5 14 0	5 14 6	5 5 0
Steam travelling cranes	5 8 0	5 14 0	5 14 6	5 5 0
Other steam cranes	5 5 6	5 11 6	5 12 0	5 2 6
Grab cranes	5 8 0	5 14 0	5 14 6	5 5 0
Electric cranes not elsewhere included—				
Four motions and over	5 3 0	5 9 0	5 9 6	5 0 0
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	5 0 6	5 6 6	5 7 0	4 17 6
Traverser jib				
Hydraulic stationary jib cranes	4 18 0	5 4 0	5 4 6	4 15 0
Cranes and hoists not elsewhere included	4 14 0	5 0 0	5 0 6	4 11 0
String cranes—five tons or less				
F.—DRIVERS OF TRACTION ENGINES.				
<i>Road.</i>				
Traction engine or road roller (steam)	5 5 6	5 11 6	5 12 0	5 2 6
Road roller (oil)	5 4 6	5 10 6	5 11 0	5 1 6
Traction engine (oil—35 h.p. and over)	5 4 6	5 10 6	5 11 0	5 1 6
Traction engine (oil—under 35 h.p.)	5 3 0	5 9 0	5 9 6	5 0 0
<i>Rail.</i>				
Electric traction motor	4 18 0	5 4 0	5 4 6	4 15 0
Internal combustion traction motor	4 18 0	5 4 0	5 4 6	4 15 0

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chft P.O., Geelong, at Warrnambool, and in the Gippeland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G.—FIREMEN.				
Fireman	4 15 6	5 1 6	5 2 0	4 12 6
Fireman—first-class	5 0 0	5 6 0	5 6 6	4 17 0
Leading fireman—first-class	5 6 0	5 12 0	5 12 6	5 3 0
Leading fireman—second-class	5 3 0	5 9 0	5 9 6	5 0 0
Locomotive fireman	4 18 0	5 4 0	5 4 6	4 15 0
H.—GREASERS.				
Greasers	4 15 6	5 1 6	5 2 0	4 12 6
Greasers—first-class	5 0 0	5 6 0	5 6 6	4 17 0
Trimmers	4 13 0	4 19 0	4 19 6	4 10 0
Fuelmen	4 13 0	4 19 0	4 19 6	4 10 0
Engine cleaners	4 13 0	4 19 0	4 19 6	4 10 0
Boiler cleaners	4 13 0	4 19 0	4 19 6	4 10 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 6 0	5 12 0	5 12 6	5 3 0
All others	4 8 0	4 14 0	4 14 6	4 5 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 driver or attendants where the motor does not exceed 50 horse-power in all shall be:—

	Per week. £ s. d.
If under 16 years of age	1 13 9
If 16 and under 18 years of age	2 4 6
If 18 and under 19 years of age	3 4 6
If 19 and under 20 years of age	3 18 3

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

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette*, No. 75 of the 17th March, 1941, shall remain in force.

SCHEDULE—continued.

FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 153 of 5th June, 1941, shall be replaced by the following clause:—

(2)

• Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-Adjustable).	Total Weekly Wage.		Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-Adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience..	20 6	0 7	0 9	21 10	Under 17 years of age	20 6	0 7	0 9	21 10
2nd " " "	30 9	0 11	1 3	32 11	17 years of age ..	30 9	0 11	1 3	32 11
3rd " " "	40 9	1 2	1 6	43 5	18 " " "	40 9	1 2	1 6	43 5
4th " " "	52 3	1 6	1 9	55 6	19 " " "	52 3	1 6	1 9	55 6
5th " " "	62 6	1 9	2 3	66 6	20 " " "	62 6	1 9	2 3	66 6
and thereafter the minimum wage.									
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of threeworkers receiving not less than 9s. 7d. 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 127s. per week of 44 hours.				
					(ii) Any other class of work— One improver to every six workers receiving not less than 127s. per week of 44 hours.				

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

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

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

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

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

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-Adjustable).	Total Weekly Wage.
	A.	B.	(Non-Adjustable).	
	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 ..	117 8	3 4	6 0	127 0
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	90 0	2 7	3 0	95 7

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

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 153 of 5th June, 1941, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 306 of the 3rd November, 1941, shall be replaced by the following clause:—

(2)

IMPROVERS.				OTHER EMPLOYEES.	
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
Age.	Males.		Females.	—	
	s.	d.	s.	d.	
Under 16 years..	23	6	21	3	
16 years ..	29	9	23	6	
17 " ..	40	0	27	3	
18 " ..	44	6	33	0	
19 " ..	58	6	39	6	
20 " ..	66	0	44	9	
PROPORTION (IN ANY PLACE).					
<i>Improvers.</i>					
One improver to every worker receiving not less than the minimum wage.					
<i>Note.</i> —For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.					
				MALES.	
					s. d.
				Persons employed in the cotton wool bleaching department	106 0
				Woollen pickers	103 0
				Feeders of—	
				Rag machines	101 0
				Other machines	101 0
				Rippers	101 0
				Person in charge of milling machine	101 0
				Persons in charge of hardening machine	101 0
				Persons in charge of tentering machine	101 0
				Assistant to persons in charge of milling machine	99 0
				Assistant to person in charge of hardening machine	99 0
				Assistant to person in charge of tentering machine	99 0
				Cotton pickers	98 0
				All others	97 0
				Leading hands, if in charge of four or more workers	5s. a week extra
				FEMALES.	
					s. d.
				Feeders of rag machines	66 6
				Feeders of machines other than rag machines	57 3
				Rippers	55 0
				Woollen pickers	58 6
				Cotton pickers	55 0
				Weighers and wrappers of cotton wool	55 0
				All others	55 0
				Leading hands, if in charge of four or more workers	5s. a week extra

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

Clauses (3) to (18) inclusive of the Determination published in the *Government Gazette* No. 306 of the 3rd November, 1941, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(BEDDING SECTION.)

Clauses (2), (3) and (22) of the Determination published in *Government Gazette* No. 190 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.					Proportion (in any place).				
APPRENTICES.					APPRENTICES.				
			<i>Males.</i>	<i>Females.</i>				<i>Males.</i>	
			<i>s. d.</i>	<i>s. d.</i>					
First year	..	..	18 8	18 1	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.				
Second year	..	..	28 5	27 5	<i>Females.</i>				
Third year	..	..	37 10	31 7	One female apprentice to every female worker receiving not less than the minimum wage.				
Fourth year	..	..	56 6	41 0	IMPROVERS.				
Fifth year	..	..	74 8	47 1	<i>Males.</i>				
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.					<i>Females.</i>				
			<i>Males.</i>	<i>Females.</i>					
			<i>s. d.</i>	<i>s. d.</i>					
Under 16 years of age	..	..	16 10	15 1	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.				
16 and under 17	..	..	18 8	18 1	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.				
17 and under 18	..	..	28 5	27 5					
18 and under 19	..	..	37 10	31 7					
19 and under 20	..	..	56 6	41 0					
20 and under 21	..	..	74 8	47 1					

(3)

OTHER EMPLOYERS.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Bedding hands engaged in tufting or quilting, including repairers	5 5 6	5 2 6
All others	4 11 0	4 8 0
<i>Females.</i>		
Females	2 18 0	2 16 6

Persons employed on second-hand bedding shall be paid 25 per cent. in addition to the rates fixed above.

(22) **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 in the case of males not less than 91s., and in the case of females not less than 58s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 190 of the 3rd July, 1941, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

Clauses (2), (3) and (23) of the Determination published in *Government Gazette* No. 192 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
		Males.	Females.	Males.	
		s. d.	s. d.		
First year .. .. .	..	18 8	18 1	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Second year .. .. .	..	28 5	27 5	Females.	
Third year .. .. .	..	37 10	31 7	One female apprentice to every female worker receiving not less than the minimum wage.	
Fourth year .. .. .	..	56 6	41 0	IMPROVERS.	
Fifth year .. .. .	..	74 8	47 1	Males.	
And thereafter the minimum wage.				One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	
IMPROVERS.				Females.	
		Males.	Females.		
		s. d.	s. d.		
Under 16 years of age .. .. .	..	16 10	15 1	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
16 and under 17 .. .. .	..	18 8	18 1		
17 and under 18 .. .. .	..	28 5	27 5		
18 and under 19 .. .. .	..	37 10	31 7		
19 and under 20 .. .. .	..	56 6	41 0		
20 and under 21 .. .. .	..	74 8	47 1		

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine	£ s. d. 6 1 0	£ s. d. 5 18 0
Moulding machinist—		
(a) who grinds his own cutters	6 1 0	5 18 0
(b) who does not grind his own cutters	5 12 0	5 9 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	6 1 0	5 18 0
Stuffover chair or couch frame maker	5 9 0	5 6 0
Polishers required to spirit off or acid off	6 1 0	5 18 0
Other polishers	5 12 0	5 9 0
Upholsterer	5 16 0	5 13 0
Wood turner, painter, assembler	5 12 0	5 9 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 9 0	5 6 0
Persons setting up or operating copying or automatic lathe	5 9 0	5 6 0
Persons cramping furniture or chairs	5 9 0	5 6 0
Persons rubbing down, filling, varnishing, or staining	5 4 0	5 1 0
Sprayhands, staining or lacquering	5 9 0	5 6 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 9 0	5 6 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 9 0	5 6 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 1 0	4 18 0
Stackers, yardmen	4 11 0	4 8 0
Female employed as upholstress	2 18 0	2 16 6
Female employed as veneer matcher	2 18 0	2 16 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	2 18 0	2 16 6
(b) domestic woodware	2 18 0	2 16 6
(c) walking sticks	4 11 0	4 8 0
All others	4 11 0	4 8 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 91s., and in the case of females not less than 58s.

Clauses (4) to (22) inclusive of the Determination published in *Government Gazette* No. 192 of the 3rd July, 1941, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

Clauses (2), (3) and (22) of the Determination published in *Government Gazette* No. 191 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.						
Weekly Wages.					Proportion (in any place).	
APPRENTICES.					APPRENTICES.	
		Males.		Females.	Males.	
		s. d.		s. d.	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
First year .. .. .	.. .. .	18 8	.. .. .	18 1		
Second year .. .. .	.. .. .	28 5	.. .. .	27 5		
Third year .. .. .	.. .. .	37 10	.. .. .	31 7		
Fourth year .. .. .	.. .. .	56 6	.. .. .	41 0		
Fifth year .. .. .	.. .. .	74 8	.. .. .	47 1		
And thereafter the minimum wage.					Females.	
					One female apprentice to every female worker receiving not less than the minimum wage.	
IMPROVERS					IMPROVERS.	
		Males.		Females.	Males.	
		s. d.		s. d.	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.	
Under 16 years of age .. .. .	.. .. .	16 10	.. .. .	15 1		
16 and under 17 .. .. .	.. .. .	18 8	.. .. .	18 1		
17 and under 18 .. .. .	.. .. .	28 5	.. .. .	27 5		
18 and under 19 .. .. .	.. .. .	37 10	.. .. .	31 7		
19 and under 20 .. .. .	.. .. .	56 6	.. .. .	41 0		
20 and under 21 .. .. .	.. .. .	74 8	.. .. .	47 1		
					Females.	
					One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	

(3) OTHER EMPLOYEES.						
					WEEKLY WAGES.	
					Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males.					£ s. d.	£ s. d.
Compo workers .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 1 0	4 18 0
Fitters up .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 1 0	4 18 0
Gilders or bronzers .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 4 0	5 1 0
Mount cutters .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 4 0	5 1 0
Mounters .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 1 0	4 18 0
Joiners .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 4 0	5 1 0
Persons working at—						
Band or jig saws .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 0 0	5 6 0
Other saws .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 4 0	5 1 0
Moulding machines .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 9 0	5 6 0
Shaping machines .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 15 0	5 12 0
Stainers who mix and apply stain and finish any kind of wood or compo .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 4 0	5 1 0
Wood turners .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 12 0	5 9 0
All others .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	4 11 0	4 8 0
Females.						
Females .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	2 18 0	2 16 6

(22) **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 9s. and in the case of females not less than 58s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 191 of the 3rd July, 1941, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

Clauses (2), (3) and (22) of the Determination published in *Government Gazette* No. 187 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
				Males.	
				One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
				Females.	
				One female apprentice to every female worker receiving not less than the minimum wage.	
				IMPROVERS.	
				Males.	
				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.	
				Females.	
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
First year				18	8
Second year				28	5
Third year				37	10
Fourth year				56	6
Fifth year				74	8
And thereafter the minimum wage.				47	1
IMPROVERS.					
				Males.	Females.
				s. d.	s. d.
Under 16 years of age				16	10
16 and under 17				18	8
17 and under 18				28	5
18 and under 19				37	10
19 and under 20				56	6
20 and under 21				74	8
				47	1

(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.
Males.				£ s. d.	£ s. d.
Carpet planner				6 1 0	5 18 0
Cutter of loose covers or curtains or drapes				5 14 0	5 11 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers				5 9 0	5 6 0
All others				4 11 0	4 8 0
Females.					
Females				2 18 0	2 16 6

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

(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 9s., and in the case of females not less than 5s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 187 of the 3rd July, 1941, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

Clauses (2), (3), and (21) of the Determination published in *Government Gazette* No. 189 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.		APPRENTICES.	
s. d.		One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
First year ..	18 8		
Second year ..	28 5		
Third year ..	37 10		
Fourth year ..	56 6		
Fifth year ..	74 8		
And thereafter the minimum wage.			
IMPROVERS.		IMPROVERS.	
s. d.		One improver to every six or fraction of six workers receiving not less than the minimum wage.	
Under 16 years of age	16 10		
16 and under 17	18 8		
17 and under 18	28 5		
18 and under 19	37 10		
19 and under 20	56 6		
20 and under 21	74 8		
		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 ..	6 1 0	5 18 0
Moulding machinist—		
(a) who grinds his own cutters ..	6 1 0	5 18 0
(b) who does not grind his own cutters ..	5 12 0	5 9 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser ..	5 9 0	5 6 0
Operator of sander, boring, or any other machine not otherwise specified ..	5 1 0	4 18 0
Wireweaver ..	5 5 6	5 2 6
Stretcher-up, tackler-on, splitter-up, or varnisher ..	5 4 0	5 1 0
Spray hands ..	5 9 0	5 6 0
All others ..	4 11 0	4 8 0

(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 not less than 9s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 189 of the 3rd July, 1941, shall remain in force.

FURNITURE BOARD.

(WOOD MANTELPiece OR OVERMANTEL SECTION.)

Clauses (2), (3) and (23) of the Determination published in *Government Gazette* No. 188 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.		APPRENTICES.	
s. d.		One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
First year ..	18 8		
Second year ..	28 5		
Third year ..	37 10		
Fourth year ..	56 6		
Fifth year ..	74 8		
And thereafter the minimum wage.			
IMPROVERS.		IMPROVERS.	
s. d.		One improver to every six or fraction of six workers receiving not less than the minimum wage.	
Under 16 years of age	16 10		
16 and under 17	18 8		
17 and under 18	28 5		
18 and under 19	37 10		
19 and under 20	56 6		
20 and under 21	74 8		
		Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	

SCHEDULE—continued.

FURNITURE BOARD (WOOD MANTELPIECE OR OVERMANTEL SECTION)—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 Boul't's carver or shaping machine	..	..	..	..	..	6 1 0	5 18 0
Moulding machinist—							
(a) who grinds his own cutters	..	..	..	..	..	6 1 0	5 18 0
(b) who does not grind his own cutters	..	..	..	..	..	5 12 0	5 9 0
Cabinetmaker, woodcarver	..	..	..	..	..	6 1 0	5 18 0
Polishers required to spirit off or acid off	..	..	..	..	..	6 1 0	5 18 0
Other polishers	..	..	..	..	..	5 12 0	5 9 0
Woodturner, painter, assembler	..	..	..	..	..	5 12 0	5 9 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer	..	..	..	..	..	5 9 0	5 6 0
Persons setting up or operating copying or automatic lathe	..	..	..	..	..	5 9 0	5 6 0
Persons cramping furniture	..	..	..	..	..	5 9 0	5 6 0
Persons rubbing down, filling, varnishing or staining	..	..	..	..	..	5 4 0	5 1 0
Sprayhands staining or lacquering	..	..	..	..	..	5 9 0	5 6 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 9 0	5 6 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber	..	..	..	..	..	5 9 0	5 6 0
Timber bender, operator of sander, boring, or any other machine not provided for above	..	..	..	..	..	5 1 0	4 18 0
Persons packing mantelpieces or overmantels	..	..	..	..	..	4 16 0	4 13 0
Stackers, yardmen	..	..	..	..	..	4 11 0	4 8 0
Female employed as veneer matcher	..	..	..	..	..	2 18 0	2 16 6
All others	..	..	..	..	..	4 11 0	4 8 0

(23) **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 91s. and in the case of females not less than 58s.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 188 of the 3rd July, 1941, shall remain in force.

FUR TRADE BOARD.

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

(2)

APPRENTICES AND IMPROVERS.

(a) WEEKLY WAGES.

Experience.				Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years.
				£ s. d.	£ s. d.	£ s. d.
NOTE:—These rates INCLUDE the additional amounts prescribed by clause (16).	1st six months	..	..	0 15 0	0 12 6	1 8 6
	2nd "	..	..	0 18 6	0 14 6	1 15 6
	3rd "	..	..	1 3 0	0 17 6	2 3 0
	4th "	..	..	1 6 6	1 2 0	2 7 6
	5th "	..	..	1 11 0	1 8 6	..
	6th "	..	..	1 18 0	1 15 6	..
	7th "	..	..	2 9 0	2 3 0	..
	8th "	..	..	3 0 6	2 7 6	..
	9th "	..	..	3 7 6	..	..
	10th "	..	..	3 16 6	..	..
and thereafter the minimum wage or piecework price.						

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

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

(3)

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

JOURNEMEN.

Weekly Wages.

						£ s. d.
Cutters	..	..	..	..	..	5 15 0
Nailers or Blockers	..	..	..	..	..	4 9 0
All others	..	..	..	..	..	4 9 0

SCHEDULE—continued.
FUR TRADE BOARD—continued.
JOURNEYWOMEN.

						£	s.	d.
Machinists	..	..	..	..	..	3	0	9
Finishers	..	..	..	..	..	3	0	9
Table hands	..	..	..	..	..	3	0	9
All others	..	..	..	..	..	2	8	9

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

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

GARDEN EMPLOYEES BOARD.

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

(2)

Apprentices or Improvers.		Other Employees.			
	Wages per week of 44 hours. s. d.		Wages per Hour. s. d.	Wages per Week.* s. d.	Hours per Week.
15 years of age or under	.. 22 3	(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
16 years of age	.. 25 0	Foremen gardeners in charge of two or more employees	2 7 ⁶ / ₁₁	115 8	} 44
17 years of age	.. 28 0	Gardeners†	2 4 ¹ / ₁₁	102 10	
18 years of age	.. 39 9	Gardeners' labourers	2 2 ¹ / ₁₁	96 5	
19 years of age	.. 47 9	(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
20 years of age	.. 56 9	(1) Employed on Jobbing Work—			
		Gardeners†	2 4 ¹ / ₁₁	102 10	} 44
		Gardeners' labourers	2 0 ⁶ / ₁₁	90 0	
		(2) All others—			
		Foremen gardeners in charge of two or more employees	2 6 ⁶ / ₁₁	112 0	} 44
		Gardeners†	2 1 ⁶ / ₁₁	93 8	
		Gardeners' labourers	2 0 ⁶ / ₁₁	90 0	
		(c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
		Foremen gardeners in charge of two or more employees	2 6 ⁶ / ₁₁	112 0	} 44
		Gardeners†	2 1 ⁶ / ₁₁	93 8	
		Gardeners' labourers	2 0 ⁶ / ₁₁	90 0	
		(d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green, in connexion with a golf links or putting green	2 1 ⁶ / ₁₁	93 8	44
		Provided that any adult employee on racecourses or golf links whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.			
		(e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green or tennis court, or of a garden connected therewith—			
		Greenkeeper	2 1 ⁶ / ₁₁	..	} See clause 10 re hours.
		Greenkeeper's assistant	2 0 ⁶ / ₁₁	..	
		(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
		Foremen	2 7 ⁶ / ₁₁	115 8	} 44
		All others	2 4 ¹ / ₁₁	102 10	
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—			
		On construction work	2 4 ¹ / ₁₁	102 10	} 44
		On maintenance work	2 0 ⁶ / ₁₁	90 0	
		(h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—			
		(i) On racecourses and other sporting enclosures	2 1 ⁶ / ₁₁	93 8	44
		(ii) At any other place—			
		On construction work	2 4 ¹ / ₁₁	102 10	} 44
		On maintenance work	2 0 ⁶ / ₁₁	90 0	

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

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

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 of Ballarat and Bendigo, and the Borough of Castlemaine.
	£ s. d.	£ s. d.
Patching and scouring retorts and cleaning flues—man continuously employed as such..	5 9 0	5 6 0
Stoker in charge of gas or steam engine, or other works plant	5 9 0	5 6 0
Stoker, vertical retort	5 6 0	5 3 0
Stoking machine driver	5 6 0	5 3 0
Stoker, horizontal retort (machine)	5 4 0	5 1 0
Stoker, hand charging	5 2 0	4 19 0
Retort (vertical) operator	5 0 0	5 3 0
Operator vertical retort	5 6 0	5 3 0
Fireman retort house	5 6 0	5 3 0
Machine and stage man	5 4 0	5 1 0
Hydraulic and tar main attendant	5 3 0	5 0 0
Augerer and pipe jumper	5 2 0	4 19 0
Coke and coal conveyor attendant (day worker)	4 17 0	4 14 0
Greaser and oiler (in retort house)	4 15 0	4 12 0
Elevator and coal crusher attendant	4 14 0	4 11 0
Coke and coal conveyor attendant (shift worker)	4 14 0	4 11 0
Oxide breaker—man attending and operating	4 14 0	4 11 0
Purifier—man opening up, or emptying, or filling	4 14 0	4 11 0
All others	4 8 0	4 5 0

(32)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

(b) Other Employees.	Wages per Week of 44 Hours.
	£ s. d.
Stokers	4 15 0
All others	4 5 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.

SCHEDULE—continued.

GENERAL BOARD.

(ABRASIVES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Abrasive Paper or Cloth.			
	s. d.		s. d.	Males.			
1st year's experience	18 3	1st six months' experience	14 9				
2nd "	25 9	2nd "	18 3				
3rd "	35 6	3rd "	21 9	Machine operators	..	..	94 0
4th "	47 9	4th "	25 0	All others	..	..	88 0
5th "	61 0	5th "	28 6				
6th "	70 6	6th "	32 3	Females.			
7th "	75 0	7th "	35 9				
		8th "	40 6	All adults	..	..	48 0

and thereafter the minimum wage.

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

PROPORTION.

(a) *Abrasive Paper or Cloth.*

One improver to each person of the same sex receiving not less than the minimum wage.

(b) *Abrasive Articles (other than Abrasive Paper or Cloth).*

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

Abrasive Articles (other than Abrasive Paper or Cloth).			
Head Burners	..	..	98 0
Other burners	..	..	94 0
Surfacers of Abrasive Articles	..	..	91 0
All others	..	..	88 0

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

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 184 of the 2nd July, 1941, 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>		Experience.	Commencing Age.								
			15 years or under.	16 years.	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>			
1st year's experience..	18 3	1st year	16 3	18 3	20 3	24 3	30 3	35 6	Females	..	48 0
2nd "	25 9	2nd "	23 6	25 3	28 3	35 6	38 6		Males—		
3rd "	35 6	3rd "	30 3	33 0	36 6	45 6			Cutters	..	91 0
4th "	47 9	4th "	38 0	41 6	45 6				All others	..	88 0
5th "	61 0	5th "	45 6	45 6							
6th "	70 6										
7th "	75 0										
and thereafter the rate prescribed for adults.											
PROPORTION.											
Two male improvers to each male person receiving not less than the rate prescribed for adults.											
Three female improvers to each female person receiving not less than the rate prescribed for adults.											

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 184 of 2nd July, 1941, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
			s. d.				
Under 17 years of age	..	..	19 3	<i>Males.</i>			
17 years of age	..	..	29 3			s. d.	
18 " "	..	..	39 0	Oven hands	..	..	92 0
19 " "	..	..	52 9	Machine attendants	..	..	92 0
20 " "	..	..	64 6	All others	..	..	88 0
<i>Proportion (in any place).</i>				<i>Females.</i>			
One improver to every three adult employees.				All adults	..	..	49 3

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

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

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
<i>Males.</i>		<i>Females.</i>					
	s. d.		s. d.				
1st year's experience	18 3	1st six months' experience	14 9	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.			
2nd " "	25 9	2nd " "	18 3	Other Parts of Victoria where this Determination Applies.			
3rd " "	35 6	3rd " "	21 9				
4th " "	47 9	4th " "	25 0				
5th " "	61 0	5th " "	28 6				
6th " "	70 6	6th " "	32 3				
7th " "	75 0	7th " "	35 9				
		8th " "	40 6				
and thereafter the minimum wage.				Operators of blue-printing machines—			
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.				Males	..	..	91 0
				Females	..	..	51 6
PROPORTION.				All other persons—			
				Males	..	..	88 0
Two improvers to each person of the same sex receiving not less than the minimum wage.				Females	..	..	48 0

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.		s. d.		Females.		s. d.	
1st year's experience	..	17	6	1st six months' experience	..	14	9
2nd "	"	25	6	2nd "	"	18	3
3rd "	"	34	3	3rd "	"	21	9
4th "	"	46	6	4th "	"	25	3
5th "	"	59	3	5th "	"	28	9
6th "	"	68	3	6th "	"	32	3
7th "	"	72	9	7th "	"	35	9
				8th "	"	40	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.		s. d.		Females.		s. d.	
1st year's experience	..	18	3	1st six months' experience	..	14	9
2nd "	"	25	9	2nd "	"	18	3
3rd "	"	35	6	3rd "	"	21	9
4th "	"	47	9	4th "	"	25	0
5th "	"	61	0	5th "	"	28	6
6th "	"	70	6	6th "	"	32	3
7th "	"	75	0	7th "	"	35	9
				8th "	"	40	6

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

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

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
		s. d.				s. d.	
Under 16 years of age	..	19	9	Foreman in charge	..	114	0
16 years of age and under 17 years	..	28	9	All others	..	99	0
17 "	"	50	9				
18 "	"	64	6				
19 "	"	77	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.
1st year's experience	18	3	1st six months' experience	14	9	Grinding mill attendant	92 0
2nd "	25	9	2nd "	18	3	Person engaged in testing and/or checking formulae .. .	98 0
3rd "	35	6	3rd "	21	9	Person in charge of mixing ingredients and making	
4th "	47	9	4th "	25	0	chalks from given formulae .. .	93 0
5th "	61	0	5th "	28	6	Persons not otherwise provided for—	
6th "	70	6	6th "	32	3	Males	88 0
7th "	75	0	7th "	35	9	Females	48 0
			8th "	40	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.
Under 17 years of age	19	3	All adults	88	0		
17 years of age	29	3					
18 " "	39	0					
19 " "	52	9					
20 " "	64	6					

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

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

(9) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.					
	s.	d.				s.	d.
1st year's experience	18	0	1st six months' experience	14	9	Males	90 0
2nd " "	25	9	2nd " " " "	18	0		
3rd " "	35	6	3rd " " " "	21	6		
4th " "	47	9	4th " " " "	25	3		
5th " "	61	0	5th " " " "	28	9		
6th " "	70	6	6th " " " "	32	3	Females	47 9
7th " "	75	0	7th " " " "	35	9		
			8th " " " "	40	6		
			9th " " " "	44	0		
			10th " " " "	47	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. d.</i>			Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age	..	..	23 0				
17 years of age	..	..	29 3				
18	"	"	39 0				
19	"	"	52 9				
20	"	"	64 6				
PROPORTION (in any place).							
One improver to each adult employee.				Foreman in charge	..	£ s. d. 5 0 0	£ s. d. 4 17 0
				Scutcher (hand)	..	4 14 0	4 11 0
				Scutcher (machine)	..	4 11 0	4 8 0
				All others	..	4 8 0	4 5 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. d.</i>			<i>Males.</i>	<i>s. d.</i>	
1st year's experience	..	18 3	1st six months' experience	..	14 9	Beaters	.. 110 0
2nd	"	25 6	2nd	"	18 3	All Others	.. 88 0
3rd	"	39 6	3rd	"	21 9		
4th	"	64 3	4th	"	25 0		
5th	"	80 6	5th	"	28 6		
	and until 21 years of age	80 6	6th	"	32 6		
			7th	"	35 9		
			8th	"	40 6	<i>Females.</i>	
			9th	"	43 9	Welding gold-leaf	.. 59 3
			10th	"	47 3	Cutting and/or booking gold-leaf	.. 54 9
						All Others	.. 47 9

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

GENERAL BOARD.

(INDUSTRIAL GASES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 201 of 16th July, 1941, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

(a) Juniors.				(b) Other employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	17 3	Operators of dry-ice machines	..	..	*99 0
16 years of age to 17 years of age	..	..	28 6	Cylinder testers	..	..	*99 0
17	"	18	50 6	Cylinder fillers	..	..	*99 0
18	"	19	64 0	Cylinder packers	..	..	*99 0
19	"	21	77 3	Valve hands	..	..	*99 0
				Persons dealing with carbide refuse	..	..	*93 0
				All others	..	..	*91 0

* Including 3s. war loading.

Clauses (3) to (18) inclusive of the Determination for this Section published in the *Government Gazette* No. 201 of the 16th July, 1941, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.			(b) Adults.		
Males.			Males.		
	s.	d.		s.	d.
1st year's experience ..	18	3	Printing-ink grinder and/or mixer ..	92	0
2nd " " ..	25	9	All others ..	88	0
3rd " " ..	35	6			
4th " " ..	47	9			
5th " " ..	61	0			
6th " " ..	70	6			
7th " " ..	75	0			
Females.			Females.		
	s.	d.		s.	d.
1st six month's experience ..	14	9			
2nd " " " ..	18	3			
3rd " " " ..	21	9			
4th " " " ..	25	0			
5th " " " ..	28	6			
6th " " " ..	32	3			
7th " " " ..	35	9			
8th " " " ..	40	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. 202 of the 16th July, 1941, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.			(b) OTHER EMPLOYERS.		
Males.			Males.		
	s.	d.		s.	d.
1st year's experience ..	17	6	Persons engaged in cutting out material for parts of lampshades ..	90	0
2nd " " ..	25	0	All others ..	88	0
3rd " " ..	34	3			
4th " " ..	46	6			
5th " " ..	59	3			
6th " " ..	68	3			
7th " " ..	72	9			
Females.			Females.		
	s.	d.		s.	d.
1st six months' experience ..	14	9	Persons engaged in sketching, painting or decorating by freehand or stencils ..	56	3
2nd " " " ..	18	3			
3rd " " " ..	21	9			
4th " " " ..	25	3			
5th " " " ..	28	9			
6th " " " ..	32	3			
7th " " " ..	35	9			
8th " " " ..	40	6			

And thereafter the minimum wage.

PROPORTION.

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

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

Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) .. 49 3

All others .. 48 0

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 202 of the 16th July, 1941, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s. d.		Females.		s. d.	
1st year's experience	..	18	3	1st six months' experience	..	14	9
2nd "	..	25	9	2nd "	..	18	3
3rd "	..	35	6	3rd "	..	21	6
4th "	..	47	6	4th "	..	25	3
5th "	..	61	0	5th "	..	28	6
6th "	..	70	3	6th "	..	32	6
7th "	..	75	3	7th "	..	35	9
years of age	..	75	3	8th "	..	40	6
				9th "	..	43	9
				10th "	..	47	3
				until 21 years of age	..	47	3

Males.		s. d.	
All adults	..	92	0

Females.		s. d.	
(a) Designer of patterns to be used for producing articles of wearing apparel	..	121	3
(b) Assistant to (a) above	..	83	3
(c) Designers of patterns used for the production of transfers as applied to fabrics	..	83	3
(d) Assistants to (c) above	..	67	0
(e) Operator of perforating machine	..	61	6
(f) Any other adult	..	50	0

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

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

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s. d.		Females.		s. d.	
1st year's experience	..	18	3	1st six months' experience	..	14	9
2nd "	..	25	6	2nd "	..	18	3
3rd "	..	35	6	3rd "	..	21	9
4th "	..	47	6	4th "	..	25	0
5th "	..	61	0	5th "	..	28	6
6th "	..	70	3	6th "	..	32	6
7th "	..	75	3	7th "	..	35	9
				8th "	..	40	6
and thereafter the rate prescribed for adults.							

Males.		s. d.	
Males	..	83	0
Females	..	47	9

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.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 3	Persons engaged in making or preparing moulds	..	..	..	98 0
17 years of age	..	..	..	29 3	Persons engaged in coloring or decorating models—				
18 " "	..	..	..	39 0	(a) by hand	..	..	..	112 0
19 " "	..	..	..	52 9	(b) by spray, or otherwise than by hand	..	..	..	100 0
20 " "	..	..	..	64 6	Persons engaged in assembling or finning models				
<i>Proportion (in any place).</i>					when taken from moulds	..	..	..	93 0
One improver to every three adult employees.					All others	..	..	..	88 0

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

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 3	Males	..	..	..	92 0
17 years of age	..	..	..	29 3	Females	..	..	..	52 6
18 " "	..	..	..	39 0					
19 " "	..	..	..	52 9					
20 " "	..	..	..	64 6					
<i>Proportion (in any place).</i>									
One improver to each adult employee.									

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

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.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 3	All adults	..	..	..	92 0
17 years of age	..	..	..	29 3					
18 " "	..	..	..	39 0					
19 " "	..	..	..	52 9					
20 " "	..	..	..	64 6					
<i>Proportion (in any place)</i>									
Two improvers to each fully paid worker.									

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

GENERAL BOARD.

(TOYS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
1st year's experience ..	..	18 9	1st six months' experience ..	..	14 9	Designers ..	.. 108 0
2nd " " ..	..	25 6	2nd " " ..	..	18 3	Cutters-out ..	.. 95 6
3rd " " ..	..	35 6	3rd " " ..	..	21 9	Fillers and/or stuffers ..	.. 92 0
4th " " ..	..	47 6	4th " " ..	..	25 0	All others ..	.. 88 0
5th " " ..	..	61 0	5th " " ..	..	28 6		
6th " " ..	..	70 3	6th " " ..	..	32 6		
7th " " ..	..	75 3	7th " " ..	..	35 9		
			8th " " ..	..	40 6		
			9th " " ..	..	43 9		
			10th " " ..	..	47 3		
						<i>Females.</i>	
						Designers ..	.. 70 6
						Cutters-out ..	.. 52 6
						Machinists ..	.. 52 6
						Fillers and/or stuffers ..	.. 50 0
						All others ..	.. 47 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.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
Under 17 years of age ..	..	32 0	Under 17 years of age ..	..	31 6	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	.. 92 0
17 years of age ..	..	38 9	17 years of age ..	..	34 6	Man engaged in cleaning vinegar generator ..	.. *88 0
18 " " ..	..	51 0	18 " " ..	..	38 3	*Together with an additional 7s. 6d. for each generator cleaned.	
19 " " ..	..	64 0	19 " " ..	..	42 6	All others ..	.. 88 0
20 " " ..	..	70 3	20 " " ..	..	44 9		
						<i>Females.</i>	
						All adults ..	.. 47 0

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.

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

SCHEDULE—continued.

GLASSWORKERS BOARD.

Clauses (2) and (3) of the Flint Glass Section and Clauses (1) and (2) of the Glass Bottle Section of the Determination published in *Government Gazette* No. 242 of the 20th August, 1941, 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	..	..	..	..	45	0	
2nd "	"	"	"	"	50	9	
3rd "	"	"	"	"	58	3	
4th "	"	"	"	"	64	9	
5th "	"	"	"	"	70	3	
and thereafter the minimum adult wage or piecework price.					1st year's experience	..	41 0
					2nd "	"	54 9
					3rd "	"	62 9
					4th year's experience and until reaching the age of 21 years	..	73 9
							20 6

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.				

SCHEDULE—continued.
GLASSWORKERS BOARD—(continued).
GLASS BOTTLE SECTION.

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

SCHEDULE—continued.

GLUE AND GELATINE BOARD—continued.

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.

	Adjustable Weekly Rate.	Non Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 to 15 years of age	16 6	0 6	0 6	17 6
15 to 16 years of age	24 0	0 6	0 6	25 0
16 to 17 years of age	32 0	1 0	1 0	34 0
17 to 18 years of age	40 6	1 0	1 0	42 6
18 to 19 years of age	48 0	1 6	1 6	51 0
19 to 20 years of age	56 6	2 0	2 0	60 6
20 to 21 years of age	64 0	2 0	2 0	68 0

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 238 of 15th August, 1941, shall remain in force.

HEADWEAR AND STRAW HAT BOARD.

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

(2)

Experience.	Apprentices or Improvers.		Female Improvers com- mencing at the Trade between the Ages of 18 and 21 years.
	Males.	Females.	
	Weekly Wages.	Weekly Wages.	Weekly Wages.
	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st six months	0 15 0	0 12 6	1 8 6
2nd	0 18 6	0 14 6	1 15 6
3rd	1 3 0	0 17 6	2 3 0
4th	1 6 6	1 2 0	2 7 6
5th	1 11 0	1 8 6	..
6th	1 18 0	1 15 6	..
7th	2 9 0	2 3 0	..
8th	3 0 6	2 7 6	..

And thereafter the minimum weekly wage or piece work price.

PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

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

SCHEDULE—continued.

HEADWARE AND STRAW HAT BOARD—(continued)

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

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
<i>Journeymen.</i>		
Cutters employed marking-in or cutting out articles of headwear	5 10 0	..
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	5 7 6	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	5 7 6	..
Pressers employed pressing off articles of headwear	5 1 0	..
All others	4 9 0	..
<i>Journeywomen.</i>		
Machinists employed machining any part of articles of headwear .. ..	..	2 14 3
Milliners, table hands or finishers .. ..	..	2 14 3
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office ..	..	2 14 3
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. ..	..	2 8 9
All others .. ..	..	2 8 9

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

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

HORSEHAIR BOARD.

Clauses (2) and (14) of the Determination published in *Government Gazette* No. 288 of the 8th October, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.				Improvers and Juvenile Workers.				Other Employees.			
WAGES.				WAGES.				Preparing Body Hair.			
Per Week.				Per Week.				WAGES.			
s. d.				s. d.				Per Week.			
1st year .. ..	..	..	26 3	1st year .. ..	..	..	26 3	s. d.			
2nd .. ..	..	..	32 6	2nd .. ..	..	..	39 0	Persons engaged on hair-washing machines .. ..	..	..	97 0
3rd .. ..	..	..	39 0	3rd .. ..	..	..	65 0	Persons engaged on hair-drying machines .. ..	..	..	97 0
4th .. ..	..	..	47 0	4th .. ..	..	..	75 0	Persons who press washed and dried hair into bales ..	..	..	97 0
5th .. ..	..	..	65 0					All others .. ..	..	..	93 0
PROPORTION (by any employer).				PROPORTION (by any employer).				Preparing any other kind of Hair.			
One apprentice to every three or fraction of three workers receiving not less than 93s. per week.				One improver to every five workers receiving not less than 93s. per week.				WAGES.			
				Juvenile Workers.				Per Week.			
				One juvenile worker to every Hand Spinner.				s. d.			
								Hand Spinners .. ..	..	..	110 0
								Machine Spinners—			
								1st year .. ..	..	..	100 0
								2nd .. ..	..	..	106 0
								And thereafter .. ..	..	..	110 0
								Drafters .. ..	..	..	110 0
								Wet or dry hacklers ..	..	..	110 0
								Teasers and tail pullers ..	..	..	97 0
								Dyers or Scalders .. ..	..	..	94 0
								All others .. ..	..	..	93 0

SCHEDULE—continued.

HORSEHAIR BOARD—continued.

(14) **PIECESWORK.**—That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	..	..	..	12s. 11 ¹ / ₂ d. per 100 lb.
Hand spinning and/or curling of hair with use of power	..	..	..	11s. 1 ¹ / ₂ d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	..	..	..	10 ¹ / ₂ d. per lb.
" " " under 18 inches in length	..	..	..	1s. 10 ¹ / ₂ d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	..	..	..	1s. 0 ¹ / ₂ d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	..	..	..	1s. 8 ¹ / ₂ d. per lb.
Wet hackling and drafting cowhair	..	..	..	1s. 5 ¹ / ₂ d. per lb.
Drafting cowhair (tails) (already wet hackled)	..	..	..	1s. 2d. per lb.
Pulling—taking long count	..	..	..	4 ¹ / ₂ d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	..	..	..	18s. 8d. per 100 lb.
" " (including mane hair and mane hair knots)	..	..	..	23s. 2d. "
" " mane hair	..	..	..	34s. 5d. "
" " cowhair (tails)	..	..	..	24s. 4d. "
Sorting horsehair	..	..	..	1s. 1 ¹ / ₂ d. " extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 0^d. per 100 lb.

Employer to supply all tools and material.

In addition to the piecework prices herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

Clauses (3) to (13) inclusive and (15) and (16) of the Determination as published in *Government Gazette* No. 288 of the 8th October, 1941, shall remain in force.

HOTEL AND RESTUARANT BOARD.

Clauses (2), (10) and (21) of the Determination published in *Government Gazette* No. 258 of the 5th September, 1941, shall be replaced by the following clauses:—

HOTELS.

APPRENTICES AND IMPROVERS.					
	Wages (see below for Deductions where Board or Lodging is Provided).				
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the Town of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 44 hours.		Per Week of 44 hours.		PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	s. d.	s. d.	s. d.	s. d.	
Improvers employed in the bar—					<p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Apprentices.</i></p> <p><i>Improvers.</i></p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>
18 years of age or under ..	56 0	..	56 0	..	
19 years of age ..	60 6	..	60 6	..	
20 years of age ..	71 6	..	71 6	..	
Apprentices and all other Improvers—					
16 years of age or under ..	36 6	58 3	31 3	55 0	
17 years of age ..	44 0	58 3	38 6	55 0	
18 years of age ..	49 6	58 3	43 3	55 0	
19 years of age ..	56 9	58 3	50 0	55 0	
20 years of age ..	68 3	58 3	60 6	55 0	
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—					
Board of three meals on each day ..	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off ..	11 6	11 6	11 6	11 6	
Lodging ..	4 9	4 9	4 9	4 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

						Wages (see below for Deductions where Board or Lodging is Provided).			
						Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the Town of Mildura.		In all other parts of Victoria.	
						Males.	Females.	Males.	Females.
						Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
						s. d.	s. d.	s. d.	s. d.
Barman .. .. .	..	..	..	..	..	99 6	..	96 6	..
Cellarman .. .. .	..	..	..	..	..	110 6	..	107 6	..
Assistant Cellarman .. .. .	..	..	..	..	..	99 6	..	96 6	..
Steward .. .. .	..	..	..	..	..	99 6	..	96 6	..
Barmaids .. .. .	..	..	..	..	..	..	72 9	..	69 9
First cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	136 6	98 9	133 6	95 9
Five, six, or seven .. .. .	..	..	..	..	..	119 0	78 9	116 0	75 9
Three or four .. .. .	..	..	..	..	..	113 0	71 9	110 0	68 9
Other first cooks, or cook employed alone .. .. .	..	..	..	..	..	107 0	70 9	104 0	67 9
Second cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	119 0	78 9	116 0	75 9
Five, six, or seven .. .. .	..	..	..	..	..	107 0	70 9	104 0	67 9
Other second cooks .. .. .	..	..	..	..	..	101 0	66 9	98 0	63 9
Night or relieving cook where number of persons employed in kitchen is—									
Eight or more .. .. .	..	..	..	..	..	119 0	78 9	116 0	75 9
Five, six, or seven .. .. .	..	..	..	..	..	107 0	70 9	104 0	67 9
Other night or relieving cooks .. .. .	..	..	..	..	..	101 0	66 9	98 0	63 9
Larder cook .. .. .	..	..	..	..	..	104 0	66 9	101 0	63 9
Pantrycook .. .. .	..	..	..	..	..	107 0	66 9	104 0	63 9
Stove, grill, fish, third or breakfast cook .. .. .	..	..	..	..	..	101 0	62 9	98 0	59 9
Vegetable or assistant cook .. .. .	..	..	..	..	..	99 0	60 9	96 0	57 9
Oysterman .. .. .	..	..	..	..	..	95 0	..	92 0	..
Pantryman or kitchenman .. .. .	..	..	..	..	..	95 0	..	92 0	..
Storeman .. .. .	..	..	..	..	..	97 6	..	94 6	..
Head waiter .. .. .	..	..	..	..	..	100 6	..	97 6	..
Other waiters .. .. .	..	..	..	..	..	95 0	..	92 0	..
Night porter .. .. .	..	..	..	..	..	95 0	..	92 0	..
Day porter .. .. .	..	..	..	..	..	95 0	..	92 0	..
Billiard-room attendant .. .. .	..	..	..	..	..	95 0	..	92 0	..
Commissionaire or messenger .. .. .	..	..	..	..	..	95 0	..	92 0	..
Housekeeper, stewardess, or manageress .. .. .	..	..	..	..	..	..	74 3	..	71 3
Laundress .. .. .	..	..	..	..	..	..	62 9	..	59 9
Head waitress .. .. .	..	..	..	..	..	..	62 9	..	59 9
Other waitresses .. .. .	..	..	..	..	..	..	58 9	..	55 9
Pantrymaid or kitchenmaid .. .. .	..	..	..	..	..	..	59 9	..	56 9
Housemaid .. .. .	..	..	..	..	..	..	50 9	..	56 9
Persons not otherwise provided for .. .. .	..	..	..	..	..	95 0	59 9	92 0	56 9
Deductions from the above rates when the employee is supplied by the employer with board or lodging as follows—							Deductions	per week.	
Board of three meals on each day .. .. .	..	..	..	..	..	13 5	13 5	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off .. .. .	..	..	..	..	..	11 6	11 6	11 6	11 6
Lodging .. .. .	..	..	..	..	..	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .						..	Per week of 20 hours	..	Per week of 20 hours
							32 0		29 0

CLUBS.

(10)		APPRENTICES OR IMPROVERS.							
WAGES PER WEEK OF 44 HOURS.								PROPORTION (IN ANY PLACE).	
Ordinary.	Males.			Females.					
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.			
	s. 2.	s. d.	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.		
							Apprentices.		
Under 16 years of age	23 9	1 0	24 9	23 9	1 0	24 9	One apprentice to every three or fraction of three workers		
16 years of age ..	32 6	1 6	34 0	25 3	1 0	26 3	receiving not less than the minimum wage.		
17 ..	36 6	1 6	38 0	28 9	1 3	30 0			
18 ..	43 3	1 9	45 0	31 3	1 6	32 9			
19 ..	52 3	2 3	54 6	33 3	1 6	34 9	Improvers.		
20 ..	68 6	3 0	71 6	38 6	1 9	40 3	One improver to every four or fraction of four workers		
							receiving not less than the minimum wage.		

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	† WAGES.			
	The Wages provided hereunder include War Loadings as follows:—			
	Males 4s. 0d. Per Week. Midday Waitresses, Midday Kitchenmaids or Pantrymaids .. 1s. 6d. " " Other Females 2s. 6d. " "			
	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	99 6	..	99 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	128 6	84 0	128 6	84 0
Five, six, or seven	112 6	72 0	112 6	72 0
Three or four	103 3	69 6	103 3	69 6
Other first cooks or cook employed alone	99 3	69 6	97 6	69 6
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	108 6	72 0	108 6	72 0
Five, six, or seven	98 6	64 0	98 6	64 0
Less than five	97 0	62 0	95 6	62 0
Larder cook	97 0	62 0	95 6	62 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	99 0	64 0	98 6	64 0
Stove, grill, third, or breakfast cook	97 0	59 6	95 6	59 6
Vegetable or assistant cook	95 6	59 6	94 6	59 6
Oysterman	98 0	..	96 6	..
Pantryman or kitchenman	95 0	..	93 6	..
Storeman	95 0	..	95 0	..
Head waiter	97 0	..	97 0	..
Other waiters	95 0	..	93 6	..
Night porter	95 0	..	93 6	..
Day porter	95 0	..	93 6	..
Billiard-room attendant	95 0	..	93 6	..
Commissionaire or messenger	95 0	..	93 6	..
Housekeeper, Stewardess, or Manageress .. ..	..	69 6	..	69 6
Laundress .. ..	..	57 6	..	58 0
Head waitress or Supervisor .. ..	..	58 0	..	58 0
Other waitresses .. ..	..	55 6	..	55 6
Pantrymaid or kitchenmaid .. ..	..	55 6	..	55 6
Counterhand .. ..	..	55 6	..	55 6
Housemaid .. ..	..	55 6	..	55 6
Persons not otherwise provided for	95 0	55 6	93 6	55 6
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. ..	..	34 0	..	34 0

† 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—

- boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;
- boards the employee and provides three meals per day, where substantial meals are not provided, 9s. 4d. per week less;
- 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
- boards and lodges the employee, 20s. 1d. per week less.

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

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

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

(21) APPRENTICES OR IMPROVERS.						
Wages per week of 44 hours.						
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	23 9	1 0	24 9	23 3	1 0	24 3
16 years of age	32 3	1 6	33 9	23 9	1 0	24 9
17 "	36 3	1 6	37 9	27 9	1 3	29 0
18 "	42 6	2 0	44 6	30 9	1 6	32 3
19 "	52 0	2 3	54 3	32 9	1 6	34 3
20 "	67 3	3 0	70 3	38 0	1 9	39 9

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	Wages.†			
	The Wages provided hereunder include War Loading as follows:—			
	Males	Waitresses, Midday Kitchenmaids or Pantrymaids	4s. 6d.	Per Week.
	Midday	Other Females	1s. 6d.	" "
	Other Females		2s. 6d.	" "
	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	125 6	83 6	125 6	83 6
Five, six, or seven	110 0	70 0	110 0	70 0
Three or four	101 9	67 6	101 9	67 6
Other first cooks or cook employed alone ..	99 6	67 6	97 3	67 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more	105 6	70 0	105 6	70 0
Five, six, or seven	95 6	62 3	95 6	62 3
Other second cooks	95 6	60 0	94 0	60 0
Night or relieving cook	95 9	60 0	93 9	60 0
Larder cook	95 9	60 0	93 9	60 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	97 0	60 9	95 3	60 9
Stove, grill, third, or breakfast cook	95 6	58 0	93 9	58 0
Vegetable or assistant cook	92 6	58 0	91 3	58 0
Oysterman	95 0	..	95 0	..
Pantryman or kitchenman	92 0	..	90 0	..
Storeman	95 9	..	95 9	..
Head waiter	95 9	..	95 9	..
Other waiters	92 0	..	90 0	..
Night porter	92 0	..	90 0	..
Day porter	92 0	..	90 0	..
Billiard-room attendant	92 0	..	90 0	..
Commissionaire or messenger	92 0	..	90 0	..
Housekeeper or stewardess .. .. .	..	67 6	..	67 6
Laundress .. .. .	..	56 6	..	56 6
Head waitress or supervisor .. .. .	..	56 6	..	56 6
Other waitresses .. .. .	..	54 6	..	54 6
Pantrymaid or kitchenmaid .. .. .	..	54 6	..	54 6
Counterhand .. .. .	..	54 6	..	54 6
Housemaid .. .. .	..	54 6	..	54 6
Persons not otherwise provided for	92 0	..	90 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.) .. .. .	..	34 0	..	34 0

† Except in the cases of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places the minimum wage shall be where the employer—

- boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- 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
- boards and lodges the employee, 18s. 8d. 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 $\frac{1}{7}$ of the amount herein provided for a weekly deduction.

All clauses (other than clauses (2) (10) and (21)) of the Determination as published in *Government Gazette* No. 258 of the 5th September, 1941, shall remain in force.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

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

(2)				WAGES.			
Improvers.				Other Employees.			
							DAY SHIFT.
							Wages per
							Week of
							44 Hours.
							£ s. d.
17 to 19 years of age	7 10 3
19 to 21 years of age	7 2 6
							6 17 6
							6 17 6
							5 5 0
							5 2 0
							5 13 0
							5 11 0
							5 3 0
							5 3 0
							5 3 0
							5 3 0
							4 17 0
							4 14 6
							4 19 11
							4 17 0
							4 11 8
							4 17 0
							4 17 0
							4 17 0
							4 14 6
							4 17 0
							4 17 0
							4 14 6
							4 14 6
							5 15 0
							5 6 0
							5 6 0
							4 11 8
							4 12 6
							4 8 0

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

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

JAM TRADE BOARD.

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

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

Provided that—

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

SCHEDULE—continued.

JAM TRADE BOARD—continued.

(b) Females—Weekly Hands—

	£	s.	d.
(1) Head forewoman	3	8	3
(2) Forewoman's assistant	2	18	3
(3) Head woman supervisor	2	18	3
(4) Supervisor	2	16	3

Females engaged in—

(a) clipping piecework tickets	}	2	16	3
(b) cutting or pulping lemons or pineapples				
(c) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.				
(d) operating a pear preparing machine				
(e) operating can closing machine				
(f) packing clear mixed pickles into bottles or into special containers for advertising purposes				
(g) pouring out or filling jam by hand				
(h) pouring out pulp by hand				
(i) stirring jam, sauce or pulp				
(j) washing bags				
(k) working at a fruit press				

Provided that—

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

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

JEWELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 130 of the 8th May, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).		Other Employees.	
APPRENTICES.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
			MALES.		MALES.	
			Engaged as Process Workers as defined in Clause (8).		Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker	
			1st year—		During his 1st six months' experience	
			1st six months		During his 2nd six months' experience	
			2nd six months		Thereafter	
			2nd year—		Plate roller, or wire roller and drawer, without previous experience—	
			1st six months		During the 1st six months' experience	
			2nd six months		During the 2nd six months' experience	
			2nd year—		Thereafter	
			1st six months		Process Worker—	
			2nd six months		During his 1st six months' experience	
			3rd year—		Thereafter	
			1st six months		All others	
			2nd six months			
			4th year—			
			1st six months			
			2nd six months			
			5th year—			
			1st six months			
			2nd six months			
			6th year—			
			1st six months			
			2nd six months			

SCHEDULE—continued.

JEWELLERS BOARD—continued.

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).		Other Employees.	
IMPROVERS.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
WAGES.			FEMALES.		FEMALES.	
Per week of 44 hours.						
	Males.	Females.				
	s. d.	s. d.				
1st year—			(a) (1) Engaged at sandblasting, pinning-up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;		Bracelet and bangle maker, melter or refiner, boltring maker, lapper, mounter, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond mounter, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot	
1st six months ..	15 0	15 0	(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;		Maker of the following classes of chain by hand—	
2nd six months ..	20 0	17 6	(3) Filling-in enamel work;		Up to 5 dwt. to the foot, 18 or 15 carat (solid) ..	110 6
2nd year—			(4) Carding of jewellery—		Up to 4 dwt. to the foot, 9 carat (solid) ..	110 6
1st six months ..	24 0	20 0	1st year—		Up to 2 dwt. to the foot (hollow) ..	110 6
2nd six months ..	28 0	24 0	1st six months ..		Examiner, tester, and solderer of machine-made chain (solid)—	
3rd year—			2nd six months ..		Up to 5 dwt. to the foot, 18 carat ..	63 0
1st six months ..	32 0	27 6	2nd year ..		Up to 4 dwt. to the foot, 15 carat ..	63 0
2nd six months ..	36 0	30 0	3rd year ..		Up to 3 dwt. to the foot, 9 carat ..	63 0
4th year—			4th year ..		Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery ..	52 6
1st six months ..	40 0	34 0	5th year ..		Pressworker (weight of press not to exceed 3 cwt.) ..	56 0
2nd six months ..	45 0	37 6	6th year ..		Pressworker (weight of press exceeding 3 cwt.) ..	67 0
5th year—					Process worker ..	56 0
1st six months ..	55 0	40 0			Female employed carding jewellery ..	51 6
2nd six months ..	62 6	45 0			All others ..	99 6
6th year—						
1st six months ..	67 6	50 0				
2nd six months ..	75 0	55 0				

PROPORTION (IN ANY PLACE).

Apprentices.

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

One female apprentice to every three or fraction of three female workers receiving not less than 51s. 6d. per week of 44 hours.

The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.

Improvers.

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

One female improver to every four female workers receiving not less than 51s. 6d. per week of 44 hours.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 130 of the 8th May, 1941, shall remain in force.

LEATHER-GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 256 of 4th September, 1941, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

	Adjustable Weekly Wage.	Non-Adjustable.		Total Wage.
		Loading* Constant.	War-Time* Loading.	
Journeyman engaged in the manufacture or repair of machine belting..	£ s. d. 4 18 0	s. d. 5 0	s. d. 4 0	£ s. d. 5 7 0
All Other Journeymen	5 4 0	5 0	4 0	5 13 0
Journeywomen	2 12 9	2 6	2 0	2 17 3

* These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (3) to (31) inclusive of the Determination as published in *Government Gazette* No. 256 of 4th September, 1941, shall remain in force.

SCHEDULE—continued.

LIMEBURNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 222 of the 6th August, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers. (Day Shift.)				Other Employees. (Day Shift.)			
Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.			
			s. d.				s. d.
16 years of age or under	..	..	37 6	Lime burners or feeders	..	..	102 0
17 years of age	..	..	43 0	Drawers	..	..	102 0
18 years of age	..	..	52 6	Crusher hands	..	..	97 6
19 years of age	..	..	66 0	Operator of a mechanical bagging machine	..	..	102 0
20 years of age	..	..	92 0	Hydrator attendant	..	..	111 6
				Lime screeners	..	..	100 6
				Attendant on an automatic feeder	..	..	103 0
				Drawers' assistants	..	..	97 6
				Slack lime workers	..	..	97 6
				All others	..	..	94 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 94s. 6d. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 222 of the 6th August, 1941, shall remain in force.

MANUFACTURING CHEMISTS BOARD.

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

(2)

Apprentices.			Improvers.			Number (in any Place)	
	Males.	Females.		Males.	Females.	APPRENTICES.	
	Wages per Week.	Wages per Week.		Wages per Week.	Wages per Week.	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.	
	s. d.	s. d.		s. d.	s. d.	MALE IMPROVERS.	
1st year	19 6	19 6	Under 16 years of age	21 0	17 9	One male improver to every two male workers receiving 93s. per week.	
2nd "	25 6	22 0	16 years of age	25 6	19 6	FEMALE IMPROVERS.	
3rd "	32 3	25 6	17 " "	33 0	22 0	Two female improvers to each female worker receiving 53s. per week.	
4th "	39 3	32 0	18 " "	46 3	26 0		
5th "	46 9	39 6	19 " "	57 0	31 6		
			20 " "	71 6	39 6		

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

OTHER EMPLOYEES.

Males.

Employees in Warehouses.

	Per Week of 44 Hours.
	s. d.
Foreman of any Department in which six or more workers are employed	124 0
Foreman of any Department in which three to five workers are employed	115 0
First Assistant in any Department in which five or more workers are employed	107 0
Drug Department employee engaged in weighing, measuring and wrapping under supervision	97 6
Salesman in any Department under supervision	97 6
All others	93 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	124 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	115 0
First Assistant where five or more workers are employed	107 0
Assistant engaged in any of the following processes under supervision:—	
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	97 6
(b) Granulating	
(c) Pill and Tablet Coating	
All others	93 0
	Females.
Forewoman in charge of one to five workers	67 6
Forewoman in charge of six or more workers	70 3
Other adults	53 0

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

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

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

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

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
If under 16 years of age	40 0		
16 and under 18 years of age	50 6		
18 and under 19 years of age	63 0		
19 and under 20 years of age	81 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.			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 86s. 6d. per week of 44 hours.			
Improvers.			
One improver to every three workers receiving not less than 86s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	116 0
		(b) If they do not raise or lower human beings	110 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	106 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	103 0
		(c) On dredges	103 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	106 0
		Attending to a steam engine without condenser	103 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 h.p. or over	103 0
		(ii) if under 50 h.p.	100 0
		Motor Drivers or Attendants	94 0
		Firemen—	
		(a) Attending one boiler	94 0
		(b) Attending two boilers	95 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	97 0
		Greasers	92 0
		All others	89 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.

	s. d.
17 years of age	61 9 per week
18 " "	73 0 "
19 " "	80 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 86s. 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. 220 of the 4th August, 1941, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

Apprentices.					Improvers.				

SCHEDULE—continued.

MUSICIANS BOARD.

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

(2) WAGES.

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

Weekly Employees.

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

(A2) Leaders—

(i) Week's work	£ s. d.
(ii) Each performance not included in week's work	9 11 0
	1 2 6 extra

(A3) Principals—

(i) Week's work	7 11 0
(ii) Each performance not included in week's work	0 18 0 extra

(A4) Other performers—

(i) Week's work	6 11 0
(ii) Each performance not included in week's work	0 15 0 extra

Casual Employees.

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

(B2) Week's work of six performances	£ s. d.
(B3) Week's work of twelve performances	5 5 6
(B4) Each performance not included in week's work	8 5 6
(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.	0 13 6 extra

Casual Employees.

(B6) Each performance by any one (other than a pianist playing alone)	£ s. d.
(B7) Each performance by pianist playing alone	0 19 10
(B8) Pianist employed only for voice trials and similar work 5s. 5d. per hour with minimum as for one and a half hours.	1 2 6

(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.

(C2) Week's work of six performances	£ s. d.
(C3) Week's work of twelve performances	5 2 0
(C4) Each performance not included in a week's work	8 2 0
(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.	0 14 0 extra

Intermittent Weekly Employees.

(C6) One performance per week	£ s. d.
(C7) Two performances per week	1 1 0
(C8) Three performances per week	1 19 0
(C9) Four performances per week	2 12 0
(C10) Five performances per week	3 9 0
(C11) Each extra performance over five	4 7 0
(C12) Pianist employed additionally for voice trials or similar work 6s. extra per hour of such work, with a minimum payment as for one hour.	0 15 0 extra

Casual Employees.

(C13) Each performance	£ s. d.
(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.	1 2 6

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(D) STAGE BAND.

Weekly Employees.

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

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

(E2) Week's work of 18 hours	£	s.	d.
(E3) Week's work of 36 hours	5	10	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	7	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

(E6) Per hour, with a minimum payment as for three hours—	£	s.	d.
(i) Pianist playing alone	0	9	0
(ii) Others	0	8	0

Relaying.

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

(F) CIRCUSES.

(F1) Musicians employed in circuses shall be paid at the rate of £6 14s. 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.

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

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

Weekly Employees.

(H1) For six performances, each not exceeding one hour and being one performance a day	£	s.	d.
(H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	3	6	0
(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	16	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	12	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	12	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	12	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	3	0
(H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	12	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	16	0
(H10) For six performances, each not exceeding three hours	4	19	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	5	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	2	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	7	0
(ii) By pianist playing alone	..	..	..	..	..	..	..	6	4	0

(I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—

(i) By any one (other than a pianist playing alone)	..	..	..	..	..	..	..	8	2	0
(ii) By pianist playing alone	..	..	..	..	..	..	..	9	0	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	7	0
(ii) By pianist playing alone	9	5	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	2	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	..	..	..	..	..	..	..	£	s.	d.
(ii) Others	..	..	..	..	..	..	..	0	11	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.

(J3) Week's work of twelve long performances 4 18 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 12 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.

(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	18	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	6
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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—	£	s.	d.
(i) Weekly employee for 36 hours in a week, excluding Sunday	5	7	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	6
(P5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee for 36 hours in a week, excluding Sunday	5	2	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 EMPLOYER SUPPLIES MUSIC.

Weekly Employees.

(R1) Employee required to supply music	£	s.	d.
.. .. .	0	10	6† extra
(R2) Employee so required—per performance			
.. .. .	0	3	6† extra

(S) HIGHER DUTIES.

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

(T) LOWER RATES MAY BE AGREED TO.

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

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

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

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

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

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 167 of the 17th June, 1941, 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 Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Weekly Wages.	Weekly Wages.			
<p>Males. Females. <i>s. d. s. d.</i> 1st year 18 8 18 1 2nd " 28 5 27 5 3rd " 37 10 31 7 4th " 56 6 41 0 5th " 74 8 47 1 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females. One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Males. Females. <i>s. d. s. d.</i> Under 16 years of age .. 16 10 15 1 16 years of age, and under 17 years 18 8 18 1 17 " " 18 " 28 5 27 5 18 " " 19 " 37 10 31 7 19 " " 20 " 56 6 41 0 20 " " 21 " 74 8 47 1 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. 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. One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p>Males.</p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner } Veneer presser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } Persons employed in making or repairing brass or reed musical instruments or parts thereof .. } All others .. } <p>Females. Veneer matcher .. } All others .. }</p> </p>	<p><i>£ s. d.</i> 5 17 0 5 16 6 5 14 6 4 17 0 5 15 0 5 9 0 5 4 0 5 9 0 5 1 0 6 1 0 5 12 0 5 9 0 5 4 0 6 1 0 4 14 0 4 11 0 2 16 6 2 8 6</p>	<p><i>£ s. d.</i> 5 14 0 5 13 6 5 11 6 4 14 0 5 12 0 5 6 0 5 1 0 5 6 0 4 18 0 5 18 0 5 9 0 5 6 0 5 1 0 5 18 0 4 11 0 4 8 0 2 15 0 2 7 0</p>

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 167 of 17th June, 1941, shall remain in force, provided that in Clause (17) of the said Determination "91s." shall be substituted for "90s." and "48s. 6d." substituted for "48s."

SCHEDULE—continued.

NAIL MAKERS BOARD.

Clauses (2) of the Determination published in *Government Gazette* No. 133 of the 12th May, 1941, shall be replaced by the following clause:—

(2)

(a) MALES.

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.				—	
1st year's experience	.. 15 9	Under 16 years of age 16 and under 17 years of age .. 17 and under 18 years of age .. 18 and under 19 years of age .. 19 and under 21 years of age ..	17 9	19 3		Nail or tack tool maker	.. 108 0
2nd year's experience	.. 22 6					Nail machinist	.. 102 0
3rd year's experience	.. 39 6		28 6	30 2		Tack machinist	.. 102 0
4th year's experience	.. 64 0					Roofing nail heading machinist	96 0
5th year's experience	.. 80 6		50 6	54 0		Barb wire tool maker or machinist	.. 102 0
Number.			64 0	68 0		Rumbler	.. 91 0
One apprentice to every three or frac- tion of three workers receiving not less than 88s. per week of 44 hours.			77 3	82 0		Galvanizer	.. 107 0
One improver to every four or frac- tion of four workers receiving not less than 88s. per week of 44 hours.						Pickler—Head, or where only one pickler is employed	.. 101 0
						Assistant pickler	.. 95 0
						Assistant working over metal pot	.. 98 0
						Swinger	.. 91 0
						Wiredrawing plate setter	.. 100 0
						Wiredrawing block operator	.. 94 0
						Storeman, packer, or sorter	.. 96 0
						All others	.. 88 0

(b) FEMALE LABOUR.

Female labour may be employed in any classes of work in which females were employed on the 23rd April, 1941. The wages of females shall be at the following weekly rates:—

—						Weekly Hiring	Hourly Hiring
—						s. d.	s. d.
Adult females—							
If of less than 12 months' experience						54 9	67 11
If of 12 months' or more experience						62 0	65 7
Junior females—							
1st year's experience						14 3	15 3
2nd year's experience						19 0	20 4
3rd year's experience						32 3	34 2
4th year's experience						49 6	42 11
5th year's experience						46 3	49 0
Thereafter until reaching 21 years of age						51 9	54 9

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 133 of 12th May, 1941, shall remain in force provided that at the commencement of Clause (15) the expression "In addition to the piecework prices set out in this clause a pieceworker shall be paid 3s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework prices set out in this clause a pieceworker shall be paid 4s. 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.

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 159 of the 9th of June, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Apprentices.			Improvers.		
		Wages per week of 44 Hours. s. d.			Wages per week of 44 Hours. s. d.
1st year—1st six month's experience	.. ..	13 4	1st year—1st six month's experience	.. ..	14 0
2nd six month's experience	.. ..	14 4	2nd six month's experience	.. ..	15 0
2nd year—1st six month's experience	.. ..	17 1	2nd year—1st six month's experience	.. ..	17 11
2nd six month's experience	.. ..	18 7	2nd six month's experience	.. ..	19 7
3rd year—1st six month's experience	.. ..	35 3	3rd year—1st six month's experience	.. ..	37 0
2nd six month's experience	.. ..	38 3	2nd six month's experience	.. ..	40 3
4th year's experience	.. ..	51 9	4th year's experience	.. ..	54 6
5th year's experience	.. ..	70 3	5th year's experience	.. ..	73 9
6th year's experience	.. ..	83 6	6th year's experience	.. ..	87 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 91s. per week of 44 hours.

(3)

OTHER EMPLOYEES.

		Wages per week of 44 Hours. s. d.	War time loading s. d.	Total Weekly Wage s. d.
Stamper who puts in die and makes force	.. ..	115 0	6 0	121 0
Repairs	.. ..	115 0	6 0	121 0
Maker-up	.. ..	115 0	6 0	121 0
Metal spinner setting up and making his own dies	.. ..	112 0	4 0	116 0
Other spinners	.. ..	100 0	3 0	103 0
Die setters	.. ..	100 0	3 0	103 0
Drop hammer stampers (other than those who put in die and make force)	.. ..	98 0	3 0	101 0
Press operators (heavy)	.. ..	98 0	3 0	101 0
Press operators (light)	.. ..	96 0	3 0	99 0
Pickler who prepares and maintains acid baths	.. ..	96 0	3 0	99 0
Hand blanker	.. ..	96 0	3 0	99 0
All others	.. ..	88 0	3 0	91 0

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 159 of the 9th June, 1941, shall remain in force.

NURSERYMEN'S BOARD.

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

(2)

Apprentices or Improvers.				Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings.		Other Employees.	
WAGES.	Per week of 44 hours.		WAGES.	Per week of 44 hours.	WAGES.	Per week of 44 hours.	
	Males.	Females.					
	s. d.	s. d.					
15 years of age or under	.. 14 0	14 0	1st year	.. 14 0	Propagators in charge of one or more employees working under glass	.. 105 0	
16 years of age	.. 18 9	17 6	2nd year	.. 17 0	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting	.. 94 6	
17 years of age	.. 26 9	22 9	3rd year	.. 19 9	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	.. 53 9	
18 years of age	.. 34 9	30 3			Nursery labourers	.. 88 0	
19 years of age	.. 45 6	36 9					
20 years of age	.. 57 6	41 6					
PROPORTION.							
Apprentices.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
Improvers.							
One improver to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.							

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

SCHEDULE—continued.

ORGAN BOARD.

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

(2)

Apprentices.			Improvers.			Other Employees.		
WEEKLY WAGES.			WEEKLY WAGES.			WEEKLY WAGES.		
	Per Week of 44 Hours.	s. d.		Per Week of 44 Hours.	s. d.		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warramboul, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
1st year	17	10	Under 16 years of age	16	1	—		
2nd "	27	0	16 and under 17 ..	17	10	Organ builder or persons erecting, dismantling, or repairing organs ..	£ s. d.	£ s. d.
3rd "	36	3	17 " " 18 ..	27	0	Woodworkers	5 15 0	5 12 0
4th "	54	2	18 " " 19 ..	36	3	Polisher required to spirit and/or acid off ..	5 15 0	5 12 0
5th "	71	6	19 " " 20 ..	54	2	Other polishers	5 6 0	5 3 0
			20 " " 21 ..	71	6	Voicer	5 15 0	5 12 0
<i>Proportion (in any Place).</i>			<i>Proportion (in any Place).</i>			Tuner	5 15 0	5 12 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			One improver to every six or fraction of six workers receiving not less than the minimum wage.			Metal pipe maker ..	5 15 0	5 12 0
An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.			Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.			All others	4 8 0	4 6 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 88s.

Clauses (3) to (18) inclusive and clauses (20) to (21) inclusive of the Determination published in *Government Gazette* No. 247 of the 18th June, 1940, shall remain in force.

PAINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 240 of the 19th August, 1941, shall be replaced by the following clause:—

(2)

(a)										(b)									
*Apprentices or Improvers.										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.									
</																			

SCHEDULE—continued.

PAINTERS BOARD—continued.

(c) OTHER EMPLOYERS.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne ; (ii) Within 5 Miles of the Post Office at Mildura ; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	WAGES.	WAGES.	WAGES.
	Per hour. Per week of 44 hours.	Per hour. Per week of 44 hours.	Per hour. Per week of 44 hours.
	s. d. s. d.	s. d. s. d.	s. d. s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) ..	2 9 ⁸ / ₃₂ 122 6	2 11 ² / ₁₁ 129 0	2 8 ¹² / ₃₂ 119 6
(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) ..	2 9 ⁸ / ₃₂ 122 6 2 0 ⁸ / ₁₁ 91 0	2 11 ² / ₁₁ 129 0 2 2 ¹³ / ₂₂ 97 6	2 8 ¹² / ₃₂ 119 6 2 0 88 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.

Note.—The rates prescribed in Clause (2) (c) (above) include 3s. per week war-time loading.

Clauses (3) to (21) inclusive of the Determination published in *Government Gazette* No. 240 of 19th August, 1941, shall remain in force.

PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 252 of the 2nd of September, 1941, shall be replaced by Determination.

(2)

IMPROVERS.*

	Wages Per Week of 44 Hours.					
	Male.			Female.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
15 years of age	24 6	1 0	25 6	20 6	1 3	21 9
16	29 6	1 3	30 9	24 6	1 3	25 9
17	34 9	1 3	36 0	29 6	1 3	30 9
18	43 0	1 6	44 6	34 9	1 3	36 0
19	52 6	2 0	54 6	43 0	1 6	44 6
20	69 6	2 6	72 0	52 6	1 9	54 5

*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.

PROPORTION (IN ANY PLACE).

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.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

OTHER EMPLOYERS.

Persons employed in manufacturing titanium white—

	Wages.			
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
	s. d.	s. d.	s. d.	Hours.
Day workers ..	96 2	3 0	99 2	44
Shift workers ..	96 0	3 0	99 0	48

Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work 2 7

Clauses (3) to (22) inclusive of the Determination published in the *Government Gazette* No. 141 of the 24th May, 1941, shall remain in force.

SCHEDULE—continued.

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 294 of the 24th October, 1941, shall be replaced by the following clauses:—

(2)

WAGES PER WEEK OF 44 HOURS.

Males—Improvers or Juvenile Workers.					Females—Improvers.				
				s. d.					s. d.
Under 16 years of age	..	..	..	20 3	Under 16 years of age	..	..	..	20 3
16 "	..	..	..	26 3	16 "	..	..	..	24 3
17 "	..	..	..	35 6	17 "	..	..	..	30 3
18 "	..	..	..	45 6	18 "	..	..	..	35 6
19 "	..	..	..	58 3	19 "	..	..	..	40 6
20 "	..	..	..	70 9	20 "	..	..	..	45 6

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every two male workers receiving not less than 91s. per week of 44 hours.

One female improver to every female worker receiving not less than 53s. 9d. per week of 44 hours.

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

(3)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

	s.	d.
Employees engaged on all classes of presses	99	0
Employees engaged in the mixing room or powder room	99	0
All others	91	0
<i>Caseln Industry only—</i>		
Employees engaged on all classes of presses	99	0
Employees engaged on extruding machines	99	0
Employees engaged on lathe machines	105	0
Employees engaged on acid and/or formaldehyde baths	99	0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	99	0
All others	91	0

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	57	3
All others	53	9

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 294 of the 24th October, 1941, shall remain in force.

PLATE GLASS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 181 of the 30th June, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Apprentices.*					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
				Males. s. d.				Males s. d.	Females.† s. d.
1st year	..	..	..	18 8	Under 16 years of age	..	..	16 10	15 1
2nd "	..	..	..	28 5	16 and under 17 years of age	..	..	18 8	18 1
3rd "	..	..	..	37 10	17 "	18 "	..	28 5	27 5
4th "	..	..	..	56 6	18 "	19 "	..	37 10	31 7
5th "	..	..	..	74 8	19 "	20 "	..	56 6	41 0
and thereafter the minimum wage.					20 "	21 "	..	74 8	47 1

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

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

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

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

Females.

Safety Glass Section—

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

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

SCHEDULE—continued.
PLATE GLASS BOARD—continued.
(3) OTHER EMPLOYEES.

								Wages per Week of 44 Hours.	
								Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
SAFETY GLASS SECTION.									
Males.								£ s. d.	£ s. d.
Cutters .. .. .	..	..	..	..	..	..	..	5 16 0	5 13 0
Bevellers .. .. .	..	..	..	..	..	..	..	5 16 0	5 13 0
Packers .. .. .	..	..	..	..	..	..	..	5 1 0	4 18 0
Autoclave attendants .. .. .	..	..	..	..	..	..	..	5 2 0	4 19 0
Leading hand in laminating room .. .. .	..	..	..	..	..	..	..	4 19 0	4 16 0
Edge sealers .. .. .	..	..	..	..	..	..	..	4 16 0	4 13 0
Furnace attendants .. .. .	..	..	..	..	..	..	..	4 17 0	4 14 0
Operator of edge grinding machine .. .. .	..	..	..	..	..	..	..	4 19 0	4 16 0
Person rounding corners of glass .. .. .	..	..	..	..	..	..	..	5 2 0	4 19 0
Females.									
Females engaged on scratch polishing machines .. .. .	..	..	..	..	..	..	..	2 16 6	2 15 0
Females engaged in inspecting and testing .. .. .	..	..	..	..	..	..	..	2 12 6	2 11 0
OTHER GLASS SECTION.									
Painter and designer on glass .. .. .	..	..	..	..	..	..	..	6 8 0	6 5 0
Brilliant cutter .. .. .	..	..	..	..	..	..	..	5 16 0	5 13 0
Other cutters .. .. .	..	..	..	..	..	..	..
Glazier .. .. .	..	..	..	..	..	..	..
Plate glass beveller .. .. .	..	..	..	..	..	..	..
Silverer .. .. .	..	..	..	..	..	..	..	6 1 0	5 18 0
Pencil hand embosser .. .. .	..	..	..	..	..	..	..	5 1 0	4 18 0
Persons assisting in glazing .. .. .	..	..	..	..	..	..	..
Persons packing or unpacking glass .. .. .	..	..	..	..	..	..	..
Persons assisting plate glass cutter .. .. .	..	..	..	..	..	..	..
Rubber-out embosser .. .. .	..	..	..	..	..	..	..	4 17 0	4 14 0
Cementer .. .. .	..	..	..	..	..	..	..	4 16 0	4 13 0
Persons turning out lead from mill for lead-light glazier .. .. .	..	..	..	..	..	..	..	4 11 0	4 8 0
All others .. .. .	..	..	..	..	..	..	..

Clauses (4) to (21) inclusive of the Determination published in *Government Gazette* No. 181 of the 30th June, 1941, shall remain in force.

PLUMBERS BOARD.

Clause 2A of the Determination published in *Government Gazette* No. 235 of the 14th August, 1941, shall be replaced by the following clause—

(2A)

Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Other Employees.	
WAGES.		WAGES.		Persons employed— (a) Where the artificial temperature is— Over 130° F. 115° F., but not exceeding 130° F. 50° F. or lower (1) In connexion with ammonia coils in an artificial temperature of 45° F. or lower (c) Lead burning or at lead work connected therewith (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) (e) In fixing any material used instead of metal for pipes, guttering or roof covering.. .. . (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) NOTE.—See clause 10 re casual rate, and clause 12 re ship work.	Wages Per Hour.
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.		£ s. d.	s. d.
1st year 18 3		1st year 26 4		10 16 5	4 11 ¹ / ₄₄
2nd 25 8		2nd 32 11		9 19 7	4 6 ¹⁹ / ₄₄
3rd 33 9		3rd 39 6		10 16 5	4 11 ¹ / ₄₄
4th 45 11		4th 59 2			
5th 60 9		5th 78 11		8 17 11	4 0 ²³ / ₄₄
6th 83 8		6th 104 0		8 1 1	3 7 ⁴¹ / ₄₄
and thereafter the minimum wage.		and thereafter the minimum wage.			
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than £6 16s. 10d. per week of 44 hours. An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923		PROPORTION (within any factory or place). One improver to four Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional	workers receiving not less than £6 16s. 10d. per week of 44 hours.		3 17 ¹ / ₂₂ 3 17 ¹ / ₂₂ 3 17 ¹ / ₂₂

*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 Moorparanah riding of the shire of Corio is illegal.

(2B) The Wages prescribed in 2A hereof include as a war loading the sum of 6s. in the case of rates per week, and the sum of 1⁷/₁₁d. in the case of rates per hour.

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 235 of the 14th August, 1941, shall remain in force.

SCHEDULE—continued.

PROCESS ENGRAVERS BOARD.

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

(2)

Apprentices and Improvers. Wages per Week.							Juvenile Workers. Wages per Week.	Other Employees. Wages per Week.
(a) Female apprentices or improvers engaged in retouching positives or negatives in connexion with photogravure or rotogravure work. <i>Commencing Age.</i>							s. d. 1st year 12 6	(a) Employed in connexion with photogravure or rotogravure work:—
—	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.
1st year—								Females engaged in retouching positives or negatives .. 67 6
1st six months	20 9	20 9	24 9	30 9	35 3	37 6		All others (males or females) .. 123 0
2nd six months	20 9	20 9	24 9	30 9	35 3	42 6		
2nd year ..	23 3	24 9	29 9	33 3	40 6	..		
3rd year ..	27 6	29 0	32 3	37 6	..	..
4th year ..	34 3	36 0	40 0	..	..	..
5th year ..	42 6	46 9	..	..	..	..
6th year ..	50 0	..	..	..	..	..
(b) Other apprentices or improvers:—								(b) Employed in any other section covered by the Determination:—
Apprentices.			Improvers.					s. d.
		s. d.				s. d.		
1st year ..	..	16 6	1st year ..	..	..	22 0		Half-tone fine etcher, operator, line etcher, photo-lithographer, printer, or engraver
2nd year ..	..	20 6	2nd year ..	..	..	28 6		21 years of age .. 118 0
3rd year ..	..	28 0	3rd year ..	..	..	40 0		And thereafter .. 123 0
4th year ..	..	37 6	4th year ..	..	..	48 0		Router, moulder, or proofers .. 116 0
5th year ..	..	49 0	5th year ..	..	..	63 6		
6th year ..	..	65 6						
Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—								
		s. d.						
1st year ..	..	20 6						
2nd year ..	..	28 0						
3rd year ..	..	37 6						
4th year ..	..	49 0						
5th year ..	..	65 6						

PROPORTION.

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

Apprentices.

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

Improvers.

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

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

Apprentices.

1. Within the Metropolitan District the proportion shall be as fixed by the Apprenticeship Commission.
2. Outside the Metropolitan District one apprentice to every three or fraction of three workers receiving not less than 116s. per week.

Improvers.

One improver to every four employees receiving not less than 116s. per week.

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

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD.

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

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

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.

TABLE "A."—ADULT MALES.

		£	s.	d.
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6	3	0
A2.	Probationary machine compositor—			
	(a) For a first period of six months' probation	5	14	0
	(b) For a second period of six months' probation	5	17	0
	(c) Thereafter the rate for a machine compositor	6	3	0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid	6	3	0
A4.	Proof reader	5	17	0
A5.	Proof reader and reviser	5	17	0
A6.	Proof reader's assistant	4	10	0
A7.	Hand compositor	5	14	0
A8.	Sluggier	5	14	0
A9.	Bulk hand	5	14	0
A10.	Stone hand	5	17	0
	(A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)			
A11.	(An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.)			
A12.	Stereotypor	5	14	0
A13.	Stereotypor's assistant	5	2	0
A14.	Rotary machinist or rotary machine minder	6	0	0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	5	5	0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	4	16	0
A17.	Machinist working a flat bed machine printing from a reel	5	14	0
A18.	Publishing employee	4	19	0
A19.	(a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.)	5	14	0
	(b) Other working mechanic	5	10	0
A20.	Cleaner of slug-casting machine	4	10	0
A21.	Galley puller	4	10	0
A22.	Storeman	4	13	0
A23.	Male employee not otherwise specified	4	7	0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.			

TABLE "B."—ADULT FEMALES.

		£	s.	d.
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	2	16	0
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of—			
	(a) Up to eight employees	2	18	0
	(b) From nine to fifteen employees (both inclusive)	3	5	6
	(c) Over fifteen employees	3	11	6
B3.	Female employee not otherwise specified	2	6	0

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

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

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

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

SCHEDULE—*continued.*PROVINCIAL PRINTERS BOARD—*continued.*PART II.—(ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES)—*continued.*

First Column Number of Rate	Second Column. Description of Employment.	Third Column. Weekly Wage.
	<i>Table "B"—Adult Females—continued. (Including Non-Adult Females of at least Five Years' Experience.)</i>	<i>£ s. d.</i>
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	2 15 0 2 16 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	2 15 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound out flush with turned in paper sides or are cut flush and not turned in)	2 15 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A"	2 15 0
8	Female copy holder	2 15 0
9	Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine	2 14 0
10	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	2 19 0 3 5 0 3 11 0
11	Female employees not otherwise specified	2 7 0

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

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

Clauses (2) to (32) and Schedule "A" inclusive of Part I. and clauses (2) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that from the earnings of each pieceworker each week when paid as provided in this Schedule, the employer may deduct the sum of three shillings where the pieceworker has worked a full week, or a proportionate sum if less than a full week be worked" shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 15s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 18s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

QUARRY BOARD. .

(2)

*Other Employees.**

† See clause 9 re definition

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.

SCHEDULE—*continued*.
QUARRY BOARD—*continued*.

(17) **PIECEWORK.**—The lowest piecework prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing. per hundred.		Knocking Out and Dressing. per hundred.	
	s.	d.	s.	d.
Pitchers—				
9 inches wide × 9 inches deep × 10 to 14 inches long	14	4	24	4½
9 " " × 9 " " × 10 " 13 " "	12	3½	22	8
9 " " × 8 " " × 10 " 13 " "	11	5½	20	10
9 " " × 4 to 6 inches deep × 10 to 14 inches long	9	7½	18	3½
Cubes—				
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	11	8½	21	7
3½ " 6 " " × 7 inches " × 10 " 14 " "	10	8½	18	5
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	9	9½	16	4½
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 <i>tied</i> 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 <i>tied</i> to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.				
All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.				
	Knocking Out and Dressing.			
	s.	d.		
Monumental stone—				
All stone up to 4 feet long by 12 inches wide by 7 inches deep	0	7	per lineal foot.	
All stone exceeding 4 feet to 8 feet long by 12 inches wide by 7 inches deep	0	10	" "	
Pitcher kerb	0	3	" "	
Kerbing stones—Hammer dressed—				
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length	0	5½	" "	
All radial stone	0	9	" "	
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length	0	6½	" "	
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet	0	6½	per cubic foot.	
All stone exceeding the cubical content of 15 cubic feet	0	10	" "	
	When the Material is removed in a wheelbarrow to a distance of more than 50 yards.		In all Other Cases.	
	Per superficial yard.		Per superficial yard.	
	s.	d.	s.	d.
Stripping—				
Not exceeding 18 inches in depth	2	3	2	2
Exceeding 18 inches, but not exceeding 30 inches in depth	2	6	2	3
	Per cubic yard.		Per cubic yard.	
	s.	d.	s.	d.
Exceeding 30 inches in depth	2	5½	2	
Spalling, but not including spalls produced on the banker from cut stone or pitchers	2	4½		
The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.				

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 203 of the 18th July, 1941, shall remain in force.

SCHEDULE—continued.

RADIO BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 170 of the 23rd June, 1941, shall be replaced by the following clauses :—

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.	<i>Apprentices:</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 88s. per week of 44 hours.	
1st year	15 10	1st year	15 10	One female apprentice to every three or fraction of three female workers receiving not less than 52s. per week of 44 hours.	
2nd "	20 11	2nd "	20 11	<i>Improvers.</i>	
3rd "	33 9	3rd "	29 6	One male improver to every three or fraction of three male workers receiving not less than 88s. per week of 44 hours.	
4th "	42 0	4th "	36 5	One female improver to every three or fraction of three female workers receiving not less than 52s. per week of 44 hours.	
5th "	54 6	5th "	40 11		
5th " and until 21 years of age	63 7	5th " and until 21 years of age	40 11		

(3)

JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers), engaged on any work excepting set testing, service work, wiring complete sets, testing power transformers, and repair work.

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	16 8	16 8	20 8	28 3	37 1	49 3	1st year	16 8	18 10	23 2	31 8	33 11
2nd "	20 8	21 3	29 2	38 5	51 1	..	2nd "	10 7	30 3	32 8	36 10	..
3rd "	33 5	36 4	42 11	51 10	..	..	3rd "	29 3	32 5	37 6	..	..
4th "	42 1	45 6	51 11	..	..	..	4th "	36 2	39 6	..	..	..
5th "	54 6	60 10	..	..	..	..	5th year and until 21 years of age	40 11	..	..	..	..
6th year and until 21 years of age	63 7	..	..	..	..	..	

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 88s. per week of 44 hours, or if a female is receiving not less than 82s. per week of 44 hours.

NOTE.—No employer shall employ any male under nineteen years of age or any female testing power transformers.

(4)

OTHER EMPLOYEES.

Adult Males.

	Wages Per Week of 44 Hours.					
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; and at Warrnambool.			Other Parts of Victoria where this Determination Applies.		
	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
Servicemen	5 15 6	6 0	6 1 6	5 12 6	6 0	5 18 6
Repairers (Factory)	5 3 0	3 0	5 6 0	5 0 0	3 0	5 3 0
Wired, i.e., employee wiring a complete set from a circuit diagram or model other than on production line ..	4 18 0	3 0	5 1 0	4 15 0	3 0	4 18 0
Process workers	4 16 0	3 0	4 19 0	4 13 0	3 0	4 16 0
All others	4 8 0	3 0	4 11 0	4 5 0	3 0	4 8 0

The following additional rates shall be paid to servicemen :—

	Per Week of 44 Hours.
	<i>£ s. d.</i>
Who use their own motor cars	3 0 0
Who use their own motor cycles and side cars	1 15 0
Who use their own motor cycles	1 5 0

SCHEDULE—*continued.*RADIO BOARD—*continued.**Adult Females.*

	Per Week of 44 Hours.	
	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
If of less than twelve months' experience	2 12 0	2 15 0
If of twelve months' or more experience	2 13 9	2 16 10

Clauses (5) to (23) inclusive of the Determination as published in *Government Gazette* No. 170 of the 23rd June, 1941, shall remain in force.

RETAIL DAIRY BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 135 of the 15th May, 1941, shall be replaced by the following clause:—

(2)

Improvers.					Other Employees.				
WAGES.*					WAGES.*				

SCHEDULE—continued.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 193 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

	Wages per Week of 44 Hours.	
	Males.	Females.
	s. d.	s. d.
Under 16 years of age	17 0	15 9
16 years of age	25 6	20 0
17 " "	33 9	25 0
18 " "	42 6	29 3
19 " "	51 3	34 3
20 " "	59 6	38 6

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

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 88s. 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 88s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 46s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 46s. 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 46s. 6d. per week of 44 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 46s. 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	8 0
2. Sifter and/or drier of compounding ingredients	4	10 0
3. Operator in charge of drying machine	4	12 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	4	15 0
5. Wrapper of goods made by wrapped process	4	10 0
6. Operator in charge of lead-covered hose stripping machine	4	12 0
7. Operator in charge of hose-making machine (wrapped process)	4	14 0
8. Helper on hose-making machine (wrapped process)	4	12 0
9. Lead-covering machine helper	4	12 0
10. Operator in charge of lead-covering machine (hose)	4	18 6
11. Maker of wrapped hose by hand-made process	5	1 0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement	4	12 0
13. Operator on washing mill and/or grinding waste	4	12 0
14. Operator on warming and/or masticating mill and/or reclaim refining mill	4	14 0
15. Operator on cracker mill	4	12 0
16. Operator on mixing mill	5	1 0
17. Reclaimer or employee engaged on acid tank	4	12 0
18. Employee on digester machine	4	14 0
19. Spreader in charge of machine (not otherwise classified)	4	15 0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	5	1 0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	4	11 0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	4	12 0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	4	14 0
24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	4	16 0
25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	4	18 6

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

	Wages per Week of 44 Hours.
£ s. d.	
26. Inspector and/or examiner and/or tire tester	4 14 0
27. Tester with water	4 8 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 14 0
29. Operator in charge of cotton creels	4 14 0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	4 12 0
31. Maker of packing	4 14 0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	4 14 0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	4 12 0
Second and third year	4 18 6
Thereafter	5 3 0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	4 16 0
35. Operator employed fitting pneumatic tire to rim and/or wheel	4 12 0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	4 14 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 14 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 18 6
39. Operator on lathe engaged fashioning biased bowls	4 18 6
40. Operator dipping ballons and/or other dipped goods	4 14 0
41. Operator of rubber thread cutting lathe	4 16 0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	4 14 0
43. Helper on self-contained mould and/or curing pan and/or dry heater	4 8 0
44. Operator in charge of vulcanizing press, more than 4 feet in length	4 18 6
45. Operator in charge of vulcanizing press, not more than 4 feet in length	4 16 0
46. Helper on vulcanizing press, more than 4 feet in length	4 14 0
47. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	5 1 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 18 6
49. Operator in charge of person engaged in making and/or moulding solid motor tires	4 18 6
50. Operator engaged in making and/or moulding solid motor tires	4 12 0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	4 14 0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	4 16 0
53. Operator in charge hand making transmission conveyor and/or elevator belting	4 18 6
54. Operator engaged hand making transmission conveyor and/or elevator belting	4 15 0
55. Operator engaged on belt making machine	4 12 0
56. Operator laying mats, tiles, or rubber flooring	5 1 0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	5 1 0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube	4 14 0
59. Operator re-treading new tires	4 12 0
60. Maker of air bags with extruded material	4 14 0
61. Maker of air bags (not otherwise classified)	5 1 0
62. Operator in charge of forcing machine	4 16 0
63. Operator in charge of forcing machine straining rubber	4 12 0
64. Operator in charge of textile cutting machine	4 14 0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	4 12 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 3 0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	4 14 0
68. First assistant on calender 48 inches and over	4 18 6
69. First assistant on calender under 48 inches	4 12 0
70. Operator in charge of calender 72 inches and under	5 10 0
71. Operator in charge of calender over 72 inches	5 15 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 19 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 14 0
74. Storeman in charge of moulds	4 10 0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4 12 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 12 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 11 0
78. Adult female employee employed on sewing machine	2 12 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 9 6
80. Adult female employee employed on dipped goods	2 9 6
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 8 0
82. Adult female employee employed on wire or bead making	2 11 0
83. Adult female employees not specially provided for	2 6 6

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

The wages rates of all employees covered by this determination shall be increased by the addition of the following loadings :—

	per week.
s. d.	
Adult males	4 6
Adult females	4 0
Junior males and junior females	3 0

These loadings shall not be subject to adjustments pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this determination.

Clauses (4) to (28) inclusive of the Determination published in *Government Gazette* No. 193 of the 3rd July, 1941, shall remain in force.

SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 244 of the 25th August, 1941, shall be replaced by the following clause :—

(3)

WAGES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.*	War Loading.*	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen	5 4 0	5 0	4 0	5 13 0
Journeywomen	2 12 9	2 6	2 0	2 17 3

* These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 244 of the 25th August, 1941, shall remain in force.

SALTWORKERS BOARD.

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

(2) (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).			
MALES.	MALES.	MALES.			
Per Week of 44 Hours.	Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.	
<i>s. d.</i> 14 years of age .. 21 6 15 " " .. 27 6 16 " " .. 33 6 17 " " .. 43 0 18 " " .. 54 0 19 " " .. 67 0 20 " " .. 78 6	<i>s. d.</i> 14 years of age .. 21 6 15 " " .. 27 6 16 " " .. 33 6 17 " " .. 43 0 18 " " .. 54 0 19 " " .. 67 0 20 " " .. 78 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men 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 Truckman or brakeman— (a) Power trucks (b) Horse trucks or wagons Employees in charge of movement of sea water and engaged in preparation of brine Thatcher of salt stacks Stack builder, where mechanical stackers are used All others	<i>s. d.</i> 2 5 ⁵ / ₁₁ 2 3 ¹⁵ / ₃₂ 2 3 ⁹ / ₃₂ 2 2 ¹ / ₃₂ 2 2 ¹⁹ / ₃₂ 2 2 ¹⁹ / ₃₂ 2 2 ¹⁹ / ₃₂ 2 2 ¹ / ₃₂	<i>s. d.</i> 109 0 101 6 100 6 95 6 98 6 98 6 98 6 95 6	
FEMALES.	FEMALES.				
Per Week of 44 Hours.	Per Week of 44 Hours.				
<i>s. d.</i> 16 years of age .. 18 6 17 " " .. 21 6 18 " " .. 26 6 19 " " .. 32 6 20 " " .. 38 6	<i>s. d.</i> 16 years of age .. 18 6 17 " " .. 21 6 18 " " .. 26 6 19 " " .. 32 6 20 " " .. 38 6	<i>Shed and Factory Hands.</i> Persons employed treating, crushing, or refining salt:— Shed hand in charge of seven or more men Shed hand in charge of six or less men Shed hand who is required to stack Shift Foreman— 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			
PROPORTION (in any place). One apprentice to every three or fraction of three workers receiving not less than the minimum wage. One improver to each worker receiving not less than the minimum wage.	Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.	<i>s. d.</i> 2 5 ¹⁸ / ₃₂ 2 3 ¹⁵ / ₃₂ 2 2 ¹ / ₃₂ 2 7 ¹⁷ / ₃₂ 2 5 ¹³ / ₃₂ 2 5 ¹³ / ₃₂ 2 1 ⁷ / ₁₁ 2 1 ⁵ / ₃₂			
		FEMALES. Per week of 44 hours			
		<i>s. d.</i> 1 2 ² / ₁₁ 52 0			

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent. for afternoon shift workers and 7½ per cent. for night shift workers.

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

SCHEDULE—continued.
SAND PIT BOARD.

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

(2)				WAGES.			
Apprentices and Improvers.				Other Employees.			

SCHEDULE—continued.

SHOP BOARD No. 2 (BOOT REPAIRERS).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 215 of the 31st July, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					<i>s. d.</i>
1st year	<i>s. d.</i> 14 3	<i>s. d.</i> 21 6	<i>s. d.</i> 21 6	<i>s. d.</i> 31 9	Under 16 years of age .. .. .	..	..	..	23 0
2nd year	21 6	31 9	31 9	40 6	16 and under 17 years of age .. .. .	..	..	..	25 6
3rd year—					17 and under 18 years of age .. .. .	..	..	..	28 3
1st 6 months	31 9	40 6	40 6	57 6	18 and under 19 years of age .. .. .	..	..	..	31 3
2nd 6 months	31 9	40 6	40 6	66 0	19 and under 20 years of age .. .. .	..	..	..	34 9
4th year—					20 and under 21 years of age .. .. .	..	..	..	37 3
1st 6 months	40 6	49 6	57 6	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months	40 6	49 6	66 0		<i>Apprentices.</i>				
5th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
1st 6 months	49 6	57 6	Minimum wage		<i>Improvers.</i>				
2nd 6 months	49 6	66 0			Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.				
6th year—									
1st 6 months	57 6	Minimum wage							
2nd 6 months	66 0								
Thereafter	Minimum wage								
PROPORTION (IN ANY PLACE).									
<i>Apprentices.</i>									
One apprentice to every three or fraction of three workers receiving not less than 109s. per week of 44 hours.									
<i>Improvers.</i>									
One improver to every four workers receiving not less than 109s. per week of 44 hours.									

(3)

OTHER EMPLOYEES.

Wages per Week of 47 Hours.					Wages per Week of 44 Hours.			
						Adjustable Rate.	Emergency Loading (Non-Adjustable).	Total Weekly Wage.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Female Receiver, Despatcher, or Saleswoman—					Males	106 0	3 0	109 0
21 years of age .. .. .	..	..	..	41 0				
22 years of age .. .. .	..	..	..	48 0				
23 years of age .. .. .	..	..	..	54 9				

Clauses (4) to (10) inclusive of the Determination as published in the *Government Gazette* No. 215 of the 31st July, 1941, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

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

(2A)

APPRENTICES AND IMPROVERS.

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.

Apprentices and Improvers not elsewhere included.

				Weekly Wage.	
				£	s. d.
1st year's experience	..	..	..	1	15 0
2nd " "	..	..	..	2	5 6
3rd " "	..	..	..	2	11 0
4th " "	..	..	..	3	10 6
5th year ..	..	..	..	Minimum wage	

Apprentices.					Weekly Wage.	
<i>Five Year Terms.</i>						
First year	..	..	..	..	£	s. d.
Second year	..	..	..	..	0	15 6
Third year	..	..	..	..	1	0 6
Fourth year	..	..	..	..	1	19 0
Fifth year	..	..	..	..	2	16 0
					3	13 0
<i>Four Year Terms.</i>						
First year	..	..	..	..	0	17 6
Second year	..	..	..	..	1	13 6
Third year	..	..	..	..	2	16 0
Fourth year	..	..	..	..	3	13 0

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three of 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.

EMPLOYMENT OF MALE JUNIORS.

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

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

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

Apprentices and Improvers not elsewhere included.

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

IMPROVERS.					Weekly Wage.
					£ s. d.
Under 18 years	..	..	..	..	2 14 0
18 years and under 19 years	..	..	..	..	3 3 6
19 years and under 20 years	..	..	..	..	3 10 6
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.

				Weekly Wage.
				£ s. d.
First six months' experience	..	..	0	15 6
Second six months' experience	..	..	1	0 6
Second year's experience	..	..	1	11 0
Third year's experience	..	..	2	2 6
Fourth year's experience	..	..	3	1 6
Fifth year's experience and until reaching the age of 21 years	..	..	3	15 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 employer actually working in the shop or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

(2a)

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 Moorparanah 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 7 0	..	..
Slaughtermen	5 18 0	..	..
Head and Feet Boners	5 4 0	..	..
Scalders	5 4 0	..	..
Meat Lumpers	5 1 6	..	..
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 18 0	..	..
General labourers	4 15 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 11 0	5 14 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 11 0	5 14 0
Whilst employed on other work .. .. .	..	At the rates prescribed for such work	..
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	..	6 1 0	6 4 0
Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.	..	..	..
General butcher in charge of branch shop	5 18 0	5 15 0	5 18 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 12 0	5 9 0	5 12 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 9 0	5 6 0	5 9 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	5 5 0	5 2 0	5 5 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	4 16 0	4 13 0	4 16 0
All others	4 14 0	4 11 0	4 14 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery 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 11 0	5 14 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 11 0	5 14 0
Whilst employed on other work .. .. .	..	At the rates prescribed for such work.	..
Men employed principally on mixing machines	5 12 0	5 9 0	5 12 0
Fillermen	5 5 0	5 2 0	5 5 0
small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 5 0	5 2 0	5 5 0
Packing-room hands	4 18 0	4 15 0	4 18 0
Linkers and table hands	4 18 0	4 15 0	4 18 0
All others	4 14 0	4 11 0	4 14 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 17 6	4 14 6	4 17 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	5 1 6	4 18 6	5 1 6
Exceeding 3 tons capacity	5 5 6	5 2 6	5 5 6
Horse Drivers—	..	..	..
One horse	4 15 0	4 12 0	4 15 0
Two horses	4 17 6	4 14 6	4 17 6
Three horses	4 19 6	4 16 6	4 19 6
Head stableman (if more than one employed)	4 13 0	4 10 0	4 13 0
Other stablemen or grooms	4 9 0	4 6 0	4 9 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 Moorparanah and Peak Ridings of the Shire of Corio.
	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
Drivers of Motor Vehicles—	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.
Not exceeding 25 cwt. capacity	4 17 6	4 14 6	4 17 6
Exceeding 25 cwt. but not exceeding 3 tons	5 1 6	4 18 6	5 1 6
Exceeding 3 tons capacity	5 5 6	5 2 6	5 5 6
Horse Drivers—			
One horse	4 15 0	4 12 0	4 15 0
Two horses	4 17 6	4 14 6	4 17 6
Three horses	4 19 6	4 16 6	4 19 6

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

SHOPS BOARD No. 4 (BUTCHERS, COUNTRY).

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

(2) APPRENTICES.				
WAGES.				
FIVE YEAR TERMS.		Per week of 44 hours. s. d.	FOUR YEAR TERMS.	
				Per week of 44 hours. s. d.
First year .. .. .	.. .. .	15 6	First year	17 6
Second year .. .. .	.. .. .	20 6	Second year	34 0
Third year .. .. .	.. .. .	39 3	Third year	56 3
Fourth year .. .. .	.. .. .	56 3	Fourth year	73 3
Fifth year .. .. .	.. .. .	73 3		

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 year's experience .. .. .	.. .. .	31 3
Third year's experience .. .. .	.. .. .	42 9
Fourth year's experience .. .. .	.. .. .	61 9
Fifth year's experience and until reaching the age of 21 years .. .. .	.. .. .	75 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.

	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.
Other Employees.	(b) Within 10 miles of the G.P.O., Geelong, outside and excepting the Cities of Geelong and Geelong West, the town of Newtown and Chilwell and the Moorparryal and Peak ridings of the Shire of Corio;		
	(c) Within the Mildura and Gippsland Districts.		
	£ s. d.	£ s. d.	£ s. d.
<i>Retail Shops.</i>			
Employees in butchers' shops required to do any slaughtering as herein defined in the slaughter house associated with such shop for more than 24 hours per week	5 14 0	6 0 6	5 11 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 14 0	6 0 6	5 11 0
Whilst employed on other work			
Slaughtermen employed in abattoirs	6 4 0	6 10 6	6 1 0
Definition.—“Slaughtering” means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.			
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 12 0	5 18 6	5 9 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 9 0	5 18 6	5 6 0
Ordermen who deliver but do not cut meat	4 16 0	5 2 6	4 13 0
All others	4 14 0	5 0 6	4 11 0
Definition.—“General butcher” means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			
<i>Small Goods Section.</i>			
Men employed principally on mixing machines	5 12 0	5 18 6	5 9 0
Fillermen	5 5 0	5 11 6	5 2 0
Small goods makers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 4 0	5 10 6	5 1 0
Packing room hands	4 18 0	5 4 6	4 15 0
Linkers and table hands	4 18 0	5 4 6	4 15 0
All others	4 14 0	5 0 6	4 11 0
<i>Carters and Drivers.</i>			
Drivers of motor vehicles—			
not exceeding 25 cwt. capacity	4 17 6	5 4 0	4 14 6
exceeding 25 cwt. but not exceeding 3 tons capacity	5 1 6	5 8 0	4 18 6
exceeding 3 tons capacity	5 5 6	5 11 6	5 2 6
Horse drivers—			
one horse	4 15 0	5 1 6	4 12 0
two horses	4 17 6	5 4 0	4 14 6
three horses	4 19 6	5 6 0	4 16 6

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

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (13) of Part One and Clauses (1) and (19) of the Determination published in *Government Gazette* No. 253 of the 2nd September, 1941, shall be replaced by the following clauses:—

PART ONE.

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

(1) APPRENTICES OR IMPROVERS.
Wages per Week of 44 Hours.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	25 6	0 9	26 3	24 6	0 9	25 3
16 years of age	34 3	1 0	35 3	26 6	0 9	27 3
17 years of age	41 9	1 3	43 0	29 6	0 9	30 3
18 years of age	54 9	1 6	56 3	32 6	1 0	33 6
19 years of age	72 6	2 0	74 6	39 6	1 3	40 9
20 years of age	76 6	2 3	78 9	45 6	1 3	46 9

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 106s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 106s. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 54s. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 54s. per week of 44 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	108 6	3 0	111 6
Grader who grades for the export trade	114 0	3 0	117 0
Females employed filling cartons with boned meat	52 6	1 6	54 0
All others	103 0	3 0	106 0

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

	Within the hours fixed in Clause (2).	Outside the hours fixed in Clause (2).
Skinning rabbits (heads off)	2s. 6d. per 100	plus 3s. 9d. per 100
Skinning rabbits (heads on)	3s. 3d. per 100	plus 4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb.	plus 13 per cent.
Skinning hares	9s. 3d. per 100	plus 13 per cent.

PART TWO.

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

(1) APPRENTICES OR IMPROVERS.
Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	23 6	0 9	24 3	19 3	0 9	20 0
16 years of age	31 0	1 0	32 0	23 3	0 9	24 0
17 years of age	41 6	1 3	42 9	28 9	1 0	29 9
18 years of age	51 3	1 9	53 0	36 9	1 3	38 0
19 years of age	59 3	2 0	61 3	40 0	1 3	41 3
20 years of age	70 3	2 3	72 6	44 3	1 6	45 9

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 94s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every four or fraction of four workers receiving not less than 94s. 6d. per week of 48 hours, or 44 hours, as the case may be.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 50s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 50s. 6d. per week of 48 hours, or 44 hours, as the case may be.

SCHEDULE—continued.

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

(19) **PIECEWORK PRICES.**—The lowest piecework prices payable to any person engaged in the following kinds of work shall be—

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

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

} Plus 26 per cent.

* Including washing.

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

Clauses (other than Clauses (1) and (13) of Part One and Clauses (1) and (19) of Part Two) of the Determination as published in *Government Gazette* No. 253 of the 2nd September, 1941, shall remain in force.

SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, 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 14 Hours
	s. d.			s. d.			s. d.	s. d.
1st year ..	.. 24 6		1st year ..	.. 24 6		Slaters or Tilers ..	3 13/11	136 8
2nd „ ..	.. 37 0		2nd „ ..	.. 37 0				
3rd „ ..	.. 49 6		3rd „ ..	.. 49 6				
4th „ ..	.. 61 6		4th „ ..	.. 61 6				
5th „ ..	.. 80 0		5th „ ..	.. 80 0				
PROPORTION (by any employer).			PROPORTION (by any employer).					
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 136s. 8d. 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 136s. 8d. per week of 44 hours.			Persons employed stripping or repairing roofs or re-covering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.		
An indenture of apprenticeship was approved on 18th December, 1911								

Clauses (3) to (11) inclusive of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, shall remain in force.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 180 of the 27th June, 1941, shall be replaced by the following:—

(2)

APPRENTICES AND IMPROVERS.

Wages Per Week of 44 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<p>APPRENTICES.</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>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS.</p> <p><i>Egg Packing Establishments.</i></p> <p>One male improver to every two or fraction of two male workers receiving 98s. per week.</p> <p><i>Any Other Place.</i></p> <p>One male improver to every four or fraction of four male workers receiving 98s. per week.</p> <p>FEMALE IMPROVERS.</p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving 59s. 6d. per week.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving 59s. 6d. per week.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving 57s. 9d. per week.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving 51s. 9d. per week.</p>
Under 16 years of age	63 0	21 0	23 6	22 6	21 0	Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.
16 to 17 years of age		27 9	26 9	28 9	27 3	
17 to 18 years of age		36 0	31 9	33 0	30 0	
18 to 19 years of age		50 0	35 9	38 9	35 6	
19 to 20 years of age		80 6	41 6	42 6	39 9	
20 to 21 years of age		99 6	78 9	47 0	48 3	

(3)

JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	<i>s.</i>	<i>d.</i>
Under 15 years of age	24	4
15 to 16 years of age	24	4
16 to 17 years of age	30	2
17 to 18 years of age	33	4
18 to 19 years of age	42	4
19 to 20 years of age	53	10
20 to 21 years of age	63	6

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult, whilst so engaged.

(4) (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours
	<i>s.</i> <i>d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store ..	105 6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision ..	100 6
All others	95 6

SCHEDULE—continued

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

(4) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE AND PETROLEUM PRODUCTS STORES.

Column No.	Males employed in (or on) or in connexion with—													
	Storemen employed in Figured, Roll, and Sheet Glass Stores.	Storemen employed in Engineering Establishments or who are in charge of, or have Store and Tools for use in such Establishments.	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Boot Factories, or Wholesale Chemists' or Manufacturing Establishments.	Bulk Paper Stores or Rubber Goods Manufacturers' Stores.	Iron Yards in which Steel or Iron Bars, Plates, Pipe or Sheets black or galvanized are handled.	Hardware Stores.	Electrical Goods Manufacturers' Stores.	Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).	Other than Retail Establishments.
	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—														
(a) Works singly	105 6	105 6	117 0	108 8	102 0	104 0	101 0	103 6	105 6	105 6	105 6	105 6	105 6	105 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—														
(a) 1, 2, 3, 4, 5, or 6 such persons	107 9	107 9	117 0	108 8	102 0	106 6	103 3	105 9	107 9	107 9	107 9	107 9	107 9	107 9
(b) 7 or more such persons	121 9	121 9	117 0	108 8	102 0	120 6	117 9	120 6	121 9	121 9	121 9	121 9	121 9	121 9
Storeman in charge of a bulk store removed from the main place of business	105 6	105 6	..	..	..	..	101 0	103 6	105 6	105 6	105 6	105 6	105 6	105 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	104 3	..	..	..
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for	101 0	101 0	117 0	108 8	102 0	101 0	98 0	99 0	101 0	101 0	101 0	101 0	101 0	101 0

Column No.	Males employed in (or on) or in connexion with—										
	Bread-making Establishments.	Match Factory Stores.	Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Glue, Colour and Varnish Stores.	Bulk Salt Stores, Stores in which are packed or stored (except Salt) Stores and Stores in which Sausage Casings are stored, Packed or Sorted.	Machinery Stores.	Shoe, Oven or other Metal Goods Manufacturers' Stores.	Dye Stores.	Other Dye Stores.	Seed Stores.	Any Other Place.
	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.	44 Hours s. d.
Storeman, Packer, or Sorter, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(a) Works singly	114 0	105 6	105 6	103 6	105 6	105 6	105 6	105 6	113 0	101 0	101 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—											
(a) 1, 2, 3, 4, 5, or 6 such persons	120 3	107 9	107 9	105 9	107 9	112 9	107 9	107 9	115 3	103 3	103 3
(b) 7 or more such persons	134 9	121 9	121 9	120 6	121 9	121 9	121 9	121 9	129 3	125 9	117 9
Storeman in charge of a bulk store removed from the main place of business	..	105 6	105 6	103 6	105 6	105 6	105 6	105 6	113 0	101 0	101 0
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	104 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	101 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	101 0
Egg packers, sorters or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	99 0
All male adults not otherwise provided for	114 0	101 0	101 0	99 0	101 0	101 0	101 0	101 0	109 0	99 0	98 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

SCHEDULE—continued.

STOREMEN, PACKERS AND SORTERS BOARD—continued.

(4) (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Wages per Week of—	Wages per Week of—	Wages per Week of—	Wages per Week of—
	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	57 0	63 9	68 3	57 0
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	60 9	68 3	72 9	60 9
(ii) 7 or more such persons	68 9	75 3	80 6	68 9
Females employed packing or sorting laundry work .. .. .	..	..	..	59 6
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	58 6	..
With eight weeks' or more experience .. .. .	..	..	65 3	..
All female adults not otherwise provided for	54 9	59 6	57 9	54 9

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 2s. 11d. per hour.

Clauses (6) to (42) inclusive of the Determination as published in *Government Gazette* No. 180 of 27th June, 1941, shall remain in force.

SUGAR REFINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 246 of the 28th August, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emer- gency Loading (non-ad- justable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emer- gency Loading (non-ad- justable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years	20 3	1 0	2 0	23 3	Under 16 years	20 3	1 0	2 0	23 3
16 years	26 5	1 3	2 0	29 8	16 years	21 0	1 3	2 0	25 0
17 "	36 9	1 3	2 0	40 0	17 "	24 7	1 6	2 0	28 1
18 "	47 1	2 0	2 0	51 1	18 "	29 3	2 0	2 0	33 3
19 "	55 7	2 6	2 0	60 1	19 "	35 7	2 6	2 0	40 1
20 "	65 9	2 6	2 0	70 3	20 "	43 8	2 6	2 0	48 2
PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
Males.					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 "All others."					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."				

SCHEDULE—continued.

SUGAR REFINERS BOARD—continued.

JUVENILE WORKERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	<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>
Under 16 years ..	20 3	1 0	2 0	23 3	Under 16 years ..	20 3	1 0	2 0	23 3
16 years ..	26 5	1 3	2 0	29 8	16 years ..	21 9	1 3	2 0	25 0
17 " ..	36 9	1 3	2 0	40 0	17 " ..	24 7	1 6	2 0	28 1
18 " ..	47 1	2 0	2 0	51 1	18 " ..	29 3	2 0	2 0	33 3
19 " ..	55 7	2 6	2 0	60 1	19 " ..	35 7	2 6	2 0	40 1
20 " ..	65 9	2 6	2 0	70 3	20 " ..	43 8	2 6	2 0	48 2

(3)

OTHER EMPLOYEES.

Wages per Week of 44 Hours.				
Adult Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—				
Men unstoring ..	89 0	9 0	3 0	101 0
Men cutting in ..	90 0	9 0	3 0	102 0
Elevator attendant ..	88 0	9 0	3 0	100 0
Wash tank hands ..	85 0	9 0	3 0	97 0
Riggers ..	90 0	9 0	3 0	102 0
Melting House—				
Washing fugalmen ..	88 6	9 0	3 0	100 6
Melter attendant ..	85 0	9 0	3 0	97 0
Mixer ..	85 0	9 0	3 0	97 0
Carbonation House—				
Men on liquor filter presses ..	86 0	9 0	3 0	98 0
Men on mud ..	86 0	9 0	3 0	98 0
Leading hand ..	91 0	9 0	3 0	103 0
Men on gas tank ..	87 0	9 0	3 0	99 0
Men on crushing and stacking lime ..	85 0	9 0	3 0	97 0
Men on washing and checking filterpress sheets ..	85 0	9 0	3 0	97 0
Char End—				
Kiln repairers ..	85 0	9 0	3 0	97 0
Kiln firemen ..	91 0	9 0	3 0	103 0
Wet charmen ..	91 0	9 0	3 0	103 0
Char runners ..	91 0	9 0	3 0	103 0
Pan Floor—				
First sugar boilers ..	105 0	9 0	4 0	118 0
Second sugar boilers ..	98 0	9 0	4 0	111 0
Pan attendant, attending triple effe ..	85 0	9 0	3 0	97 0
Refined sugar fugalmen ..	88 6	9 0	3 0	100 6
Refined sugar fugalmen—Leading hands ..	91 6	9 0	3 0	103 6
Jelly House—				
Leading hand ..	88 6	9 0	3 0	100 6
Jelly fugalmen ..	85 0	9 0	3 0	97 0
Refined Sugar Store—				
Receiving at truck yard (leading hands) ..	88 0	9 0	3 0	100 0
Icing mill attendant ..	85 0	9 0	3 0	97 0
Driers (leading hand) ..	87 0	9 0	3 0	99 0
Driers (others) ..	85 0	9 0	3 0	97 0
Automatic scale attendant ..	88 0	9 0	3 0	100 0
Leading hand packing floor ..	88 0	9 0	3 0	100 0
Hand packing sugar ..	85 0	9 0	3 0	97 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk) ..	85 0	9 0	3 0	97 0
Golden syrup and treacle mixer ..	87 0	9 0	3 0	99 0
Liquor runners ..	91 0	9 0	3 0	103 0
Liquor runners—assistants ..	85 0	9 0	3 0	97 0
Distillery—				
Stillman ..	101 0	9 0	3 0	113 0
Mashman ..	89 0	9 0	3 0	101 0
Spirit and Methylating Rooms—				
Leading hand ..	98 6	9 0	3 0	110 6
Assistants ..	88 6	9 0	3 0	100 6
Leading hand cleaning gang ..	88 0	9 0	3 0	100 0
All others ..	82 0	9 0	3 0	94 0
Adult females ..	46 1	4 3	2 0	52 4

Clauses (4) to (18) inclusive of the Determination as published in the *Government Gazette* No. 246 of the 28th August, 1941, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 161 of 10th June, 1941, shall be replaced by the following:—

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

	Wages per Week of 44 Hours.
	<i>s. d.</i>
14 to 15 years of age	17 6
15 to 16 years of age	25 0
16 to 17 years of age	34 0
17 to 18 years of age	42 3
18 to 19 years of age	51 0
19 to 20 years of age	60 6
20 to 21 years of age	67 9

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

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

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

Other Employees.

	Per Week of 44 Hours.
	<i>£ s. d.</i>
Currier	5 16 0
Person classing or sorting green hides or sides or skins after being unhaired	5 11 0
Hand flesher	5 8 0
Hand fleshing after machining	5 6 0
Machine flesher	5 6 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	5 1 0
Lime jobber	4 19 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	4 18 0
Bark bagger	4 18 0
Extract worker in tannery	4 14 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	4 14 0
Splitting machinist—	
Operator of big machine	5 14 0
Operator of other machines	5 12 0
Man behind splitting machine	4 18 0
Machine shaver—	
New machine—double width	5 6 0
Old machine—single width	5 7 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	5 2 6
Roller, striker and setter out of sole leather	5 1 6
Shedman who applies dressing to sole leather	4 17 0
Whitening machinist and buffing machinist	5 6 6
Fluffing machinist	5 1 0
Fluffing machinist on suede wheel	5 5 0
Leather dresser (table hand)	5 1 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	5 0 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	4 19 0
Table hand setting out harness leathers	5 1 6
Table hand and knee staker	5 1 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark and other materials used in tanneries	4 14 0
Strainer (over the age of 18 years)	4 17 0
Employee unhairing either on beam or by sweeping	5 1 0
Person classing or sorting hides, sides or skins or splits of leather after tanning	5 10 0
Employee operating measuring machine	4 17 0
Employee operating setting out machine	5 1 0
Employee operating graining machine	4 19 0
Employee operating ironing machine	4 19 0
Employee operating embossing machine	4 19 0
Employee operating squeezing machine	4 19 0
Employee operating bark grinding machine	4 18 0
Assistant on any of the machines 30 to 35	4 17 0
Operator or assistant on any machine used in the industry not otherwise provided for	4 17 0
Glazer	5 1 0
Staker	5 1 0
Person lime jobbing on mechanical reels	4 19 0
Hair washer	4 15 0
All others	4 12 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. 161 of 10th June, 1941, shall remain in force.

SCHEDULE—continued.

TAR AND BITUMEN BOARD.

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

(2)

WAGES PER WEEK OF 44 HOURS.

Improvers.	Adjustable Rate.	Plus Conditions Allowance (Non-Adjustable).	Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions Allowance (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age ..	60 6	3 0	63 6	Bitumen emulsion maker ..	98 0	3 0	101 0
19 years and under 20 years ..	71 6	3 0	74 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	98 0	3 0	101 0
20 years and under 21 years ..	75 9	3 0	78 9	Tar distiller and/or maker of pitch (T.I.C. type of plant)	97 0	3 0	100 0
PROPORTION (IN ANY PLACE). One improver to every five or fraction of five workers receiving not less than 98s. 6d. per week.				Tar distiller and/or maker of pitch (other types of plants)	100 0	3 0	103 0
				Weighter or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	98 0	3 0	101 0
				Pitch enamel maker (closed type of plant) ..	100 0	3 0	103 0
				Pitch enamel maker (open type of plant) ..	For ratio see clause 7 (c)		
				All others ..	95 6	3 0	98 6

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

TENNIS STRINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 226 of the 6th August, 1941, shall be replaced by the following Clause:—

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.		
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.		
Age.	Males.	Females.	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	
Under 17 years ..	28 9	28 9	28 9	28 9	Males ..	106 6	
17 years and under 18 years ..	38 9	34 0	38 9	34 0	Females ..	54 9	
18 " " 19 " ..	48 6	39 0					
19 " " 20 " ..	58 3	43 9					
20 " " 21 " ..	67 9	48 6					
PROPORTION (IN ANY PLACE). Apprentices. One apprentice to every three or fraction of three workers receiving not less than 106s. 6d. per week of 44 hours. Improvers (Males). Four improvers to each male worker receiving not less than 106s. 6d. per week of 44 hours. Females. Two improvers to each female worker receiving not less than 54s. 9d. per week of 44 hours.			Definition of Juvenile Workers. Persons other than apprentices or improvers under— 18 years of age doing general work, i.e., all work except— (a) picking out or selecting. (b) making in the raw state. (c) twisting in the dry state.				
			PROPORTION (IN ANY PLACE). Males. Six juvenile workers to each worker receiving not less than 106s. 6d. per week of 44 hours. Females. Three juvenile workers to each worker receiving not less than 54s. 9d. per week of 44 hours.				

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 226 of the 6th August, 1941, shall remain in force.

SCHEDULE—continued.

TILE LAYERS BOARD.

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

(2)

Apprentices.			Improvers if employed prior to 30th September, 1939. (See Clause 3.)			Other Employees.		
WAGES.			WAGES.			WAGES.		
year	..	..	Per Week of 44 Hours.	..	..	Per Hour.	Per Week of 44 Hours.	..
	s.	d.		s.	d.	s.	d.	
23	6		Under 16 years of age	26	3	Adults	2 11 ¹ / ₁₁	128 8
35	6		Between 16 years and 17 years	39	3			
47	6		" 17 " " 18 "	52	3			
65	3		" 18 " " 19 "	65	3			
83	3		" 19 " " 20 "	78	6			
			" 20 " " 21 "	91	3			
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).					
.. apprentice to every three or fraction workers receiving not less than 8d. per week of 44 hours.			One improver to every three workers receiving not less than 12s. 8d. per week of 44 hours.					
indenture of apprenticeship has been by the Board.								

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

Floor and Verandah Tiling.

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

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to more than one inch from the finished surface.

Wall Tiling.

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

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

Open Joint Tiling.

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

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

Clauses (3) to (11) inclusive and clauses (13) to (15) inclusive of the Determination as published in *Government Gazette* 113 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 269 of the 12th September, 1941, shall be replaced by the following clauses:—

(2)

WAGES.

Adults.	Per Week of 44 Hours.	
	The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination Applies.
First-class bench hand	£ s. d. 6 4 0	£ s. d. 5 1 0
Second-class bench hand	5 12 0	5 9 0
Metal spinner setting up and making his own dies	5 16 0	5 13 0
Other spinners	5 3 0	5 0 0
Die setters	5 3 0	5 0 0
Press operators (heavy)	5 1 0	4 18 0
Press operators (light)	4 19 0	4 16 0
Solderers and dippers	5 1 0	4 18 0
Drop hammer stampers	5 1 0	4 18 0
Guttering machinists	4 19 0	4 16 0
Other power machinists	4 19 0	4 16 0
Welder—		
(a) <i>Welding Division.</i>		
First class, other than when using Cutler machine	6 1 0	5 18 0
First class, using Cutler machine	5 10 0	5 7 0
Second class	5 2 0	4 19 0
Third class	4 18 0	4 15 0
Tack welder	5 0 0	4 17 0
(b) <i>Canister-making</i>		
Die setter and/or leading press hand	5 3 0	5 0 0
Canister-makers by hand and riveters by hand	5 3 0	5 0 0
Solderers and dippers	4 19 0	4 16 0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over	5 3 0	5 0 0
Operators of power capping machines or metal pots on automatic machines	5 1 0	4 18 0
Operators of power presses and other power machines	4 19 0	4 16 0
Other cap solderers	4 19 0	4 16 0
(c) <i>Galvanizing.</i>		
Galvanizer	5 10 0	5 7 0
Tinners and grease tinners	5 10 0	5 7 0
Assistant working over metal pot	5 1 0	4 18 0
All other male adults	4 19 0	4 16 0
(d) <i>Painting and Enamelling.</i>		
Stencil cutter	5 10 0	5 7 0
Mixer	4 19 0	4 16 0
Fuser	4 19 0	4 16 0
Pickler	4 19 0	4 16 0
Liquidizer	4 19 0	4 16 0
(e) <i>Japanning.</i>		
Artistic japanners and goldworkers	5 12 0	5 9 0
Spray operators	5 3 0	5 0 0
Grainers, liners, and filliters	4 19 0	4 16 0
Painters and lacquerers	4 19 0	4 16 0
Dippers	4 19 0	4 16 0
All others	4 8 0	4 5 0

(3)

APPRENTICESHIP.

(a) Minors shall not be engaged in the following occupation except under contracts of apprenticeship or trainee 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, at the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

SCHEDULE—continued.
TINSMITHS BOARD—Continued
Wages.

(p) Five-year terms—

											Per Week of 44 Hours.
											s. d.
1st year	..	..	..	..	..	..	..	..	..	..	19 3
2nd year	..	..	..	..	..	..	..	..	..	..	27 3
3rd year	..	..	..	..	..	..	..	..	..	..	41 0
4th year	..	..	..	..	..	..	..	..	..	..	66 3
5th year	..	..	..	..	..	..	..	..	..	..	83 3

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

											s. d.
1st year	..	..	..	..	..	..	..	..	..	..	23 0
2nd year	..	..	..	..	..	..	..	..	..	..	39 9
3rd year	..	..	..	..	..	..	..	..	..	..	66 3
4th year	..	..	..	..	..	..	..	..	..	..	83 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.

(4) FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
If of less than twelve months' experience	..	..	..	..	..	..	..	55 6	58 6
If of twelve months' or more experience	..	..	..	..	..	..	..	63 0	66 6

(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.
Under 16 years of age	..	..	..	..	..	..	..	21 0	22 0
16 years of age	..	..	..	..	..	..	..	25 3	26 9
17 years of age	..	..	..	..	..	..	..	31 6	33 6
18 years of age	..	..	..	..	..	..	..	38 3	40 3
19 years of age	..	..	..	..	..	..	..	44 6	47 0
20 years of age	..	..	..	..	..	..	..	51 0	54 0

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

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	..	21 0	22 0
16 years of age	..	..	..	..	..	..	..	29 3	31 3
17 years of age	..	..	..	..	..	..	..	40 0	42 6
18 years of age	..	..	..	..	..	..	..	50 0	53 0
19 years of age	..	..	..	..	..	..	..	63 6	67 0
20 years of age	..	..	..	..	..	..	..	76 0	80 6

For the purposes 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.

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. 269 of the 12th September, 1941, shall remain in force.

SCHEDULE—continued.

UMBRELLA BOARD.

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

(2)

(a) APPRENTICES OR IMPROVERS.

(i) WAGES.

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

Experience.	Males.			Females.			Female Improvers commencing at the trade between the ages of 18 and 21 years.	
	Weekly Wages.			Weekly Wages.				Weekly Wages.
	£	s.	d.	£	s.	d.		
1st six months	0	15	0	0	12	6	1 8 6	
2nd	0	18	6	0	14	6	1 15 6	
3rd	1	3	0	0	17	6	2 3 0	
4th	1	6	6	1	2	0	2 7 6	
5th	1	11	0	1	8	6	..	
6th	1	18	0	1	15	6	..	
7th	2	9	0	2	3	0	..	
8th	3	0	6	2	7	6	..	

And thereafter the minimum weekly wage or piecework price.

And thereafter the minimum weekly wage or piecework price.

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

(b)

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

Experience.	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters	5 10 0	5 10 0
Frame makers or repairers	5 2 0	5 2 0
Finishers	5 0 0	5 0 0
Machinists, pressers, or tipplers .. .. .	..	2 16 3
Persons not provided for otherwise	4 9 0	2 8 9

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

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clause (2) of the Determination of Government Gazette No. 217 of 31st July, 1941, shall be replaced by the following:—
(2)

Apprentices.	Improvers.	Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.	Per Week of—
WAGES. Per Week of 44 Hours. s. d.	WAGES. Per Week of 44 Hours. s. d.	WAGES.	s. d.	s. d.	Hours.
1st year's experience... 29 6	Under 18 years of age 44 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	116 0	111 6	44
2nd " " .. 41 0	18-19 years of age .. 59 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	110 6	106 6	44
3rd " " .. 51 6	19-20 " " .. 75 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	111 6	108 0	44
4th " " .. 67 6	20-21 " " .. 97 0	Other chauffeurs	106 0	102 6	44
5th " " .. 89 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	106 0	102 6	46*
Proportion (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 102s. 6d. per week of 46 hours. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.	Proportion (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 102s. 6d. per week of 46 hours.	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.			

* 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).

Clause (3) to (21) inclusive of the Determination as published in Government Gazette No. 217 of 31st July, 1941, shall remain in force.

SCHEDULE—continued.

WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 232 of the 14th August, 1941, shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.						
Wages.				PROPORTION (in any place).		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.			
	s. d.	s. d.	s. d.	<i>Apprentices.</i>		
Under 16 years of age	29 6	2 0	31 6	One apprentice to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.		
" 17 " "	38 3	2 6	40 9	<i>Improvers.</i>		
" 18 " "	46 6	3 0	49 6			
" 19 " "	58 6	3 9	62 3			
" 20 " "	67 9	4 6	72 3			
" 21 " "	78 9	5 3	84 0	Three improvers to every four or fraction of four workers receiving not less than 97s. per week of 44 hours.		

OTHER EMPLOYEES.						
Wages.						
	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Foreman	128 3	6 0	134 3	133 3	6 0	139 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	122 3	6 0	128 3	127 3	6 0	133 3
(b) eleven nor more than fifteen employees	125 3	6 0	131 3	130 3	6 0	136 3
Pile-driver	119 3	6 0	125 3	124 3	6 0	130 3
Pile-driver's offsider	102 0	6 0	108 0	107 0	6 0	113 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping docking, 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	116 3	6 0	122 3	121 3	6 0	127 3
Oxy acetylene burner on demolition work	116 3	6 0	122 3	121 3	6 0	127 3
Saw sharpener	115 6	6 0	121 6	120 6	6 0	126 6
Machine borer	102 0	6 0	108 0	107 0	6 0	113 0
Cleater	99 0	6 0	105 0	104 0	6 0	110 0
Cradler or squarer	97 0	6 0	103 0	102 0	6 0	108 0
Hand borer						
Wharf carpenter's assistant						
Dumper	94 6	6 0	100 6	99 6	6 0	105 6
Other demolition workers	91 0	6 0	97 0	96 0	6 0	102 0
All others						
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	100 0	6 0	106 0	105 0	6 0	111 0
Concrete floater	99 0	6 0	105 0	104 0	6 0	110 0
Mixer operator	99 0	6 0	105 0	104 0	6 0	110 0
Men filling moulds	97 0	6 0	103 0	102 0	6 0	108 0
Gaugers, i.e., persons filling gauged barrows or boxes						
Other mixers						
Men employed on reinforcements	91 0	6 0	97 0	96 0	6 0	102 0
Barrowmen or general labourers						

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 232 of the 14th August, 1941, shall remain in force.

SCHEDULE—continued.

WICKER AND BABY CARRIAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 174 of 25th June, 1941, shall be replaced by the following clause:—

(2)	(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.
(a) Apprentices or Improvers.		
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.
1st year s. d. 21 0	s. d. 35 6	Section 1.—Baby Carriages, Dolls' Carriages, or Parts Thereof.
2nd „ 26 3		MALES.
3rd „ 36 9		Foremen in charge of four or more workers
4th „ 42 0		Ironworkers, painters, upholsterers, hood
5th „ 47 3		makers, body makers, or assemblers ..
6th „ 55 3		Sprayers 88 0
		All others 88 0
PROPORTION (IN ANY FACTORY OR PLACE).		FEMALES.
Apprentices.		Machinists, sewers, or cutters 50 3
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.		Folding hood makers 56 9
A form of indenture has been prescribed by the Board.		Section 2.—All Other Parts of the Trade.
Improvers.		Foremen in charge of four or more workers
One improver to every five workers receiving not less than 9s. per week of 44 hours.		Persons employed—
		(a) Making baskets 107 9
		(b) Repairing baskets 107 9
		(c) Fitting, lining, or lettering baskets .. 107 9
		(d) Making furniture 102 6
		(e) Making reed tex, hy-tex, or similar materials 102 6

Clauses (3) to (9) inclusive of the Determination published in *Government Gazette* No. 174 of 25th June, 1941, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 4s.

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD.

Clause (2) as published in the *Government Gazette* No. 276 of the 22nd of September, 1941, shall be replaced by this Determination.

(*2) (a)				Apprenticeship.					
Four-Year Term.				Per Week.	Five-Year Term.				Per Week.
				s. d.					s. d.
1st year's experience	..	..	..	22 9	1st year's experience	..	..	..	19 3
2nd "	"	"	"	39 9	2nd "	"	"	"	27 6
3rd "	"	"	"	66 3	3rd "	"	"	"	41 0
4th "	"	"	"	83 3	4th "	"	"	"	66 3
					5th "	"	"	"	83 3

(b) Unapprenticed Male Juniors.

Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be as follows:—

	Weekly Hiring.			Hourly Hiring.		
	Weekly Rate.	Constant Loading Non-Adjustable.	Total Weekly Wage.	Weekly Rate.	Constant Loading Non-Adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	20 6	0 6	21 0	21 6	0 6	22 0
16 years of age	28 6	0 9	29 3	30 6	0 9	31 3
17 "	39 0	1 0	40 0	41 6	1 0	42 6
18 "	49 0	1 0	50 0	52 0	1 0	53 0
19 "	61 6	2 0	63 6	65 0	2 0	67 0
20 "	74 0	2 0	76 0	78 6	2 0	80 6

(c)

Provided that the rate payable to any employee shall be (excluding the constant loading) not less than 20s.

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience in the industry shall until he has had six months' experience be 10 per cent. less than the amount hereby prescribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee.

A junior employee who on the 14th September, 1941, in his case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his age and experience shall be paid at not less than the rate prescribed by the previous Determination for an employee of his age or experience, as the case may be, until he completes the year of experience or of age in respect of which the last mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his case shall be the rate hereby prescribed.

* The Board has determined that on and after 23rd April, 1941, no apprentice shall be taken in the trade.

(d) Adults.

	Wages per week of 44 hours.		Plus wartime loading.
	£	s. d.	s. d.
Welder			
First-class (other than when using Cutler machine)	6	1 0	6 0
First-class, using Cutler machine	5	10 0	4 0
Second-class	5	2 0	3 0
Third-class	4	18 0	3 0
Tack Welder	5	0 0	3 0
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	5	2 0	3 0
Paint Spray Operators	4	18 0	3 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	4	19 6	3 0
Scroll makers or tubular frame makers	4	19 6	3 0
Persons engaged in erecting woven wire fence or tubular gates	5	2 0	3 0
Stump hands	4	13 0	3 0
All other adult employees	4	8 0	..

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 93s. plus 3s. per week of 44 hours for the first six weeks of such employment.

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 276 of the 22nd of September, 1941, shall remain in force.

SCHEDULE—continued.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 23th March, 1941, shall be replaced by the following:—

(2)	Apprentices or Improvers.		Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).		Other Employees.	
	Wages per week of 44 hours. Apprentices and Improvers.		(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—			
		s. d.	Wages per week of 44 hours.			
Under 16 years	..	21 6	Under 16 years	..	21 6	
16 to 17 years	..	29 0	16 to 17 years	..	29 0	
17 to 18 "	..	36 0	17 to 18 "	..	36 0	
18 to 19 "	..	46 0	18 to 19 "	..	46 0	
19 to 20 "	..	57 6	19 to 20 "	..	57 6	
20 to 21 "	..	72 6	20 to 21 "	..	72 6	
Thereafter	..	Minimum Wage				
PROPORTION.			PROPORTION.		WAGES.	
(In any factory or place.)			One juvenile worker to every six workers receiving not less than 106/- per week of 44 hours.			
Apprentices.			(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—		Wire-workers or	
One apprentice to every three or fraction of three workers receiving not less than 106/- per week of 44 hours.			Wage per week of 44 hours.		Weavers ..	
An indenture of apprenticeship prescribed has been approved.			s. d.		2 4 ¹⁰ / ₁₁ 106 0	
Improvers.			Under 16 years		Tinners ..	
One improver to every two workers receiving not less than 106/- per week of 44 hours.			16 to 17 years		2 5 ¹³ / ₂₂ 108 6	
			17 to 18 "		Oxy-Welders ..	
			18 to 19 "		2 4 ¹⁰ / ₁₁ 106 0	
			19 to 20 "		Storemen ..	
			20 to 21 "		2 4 ¹⁰ / ₁₁ 106 0	
					Paint spraying operators ..	
					2 4 ¹⁰ / ₁₁ 106 0	
			PROPORTION.			
			One juvenile worker to every adult weaver receiving not less than 106/- per week of 44 hours.			

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 23th March, 1941, shall remain in force.

WOODWORKERS BOARD.

Clauses 2 (a) and (b) of the Determination published in *Government Gazette* No. 177 of the 25th June, 1941, shall be replaced by the following clauses:—

(2) (a) WAGES PER WEEK OF 44 HOURS.
Adult Employees (except those engaged in the making of sporting goods).

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (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 17 0	5 18 0	5 15 0
Driver of caterpillar tractor ..	5 8 6	..	..
Glazier (first class) ..	5 14 0	5 15 0	5 12 0
Glazier (other than first class) ..	5 3 0	5 4 0	5 1 0
Painter ..	5 3 0	5 4 0	5 1 0
Mantelpiece maker ..	5 11 0	5 12 0	5 9 0
Millwright ..	6 0 0	6 1 0	5 18 0
Watchman ..	4 18 0	..	..
Storeman and packer ..	4 14 0	4 15 0	4 12 0
Truck builder and/or repairer ..	5 10 0	..	..
Broad axeman and/or Adzeman ..	5 19 0	6 0 0	5 17 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 10 0	..	..
Brakesman on log or timber truck ..	5 3 0	..	..
Leading hand (see definition, Clause 23)			
Splitter, packing ..	4 16 0	4 17 0	4 14 0
Splitter of billets for staves ..	4 17 0	4 18 0	4 15 0
Splitter, spoke stave and piling ..	5 0 0	5 1 0	4 18 0
Pulp Wood Cutters and/or Splitters ..	5 0 0	5 1 0	4 18 0
Other splitters ..	5 0 0	5 1 0	4 18 0
Spotter at spot mills ..	5 10 0	..	..
Timber bender by hand ..	5 3 0	5 4 0	5 1 0
Timber or log trucker on haulage by winch on tram line ..	5 1 0	..	..
Timber or log trucker on haulage by winch on tram line (where permanently employed as such) ..	5 3 0	..	..
Loading or turning sleepers over 5 feet long or loading logs ..	4 17 6	..	..

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 Coppalland 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.
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof	5 6 0	5 7 0	5 4 0
Platelayer	4 18 0	..	..
Carter and driver—bullock team—bush	5 12 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses	4 18 0	..	..
(b) driver of three horses	5 2 0	..	..
(c) driver of more than three horses	5 5 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 16 0	4 17 0	4 14 0
(b) working at a height over 40 feet	4 18 0	4 19 0	4 16 0
Head Faller	5 19 0	..	..
Other Fallers	5 10 0	..	..
Hookman and/or log yardman and/or log chuteman	4 18 0	4 19 0	4 16 0
Landing builder or repairer	4 18 0	4 19 0	4 16 0
Landing builder or repairer—man in charge of	5 5 0	5 6 0	5 3 0
Orderman	5 4 0	5 5 0	5 2 0
Tallyman and/or measurer	5 4 0	5 5 0	5 2 0
Ropeman or shoeman	5 10 0	5 11 0	5 8 0
Offsider to ropeman or shoeman	4 16 0	4 17 0	4 14 0
Saw doctor	6 6 0	6 7 0	6 4 0
Saw sharpener (exclusively employed as such)	5 8 0	5 9 0	5 6 0
Grinder (whose principal duty is grinding knives and cutters)	5 15 0	5 16 0	5 13 0
Water dogman	5 2 0	..	..
River logman	4 16 0	..	..
Stacker for seasoning by means of stripping	4 17 0	4 18 0	4 15 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet	4 12 0	4 13 0	4 10 0
Tramway builder or repairer	4 17 0	..	..
Tramway builder or repairer—man in charge of	5 4 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber	4 17 0	4 18 0	4 15 0
Sawing employees—			
(a) Log band sawyer	6 0 0	6 1 0	5 18 0
(b) Twin or vertical sawyer who breaks down logs and cuts planks to finished sizes	6 0 0	6 1 0	5 18 0
(c) Stave cutting sawyer	5 12 0	5 13 0	5 10 0
(d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	..	5 11 0	5 8 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere)	5 9 0	..	5 7 0
(e) Flitching frame sawyer	5 8 0	5 9 0	5 6 0
(f) No. 1 Benchman	6 0 0	6 1 0	5 18 0
(g) No. 2 Benchman	5 12 0	5 13 0	5 10 0
(h) No. 3 Benchman	5 4 0	5 5 0	5 2 0
(i) No. 4 Benchman	4 16 0	4 17 0	4 14 0
(j) Gang frame sawyer	5 5 0	5 6 0	5 3 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main dockerman	5 1 0	5 2 0	4 19 0
(ii) Dockerman, other than main	4 15 0	4 16 0	4 13 0
(iii) Responsible man at main dockerman	5 4 0	5 5 0	5 2 0
(iv) Responsible man at dockerman other than main	4 18 0	4 19 0	4 16 0
(l) Dockerman and/or tallyman where only one dockerman	4 18 0	4 19 0	4 16 0
(m) Steam or other power-driven crosscut sawyer	5 3 0	5 4 0	5 1 0
(n) Ripper or crosscut cutting wood blocks	4 16 0	4 17 0	4 14 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	5 10 0	5 11 0	5 8 0
(ii) On dead or manually operated roller where not single handed	5 1 0	5 2 0	4 19 0
(iii) Power driven (other than manual power) or friction feed	4 17 0	4 18 0	4 15 0
(p) Leverman No. 1 Bench	4 17 0	4 18 0	4 15 0
(p1) Handleman No. 1 Bench	5 1 0	5 2 0	4 19 0
(q) Puller out No. 2 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 17 0	4 18 0	4 15 0
(iii) Power driven (other than manual power) or friction feed	4 15 6	4 16 6	4 13 6
(r) Leverman No. 2 Bench	4 15 6	4 16 6	4 13 6
(r1) Handleman No. 2 Bench	4 17 0	4 18 0	4 15 0
(s) Setter on log band saw carriage	4 18 0	4 19 0	4 16 0
(t) Setter on other saw carriage	4 17 0	4 18 0	4 15 0
(u) Puller out or assistant, No. 3 Bench	4 14 0	4 15 0	4 12 0
(v) Roller re-cut band sawyer using blade over 3 inches in width	5 13 0	5 14 0	5 11 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 12 0	5 13 0	5 10 0
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	5 5 0	5 6 0	5 3 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	5 13 0	5 14 0	5 11 0
(z) Circular sawyer if cutting a depth of under 7½ inches	5 5 0	5 6 0	5 3 0
(aa) Edger sawyer to log band sawyer	5 12 0	5 13 0	5 10 0
(ab) Breaking down bench sawyer (Cities and Towns) .. .. .	..	5 11 0	5 8 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.
<i>Sawing employees—continued.</i>			
(ab1) Breaking down sawyer small logs not over 30 inches long, and not over 12 inches in diameter (for use in manufacture of boxes)	5 5 0	5 6 0	5 3 0
(ac) Other breaking down bench sawyers	5 8 0	5 9 0	5 6 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 6 0	5 7 0	5 4 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	5 2 0	5 3 0	5 0 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 12 0	5 13 0	5 10 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw	5 5 0	5 6 0	5 3 0
(ah) Sawyer cutting detail work	5 12 0	5 13 0	5 10 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 6 0	5 7 0	5 4 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	5 5 0	5 6 0	5 3 0
(ak) Crosscut sawyer not provided for elsewhere herein	4 18 0	4 19 0	4 16 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness	4 15 0	4 16 0	4 13 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 17 0	4 18 0	4 15 0
(an) Puller out, dogger or wedger up—any breaking down saw	4 17 0	4 18 0	4 15 0
<i>Machinists operating the following:—</i>			
(a) Shaper, Boults carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer	5 17 0	5 18 0	5 15 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 6 0	5 7 0	5 4 0
(b) Slicer or 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 17 0	5 18 0	5 15 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 13 0	5 14 0	5 11 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 6 0	5 7 0	5 4 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 16 0	4 17 0	4 14 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 11 0	5 12 0	5 9 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	5 4 0	5 5 0	5 2 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 8 0	5 9 0	5 6 0
(h) Relisher or 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 10 0	5 11 0	5 8 0
(h1) Relisher or 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	5 4 0	5 5 0	5 2 0
(i) Relisher or 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	5 1 0	5 2 0	4 19 0
(j) Relisher or 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 16 0	4 17 0	4 14 0
(k) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery and/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 8 0	5 9 0	5 6 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	5 4 0	5 5 0	5 2 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 18 0	4 19 0	4 16 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 18 0	4 19 0	4 16 0

SCHEDULE—continued.
WOODWORKERS BOARD—continued.
WAGES PER WEEK OF 44 HOURS.

(2) (b) *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.
Machinists operating the following:— <i>continued.</i>			
(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 14 0	4 15 0	4 12 0
(p) Timber bending machine	5 2 0	5 3 0	5 0 0
(q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	5 2 0	5 3 0	5 0 0
(r) Belt sander in the making of plywood	4 18 0	4 19 0	4 16 0
(s) Plywood machine—press operator on	4 17 0	4 18 0	4 15 0
(t) Equalizer cutting plywood with parallel saws	4 17 0	4 18 0	4 15 0
(u) Box lacing and/or wiring machine	4 18 0	4 19 0	4 16 0
(v) Box nailing machine	4 17 0	4 18 0	4 15 0
(w) Box printing machine	4 16 0	4 17 0	4 14 0
(z) Box or crate cleating, spraying, or splicing machine	4 16 0	4 17 0	4 14 0
Box, case or crate finisher	5 0 0	5 1 0	4 18 0
Box, case or crate maker and/or repairer (manual)	5 4 0	5 5 0	5 2 0
Employee breaking up boxes, cases and/or crates	4 16 0	4 17 0	4 14 0
Bench hand hoopirng and/or wiring boxes, cases or crates	5 4 0	5 5 0	5 2 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer	4 17 0	4 18 0	4 15 0
Rigger or tree climber	5 18 0		
Meal grinder	4 15 6	4 16 6	4 13 6
Persons not elsewhere included employed in the manufacture of munition boxes	4 18 0	4 19 0	4 16 0
All others	4 7 0	4 8 0	4 5 0
2 (b) <i>Adult Employees—(engaged in the making of sporting goods)—</i>			
(a) Sawyer cutting to a depth of $4\frac{1}{2}$ inches or over, not being a band or jig sawyer	5 5 0	5 6 0	5 3 0
(b) Sawyer cutting to a depth of less than $4\frac{1}{2}$ inches, not being a band or jig sawyer	5 2 0	5 3 0	5 0 0
(c) Sawyer, band or jig, using saw of 1 inch width or under	4 16 0	4 17 0	4 14 0
(d) Such band or jig sawyer who sharpens and brazes his own saws	5 3 0	5 4 0	5 1 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 17 0	5 18 0	5 15 0
(f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act	5 5 0	5 6 0	5 3 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 18 0	4 19 0	4 16 0
(h) Wood turner	5 17 0	5 18 0	5 15 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 17 0	5 18 0	5 15 0
(j) Such wood turner machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 5 0	5 6 0	5 3 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 14 0	4 15 0	4 12 0
(l) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 17 0	5 18 0	5 15 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	5 5 0	5 6 0	5 3 0
(n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 5 0	5 6 0	5 3 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 14 0	4 15 0	4 12 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 8 0	5 9 0	5 6 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 18 0	4 19 0	4 16 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 14 0	4 15 0	4 12 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 11 0	5 12 0	5 9 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	5 1 0	5 2 0	4 19 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 14 0	4 15 0	4 12 0
(v) Tennis, squash, or badminton racquet rim tender	5 2 0	5 3 0	5 0 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (b)

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

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(w) Hockey "U" bender	5 2 0	5 3 0	5 0 0
(x) Lacrosse stick bender	5 2 0	5 3 0	5 0 0
(y) Belt sander	5 2 0	5 3 0	5 0 0
(z) Other sander	4 18 0	4 19 0	4 16 0
(aa) Cane stripper machinist	4 14 0	4 15 0	4 12 0
(ab) Rirm gluer machinist who does not bend	4 14 0	4 15 0	4 12 0
(ac) Boar 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 14 0	4 15 0	4 12 0
(ad) Person employed in finishing with hand tools one part only of any wooden or partly wooden sporting goods, for example, such a part as the overlay, handle, throat, or bow in racquet frames	4 18 0	4 19 0	4 16 0
(ae) Person employed in so finishing more than one such part	5 3 0	5 4 0	5 1 0
(af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof	5 8 0	5 9 0	5 6 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 18 0	4 19 0	4 16 0
(ah) Spray gun operator (male)	4 18 0	4 19 0	4 16 0
(ai) Spray gun operator (female)	2 11 0	2 11 6	2 10 0
(aj) Liner (male)	5 17 0	5 18 0	5 15 0
(ak) Liner (female)	3 0 0	3 0 6	2 19 0
(al) Outliner (male)	4 16 0	4 17 0	4 14 0
(am) Outliner (female)	2 10 0	2 10 6	2 9 0
(an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods	5 17 0	5 18 0	5 15 0
(ao) Gripper who does not cut to shape, but winds on leather strips to formed or shaped grips of wooden sporting goods	4 16 0	4 17 0	4 14 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 13 0	4 14 0	4 11 0
(aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods	4 12 0	4 13 0	4 10 0
(ar) Racquet stringer and/or repairer	5 12 0	5 13 0	5 10 0
(as) Cricket bat maker who makes cricket bats throughout	5 17 0	5 18 0	5 15 0
(at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads)	5 17 0	5 18 0	5 15 0
(au) Person checking and inspecting	4 16 0	4 17 0	4 14 0
(av) All others (males)	4 7 0	4 8 0	4 5 0
(aw) All others (females), see clause 15 (b)	2 7 0	2 7 6	2 6 0

Clauses 2 (c) to 32 of the Determination as published in *Government Gazette* No. 177 of the 25th June, 1941, shall remain in force.

