



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 2631

THURSDAY, AUGUST 13.

[1942

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1942, as set out in the Schedule hereto:—

Dated at Melbourne, this  
12th day of August, 1942.

R. H. BEERS,  
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 113 of the 26th March, 1942, shall be replaced by the following clause:—

(2)

JUNIORS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<b>Males—</b>		
Under 17 years of age	1 13 0	1 12 0
17 and under 18 years of age	2 2 0	2 0 6
18 " " 19 " "	2 8 0	2 6 6
19 " " 20 " "	2 19 6	2 17 6
20 " " 21 " "	3 9 6	3 7 6
<b>Females—</b>		
Under 18 years of age	1 10 0	1 9 0
18 and under 19 years of age	1 17 6	1 16 6
19 " " 20 " "	1 19 6	1 18 6
20 " " 21 " "	2 8 0	2 6 6

Proportion (within any factory or place)—  
The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

SCHEDULE—continued.

AERATED WATER TRADE—continued.

OTHER EMPLOYEES.

	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.
<b>Adult Males—</b>		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe .. .. .	5 18 0	5 15 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 .. .. .	5 8 0	5 5 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine .. .. .	5 3 0	5 0 0
Employee bottling aerated or carbonated waters .. .. .	5 0 6	4 17 6
Employee engaged in handling Glauber Salts .. .. .	5 0 6	4 17 6
Box repairer and wood worker .. .. .	5 4 0	5 1 0
All others .. .. .	4 18 0	4 15 0
Leading hand 1s. per day in addition to the above rates.		
<b>Adult Females—</b>		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables .. .. .	2 14 6	2 13 0

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 113 of the 26th March, 1942, shall remain in force.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 145 of the 17th April, 1942, 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.	All Other parts of Victoria where this Determination applies.		Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	All Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
Implement smiths .. .. .	5 18 0	5 15 0	Heaters .. .. .	5 3 0	5 0 0
Bulldozers .. .. .	5 9 0	5 6 0	Picklers .. .. .	5 0 0	4 17 0
Blacksmiths' strikers .. .. .	5 3 0	5 0 0	Hammer drivers .. .. .	5 5 0	5 2 0
Blacksmiths' strikers (on double fire) .. .. .	5 5 0	5 2 0	Wire weavers .. .. .	5 3 0	5 0 0
Carpenters engaged on agricultural implement making (including tool allowance) .. .. .	5 18 0	5 15 0	Painters (brush hand) .. .. .	5 3 0	5 0 0
Agricultural implement fitters and comb fitters .. .. .	5 12 0	5 9 0	Spray painters .. .. .	5 7 0	5 4 0
Agricultural implement fitters and comb fitters (after two years' experience) .. .. .	5 15 0	5 12 0	Paint dippers and mixers .. .. .	5 0 0	4 17 0
Pattern fitters and finishers .. .. .	5 15 0	5 12 0	Writers and liners .. .. .	5 12 0	5 9 0
Plough fitters .. .. .	5 10 0	5 7 0	Wire drawers .. .. .	5 3 0	5 0 0
Assemblers .. .. .	5 4 6	5 1 6	Chippers .. .. .	5 3 0	5 0 0
Assemblers (after two years' experience) .. .. .	5 8 0	5 5 0	Sand and shot blast dressers .. .. .	5 7 0	5 4 0
Windmill erectors .. .. .	5 12 0	5 9 0	Dismantlers .. .. .	5 3 0	5 0 0
Windmill makers other than fitters .. .. .	5 11 0	5 8 0	Checkers .. .. .	5 5 0	5 2 0
Wheel rimmers .. .. .	5 12 0	5 9 0	Inspectors .. .. .	5 5 0	5 2 0
Furnacemen on small rivet heating or bolt heating .. .. .	5 5 0	5 2 0	Storemen and packers .. .. .	5 0 6	4 17 6
Furnacemen's assistants .. .. .	5 3 0	5 0 0	Process workers .. .. .	5 3 0	5 0 0
Dressers and fettlers .. .. .	5 5 0	5 2 0	Patternmakers .. .. .	6 13 0	6 10 0
Grinders and emery-wheel attendants .. .. .	5 5 0	5 2 0	All others .. .. .	4 17 0	4 14 0
Grinders (using portable machine) .. .. .	5 7 0	5 4 0			
			<i>Machinists.</i>		
			1st class .. .. .	6 7 0	6 4 0
			2nd class .. .. .	5 15 0	5 12 0
			3rd class .. .. .	5 9 0	5 6 0
			Drillers .. .. .	5 5 0	5 2 0
			Die setters and machine setters .. .. .	5 7 0	5 4 0
			Machinists coming within the definition of process workers .. .. .	5 3 0	5 0 0

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	£ s. d.	£ 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.	All Other parts of Victoria where this Determination applies.
<b>Welders.</b>		
1st class .. .. .	6 10 0	6 7 0
2nd class .. .. .	5 9 0	5 6 0
3rd class .. .. .	5 5 0	5 2 0
Tack welders .. .. .	5 7 0	5 4 0
<b>Sheet Metal Workers.</b>		
1st class bench hand .. .. .	6 3 0	6 0 0
2nd class bench hand .. .. .	5 15 0	5 12 0
<b>Wood Mill Section.</b>		
Saw doctors .. .. .	6 10 0	6 7 0
Casemakers .. .. .	5 9 0	5 6 0
Shaper machinists (wood) .. .. .	5 19 0	5 16 0
Turners .. .. .	5 19 0	5 16 0
Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	5 15 0	5 12 0
Moulder machinists (where the machinists set up their machines only)	5 9 0	5 6 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	5 12 0	5 9 0
Buzzer machinists (only operating or feeding machines) .. .. .	5 3 0	5 0 0
Thickener machinists .. .. .	5 3 0	5 0 0
Tenoning machinists (only operating or feeding machines) .. .. .	5 3 0	5 0 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	5 12 0	5 9 0
Boring and drilling machinists .. .. .	5 3 0	5 0 0
Bending machinists .. .. .	5 7 0	5 4 0
Mortising machinists .. .. .	5 3 0	5 0 0
Sanding machinists .. .. .	5 7 0	5 4 0
Timber markers .. .. .	5 3 0	5 0 0
Pulling-out machinists .. .. .	5 3 0	5 0 0
Band sawyers .. .. .	5 9 0	5 6 0
Circular sawyers .. .. .	5 7 0	5 4 0
Crosscut sawyers .. .. .	5 3 0	5 0 0
Casemaking sawyers .. .. .	5 3 0	5 0 0
Stackers .. .. .	5 3 0	5 0 0
<b>Engineering Section.</b>		
Patternmakers .. .. .	6 16 0	6 13 0
Toolmakers .. .. .	6 13 0	6 10 0
Tradesmen the greater part of whose time is occupied in marking off .. .. .	6 10 0	6 7 0
Tradesmen .. .. .	6 7 0	6 4 0
Electrical Fitters .. .. .	6 7 0	6 4 0
Motor Mechanics .. .. .	6 2 0	5 19 0
Tradesmen, wet stone grinders and glaziers .. .. .	6 7 0	6 4 0
First class machinist .. .. .	6 7 0	6 4 0
Second class machinist .. .. .	5 15 0	5 12 0
Third class machinist .. .. .	5 9 0	5 6 0
<b>Electrical Section.</b>		
Shift electrician .. .. .	6 7 0	6 4 0
Tradesmen, electrical fitters .. .. .	6 7 0	6 4 0
Electrical mechanics .. .. .	6 2 0	5 19 0
Tradesmen's and electrical mechanics' assistants .. .. .	5 3 0	5 0 0
<b>Engineering Smithing Section.</b>		
Forgers and/or faggoters .. .. .	6 19 0	6 16 0
Forgemen's assistants .. .. .	5 5 0	5 2 0
Toolsmiths .. .. .	6 10 0	6 7 0
Coppersmiths .. .. .	6 8 0	6 5 0
Other smiths .. .. .	6 8 0	6 5 0

APPRENTICESHIP.

3. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first class welding, engineering blacksmithing, sheet metal (first class bench work), and motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

(c) 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.

(i) The period of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(iv) 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 clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission which shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages.

(v) In all contracts of apprenticeship hereafter made, the minimum rates of wages shall be as follows:—

	Per week.
<b>Five-year terms—</b>	
1st year .. .. .	19 3
2nd year .. .. .	27 3
3rd year .. .. .	43 9
4th year .. .. .	71 0
5th year .. .. .	89 0
<b>Four-year terms (when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years)—</b>	
1st year .. .. .	23 0
2nd year .. .. .	42 6
3rd year .. .. .	71 0
4th year .. .. .	89 0

Apprentices to patternmaking shall be paid 2s. 6d. per week extra.

## SCHEDULE—continued.

## AGRICULTURAL IMPLEMENTS BOARD—continued.

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

All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 16 (a) hereof to the extent of 44 hours per annum.

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

(viii) No apprentice shall work under any system of payment by results.

(ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(x) 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.

(xi) No employer shall, 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.

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

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

4. Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

	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.	All Other parts of Victoria where this Determination applies.
(i) <i>Adult Females.</i>	<i>s. d.</i>	<i>s. d.</i>
Under twelve months' experience	59 6	57 6
Twelve months' experience or more	67 0	65 0
(ii) <i>Junior Females.</i>		
Under 16 years of age	22 6	21 6
16 years of age	27 0	26 0
17 years of age	34 0	33 0
18 years of age	41 0	39 6
19 years of age	47 6	46 0
20 years of age	55 0	53 0
(iii) <i>Male Junior Labour.</i>		
Under 16 years of age	22 6	21 6
16 years of age	31 6	30 6
17 years of age	43 0	41 6
18 years of age	54 0	52 0
19 years of age	68 0	65 6
20 years of age	81 0	78 6

A junior employee of 18 years or more shall be paid 3s. per week, in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

Clauses (5) to (22) inclusive of the Determination as published in *Government Gazette* No. 145 of the 17th April, 1942, shall remain in force.

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 302 of the 31st October, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	44 8	1 6	46 2	Carcass skimmers .. ..	121 0	4 0	125 0
16 years of age and under 17 years of age ..	48 2	1 8	49 10	All others .. ..	115 0	4 0	119 0
17 years of age and under 19 years of age ..	62 4	2 1	64 5	Afternoon and night shift employees shall receive an additional 5 per cent. per week.			
19 years of age and under 20 years of age ..	71 8	2 5	74 1				
20 years of age and under 21 years of age ..	80 10	2 9	83 7				

PROPORTION (by any Employer).

*Apprentices.*  
One apprentice to every three or fraction of three workers receiving not less than 119s. per week.  
An indenture of apprenticeship has been prescribed by the Board.

*Improvers.*  
One improver to every four workers receiving not less than 119s. per week.

\* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 302 of the 31st October, 1941, shall remain in force.

ASBESTOS-CEMENT WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 326 of the 27th November, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
	Wages.				Wages.		
	Per Week of 44 Hours.				Per Week of 44 Hours.		
	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.	s. d.	
16 and under 17 years of age ..	33 3	1 0	34 3	Wet Machine Leading Hand (where in sole charge of running) .. ..	105 0	5 0	110 0
17 and under 18 years of age ..	37 2	1 2	38 4	Mixer Attendant in Charge ..	104 0	5 0	109 0
18 and under 19 years of age ..	44 2	1 4	45 6	Asbestos Disintegrator (asbestos treatment) attendant ..	103 0	5 0	108 0
19 and under 20 years of age ..	54 2	1 7	55 9	Leading cutter-off .. ..	102 0	5 0	107 0
20 and under 21 years of age ..	68 5	2 1	70 6	Accessories moulders .. ..	102 0	5 0	107 0
No apprentices or improvers under the age of sixteen years to be engaged.				Wiremen in charge of Pressure Pipe Machine .. ..	102 0	5 0	107 0
PROPORTION (IN ANY PLACE).				Wet trimmer (Power Guillotine only) .. ..	101 6	5 0	106 6
<i>Apprentices and Improvers.</i>				Dry trimmer in charge of Power-Cutting Machines .. ..	101 6	5 0	106 6
Two apprentices or improvers to every three or fraction of three workers receiving not less than 104s. per week of 44 hours.				Cutters and turners Pressure Pipe Leading attendant Pressure Pipe Curing Tanks .. ..	101 6	5 0	106 6
				Men engaged in formation of corrugated sheets .. ..	100 0	5 0	105 0
				All others .. ..	99 0	5 0	104 0

Clauses (3) to (12) inclusive of the Determination, published in *Government Gazette* No. 326 of the 27th November, 1941, shall remain in force.

## SCHEDULE—continued.

## BAG MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 23 of the 12th January, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours.							Wages—Per Week of 44 Hours.						
Commencing Age.							Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and 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>		<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 6 months	24 6	29 0	34 0	53 9	60 9	85 9	1st 6 months	24 3	28 9	33 9	40 0	44 0	49 9
2nd 6 months	29 0	34 0	53 9	69 9	85 9	..	2nd 6 months	23 9	33 9	40 0	44 0	49 9	..
2nd year	34 0	53 9	69 9	85 9	..	..	2nd year	33 9	40 0	44 0	49 9	..	..
3rd year	53 9	69 9	85 9	..	..	..	3rd year	40 0	44 0	49 9	..	..	..
4th year	69 9	85 9	..	..	..	..	4th year	44 0	49 9	..	..	..	..
5th year	85 9	..	..	..	..	..	5th year	49 9	..	..	..	..	..

  

PROPORTION.							PROPORTION.						
<i>Males.</i>							<i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 105s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 61s. 3d. per week of 44 hours.						
							JUVENILE WORKERS.						
							Not more than three juvenile workers to each adult female worker receiving not less than 61s. 3d. per week of 44 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

## OTHER EMPLOYEES.

	Per Week of 44 Hours.	
	<i>s.</i>	<i>d.</i>
<i>Males.</i>		
Combination bag-making machine attendant ..	105	0
Repairers by hand ..	105	0
Repairers by machine ..	105	0
<i>Females.</i>		
Bag-making machinist ..	62	0
Repairers by hand ..	68	9
Repairers by machine ..	68	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—		
1st 3 months ..	48	3
2nd 3 months ..	53	9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—		
1st 3 months ..	48	3
All others ..	61	3

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 23 of the 12th January, 1942, shall remain in force.

## SCHEDULE—continued.

## BEDSTEADMAKERS BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 143 of the 17th April, 1942, 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 .. .. .	108 0	105 0
Chill fitters called on to design and model .. .. .	121 0	118 0
Other chill fitters .. .. .	108 0	105 0
Machinists .. .. .	105 0	102 0
Platers in charge .. .. .	118 0	115 0
Polishers and grinders .. .. .	107 0	104 0
Chippers and casters .. .. .	104 0	101 0
Furnacemen .. .. .	104 0	101 0
Bedstead fitters and mounters .. .. .	108 0	105 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters .. .. .	107 0	104 0
Japanners and lacquerers .. .. .	105 0	102 0
All others .. .. .	97 0	94 0
<b>(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.</b>		
<i>(a) Junior Males.</i>		
	<b>Weekly Hiring.</b>	
	<i>s. d.</i>	
Under 16 years of age .. .. .	17 0	
16 and under 17 years of age .. .. .	31 0	
17 " " 18 " " .. .. .	54 3	
18 " " 19 " " .. .. .	68 3	
19 " " 21 " " .. .. .	82 6	
<i>(b) Adult Females.</i>		
If of less than 12 months' experience .. .. .	58 6	
Of 12 months' experience or more .. .. .	66 3	
<i>(c) Junior Females.</i>		
1st year's experience .. .. .	14 0	
2nd " " .. .. .	18 9	
3rd " " .. .. .	34 6	
4th " " .. .. .	43 3	
5th " " .. .. .	49 6	
Thereafter until reaching 21 years .. .. .	55 3	

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 143 of the 17th April, 1942, shall remain in force.

## SCHEDULE—continued.

## BISCUIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 71 of 27th February, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.	
WAGES PER WEEK OF 44 HOURS.				WAGES.	
	Male Apprentices or Improvers.		Female Apprentices or Improvers.		Per week of 44 hours. s. d.
	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age .. .. .	27 0	26 3			Bakers (including Wafer Bakers and Branette Bakers) 103 0
16 years of age .. .. .	33 6	26 3			Brakesman .. .. . 105 6
17 .. .. .	46 6	29 9			Machine Attendant .. .. . 103 0
18 .. .. .	53 0	35 9			Men carrying and stacking flour .. .. . 111 0
19 .. .. .	62 6	39 3			Mixers (including Wafer Mixers and Sugar Cream Mixers) .. .. . 109 0
20 .. .. .	70 6	43 0			Oven firemen .. .. . 109 0
					Adult males operating "Enroba" chocolate dipping machine .. .. . 102 0
					Despatch hands .. .. . 102 0
					All other males .. .. . 99 0
					All other females .. .. . 52 0

Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.

## PROPORTION (IN ANY PLACE).

## Apprentices.

## MALES.

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

## FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 52s. per week of 44 hours.

## Improvers.

## MALES.

Two male improvers to every male worker receiving not less than 99s. per week of 44 hours.

## FEMALES.

Four female improvers to every female worker receiving not less than 52s. per week of 44 hours.

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 71 of 27th February, 1942, shall remain in force.



## SCHEDULE—continued.

## BOILERMAKERS BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 41 of the 9th February, 1942, shall be replaced by the following clauses:—

(2)

## WAGES.

Adults.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within a Radius of 20 miles of G.P.O., Melbourne; Mildura and Gippsland Districts; and within a radius of 10 miles of Geelong or Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Tradesmen engaged in window-frame making .. .. .	6 10 0	6 16 6	6 7 0
Assembler (not coming within definition of tradesman) engaged in window-frame making .. .. .	5 15 0	6 1 6	5 12 0
Machinist—engaged in window-frame making—			
First class .. .. .	6 10 0	6 16 6	5 7 0
Second class .. .. .	5 18 0	6 4 0	5 15 0
Third class .. .. .	5 11 0	5 17 6	5 8 0
Process worker engaged in window-frame making .. .. .	5 5 0	5 11 6	5 2 0
Welder—			
First class (other than when using Cutler machine) .. .. .	6 13 0	6 19 6	6 10 0
First class (using Cutler machine) .. .. .	6 0 0	6 6 6	5 17 0
Second class .. .. .	5 11 0	5 17 6	5 8 0
Third class .. .. .	5 7 0	5 13 6	5 4 0
Tack welder .. .. .	5 9 0	5 15 6	5 6 0
Tradesman employed in boilermaking, ship, bridge, and girder construction .. .. .	6 10 0	6 16 6	6 7 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 14 0	7 0 6	6 11 0
Boilersmiths and/or angle-iron smiths .. .. .	6 13 0	6 19 6	6 10 0
Plate setters and frame benders .. .. .	6 12 0	6 18 6	6 9 0
Drillers using portable machines in boilermaking and ship construction .. .. .	6 7 0	6 13 6	6 4 0
Drillers using stationary machines in boilermaking and ship construction .. .. .	5 7 0	5 13 6	5 4 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities .. .. .	6 10 0	6 16 6	6 7 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 14 0	7 0 6	6 11 0
Machinist—			
First class, employed on standardized frame buildings made in quantities .. .. .	5 13 0	5 19 6	5 10 0
Second class, employed on standardized frame buildings made in quantities .. .. .	5 7 0	5 13 6	5 4 0
Emery wheel attendant .. .. .	5 5 0	5 11 6	5 2 0
Blacksmith's striker .. .. .	5 3 0	5 9 6	5 0 0
Blacksmith's striker on double fires .. .. .	5 5 0	5 11 6	5 2 0
Furnaceman .. .. .	5 9 0	5 15 6	5 6 0
Attendants on small rivet heating or bolt beating or similar types of fires .. .. .	5 5 0	5 11 6	5 2 0
Holder up .. .. .	5 5 0	5 11 6	5 2 0
Benders of iron and steel frames used for reinforcing concrete .. .. .	5 5 0	5 11 6	5 2 0
Painters of ironwork other than ship painters (brush) .. .. .	5 3 0	5 9 6	5 0 0
Painters of ironwork using spray .. .. .	5 4 0	5 10 6	5 1 0
Friction saw operators .. .. .	5 3 0	5 9 6	5 0 0
Cold saw operators .. .. .	5 5 0	5 11 6	5 2 0
Dogman .. .. .	5 5 0	5 11 6	5 2 0
Riggers and splicers except on ships and buildings .. .. .	5 5 0	5 11 6	5 2 0
Riggers and splicers on ships and buildings .. .. .	5 9 0	5 15 6	5 6 0
Cleaners and chippers (inside of boilers) .. .. .	5 9 0	5 15 6	5 6 0
Workmen engaged directly assisting tradesmen, machinists, and welders .. .. .	5 3 0	5 9 6	5 0 0
Labourers .. .. .	4 14 0	5 0 6	4 11 0
Steel pipe making section—			
Pipe builders .. .. .	5 6 6	5 12 6	5 3 0
Machine operators (in charge of machines) .. .. .	5 6 6	5 12 6	5 3 0
Faucet maker in charge of furnace .. .. .	5 9 0	5 15 6	5 6 0
Man assisting furnace faucet maker .. .. .	5 2 0	5 8 6	4 19 0
Man in charge of ring-making machine .. .. .	5 6 0	5 12 6	5 3 0
Man assisting at ring-making machine .. .. .	5 2 0	5 8 6	4 19 0
Man on tar dip and sand rolling .. .. .	5 2 0	5 8 6	4 19 0

SCHEDULE—continued.

BOILERMAKERS BOARD—continued.

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

SHIP REPAIRING.

Employees engaged on ship repairs shall be paid the following additional margins:—

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

APPRENTICESHIP TRADES.

3. Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (a) First-class welding.
- (b) Boilermaking and/or steel construction work and/or first-class welding.

CONTRACT OF APPRENTICESHIP.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

CANCELLATION OR SUSPENSION OF INDENTURES.

(d) If, through lack of orders or through financial difficulties, an 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 be, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture

may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

INSTRUCTION IN WELDING.

(e) The training of apprentices to boilermaking or structural steel work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

PROPORTION.

(f) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

The exceptions are—

Boilermaking and/or steel construction work and/or first-class welding—one apprentice for every two, or fraction of two tradesmen in the trade concerned.

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.

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.

(ii) Notwithstanding anything contained in this sub-clause an employer of boilermakers who is adequately equipped to teach apprentices may until further order, with the consent of the Apprenticeship Commission, take on new apprentices up to the proportion of one to each journeyman employed.

Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the determination.

ADULT APPRENTICE.

(g) 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.

PROBATIONARY PERIOD.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

(i) 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 where this Determination Applies.
	s. d.				
<i>Four and Five-year Terms.</i>					
1st year	20	6		22	0
2nd year	23	6		30	6
3rd year	42	6		45	6
4th year	70	0		75	0
5th year	88	6		95	0
<i>Four-year Terms.—Apprentice commencing after the Age of 17 Years.</i>					
1st year	23	6		25	6
2nd year	42	0		45	0
3rd year	70	0		75	0
4th year	88	6		95	0

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

SCHEDULE—*continued.*

BOILERMAKERS BOARD—*continued.*

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

HOURS.

(j) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

OVERTIME AND SHIFT WORK.

(k) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

PAYMENT BY RESULTS.

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

LOST TIME.

(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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

PROHIBITION OF PREMIUMS.

(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.

ATTENDANCE AT TECHNICAL SCHOOLS.

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

ANNUAL AND SICK LEAVE.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED JUNIOR LABOUR.

4. Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship by this determination shall be the undermentioned:—

(ii) 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 where this Determination Applies.
	s. d.	s. d.	s. d.
<i>Male Junior Labour.</i>			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	31 6	34 0	30 6
17 years of age .. .. .	43 0	46 0	41 6
18 years of age .. .. .	54 0	57 6	52 0
19 years of age .. .. .	68 0	73 0	65 6
20 years of age .. .. .	81 0	87 0	78 6

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman

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

(a) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee.

(b) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (a) Passing hot rivets in confined spaces.
- (b) Holding up rivets over ¼ inch diameter.
- (c) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (d) (i) Carrying material to or from cupola, forge, or electric steel furnaces, or using the slicer, or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (ii) Assisting furnacemen in the case of Morgan furnaces, crucible furnaces, and furnaces of similar type used in brasswork.

(e) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.

(f) Cutting out and punching rivets on plates.

(g) Cutting plates by means of hammer and cold set.

(h) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.

(i) On punching machines, handling plates that weigh more than 84 lb.

(j) On angle iron cropping where the material weighs more than 3½ lb. per foot, and is not clamped.

(k) Breaking up pig iron.

(l) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

PROHIBITED OCCUPATIONS.

(c) Junior employees shall not be employed—

- (i) if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under eighteen years as furnacemen or assistants to furnacemen.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 41 of the 9th February, 1942, shall remain in force.

## SCHEDULE—continued.

## BOOT BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 226 of the 27th June, 1942, shall be replaced by the following:—

## 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
2nd six months ..	45 0	55 0	70 0	wage
5th year's experience—				
1st six months ..	50 0	65 0	Minimum	..
2nd six months ..	55 0	70 0	wage	..
6th year's experience—				
1st six months ..	65 0	Minimum	..	..
2nd six months ..	70 0	wage	..	..
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.
Pattern Cutting—			(a) Females employed clicking, designing, or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work. (b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.	
Pattern Cutters or Designers .. .. .	123	6		
Clicking—				
Clicking outsides (other than felt, fabric, sheep's roans or splits) .. .. .	123	6		
Clicking felt, linings, fabrics, sheep's roans, splits—				
By hand .. .. .	120	6		
By machine .. .. .	117	6		
All others .. .. .	117	6		
Stuff cutting—				
Cutting leather outsides or insoles .. .. .	120	6		
Ranging by hand .. .. .	120	6		
All others .. .. .	117	6		
Making—				
All operatives except those for whom the rates herein after appearing are prescribed .. .. .	123	6		
Operator of bottom levelling machine .. .. .	117	6		
Operator of buzzer machine .. .. .	117	6		
Operator of loose nailing machine .. .. .	117	6		
Levelling by hand .. .. .	117	6		
Heeling by hand .. .. .	117	6		
Opening channels .. .. .	117	6		
Closing channels .. .. .	117	6		
Feathering .. .. .	117	6		
Turning pumps .. .. .	117	6		
Laying linings and shanking .. .. .	117	6		
Pulling up backs .. .. .	117	6		
Pulling on .. .. .	117	6		
Tingling and trimming (hand or machine) .. .. .	117	6		
Putting on heels and toe plates .. .. .	117	6		
Attaching wood heels by hand .. .. .	117	6		
Putting in stiffeners or toes .. .. .	114	6		
Putting in bottom fillings and shanks .. .. .	114	6		
Slipping off .. .. .	114	6		
Pulling out tacks .. .. .	114	6		
Stamping and sorting soles .. .. .	114	6		
Solutioning or cementing by hand or machine .. .. .	114	6		
Putting studs or bars on football boots .. .. .	114	6		
Finishing—				
Finishing right through by hand .. .. .	123	6		
Operating heel trimmer .. .. .	123	6		
Operating edge trimmer .. .. .	123	6		
Operating edge setter .. .. .	123	6		
Operating heel scourer .. .. .	123	6		
Operating Naumkeag machine and/or sandpapering machine .. .. .	119	6		
Slipping off .. .. .	114	6		
All others .. .. .	117	6		

	Wages per Week of 44 hours. s. d.	Loading Constn. s. d.	Total Wage. s. d.
(c) Females with (i) four years' experience employed on any form of sewing machine .. .. .	68 0	3 0	71 0
(ii) any other machine .. .. .	64 0	3 0	67 0
(iii) any other work set out in Clause (b) hereof .. .. .	62 6	2 9	65 3
(d) Females with four years' experience not otherwise provided for .. .. .	62 6	2 9	65 3

(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 65s. 3d. per week and thereafter the rate prescribed for their occupation.

Clauses (6) to (20) inclusive of the Determination as published in Government Gazette No. 228 of 27th June, 1942, shall remain in force.

BOTTLE COVERS BOARD.

Clause (2) of the Determination published in Government Gazette No. 160 of the 30th April, 1942, shall be replaced by the following clause:—

Improvers.*		Other Employees.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.	Adults	s. d.
Under 17 years of age .. .. .	31 3	.. .. .	97 6
17 years of age .. .. .	39 9		
18 years of age .. .. .	53 0		
19 years of age .. .. .	61 6		
20 years of age .. .. .	70 6		
PROPORTION (IN ANY PLACE).			
Improvers.			
Four improvers for every adult worker.			
* 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 apprentice shall work in the trade.			

Clauses (3) to (14) inclusive of the Determination as published in Government Gazette No. 160 of the 30th April, 1942, shall remain in force.

SCHEDULE—continued.

BRICK TRADE BOARD.

Clauses (2) and (15) of the Determination published in *Government Gazette* No. 354, of the 17th December, 1941, shall be replaced by the following clauses:—

(2)	Improvers.	Other Employees.	Per Hour.	Wage per Week of 44 Hours.
	<b>WAGES.</b>	<b>FIREBRICKS AND TEXTURE BRICKS.</b>		
	Per Week of 44 Hours.		<i>s. d.</i>	<i>s. d.</i>
	<i>s. d.</i>			
14 years of age	34 6	Burners	2 6 <sup>9</sup> / <sub>11</sub>	112 0
15 " "	35 9	Crusher attendants who also haul	2 5 <sup>13</sup> / <sub>22</sub>	108 6
16 " "	37 10	Crusher attendants who do not haul	2 4 <sup>10</sup> / <sub>11</sub>	106 0
17 " "	42 9	Wet or dry pan attendants who do not haul	2 5 <sup>8</sup> / <sub>11</sub>	109 0
18 " "	51 9	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine	2 5 <sup>13</sup> / <sub>22</sub>	108 6
19 " "	68 3	Hand moulders, dressers and cutters	2 7 <sup>4</sup> / <sub>11</sub>	115 0
20 " "	71 4	Drawers	2 6 <sup>9</sup> / <sub>11</sub>	111 6
		Setters	2 7 <sup>1</sup> / <sub>11</sub>	115 0
	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 73s. 5d. per week of 44 hours.	Facemen working in a clayhole 25 feet or less in depth	2 8 <sup>9</sup> / <sub>11</sub>	119 0
		All other facemen	2 9	121 0
		Wheelers of green or burnt bricks	2 5 <sup>13</sup> / <sub>22</sub>	108 6
		Clayhole men (employer to provide tools)	2 7 <sup>1</sup> / <sub>11</sub>	116 0
		Pressers	2 5 <sup>7</sup> / <sub>22</sub>	107 6
		Loftmen	2 5 <sup>5</sup> / <sub>11</sub>	107 0
	Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.	Yardmen and wastemen	2 4 <sup>10</sup> / <sub>11</sub>	106 0
		All others	2 3 <sup>9</sup> / <sub>11</sub>	102 0
		<b>OTHER BRICKS.</b>		
		Burners	2 6 <sup>9</sup> / <sub>11</sub>	112 0
		Machine drivers or machine riggers	2 6 <sup>9</sup> / <sub>11</sub>	111 0
		Wet or dry pan attendants who do not haul	2 5 <sup>8</sup> / <sub>11</sub>	109 0
		Crusher attendants who do not haul	2 5 <sup>7</sup> / <sub>22</sub>	107 6
		Crusher and wet or dry pan attendants who also haul	2 6 <sup>9</sup> / <sub>11</sub>	113 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)	2 7 <sup>1</sup> / <sub>11</sub>	114 0
		Other drawers	2 7 <sup>17</sup> / <sub>22</sub>	116 6
		Other setters	2 7 <sup>17</sup> / <sub>22</sub>	116 6
		Facemen working in a clayhole 25 feet or less in depth	2 8 <sup>9</sup> / <sub>11</sub>	119 0
		All other facemen	2 10 <sup>1</sup> / <sub>11</sub>	125 0
		Clayhole men (employer to provide tools)	2 7 <sup>1</sup> / <sub>11</sub>	116 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	2 6 <sup>9</sup> / <sub>22</sub>	111 6
		Off-bearers from wire cut machines	2 5 <sup>13</sup> / <sub>22</sub>	108 6
		Truckers	2 5 <sup>13</sup> / <sub>22</sub>	108 6
		Adults taking off brick machines	2 5 <sup>13</sup> / <sub>22</sub>	108 6
		Damperman or kiln cleaners	2 6	110 0
		Loftmen	2 5 <sup>5</sup> / <sub>11</sub>	107 0
		Yardmen and wastemen	2 4 <sup>10</sup> / <sub>11</sub>	106 0
		All others	2 3 <sup>9</sup> / <sub>11</sub>	102 0

The Board has determined that no person shall be taken as an apprentice.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(15) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	2 11	3 2 <sup>1</sup> / <sub>2</sub>	2 9 <sup>1</sup> / <sub>2</sub>	3 1
26 to 36 yards	3 3 <sup>1</sup> / <sub>2</sub>	3 7 <sup>1</sup> / <sub>2</sub>	3 2	3 5 <sup>1</sup> / <sub>2</sub>
36 to 46 yards	3 5 <sup>1</sup> / <sub>2</sub>	3 8 <sup>1</sup> / <sub>2</sub>	3 4 <sup>1</sup> / <sub>2</sub>	3 7 <sup>1</sup> / <sub>2</sub>
Over 46 yards	4 0	4 3 <sup>1</sup> / <sub>2</sub>	3 10 <sup>1</sup> / <sub>2</sub>	4 2

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Not more than 26 yards	4 1	4 4	4 4 <sup>1</sup> / <sub>2</sub>	4 7 <sup>1</sup> / <sub>2</sub>
26 to 36 yards	4 5 <sup>1</sup> / <sub>2</sub>	4 8 <sup>1</sup> / <sub>2</sub>	4 8 <sup>1</sup> / <sub>2</sub>	4 11 <sup>1</sup> / <sub>2</sub>
36 to 46 yards	4 7 <sup>1</sup> / <sub>2</sub>	4 10 <sup>1</sup> / <sub>2</sub>	4 11	5 1 <sup>1</sup> / <sub>2</sub>
Over 46 yards	5 2 <sup>1</sup> / <sub>2</sub>	5 5	5 5 <sup>1</sup> / <sub>2</sub>	5 8 <sup>1</sup> / <sub>2</sub>

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets

2s. 9d. per 1,000 bricks



SCHEDULE—continued.

BRUSHMAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 12 of 7th January, 1942, shall be replaced by the following clause:—

(2)

WAGES.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		
Experience.	Wages per week of 44 hours.		Experience.	Wages per week of 44 hours.	
	Males.	Females.			
1st year .. ..	s. d. 20 6	s. d. 20 6	1st year .. ..	s. d. 20 6	
2nd year .. ..	27 0	27 0	2nd year .. ..	27 0	
3rd year .. ..	38 9	37 9	3rd year .. ..	37 9	
4th year .. ..	} minimum wage or earnings on piecework	47 9	4th year .. ..	47 9	
5th year .. ..		} and thereafter the minimum wage or full piecework prices.	} and thereafter the minimum wage or full piecework prices.	and thereafter the minimum wage or full piecework prices	
6th year .. ..				NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on— (a) Automatic boring and filling machines; (b) Punching and stamping machines; (c) Painting or varnishing brushware.	
PROPORTION. (Within any factory or place.)					
APPRENTICES.					
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piece-work prices not less than the minimum wage.					
IMPROVERS.					
Males.					
One male improver to one or two	} Male workers receiving not less than 11s. per week of 44 hours or earning full piece-work prices.				
Two to three .. ..					
Three to five .. ..					
Four to nine .. ..					
Six to twelve .. ..					
Seven to fifteen .. ..	} Female workers receiving not less than 5s. per week of 44 hours or earning full piece-work prices.				
Nine to eighteen .. ..					
One female improver to one or two					
Two to three .. ..					
Three to five .. ..					
Four to nine .. ..					
Six to twelve .. ..					
Seven to fifteen .. ..					
Nine to eighteen .. ..					

Other Employees.		Wages per week of 44 hours
MALES.		s. d.
Persons employed at—		
Paint brush making .. ..	.. ..	119 0
Hair pan work .. ..	.. ..	114 0
Bass pan work .. ..	.. ..	114 0
Hair dressing and mixing .. ..	.. ..	114 0
Making twisted brushes .. ..	.. ..	114 0
Making wire brushes .. ..	.. ..	114 0
Bass broom drawing .. ..	.. ..	114 0
Finishing .. ..	.. ..	114 0
Boring .. ..	.. ..	114 0
Lacquering or ducoing .. ..	.. ..	114 0
Trimming machine (when employed solely at such machine) .. ..	.. ..	104 0
FEMALES.		
Automatic boring and filling machinists .. ..	.. ..	57 0
Filling machinists .. ..	.. ..	57 0
Trimming machinists .. ..	.. ..	57 0
Boring machinists .. ..	.. ..	57 0
Bench drawing .. ..	.. ..	59 0
Treadle knot-sizing machinists .. ..	.. ..	57 0
Persons employed at lacquering or ducoing .. ..	.. ..	57 0

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 12 of the 7th January, 1942, shall remain in force provided that at the commencement of clause (11) 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 6s. and in the case of a female 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.”



SCHEDULE—continued.

BUILDERS' LABOURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 246 of 23rd July, 1942, shall be replaced by the following:—

(2)

	Wages per Week—		
	Adjustable Rate.	Plus War Loading (Non Adjustable).	Total Wage.
	s. d.	s. d.	s. d.
WAGES OF WEEKLY EMPLOYEES.			
(a) Labourer employed as steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey, drainers, jackhammerman, and winch or hoist drivers. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof .. .. .	106 0	3 0	109 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a) .. .. .	100 0	3 0	103 0

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

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

	For a 44-hour week.		For a 48-hour week.	
	s. d.	s. d.	s. d.	s. d.
(a) If doing the work set out in (2) (a) above.. .. .	2 10	2 7½	2 8	2 5½
(b) If doing the work set out in (2) (b) above.. .. .	2 8	2 5½	2 8	2 5½

Clauses (4) to (27) inclusive of the Determination as published in *Government Gazette* No. 246 of 23rd July, 1942, shall remain in force.

BUTTER FACTORIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 58 of the 18th February, 1942, 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.			
Shift Workers.			All Others.	Males.	Females.	Shift Workers.			All Others.	
Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.					Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.			
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years	..	..	43 6	Under 16 years	36 9	31 9	Cream grader .. .. .	125 0	122 0	114 0
16-17 years	..	..	51 0	16-17 years	41 0	35 6	Milk grader .. .. .	124 0	121 0	113 0
17-18 "	..	..	57 3	17-18 "	51 0	39 9	Milk or cream tester .. .. .	124 0	121 0	113 0
18-19 "	75 9	72 9	64 9	18-19 "	56 0	46 0	Creamery manager .. .. .	122 0	119 0	111 0
19-20 "	84 3	81 3	73 3	19-20 "	65 9	51 0	Milk or cream neutralizer .. .. .	120 6	117 6	109 6
20-21 "	90 3	87 3	79 3	20-21 "	75 0	56 3	Foreman of shift or department or casein plant .. .. .	122 0	119 0	111 0
<p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 98s. per week.</p> <p>One improver to every eight or fraction of eight workers receiving not less than 98s. per week.</p> <p><i>Females.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 66s. 6d. per week.</p>							Butter-maker .. .. .	124 0	121 0	113 0
							Re-worker and/or processor (not requiring a butter-maker's certificate) .. .. .	112 0	109 0	101 0
							Operators of any of the following machines, viz.:—			
							Separator .. .. .	110 0	107 0	99 0
							Pasteurizer evacuator, or deodorizer .. .. .	110 0	107 0	99 0
							Weighing machine .. .. .	110 0	107 0	99 0
							Filling machine for tinning of butter when butter has not been milled .. .. .	112 0	109 0	101 0
							Filling machine for tinning of butter when butter has been milled .. .. .	111 0	108 0	100 0
							Storeman or packer in butter canning establishments .. .. .	111 0	108 0	100 0
							Other Storemen or Packers .. .. .	110 0	107 0	99 0
							Casein-maker .. .. .	123 0	120 0	112 0
							Assistant to casein-maker, casein dryers, and millers .. .. .	111 6	108 6	100 6
							Cheese-maker .. .. .	124 0	121 0	113 0
							Assistant to cheese-maker .. .. .	111 6	108 6	100 6
							Cheese storehand .. .. .	113 0	110 0	102 0
							Male adult washing or sterilizing cans or bottles .. .. .	110 0	107 0	99 0
							All other adult males .. .. .	109 0	106 0	98 0
							All adult females .. .. .	..	..	66 6

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 58 of the 18th February, 1942, shall remain in force.

SCHEDULE—continued.

CARETAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 251 of the 1st September, 1941, shall be replaced by the following clause:—

(2)			IMPROVERS.
Wages per week of 46 hours.			
		<i>s. d.</i>	PROPORTION (in any place).
Under 18 years of age	.. ..	44 6	One improver to every worker receiving not less than 99s. 6d. per week of 46 hours.
18 to 19 years of age	.. ..	56 9	NOTE.—The Board has determined that no apprentices shall be taken in the trade.
19 to 20 years of age	.. ..	70 0	
20 to 21 years of age	.. ..	83 0	

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.		
	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	103 0	100 0
21 to 40 flats	99 0	96 0
20 or less flats	97 6	94 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	94 0	91 0
Other caretakers of buildings in charge of—		
11 or more cleaners	131 6	128 6
4 to 10 cleaners	121 6	118 6
1 to 3 cleaners	110 6	107 6
All others	102 6	99 6

Clauses (3) to (15) inclusive of the Determination as published in *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—			
			<i>s. d.</i>				<i>s. d.</i>
1st year's experience..	..	..	20 0	Under 17 years of age	..	..	20 0
2nd ..	..	..	25 0	17 to 18 ..	..	..	25 0
3rd ..	..	..	39 9	18 to 19 ..	..	..	39 9
4th ..	..	..	51 0	19 to 20 ..	..	..	51 0
5th ..	..	..	68 0	20 to 21 ..	..	..	68 0

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

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

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

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

Improvers.

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

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

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

(3)

OTHER EMPLOYEES.

Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne.	(ii) Within 3 Miles of the Post Office at Mildura.	(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).	(iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
*Weekly employees— Any person employed— (a) in a "mixed industry" as herein defined  Or  (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)—						
(i) Shop work .. .. .	Per week. £ s. d. 6 11 0	Per week. £ s. d. 6 17 6	Per week. £ s. d. 6 8 0	Per week. £ s. d. 6 4 6	Per week. £ s. d. 6 8 0	Per week. £ s. d. 5 15 0
(ii) Stock work .. .. .	Per week. £ s. d. 5 18 0	Per week. £ s. d. 6 17 6	Per week. £ s. d. 6 8 0	Per week. £ s. d. 6 4 6	Per week. £ s. d. 6 8 0	Per week. £ s. d. 5 15 0
Hourly employees .. .. .	Per hour. 0 3 1½	Per hour. 0 3 3½	Per hour. 0 3 0½	Per hour. 0 3 3½	Per hour. 0 3 0½	Per hour. 0 3 0½

\* 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.

CARRIAGE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 325 of the 27th November, 1941, shall be replaced by the following clauses:—

(2)	DAY SHIFT.							
	Wages per Week of 44 Hours.							
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )	
MALES.								
<i>Development, Tool Room, Installation, and Maintenance.</i>								
Brass finisher, tradesman .. .. .	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Carpenter on maintenance work .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Coremaker, jobbing .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Die maker (see "toolmaker").								
Die setter .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	127 0	6 0	133 0	6 6	124 0	6 0	130 0	6 4
Electrical fitters .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 2
Electrical mechanic .. .. .	121 0	9 0	130 0	6 4	118 0	9 0	127 0	6 2
Fitter and/or turner, tradesman .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 2
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 0
Jigmaker, in wood or metal .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 2
Machinist (metal), first class .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 2
Machinist (metal), second class .. .. .	114 0	4 0	118 0	5 9	111 0	4 0	115 0	5 7
Machinist (metal), third class .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Machinist (wood) (see "wood machinist").								
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").								
Painter, on maintenance work .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Panel worker, tradesman .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 2
Pattern maker .. .. .	133 0	5 0	138 0	6 9	130 0	5 0	135 0	6 7
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a marginal rate of .. .. .	127 0	6 0	133 0	6 6	124 0	6 0	130 0	6 4
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
(b) On low pressure work .. .. .	114 0	4 0	118 0	5 9	111 0	4 0	115 0	5 7
Plumber on maintenance work .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Saw doctor .. .. .	127 0	6 0	133 0	6 6	124 0	6 0	130 0	6 4
Smith, tradesman .. .. .	125 0	6 0	131 0	6 5	122 0	6 0	128 0	6 3
Template maker .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Tool maker, tool hardener, and die maker (in wood or metal) .. .. .	130 0	10 0	140 0	6 10	127 0	10 0	137 0	6 8
Tradesman, the greater part of whose time is occupied marking off .. .. .	127 0	6 0	133 0	6 6	124 0	6 0	130 0	6 4
Trimmer, tradesman .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Turner (see "Fitter and/or turner").								
Welder, first class .. .. .	127 0	5 0	132 0	6 6	124 0	5 0	129 0	6 4
Welder, second class .. .. .	116 0	4 0	120 0	5 10	113 0	4 0	117 0	5 8
Welder, third class .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Welder, fourth class .. .. .	103 6	3 0	106 6	5 2	100 6	3 0	103 6	5 0
Wood machinist, first class .. .. .	118 0	5 0	123 0	6 0	115 0	5 0	120 0	5 10
<i>Production.</i>								
Acid washer and/or pickler .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Air hammer operator .. .. .	116 0	4 0	120 0	5 10	113 0	4 0	117 0	5 8
Assembler (aero engine) .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Assembler and/or wirer, chassis .. .. .	108 0	3 0	112 0	5 6	106 0	3 0	109 0	5 4

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees

SCHEDULE—continued.

CARRIAGE BOARD—continued.

	DAY SHIFT—continued.							
	Wages per Week of 44 Hours.							
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrambol Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.			
	Weekly Rate.	War Loading	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
<b>MALES—continued.</b>								
<i>Production—continued.</i>								
Assembler, cushion and squab spring .. .. .	109 0	3 0	112 0	5 6	106 0	3 0	109 0	5 4
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second-class body maker or other tradesman) .. .. .	116 0	4 0	120 0	5 10	113 0	4 0	117 0	5 8
Assembler of bodies or parts of bodies "on the line" .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Assembler of chassis parts independently of main assembly .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Assembler of prepared parts in glass section (not being a process worker) .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Assembler, windscreen frame .. .. .	109 0	3 0	112 0	5 6	106 0	3 0	109 0	5 4
Axle maker .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Axle turner .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler (not using tradesman's tools) (trim) .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Band sawyer (metal) .. .. .	114 0	4 0	118 0	5 9	111 0	4 0	115 0	5 7
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Body maker, first class .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Body maker, second class .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Body mounter .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Bow socket enameller (see "enameller").								
Bulldozer operator—								
(a) Setting up machine .. .. .	114 6	4 0	118 6	5 9	111 6	4 0	115 6	5 7
(b) Not setting up machine .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Chassis assembler (see "Assembler").								
Cold setter .. .. .	111 0	3 0	114 0	5 7	108 0	3 0	111 0	5 5
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").								
Cushion maker (see "Squab and cushion maker").								
Cushion spring maker (by hand) .. .. .	114 6	4 0	118 6	5 9	111 6	4 0	115 6	5 7
Cutter, Electric machine (trim) (see "Electric machine cutter").								
Dent knocker (see "Panel worker and/or dent knocker").								
Die setter, press .. .. .	121 0	6 0	127 0	6 3	118 0	6 0	124 0	6 1
Dipper and hanger (paint) .. .. .	102 0	3 0	105 0	5 1	99 0	3 0	102 0	5 0
Dipper, solder or tin .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Drier .. .. .	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Driller, not using jigs (panel) .. .. .	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Driller, not using jigs (other) .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Driller, using jigs (panel) .. .. .	102 0	3 0	105 0	5 4	99 0	3 0	102 0	5 0
Driller, using jigs (other) .. .. .	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Drop hammer smith—								
(a) When dies are not used .. .. .	125 0	6 0	131 0	6 5	122 0	6 0	128 0	6 3
(b) When dies are used .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Drop hammer stamper .. .. .	103 6	3 0	106 6	5 2	100 6	3 0	103 6	5 0
Edge turner (see "Panel edge trimmer").								
Electric machine cutter (trim) .. .. .	116 0	4 0	120 0	5 10	113 0	4 0	117 0	5 8
Electric stove attendant (see "Stove attendant").								
Electroplater, first class .. .. .	124 0	6 0	130 0	6 4	121 0	6 0	127 0	6 3
Electroplater, second class .. .. .	114 0	4 0	118 0	5 9	111 0	4 0	115 0	5 7
Electroplater, third class .. .. .	101 0	3 0	104 0	5 1	98 0	3 0	101 0	4 11
Enameller, bow socket .. .. .	105 6	3 0	108 6	5 3	102 6	3 0	105 6	5 1
Enameller in colours and/or varnisher (finishing coat brush) .. .. .	121 0	5 0	126 0	6 2	118 0	5 0	123 0	6 0
Folding machine operator .. .. .	109 0	3 0	112 0	5 6	106 0	3 0	109 0	5 4
Frame operative (cushion and squabs) .. .. .	109 0	3 0	112 0	5 6	106 0	3 0	109 0	5 4
Furnace brazer .. .. .	114 6	4 0	118 6	5 9	111 6	4 0	115 6	5 7
Furnaceman .. .. .	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Garnish mould bender and/or shaper (see "Bender and/or shaper").								
Garnish mould finisher .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 6

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees.

SCHEDULE—continued.

CARRIAGE BOARD—continued.

DAY SHIFT—continued.							
Wages per Week of 44 Hours.							
Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.			
Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<b>MALES—continued.</b>							
<i>Production—continued.</i>							
Grainer, transfer (see "Transfer grainer").							
Grinder and/or buffer (metal)	103 6	3 0	106 6	5 2	100 6	3 0	103 6
Grinder and/or buffer (metal) using portable machine	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Guillotine machinist	109 0	3 0	112 0	5 6	106 0	3 0	109 0
Hammer driver, steam, pneumatic, or other power	103 6	3 0	106 6	5 2	100 6	3 0	103 6
Hanger, paint (see "Dipper and hanger").							
Kiln attendant (see "Timber kiln attendant").							
Labourer assisting (plating department)	98 0	3 0	101 0	4 11	95 0	3 0	98 0
Labourer assisting without using tools (chassis assembly)	98 0	3 0	101 0	4 11	95 0	3 0	98 0
Liner	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Machinist (metal), first class	124 0	6 0	130 0	6 4	121 0	6 0	127 0
Machinist (metal), second class	114 0	4 0	118 0	5 9	111 0	4 0	115 0
Machinist (metal), third class	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Machinist (wood) (see "Wood machinist").							
Machine setter up, other than machines specified in definition of first class machinist (metal)	114 6	4 0	118 6	5 9	111 6	4 0	115 6
Marker-out or scriber (using patterns or templates)	107 0	3 0	110 0	5 3	104 0	3 0	107 0
Metal band sawyer (see "Band sawyer, metal").							
Nickel polisher	105 6	3 0	108 6	5 3	102 6	3 0	105 6
Painter, coach (brush)	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Painter, spray (on coats other than priming)	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Painter, spray and/or brush (on prime coats)	113 0	3 0	116 0	5 7	110 0	3 0	113 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	105 6	3 0	108 6	5 3	102 6	3 0	105 6
Painter's labourer	100 0	3 0	103 0	5 0	97 0	3 0	100 0
Panel beater, first class	124 0	6 0	130 0	6 4	121 0	6 0	127 0
Panel beater, second class	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Panel edge turner	114 0	4 0	118 0	5 9	111 0	4 0	115 0
Panel fixer, metal	109 0	3 0	112 0	5 6	106 0	3 0	109 0
Panel machinist (other)	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Panel worker and/or dent knocker	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Paster (trim)—							
1st year's experience	108 0	3 0	109 0	5 4	103 0	3 0	106 0
2nd year's experience	108 0	3 0	111 0	5 5	103 0	3 0	108 0
Thereafter	110 0	3 0	113 0	5 6	107 0	3 0	110 0
Petrol tank operative	110 0	3 0	113 0	5 6	107 0	3 0	110 0
Pickler (see "Acid washer and/or pickler").							
Plate glass beveller	118 0	5 0	123 0	6 0	115 0	5 0	120 0
Plate glass cutter	118 0	5 0	123 0	6 0	115 0	5 0	120 0
Plate glass driller	118 0	5 0	123 0	6 0	115 0	5 0	120 0
Plate glass grinder	105 6	3 0	108 6	5 3	102 6	3 0	105 6
Pleat stuffer	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Polisher, nickel (see "Nickel polisher").							
Polisher (paint) using buffs	114 0	4 0	118 0	5 9	111 0	4 0	115 0
Polisher (paint) (see "Wet rubber and/or polisher").							
Power hammer driver (see "Hammer driver").							
Press operator (over 400 tons pressure)	115 0	4 0	119 0	5 9	112 0	4 0	116 0
Press operator assistant (over 400 tons pressure)	100 0	3 0	103 0	5 0	97 0	3 0	100 0
Press operator (light)	107 0	3 0	110 0	5 5	104 0	3 0	107 0
Process worker	102 0	3 0	105 0	5 1	99 0	3 0	102 0
Rivetter on motor truck or wagon body	121 0	5 0	126 0	6 2	118 0	5 0	123 0
Rivetter, chassis	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Rivetter, other (up to and including ½-in. rivet)	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Rotary buff operator—							
(a) While doing dent knocking	121 0	5 0	126 0	6 2	118 0	5 0	123 0
(b) While not doing dent knocking	108 0	3 0	111 0	5 5	105 0	3 0	108 0
Rotary shearing machinist	109 0	3 0	112 0	5 6	106 0	3 0	109 0
Sand blast operator (see "Shot and/or sand blast operator").							
Sandpaper and emery machinist (woodwork)	104 0	3 0	107 0	5 3	101 0	3 0	104 0
Screwer and/or tapper	103 6	3 0	106 6	5 3	100 6	3 0	103 6
Scriber (see "Marker-out or scriber").							
Sectional trimmer (see "Trimmer, sectional").							
Setter-up, machine (see "Machine setter-up").							
Shot and/or sand blast operator (where adequately protected)	108 0	3 0	111 0	5 5	105 0	3 0	108 0

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees.

SCHEDULE—continued.

CARRIAGE BOARD—continued.

	DAY SHIFT—continued.															
	Wages per Week of 44 Hours.															
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.											
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.								
(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )									
s. d.		s. d.		s. d.		s. d.		s. d.								
<b>MALES—continued.</b>																
<i>Production—continued.</i>																
Smith, tradesman .. .. .	125	0	6	0	131	0	6	5	122	0	6	0	128	0	6	3
Solderer "on the line" .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Solderer not "on the line" .. .. .	116	0	4	0	120	0	5	10	113	0	4	0	117	0	5	8
Solderer (on other than body work) .. .. .	116	0	4	0	120	0	5	10	113	0	4	0	117	0	5	8
Spotter and/or touch-up .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Spray painter (see "Painter, spray") .. .. .																
Spring fitter .. .. .	124	0	6	0	130	0	6	4	121	0	6	0	127	0	6	3
Spring maker, cushion (by hand) (see "Cushion spring maker") .. .. .																
Spring maker, laminated .. .. .	124	0	6	0	130	0	6	4	121	0	6	0	127	0	6	3
Spring maker, spiral (by hand) .. .. .	114	6	4	0	118	6	5	9	111	6	4	0	115	6	5	7
Spring service worker .. .. .	103	6	3	0	106	6	5	2	100	6	3	0	103	6	5	1
Squab and/or cushion maker .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Stopper-up .. .. .	112	0	3	0	115	0	5	7	109	0	3	0	112	0	5	6
Stove attendant, electric .. .. .	109	0	3	0	112	0	5	6	106	0	3	0	109	0	5	4
Strap maker .. .. .	108	0	3	0	111	0	5	5	105	0	3	0	108	0	5	3
Stretching machine operator .. .. .	109	0	3	0	112	0	5	6	106	0	3	0	109	0	5	4
Striker .. .. .	103	0	3	0	106	0	5	2	100	0	3	0	103	0	5	0
Tapper (see "Screw and/or tapper") .. .. .																
Tester .. .. .	103	0	3	0	111	0	5	5	105	0	3	0	108	0	5	3
Timber kiln attendant .. .. .	100	0	3	0	103	0	5	0	97	0	3	0	100	0	4	11
Timber orderman .. .. .	107	0	3	0	110	0	5	5	104	0	3	0	107	0	5	3
Timber stacker .. .. .	101	0	3	0	104	0	5	0	98	0	3	0	101	0	4	11
Touch-up (see "Spotter and/or touch-up") .. .. .																
Transfer grainer .. .. .	111	0	3	0	114	0	5	7	108	0	3	0	111	0	5	5
Trimmer, sectional .. .. .	112	0	3	0	115	0	5	7	109	0	3	0	112	0	5	6
Trimmer, tradesman (including cutter by hand) .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Tube maker .. .. .	105	6	3	0	108	6	5	3	102	6	3	0	105	6	5	1
Tire fitter .. .. .	105	6	3	0	108	6	5	3	102	6	3	0	105	6	5	1
Uni-shear operator .. .. .	108	0	3	0	111	0	5	5	105	0	3	0	108	0	5	3
Varnisher (see "Enameller in colours and/or varnisher") .. .. .																
Vyceman .. .. .	111	0	3	0	114	0	5	7	108	0	3	0	111	0	5	5
Welder, "A" grade .. .. .	127	0	5	0	132	0	6	6	124	0	5	0	129	0	6	4
Welder, "B" grade .. .. .	122	0	5	0	127	0	6	2	119	0	5	0	124	0	6	0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) .. .. .	116	0	4	0	120	0	5	10	113	0	4	0	117	0	5	8
Welder, electric spot and butt .. .. .	109	0	3	0	112	0	5	6	106	0	3	0	109	0	5	4
Wet rubber and/or polisher (paint) .. .. .	108	0	3	0	111	0	5	5	105	0	3	0	108	0	5	3
Windscreen frame assembler (see "Assembler") .. .. .																
Wood machinist, first class .. .. .	118	0	5	0	123	0	6	0	115	0	5	0	120	0	5	10
Wood machinist, second class .. .. .	114	0	4	0	118	0	5	9	111	0	4	0	115	0	5	7
Writer .. .. .	124	0	6	0	130	0	6	4	121	0	6	0	127	0	6	3
<i>Horse-drawn Vehicles.</i>																
Axle maker .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Axle turner .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Grainer .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Nave mortise and boring machinist .. .. .	107	0	3	0	110	0	5	4	104	0	3	0	107	0	5	3
Nave turner .. .. .	117	0	4	0	121	0	5	11	113	0	4	0	118	0	5	9
Signwriter .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
Spoke lather .. .. .	117	0	4	0	121	0	5	11	114	0	4	0	118	0	5	9
Spoke planer .. .. .	117	0	4	0	121	0	5	11	114	0	4	0	118	0	5	9
Spoke tenoner .. .. .	117	0	4	0	121	0	5	11	114	0	4	0	118	0	5	9
Spoke throater .. .. .	117	0	4	0	121	0	5	11	114	0	4	0	118	0	5	9
Timber bender .. .. .	117	0	4	0	121	0	5	11	114	0	4	0	118	0	5	9
Wheelwright and wheel maker .. .. .	121	0	5	0	126	0	6	2	118	0	5	0	123	0	6	0
(All other classifications as prescribed for in other Sections.)																
<i>Rolling Stock.</i>																
Body maker .. .. .	124	0	6	0	130	0	6	4	121	0	6	0	127	0	6	3
Pitman .. .. .	114	6	4	0	118	6	5	9	111	6	4	0	115	6	5	7
Wheel grinder .. .. .	114	6	4	0	118	6	5	9	111	6	4	0	115	6	5	7
Wheel turner .. .. .	124	0	6	0	130	0	6	4	121	0	6	0	127	0	6	3
(All other classifications as prescribed for in other Sections.)																

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees.

SCHEDULE—continued.

CARRIAGE BOARD—continued.

	DAY SHIFT—continued.							
	Wages per Week of 44 Hours.							
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )	
MALES—continued.								
<i>Miscellaneous (Wherever Employed).</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>
Driver of chassis and/or new vehicle .. ..	102 0	3 0	105 0	5 1	99 0	3 0	102 0	5 0
Case maker .. .. .	105 6	3 0	108 6	5 3	102 6	3 0	105 6	5 1
Case repairer .. .. .	102 0	3 0	105 0	5 1	99 0	3 0	102 0	5 0

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees.

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

	Per Week of 44 Hours.	
	£	s. d.
First six months (without previous experience) .. .. .	1	16 2
Second six months .. .. .	2	10 4
Third six months .. .. .	2	16 1
Thereafter .. .. .	3	5 0

(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—

	£	s. d.
For the first six months .. .. .	1	16 2
For the second six months .. .. .	2	10 4
Thereafter .. .. .	3	5 0

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

(3) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Motor body die and tool making.
- (i) Fitting and turning. Metal machining.
- (j) Pattern making.
- (k) Motor mechanic.
- (l) Aircraft making.
- (m) Saw doctoring.
- (n) Electrical fitting.
- (o) Electrical mechanic.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (3) (c) (7)).

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.

(iii) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

(v) 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.



## SCHEDULE—continued.

## CARRIAGE BOARD—continued.

(vi)—	WAGES.							Per week of 44 Hours.
								s. d.
Apprentices—								
Five-year terms—								
First year .. .. .	..	..	..	..	..	..	..	19 3
Second year .. .. .	..	..	..	..	..	..	..	27 0
Third year .. .. .	..	..	..	..	..	..	..	43 6
Fourth year .. .. .	..	..	..	..	..	..	..	70 9
Fifth year .. .. .	..	..	..	..	..	..	..	89 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—								
First year .. .. .	..	..	..	..	..	..	..	22 9
Second year .. .. .	..	..	..	..	..	..	..	42 6
Third year .. .. .	..	..	..	..	..	..	..	70 9
Fourth year .. .. .	..	..	..	..	..	..	..	89 0

(a) 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.

(b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 9 (c) to the number of four days per annum.

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

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(ix) No apprentice shall work under any system of payment by results.

(x) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.

(xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer'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.

(xii) No employer shall, 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.

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

(xiv) 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) MALE JUNIOR WORKERS.

For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

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

	Wages per Week of 44 Hours.		
	£	s.	d.
Under 16 years of age .. .. .	..	..	..
16 years of age .. .. .	..	1	3 7
17 " " .. .. .	..	1	13 1
18 " " .. .. .	..	2	5 1
19 " " .. .. .	..	2	16 7
20 " " .. .. .	..	3	11 4
" " .. .. .	..	4	5 0

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

Each total rate shall be calculated to the nearest sixpence, and any part of sixpence in the result which does not exceed three-pence shall be disregarded.

An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

Changed rates shall be payable as from the beginning of the first pay period to commence after the birthday of the employee concerned.

Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, a trainee apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory.

Clauses (5) to (28) inclusive of the Determination as published in *Government Gazette* No. 325 of the 27th November, 1941, shall remain in force.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 2 of the 2nd January, 1942, clauses (1) to (5) inclusive 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 6 0	5 12 6	5 3 0
Two or three horses .. .. .	5 11 0	5 17 6	5 8 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse .. .. .	5 0 0	5 6 6	4 17 0
Two horses .. .. .	5 5 0	5 11 6	5 2 0
Three horses .. .. .	5 8 0	5 14 6	5 5 0
Four horses .. .. .	5 10 0	5 16 6	5 7 0
Five horses .. .. .	5 11 0	5 17 6	5 8 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 .. .. .	5 0 0	5 6 6	4 17 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less .. .. .	5 5 0	5 11 6	5 2 0
Over 25 cwt., but not over 3 tons .. .. .	5 9 0	5 15 6	5 6 0
Over 3 tons but under 6 tons .. .. .	5 12 0	5 18 6	5 9 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, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time .. .. .	5 14 0	6 0 6	5 11 0
Loader .. .. .	5 3 0	5 9 6	5 0 0
Leading Loader .. .. .	5 9 0	5 15 6	5 6 0
Stableman .. .. .	4 17 0	5 3 6	4 14 0
Head stableman .. .. .	5 1 6	5 8 0	4 18 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein .. .. .	5 2 0	5 8 6	4 19 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m. .. .. .	5 0 0	5 6 6	4 17 0
Between 10 p.m. and 7 a.m. .. .. .	5 1 0	5 7 6	4 18 0
Supervisor .. .. .	5 6 0	5 12 6	5 3 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 .. .. .	5 5 0	5 11 6	5 2 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	4 14 0	5 0 6	4 11 0

WAGE FOR JUNIORS.

(2) (a) The minimum rate of wage to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

	£ s. d.
Under 19 years of age .. .. .	2 11 0
19 and under 20 years of age .. .. .	2 17 0
20 years of age and over .. .. .	Adult rates.

(b) The minimum rates of wage to be paid per week to a junior driving a vehicle shall be—

	£ s. d.
Under 19 years of age .. .. .	2 15 0
19 and under 20 years of age .. .. .	3 1 0
20 years of age and over .. .. .	Adult rates.

WAR LOADINGS.

(3) In addition to the weekly rates prescribed in clauses (1) and (2) war loadings shall be paid as follows:—

	per week
	s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
Stableman .. .. .	1 6
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in clause (5) and shall not be entitled to war loadings.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD—continued.

PART I—(continued).

(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.)

(4) EXTRA RATES.

	Per week.
	s. d.
Further additional amount for employee driving bulk milk vehicle .. .. .	7 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

  

	Per week.
	s. d.
Further additional amounts 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:—	
If amount collected in a week is or exceeds £100 .. .. .	4 0
If amount collected in a week is under £100 but is or exceeds £30 .. .. .	3 0
If amount collected in a week is under £30 .. .. .	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

GAS PRODUCER UNITS.

- (5) The following provisions shall apply to drivers of gas producer units:—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle 1s. extra.
  - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit 1s. extra.
  - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
  - (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

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. 5<sup>1</sup>/<sub>4</sub>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.

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 Milder and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse .. .. .	4 18 0	5 4 6	4 15 0
Two horses .. .. .	5 3 0	5 9 6	5 0 0
Employee driving—			
Motor bicycle with side car .. .. .	4 19 0	5 5 6	4 16 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less .. .. .	5 3 0	5 9 6	5 0 0
Over 25 cwt. but not over 3 tons .. .. .	5 7 0	5 13 6	5 4 0
Over 3 tons but under 6 tons .. .. .	5 10 0	5 16 6	5 7 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 16 0	5 2 6	4 13 0
Head stableman .. .. .	5 0 0	5 6 6	4 17 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	4 14 0	5 0 6	4 11 0

(2) EXTRA RATES.

	Per week.
	s. d.
Further additional amount for employee driving retail milk vehicle .. .. .	11 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 Milk Board Act 1933 (No. 4183) or within 10 miles of G.P.O., Geelong, whose ordinary hours of duty extend over seven days a week .. .. .	8 0

SCHEDULE—*continued.*CARTERS AND DRIVERS BOARD—*continued.*

## 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 10 0	5 16 6	5 7 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 12 0	5 18 6	5 9 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 14 0	5 0 6	4 11 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. 2 of the 2nd January, 1942, shall remain in force:—

Clauses (6) to (38) inclusive of Part I., clauses (2) to (14) inclusive of Part II., clauses (3) to (31) 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. 47 of the 9th February, 1942, 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 .. .. .	<i>s. d.</i> 36 0	<i>s. d.</i> 2 0	<i>s. d.</i> 38 0.	<i>s. d.</i> 41 3	<i>s. d.</i> 2 6	<i>s. d.</i> 43 9
" 17 " " .. .. .	45 6	2 9	48 3	51 0	3 0	54 0
" 18 " " .. .. .	52 9	3 3	56 0	59 9	3 6	63 3
" 19 " " .. .. .	64 3	4 0	68 3	69 9	4 3	74 0
" 20 " " .. .. .	73 0	4 3	77 3	78 9.	4 9	83 6
" 21 " " .. .. .	83 6	5 0	88 6	88 0	5 3.	93 3

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.

(MALES.)

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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cement Burners .. .. .	.. .. .	.. .. .	.. .. .	117 9	6 0	123 9.
Testers on Slurry Controls .. .. .	.. .. .	.. .. .	.. .. .	115 3	6 0	121 3
Millers (new plant) .. .. .	.. .. .	.. .. .	.. .. .	114 0	6 0	120 0
Millers (old plant) .. .. .	.. .. .	.. .. .	.. .. .	112 0	6 0	118 0
Fuller Coal Millers (old plant) .. .. .	.. .. .	.. .. .	.. .. .	114 0	6 0	120 0
Coal Driers (old plant) .. .. .	.. .. .	.. .. .	.. .. .	114 0	6 0	120 0
Loaders in railway trucks at bagging sheds .. .. .	111 0	6 0	117 0	.. .. .	.. .. .	.. .. .
Machine Bag Fillers .. .. .	111 0	6 0	117 0	.. .. .	.. .. .	.. .. .
Stackers .. .. .	103 0	6 0	109 0	.. .. .	.. .. .	.. .. .
Electrostatic Precipitator Attendant (new plant) .. .. .	.. .. .	.. .. .	.. .. .	112 3	6 0	118 3
Electrostatic Precipitator Attendant (old plant) .. .. .	.. .. .	.. .. .	.. .. .	107 9	6 0	113 9
Rubber Band Attendants .. .. .	103 0	6 0	109 0	105 9	6 0	111 9
Slurry Tank Attendants (new plant) .. .. .	.. .. .	.. .. .	.. .. .	111 9	6 0	117 9
Mammoth Crusher Attendant (new plant) .. .. .	108 0	6 0	114 0	110 9	6 0	116 9
Truck Cleaners .. .. .	102 0	6 0	108 0	.. .. .	.. .. .	.. .. .
Truck Tarpers .. .. .	103 0	6 0	109 0	.. .. .	.. .. .	.. .. .
Mill Room Helper .. .. .	104 3	6 0	110 3	107 0	6 0	113 0
All Others .. .. .	100 0	6 0	106 0	102 9	6 0	108 9

FEMALES.

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

OTHER EMPLOYEES (MALES)—continued.

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.			
	<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>
Powder Monkeys .. .. .	119 0	6 0	125 0	124 0	6 0	130 0	112 0	6 0	118 0
Jack Hammermen .. .. .	119 0	6 0	125 0	124 0	6 0	130 0	112 0	6 0	118 0
Platelayers .. .. .	116 0	6 0	122 0	121 0	6 0	127 0	109 0	6 0	115 0
Bankmen .. .. .	114 0	6 0	120 0	118 9	6 0	124 9	107 0	6 0	113 0
Underground Drainers .. .. .	143 6	6 0	149 6	144 3	6 0	150 3	.. .. .	.. .. .	.. .. .
Underground Quarrymen .. .. .	122 0	6 0	128 0	122 9	6 0	128 9	.. .. .	.. .. .	.. .. .
Pump Attendants .. .. .	119 0	6 0	125 0	119 9	6 0	125 9	.. .. .	.. .. .	.. .. .
Signal Attendants .. .. .	112 6	6 0	118 6	113 3	6 0	119 3	.. .. .	.. .. .	.. .. .
Levermen .. .. .	110 0	6 0	116 0	114 6	6 0	120 6	.. .. .	.. .. .	.. .. .
All others .. .. .	107 0	6 0	113 0	111 6	6 0	117 6	100 0	6 0	106 0

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 47 of the 9th February, 1942, shall remain in force.

SCHEDULE—continued.  
CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 22nd April, 1942, 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.
	<i>s. a.</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 ..	27 3	0 9	28 0	Moulders on centrifugal or vibrator pipe machines ..	110 0	3 0	113 0
" 17 " " ..	36 6	1 0	37 6	Man operating a machine mixing cement or concrete ..	107 0	3 0	110 0
" 18 " " ..	45 6	1 6	47 0	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	106 0	3 0	109 0
" 19 " " ..	57 3	1 9	59 0	Repairs or renderers of cement or concrete articles ..	106 0	3 0	109 0
" 20 " " ..	66 3	2 0	68 3	Operator of machine making concrete or cinder-concrete blocks or bricks ..	106 0	3 0	109 0
" 21 " " ..	76 6	2 3	78 9	Crusher feeder or attendant where bricks are crushed ..	105 6	3 0	108 6
<p>PROPORTION (in any Factory or Place).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.</p>				<p>Tile or ridge makers and the takers off of same ..</p> <p>104 6      3 0      107 6</p> <p>Other mixers of cement or concrete ..</p> <p>104 0      3 0      107 0</p> <p>Mould assemblers ..</p> <p>103 6      3 0      106 6</p> <p>Operator of cement sprayer ..</p> <p>103 6      3 0      106 6</p> <p>Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..</p> <p>102 6      3 0      105 6</p> <p>Strippers ..</p> <p>102 6      3 0      105 6</p> <p>Pipe tester (i.e., person operating a pump or pressure apparatus)</p> <p>102 0      3 0      105 0</p> <p>Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..</p> <p>101 6      3 0      104 6</p> <p>Where the load carried per man is of a greater average weight than 70 lb. :—</p> <p>(a) Lumpers of cement or concrete articles (in and out of tanks) ..</p> <p>101 6      3 0      104 6</p> <p>(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..</p> <p>101 6      3 0      104 6</p> <p>Truckers or stackers of concrete or cinder-concrete blocks or bricks ..</p> <p>101 6      3 0      104 6</p> <p>Writers on drums or mandrils for pipe-making ..</p> <p>100 6      3 0      103 6</p> <p>Finisher of pipes made on vibrator</p> <p>99 0      3 0      102 0</p> <p>All others ..</p> <p>98 0      3 0      101 0</p>			
<p><i>Improvers.</i></p> <p>Cement Tilemakers' Section.</p> <p>Three improvers to four workers ..</p> <p>Four improvers to five or six workers ..</p> <p>Five improvers to seven workers ..</p> <p>Six improvers to eight workers, and thereafter one improver to every two workers ..</p> <p style="margin-left: 100px;">} Receiving not less than 101s. per week of 44 hours.</p>				<p>NOTE :—" Renderer " means a skilled employee facing concrete articles with float and trowel.</p>			
<p>All Other Sections.</p> <p>One improver to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.</p> <p>Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.</p>							

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 152 of the 22nd April, 1942, shall remain in force.

## SCHEDULE—continued.

## CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 337 of the 4th December, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
				Wages.			
				Within the Metropolitan District.		All other Parts of Victoria.	
Wages 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.
1st year .. .. .	..	..	23 6				
2nd .. .. .	..	..	27 6				
3rd .. .. .	..	..	31 6				
4th .. .. .	..	..	37 6				
5th .. .. .	..	..	48 6				
GRAVE DIGGERS.							
Grave diggers .. ..	..	..		2 8 <sup>7</sup> / <sub>11</sub>	118 6	2 7 <sup>2</sup> / <sub>11</sub>	114 6
All others .. .. .	..	..		2 4 <sup>2</sup> / <sub>11</sub>	105 0	2 4 <sup>1</sup> / <sub>11</sub>	103 0

## PROPORTION (WITHIN ANY PLACE).

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

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 337 of the 4th December, 1941, shall remain in force.

## CHAFF-CUTTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 8 of the 5th January, 1942, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
Wages per week of 44 hours.				Wages per week of 44 hours.			
<i>Apprentices.</i>				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
s. d.				s. d.			
1st year .. .. .	..	..	46 3	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	112 0		
2nd .. .. .	..	..	50 0	Drivers of Motor trucks—			
3rd .. .. .	..	..	60 6	(a) having a carrying capacity under two tons ..	110 0		
4th .. .. .	..	..	67 6	(b) having a carrying capacity two tons or over ..	115 0		
5th .. .. .	..	..	78 0	Carter driving one horse .. .. .	108 0		
<i>Improvers.</i>				.. .. . two horses .. .. .	112 6		
Under 17 years of age .. .. .	..	..	46 3	And 2s. extra per week for every additional horse.			
17 years of age .. .. .	..	..	50 0	Chaffcutter feeders—			
18 .. .. .	..	..	60 6	(a) in stationary mills .. .. .	109 6		
19 .. .. .	..	..	67 6	(b) on travelling plants .. .. .	115 6		
20 .. .. .	..	..	78 0	Stablemen .. .. .	100 0		
PROPORTION (IN ANY PLACE).				All others—			
<i>Apprentices.</i>				(a) in stationary mills .. .. .	107 0		
One apprentice to every three or fraction of three workers receiving not less than 100s. per week of 44 hours.				(b) on travelling plants .. .. .	113 6		
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				CORN-CLEANING OR CORN-GRADING.			
<i>Improvers.</i>				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 107s. per week of 44 hours.				All others .. .. .	107 0		

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 8 of the 5th January, 1942, shall remain in force, provided that piece-work prices as set out in clause 12 shall be increased by 1<sup>1</sup>/<sub>4</sub>d. per ton.

## SCHEDULE—continued.

## CHAR WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 115 of the 26th March, 1942, shall be replaced by the following clause:—

(2)

Improvers.			Other Employees.		
<b>MALES.</b>			<b>WAGES.*</b>		
<b>WAGES.</b>			<b>Males.</b>		
		Per week of 44 hours.			Per week of 14 hours.
		s. d.			s. d.
Under 19 years of age .. .. .	..	..	40	6	Office cleaners or general cleaners in charge of—
19 and under 20 years of age .. .. .	..	..	49	0	4 or more office cleaners or general cleaners ..
20 years of age .. .. .	..	..	56	0	1, 2, or 3 office cleaners or general cleaners ..
					Other office cleaners or general cleaners ..
					.. 125 0
					.. 113 6
					.. 104 6
<b>PROPORTION.</b>			<b>Females.</b>		
<i>Improvers.</i>					
One male improver to every five male workers receiving not less than 104s. 6d. per week of 44 hours.					
<b>FEMALES.</b>					
<b>WAGES.</b>					
		Per week of 44 hours.			Per week of 44 hours.
		s. d.			s. d.
Under 19 years of age .. .. .	..	..	34	0	Office cleaners or general cleaners in charge of—
19 and under 20 years of age .. .. .	..	..	41	6	4 or more office cleaners or general cleaners ..
20 years of age .. .. .	..	..	49	0	1, 2, or 3 office cleaners or general cleaners ..
					Other office cleaners or general cleaners ..
					.. 111 1
					.. 100 1
					.. 95 11
<b>PROPORTION.</b>					
<i>Improvers.</i>					
One female improver to every ten female workers receiving not less than 95s. 11d. per week of 44 hours.					

\* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.

NOTE.—The employer shall supply all necessary tools and materials free.

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 unskilful that no person shall be taken as an apprentice.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 115 of the 26th March, 1942, shall remain in force.

## 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.		
<b>WAGES PER WEEK.</b>			<b>WAGES PER WEEK.</b>		
		s. d.			s. d.
Under 17 years of age .. .. .	..	..	46	6	Persons trimming or spreading coal that is heated or on fire 194 0
17 years of age .. .. .	..	..	53	6	Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader ..
18 " " .. .. .	..	..	60	9	.. 128 0
19 " " .. .. .	..	..	68	6	Persons trimming from the "Grab" ..
20 " " .. .. .	..	..	83	6	.. 135 4
					Other coal trimmers ..
					.. 128 0
					Coal baggers or loaders ..
					.. 128 0
					Persons employed loading by shovel or fork loose coal from vehicles to railway trucks ..
					.. 150 0
					Persons loading by shovel or fork loose coal from the ground into railway trucks ..
					.. 161 0
					Coke stackers at wharf coal yards ..
					.. 137- 2
					Coke yard employees ..
					.. 98 8
					Carters driving one horse ..
					.. 100- 0
					Carters driving two horses ..
					.. 105 0
					Carters driving three horses ..
					.. 108 0
					Carters driving four horses ..
					.. 110 0
					Carters driving five horses ..
					.. 111 0
					And 6d. extra per day for every additional horse.
					Drivers of motor wagons having a carrying capacity of—
					(a) 25 cwt. or less ..
					.. 105 0
					(b) over 25 cwt., but not over 3 tons ..
					.. 109 0
					(c) over 3 tons, but under 6 tons ..
					.. 112 0
					Further tonnage—for each complete ton over 5 an extra 1s. per week.
					All others ..
					.. 121 0

\* NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilful 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.



SCHEDULE—continued.

COMMERCIAL CLERKS BOARD.

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

(2) APPRENTICES OR IMPROVERS.

MALES.					FEMALES.			
Wages per Week.					Wages per Week.			
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typists, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year .. ..	22 9	22 9	25 3	27 0	1st year .. ..	22 9	30 0	22 9
2nd year .. ..	30 0	30 0	36 3	43 6	2nd year .. ..	27 0	34 6	27 0
3rd year .. ..	36 3	38 9	51 3	58 6	3rd year .. ..	35 0	42 3	35 0
4th year—					4th year .. ..	43 6	48 9	43 6
1st six months ..	47 6	53 3	60 3	74 6	5th year and until 21			
2nd six months ..	47 6	53 3	74 6	75 6	years of age ..	53 3	57 3	53 3
5th year—								
1st six months ..	64 0	67 3	88 3	93 3				
2nd six months ..	64 0	85 9	88 3	93 3				
6th year and until 21 years of age .. ..	88 3	93 3	..	..				

PROPORTION (in any place).

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

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

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

	Wages per Week.
	s. d.
1st year .. ..	24 6
2nd year .. ..	29 0
3rd year .. ..	36 9
4th year .. ..	45 3
5th year and until 21 years of age .. ..	55 3

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stenographers, typists, or operators of calculating, or ledger-keeping machines .. ..	106 0	70 3	103 0	65 3	100 6	60 0
Telephone switchboard attendants .. ..	106 0	69 0	103 0	65 3	100 6	60 0
All other adults .. ..	106 0	67 3	103 0	63 6	100 6	60 0

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

SCHEDULE—continued.

CONDENSERIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 100 of the 16th March, 1942, 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.		
Shift Workers.		All Others.	Males.		Females.	Shift Workers.		All Others.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years	..	43 6	Under 16 years	36 6	32 0	Milk or cream grader, tester or neutralizer ..	124 0	113 0	
16-17 years	..	50 9	16-17 years	40 9	35 3	Foreman of shift or department ..	124 0	113 0	
17-18 "	..	57 6	17-18 "	50 9	39 9	Operator of any of the following machines:—			
18-19 "	76 3	65 6	18-19 "	56 0	46 9	Milk drier (roller system) ..	117 0	106 0	
19-20 "	84 9	73 3	19-20 "	65 9	50 9	Milk drier (spray system) ..	118 0	107 0	
20-21 "	90 9	79 0	20-21 "	74 9	56 3	Assistant to milk drier (spray system) ..	117 0	106 0	
						Sugar boiler ..	112 0	101 0	
						Vacuum pan—condensery ..	119 0	108 0	
						Vacuum pan-dried milk ..	118 0	107 0	
						Vacuum pan-milk sugar ..	118 0	107 0	
						Evaporator ..	117 0	106 0	
						Homogenizer or visiolizer ..	115 6	104 6	
						Cream retort ..	112 0	101 0	
						Powder sifter ..	110 0	99 0	
						Tubular heater or ejector ..	112 0	101 0	
						Separator ..	110 0	99 0	
						Pasteurizer ..	110 0	99 0	
						Weighing machine (milk receiving)	117 0	106 0	
						Storeman or stackers or packers	111 0	100 0	
						Washers of vacuum pan, vacuum holding vats, or evaporator ..	112 0	101 0	
						Male adult washing or sterilizing cans or bottles ..	111 0	100 0	
						All other male adults not covered by a Determination of any other Wages Board ..	109 0	98 0	
						Headwoman, i.e. a person who has charge of employees under, and takes her instructions from, the foreman ..		70 9	
						Females operating dried milk automatic filer ..		68 0	
						All other females ..		66 0	

  

PROPORTION (IN ANY PLACE).		Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.	
<b>Males.</b>	One apprentice to every three or fraction of three workers receiving not less than 98s. per week.	<b>Females.</b>	One apprentice and one improver to every three or fraction of three workers receiving not less than 69s. 0d. per week.
	One improver to every eight or fraction of eight workers receiving not less than 98s. per week.		

  

PROPORTION (IN ANY PLACE).		Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.	
			Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.
			Persons employed clearing or cleaning horizontal drying boxes shall be paid 3s. 6d. per week for mid-clearance, or 2s. per week for morning clearance, in addition to their ordinary weekly wage.
			Persons operating more than two vacuum pans shall be paid 4s. per pan extra.
			Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for employee concerned.
			Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.
			Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Clauses (3) to (25) inclusive of the Determination as published in *Government Gazette* No. 100 of the 16th March, 1942, shall remain in force.

SCHEDULE—continued.

CONFECTIONERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 4th June, 1941, shall be replaced by the following clause:—

(2)

Apprentices and Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																																																
<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;">s.</th> <th style="text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>18 years of age and under 19 years</td> <td style="text-align: center;">57</td> <td style="text-align: center;">6</td> </tr> <tr> <td>19 years of age and under 20 years</td> <td style="text-align: center;">70</td> <td style="text-align: center;">0</td> </tr> <tr> <td>20 years of age and under 21 years</td> <td style="text-align: center;">80</td> <td style="text-align: center;">6</td> </tr> </tbody> </table> <p style="text-align: center;"><i>All Other Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>15 years of age and under</td> <td style="text-align: center;">24</td> <td style="text-align: center;">6</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: center;">31</td> <td style="text-align: center;">9</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: center;">40</td> <td style="text-align: center;">0</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: center;">56</td> <td style="text-align: center;">6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: center;">68</td> <td style="text-align: center;">0</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: center;">72</td> <td style="text-align: center;">6</td> </tr> </tbody> </table> <p style="text-align: center;"><i>Females.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>16 years of age and under</td> <td style="text-align: center;">21</td> <td style="text-align: center;">4</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: center;">28</td> <td style="text-align: center;">10</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: center;">33</td> <td style="text-align: center;">0</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: center;">39</td> <td style="text-align: center;">6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: center;">45</td> <td style="text-align: center;">2</td> </tr> </tbody> </table> <p style="text-align: center;">PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 102s. per week of 44 hours.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 102s. per week of 44 hours.</p> <p><i>Other Male Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 109s. per week of 44 hours.</p> <p><i>Other Male Improvers.</i></p> <p>One male improver to every three or fraction of three male workers receiving not less than 109s. per week of 44 hours.</p> <p style="text-align: center;"><i>Females.</i></p> <p>Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 54s. per week of 44 hours on day work or at piecework rates.</p>		s.	d.	18 years of age and under 19 years	57	6	19 years of age and under 20 years	70	0	20 years of age and under 21 years	80	6	15 years of age and under	24	6	16 years of age	31	9	17 years of age	40	0	18 years of age	56	6	19 years of age	68	0	20 years of age	72	6	16 years of age and under	21	4	17 years of age	28	10	18 years of age	33	0	19 years of age	39	6	20 years of age	45	2	<p>WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>General Hands.</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;">s.</th> <th style="text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>15 years of age and under</td> <td style="text-align: center;">24</td> <td style="text-align: center;">6</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: center;">31</td> <td style="text-align: center;">9</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: center;">40</td> <td style="text-align: center;">0</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: center;">56</td> <td style="text-align: center;">6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: center;">68</td> <td style="text-align: center;">0</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: center;">72</td> <td style="text-align: center;">6</td> </tr> </tbody> </table> <p style="text-align: center;">PROPORTION.</p> <p>Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>		s.	d.	15 years of age and under	24	6	16 years of age	31	9	17 years of age	40	0	18 years of age	56	6	19 years of age	68	0	20 years of age	72	6	<p>WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;">s.</th> <th style="text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>Confectioners</td> <td style="text-align: center;">109</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td> <td style="text-align: center;">109</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td style="text-align: center;">106</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store</td> <td style="text-align: center;">106</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td style="text-align: center;">102</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Machinists</td> <td style="text-align: center;">101</td> <td style="text-align: center;">0</td> </tr> <tr> <td>General hand</td> <td style="text-align: center;">96</td> <td style="text-align: center;">0</td> </tr> <tr> <td>All other males</td> <td style="text-align: center;">93</td> <td style="text-align: center;">0</td> </tr> </tbody> </table> <p style="text-align: center;"><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5)</p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td></td> <td style="text-align: center;">54</td> <td style="text-align: center;">0</td> </tr> </tbody> </table>		s.	d.	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Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 152 of the 4th June, 1941, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

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

(2)

JUNIORS.

	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
			Males.	Females.
<i>Hard Fibre Department.</i>				
Males.				
Hand reelers .. .. .	s. d. 65 3	<i>Other Junior Workers.</i>	s. d.	s. d.
Attendants to rope house machine—for under 2 inch circumference .. .. .	57 0	Under 16 years of age .. .. .	19 9	18 9
Lappers of clothes lines .. .. .	56 0	From 16 to 17 years of age .. .. .	26 9	24 0
Persons balling lashing .. .. .	44 9	"    17 to 18     "    " .. .. .	32 9	28 6
Persons balling binder twine .. .. .	40 9	"    18 to 19     "    " .. .. .	38 6	33 3
		"    19 to 20     "    " .. .. .	48 6	39 0
		"    20 to 21     "    " .. .. .	60 6	42 6
Females.				
Balling binder twine .. .. .	54 9			
Balling lashing .. .. .	54 9			
Bagging binder twine .. .. .	53 9			
All others .. .. .	50 9			

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 .. .. .	s. d. 116 0
Rope layer on heavy type 9 strand machine .. .. .	111 0
Foreman in charge of spinning and preparing departments .. .. .	112 0
Other rope layers in walk with travellers .. .. .	107 0
Rope splicer on driving ropes and springs .. .. .	106 0
Storeman in charge .. .. .	104 0
Packer working press (hand or power), pressing over 28 lb. in weight .. .. .	102 0
Rope house machinist making 2 inch up to and including 4 inch .. .. .	102 0
Rope house machinist making over 4 inch .. .. .	105 0
Power reeler or finisher in connexion with heavy type 12 strand machine .. .. .	102 0
Feeder of 1st spreader .. .. .	100 0
Traveller driver on heavy type 12 strand machine .. .. .	100 0
Damp mixer or batcher .. .. .	99 0
Feeder of softeners or batchers .. .. .	99 0
Rope and binder twine packer .. .. .	99 0
Winder and warper in tarring department .. .. .	100 0
Winding, oiling, and tarring yarn .. .. .	100 0
Oiler and/or belt repairer .. .. .	100 0
Maker of rope fenders .. .. .	100 0
Maker of pig nets .. .. .	99 0
Power reeler or finisher in walk .. .. .	99 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .	97 0
Opening manila hemp .. .. .	97 0
Scutcher .. .. .	97 0
Lumping, loading or unloading hemp, flax, or twine in store or factory .. .. .	97 0
Feeder of tow breaker card .. .. .	97 0
Lumping hemp, flax, or binder twine on wharf .. .. .	100 0
Packing and balling shop twine .. .. .	99 0
Mat finisher .. .. .	99 0
Layer of lines or cords in walk .. .. .	103 0
Twister or layer of yarn in walk .. .. .	99 0
Maker of fishing lines .. .. .	99 0
Hand reelers .. .. .	97 0
Matting weavers .. .. .	99 0
All other machine operators or employees feeding or taking from machines .. .. .	97 0
All others .. .. .	94 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine .. .. .	54 9
Balling lashing .. .. .	54 9
Bagging binder twine .. .. .	53 9
All others .. .. .	50 9
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock .. .. .	54 9
Feeding spreaders .. .. .	53 9
Feeding finisher cards (hemp) .. .. .	53 9
Spinning .. .. .	54 9
Wet spinning .. .. .	55 9
All other machine operators and employees feeding or taking from machines .. .. .	53 9
All others .. .. .	50 9

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.

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.		
s. d.		s. d.		s. d.				
1st six months ..	11 0	1st six months	11 0	1st six months	16 6	Dentist's Surgical Assistant ..	168 0	40
2nd " " ..	16 0	2nd " "	16 0	2nd " "	19 0	Dentist's Mechanic ..	124 0	40
3rd " " ..	22 6	2nd year ..	56 0	2nd year ..	30 0	Dentist's Attendant ..	64 6	44
4th " " ..	27 0	3rd " "	102 6	3rd " "	48 6			
3rd year ..	35 0			And thereafter the minimum wage.				
4th " " ..	45 6							
5th " " ..	57 6							
6th " " ..	87 6							

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.

DRY BATTERIES BOARD.

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

(2)

IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	21 9	21 9	24 6	30 9	37 0	42 9	1st year ..	19 0	21 3	24 6	30 9	36 9
2nd " " ..	24 6	25 9	31 9	39 6	46 0	..	2nd " " ..	22 3	25 9	32 3	38 0	..
3rd " " ..	30 9	33 6	42 0	49 0	..	..	3rd " " ..	27 9	33 6	40 0	..	..
4th " " ..	40 0	45 6	54 3	..	..	..	4th " " ..	34 9	41 6	..	..	..
5th " " ..	52 3	58 9	..	..	..	..	5th year and until 21 years of age ..	42 9	..	..	..	..
6th year and until 21 years of age ..	67 3	..	..	..	..	..						

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 94s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 51s. 6d. per week of 44 hours.

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

(3)

OTHER EMPLOYEES.

(a) Males.		Per week of 44 hours.
		s. d.
Operator responsible for mixing ..	.. .. .	104 0
Employees engaged on soldering connexions and terminals ..	.. .. .	100 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. .. .	100 0
Operator of power-driven machines ..	.. .. .	98 0
Hand stamper ..	.. .. .	97 0
All others ..	.. .. .	94 0
(b) Females.		
Employees engaged on soldering connexions and terminals ..	.. .. .	55 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. .. .	55 3
Operator of power-driven machines ..	.. .. .	53 9
Hand wrapper ..	.. .. .	53 9
All others ..	.. .. .	51 6

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

SCHEDULE—continued.

ELECTRICAL TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 65 of the 21st February, 1942, shall be replaced by the following clauses:—

(2)	Adults.	Wages per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
(a) General.				
Electrician in charge of electrical supply undertaking—				
(a) Where revenue exceeds £2,500 per annum .. .. .		7 6 0	7 12 6	7 3 0
(b) Where revenue does not exceed £2,500 per annum .. .. .		6 16 0	7 2 6	6 13 0
Installation inspector and/or tester .. .. .				
.. .. .		6 13 0	6 19 6	6 10 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,000 kilowatts .. .. .		6 10 0	6 16 6	6 7 0
(b) In other plants .. .. .		6 2 0	6 8 6	5 19 0
Assistant shift electrician .. .. .				
.. .. .		5 18 0	6 4 6	5 15 0
Electrician in charge of plant and/or installation .. .. .				
.. .. .		6 10 0	6 16 6	6 7 0
Electrical fitter and/or armature winder .. .. .				
.. .. .		6 10 0	6 16 6	6 7 0
Battery fitter .. .. .				
.. .. .		6 10 0	6 16 6	6 7 0
Cable jointer, on high tension (over 6,600 volts) .. .. .				
.. .. .		6 9 0	6 15 6	6 6 0
Cable jointer, on low tension (under 6,600 volts) .. .. .				
.. .. .		6 7 0	6 13 6	6 4 0
Cable jointer's mate .. .. .				
.. .. .		5 6 0	5 12 6	5 3 0
Electrical mechanic .. .. .				
.. .. .		6 10 0	6 16 6	6 7 0
Linesman .. .. .				
.. .. .		6 1 0	6 7 6	5 18 0
Linesman's assistant .. .. .				
.. .. .		5 6 0	5 12 6	5 3 0
Patrolman—				
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .. .				
.. .. .		6 1 0	6 7 6	5 18 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .. .				
.. .. .		5 8 6	5 15 0	5 5 6
Meter tester (1st grade) .. .. .				
.. .. .		6 0 0	6 6 6	5 17 0
Meter tester (2nd grade) .. .. .				
.. .. .		5 15 0	6 1 6	5 12 0
Meter fixer .. .. .				
.. .. .		5 15 0	6 1 6	5 12 0
Switchboard attendant .. .. .				
.. .. .		5 19 6	6 6 0	5 16 6
Battery attendant .. .. .				
.. .. .		5 7 0	5 13 6	5 4 0
Electrical fitters and mechanic's assistant .. .. .				
.. .. .		5 6 0	5 12 6	5 3 0
Process worker .. .. .				
.. .. .		5 5 0	5 11 6	5 2 0
(b) Wet Battery Manufacturing.				
Battery repairer (factory) .. .. .				
.. .. .		5 12 0	5 18 6	5 9 0
Mixing and pasting by hand .. .. .				
.. .. .		5 10 0	5 16 6	5 7 0
Charging and moulding of grids .. .. .				
.. .. .		5 10 0	5 16 6	5 7 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .				
.. .. .		5 9 0	5 15 6	5 6 0
Formation Process .. .. .				
.. .. .		5 7 0	5 13 6	5 4 0
All others in this subdivision .. .. .				
.. .. .		5 5 0	5 11 6	5 2 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

SHIP REPAIRING.

Employees engaged on ship repairs shall be paid the following additional margins:—

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

APPRENTICESHIP.

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Electrical fitting.
- Electrical mechanic.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

The exceptions are—

Electrical mechanic—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purposes 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.

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.

An employer specially 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.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(e) The periods of apprenticeship shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

Adult Apprentices.

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

(h) Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
<b>Four and five-year terms—</b>			
1st year .. .. .	20 6	22 0	20 0
2nd year .. .. .	28 6	30 6	27 6
3rd year .. .. .	42 6	45 6	41 0
4th year .. .. .	70 0	75 0	68 0
5th year .. .. .	88 6	95 0	85 6
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>			
1st year .. .. .	23 6	25 6	23 0
2nd year .. .. .	42 0	45 0	40 6
3rd year .. .. .	70 0	75 0	68 0
4th year .. .. .	88 6	95 0	85 6

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Hours.

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(l) 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. Provided that in calculating the extra time to be

Prohibition of Premiums.

(m) 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.

Attendance at Technical Schools.

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

Annual and Sick Leave.

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) A junior employee who on 5th February, 1942, 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 Determination for an employee of his

## SCHEDULE—continued.

## ELECTRICAL TRADE BOARD—continued.

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.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
(i) Adult Females.			
Under twelve months' experience .. .. .	59 6	63 6	57 6
Twelve months' experience or more .. .. .	67 0	72 0	65 0
(ii) Junior Females.			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	27 0	29 0	26 0
17 years of age .. .. .	34 0	36 6	33 0
18 years of age .. .. .	41 0	44 0	39 6
19 years of age .. .. .	47 6	51 0	46 0
20 years of age .. .. .	55 0	58 6	53 0
(iii) Male Junior Labour.			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	31 6	34 0	30 6
17 years of age .. .. .	43 0	46 0	41 6
18 years of age .. .. .	54 0	57 6	52 0
19 years of age .. .. .	68 0	73 0	65 6
20 years of age .. .. .	81 0	87 0	78 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 under this Determination shall until he or she had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

## Prohibited Occupations.

(d) Junior employees shall not be employed—

- (i) if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under eighteen years as furnacemen or assistants to furnacemen.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 65 of the 21st February, 1942, shall remain in force.



SCHEDULE—continued.

ELECTROPLATERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 5 of the 2nd January, 1942, shall be replaced by the following clauses:—

(2)

Apprentices—All Classes of Work other than First Class Electroplating.			Improvers—All Classes of Work other than First Class Electroplating.							
Experience.	Wages Per Week of 44 hours.		Experience.	Males.						Wages Per Week of 44 Hours.
	Males.	Females.		Wages Per Week of 44 Hours.						
				Commencing Age—						
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	Females.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year—1st 6 months ..	14 9	14 9	1st year—1st 6 months ..	15 6	18 6	29 3	32 0	46 9	54 9	15 6
2nd ..	14 9	14 9	2nd ..	18 6	29 3	32 0	46 9	54 9	74 0	18 6
2nd year—1st ..	27 0	27 0	2nd year—1st ..	29 3	32 0	46 9	54 9	74 0	..	29 3
2nd ..	27 0	27 0	2nd ..	32 0	46 9	54 9	74 0	86 0	..	32 0
3rd year—1st ..	37 3	37 3	3rd year—1st ..	46 9	54 9	74 0	86 0	..	..	46 9
2nd ..	37 3	37 3	2nd ..	54 9	74 0	86 0	93 0	..	..	52 9
4th year ..	48 3	48 3	4th year ..	74 0	86 0	93 0	..	..	..	..
5th year ..	56 9	..	5th year ..	86 0	93 0	..	..	..	..	..
6th year ..	69 6	..	6th year ..	93 0	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

*Males.*  
Three male apprentices to every three or fraction of three male workers receiving not less than 9s. per week of 44 hours.

*Females.*  
Two female apprentices to every three or fraction of three female workers receiving not less than 5s. 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 110s. 6d. per week of 44 hours.

*Females.*  
Two female improvers to each female worker receiving not less than 5s. 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 130s. 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.	s.	d.	s.	d.	s. d.
(g) Five-year terms—							
1st year ..	..	..	..	..	..	..	20 6
2nd year ..	..	..	..	..	..	..	28 6
3rd year ..	..	..	..	..	..	..	42 6
4th year ..	..	..	..	..	..	..	70 6
5th year ..	..	..	..	..	..	..	88 6
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—							
1st year ..	..	..	..	..	..	..	23 6
2nd year ..	..	..	..	..	..	..	42 0
3rd year ..	..	..	..	..	..	..	70 6
4th year ..	..	..	..	..	..	..	88 6

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

SCHEDULE—continued.

ELECTROPLATERS BOARD—continued.

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

(3)

Juvenile Workers, i.e.							Other Employees.			
Experience.	Wages Per Week of 44 Hours.						Wages Per Week.	Hours Per Week.		
	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—1st six months ..	15 6	18 6	19 3	32 0	46 9	54 9				
2nd .. .. .	18 6	29 3	32 0	46 9	54 9	74 0				
2nd year—1st .. .. .	29 3	32 0	46 9	54 9	74 0	..				
2nd .. .. .	32 0	46 9	54 9	74 0	86 0	..				
3rd year—1st .. .. .	46 9	54 9	74 0	86 0	..	..				
2nd .. .. .	54 9	74 0	86 0	93 0	..	..				
4th year .. .. .	74 0	86 0	93 0	..	..	..				
5th year .. .. .	86 0	93 0	..	..	..	..				
6th year .. .. .	93 0	..	..	..	..	..				
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—										
							<i>Males.</i>			
							Grinders or polishers .. .. .	44		
							Electro-platers—			
							First Class .. .. .	44		
							Second Class .. .. .	44		
							Third Class .. .. .	44		
							Liners or hand decorators .. .. .	44		
							Coaters .. .. .	44		
							Spray operator .. .. .	44		
							All others .. .. .	44		
							<i>Females.</i>			
							Females employed at—			
							(a) Hand burnishing, hand finishing, or lacquering .. .. .	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 .. .. .	44		
							All others .. .. .	44		

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 5 of the 2nd January, 1942, shall remain in force.

SCHEDULE—continued.  
ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 171 of the 12th May, 1942, shall be replaced by the following clauses:—

2. *Wages per Week of 44 Hours.*

Adults.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
Patternmaker .. .. .	6 18 0	7 4 6	6 15 0
Toolmaker .. .. .	7 0 0	7 6 6	6 17 0
Scientific instrument maker .. .. .	7 0 0	7 6 6	6 17 0
Tradesman, the greater part of whose time is occupied in marking off .. .. .	6 13 0	6 19 6	6 10 0
Tradesman, turbine-blade fitter .. .. .	6 13 0	6 19 6	6 10 0
Tradesman .. .. .	6 10 0	6 16 6	6 7 0
Motor mechanic .. .. .	6 7 0	6 13 6	6 4 0
Motor tuner and tester .. .. .	6 7 0	6 13 6	6 4 0
Motor cycle mechanic .. .. .	6 7 0	6 13 6	6 4 0
Tradesman, wet-stone grinder and glazier .. .. .	6 10 0	6 16 6	6 7 0
Tradesman, brassfinisher .. .. .	6 10 0	6 16 6	6 7 0
First-class machinist .. .. .	6 10 0	6 16 6	6 7 0
Second-class machinist .. .. .	5 18 0	6 4 6	5 15 0
Third-class machinist .. .. .	5 11 0	5 17 6	5 8 0
Process worker .. .. .	5 5 0	5 11 6	5 2 0
Forger and/or faggoter .. .. .	7 2 0	7 8 6	6 19 0
Toolsmith .. .. .	6 13 0	6 19 6	6 10 0
Heat treater .. .. .	6 13 0	6 19 6	6 10 0
Angle-iron smith .. .. .	6 13 0	6 19 6	6 10 0
Annealer and/or case hardener .. .. .	6 3 0	6 9 6	6 0 0
Coppersmith, brass-smith, and other smiths .. .. .	6 11 0	6 17 6	6 8 0
Blacksmith's machinist .. .. .	5 11 0	5 17 6	5 8 0
Welder—			
First-class (other than when using Cutler machine) .. .. .	6 13 0	6 19 6	6 10 0
First-class, using Cutler machine .. .. .	6 0 0	6 6 6	5 17 0
Second-class .. .. .	5 11 0	5 17 6	5 8 0
Third-class .. .. .	5 7 0	5 13 6	5 4 0
Tack welder .. .. .	5 9 0	5 15 6	5 6 0
Moulding and brass moulding—			
Jobbing moulder .. .. .	6 10 0	6 16 6	6 7 0
Jobbing coremaker .. .. .	6 10 0	6 16 6	6 7 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	5 9 0	5 15 6	5 6 0
2nd six months' experience .. .. .	5 12 0	5 18 6	5 9 0
3rd six months' experience .. .. .	5 15 0	6 1 6	5 12 0
Thereafter .. .. .	6 0 0	6 6 6	5 17 0
"Experience" for the purpose of this Determination shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Forge furnaceman .. .. .	6 5 0	6 11 6	6 2 0
Cupola furnaceman .. .. .	5 15 0	6 1 6	5 12 0
Electric furnaceman .. .. .	5 14 0	6 0 6	5 11 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires) .. .. .	5 12 0	5 18 6	5 9 0
Brass polisher .. .. .	5 13 0	5 19 6	5 10 0
Casting dresser (brass) .. .. .	5 8 0	5 14 6	5 5 0
(b) <i>Window-frame Making.</i>			
Tradesman .. .. .	6 10 0	6 16 6	6 7 0
First-class machinist .. .. .	6 10 0	6 16 6	6 7 0
Second-class machinist .. .. .	5 18 0	6 4 6	5 15 0
Third-class machinist .. .. .	5 11 0	5 17 6	5 8 0
Assembler and fitter (not coming within the definition of tradesman) .. .. .	5 15 0	6 1 6	5 12 0
Process worker .. .. .	5 5 0	5 11 6	5 2 0
(c) <i>Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic .. .. .	6 11 0	6 17 6	6 8 0
Cash register mechanic .. .. .	6 11 0	6 17 6	6 8 0
Tradesman .. .. .	6 10 0	6 16 6	6 7 0
First-class mechanic .. .. .	6 3 0	6 9 6	6 0 0
Second-class mechanic .. .. .	6 0 0	6 6 6	5 17 0
Process worker .. .. .	5 5 0	5 11 6	5 2 0

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

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

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such

amount shall be deemed to include all special rates prescribed in clause 6. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor substations which are in regular operation.

APPRENTICESHIP.

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (a) Patternmaker;
- (b) scientific instrument maker;
- (c) electrical fitting;
- (d) electrical mechanic;
- (e) fitting and/or turning;
- (f) first and second-class machinist;

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

- (g) first-class welding;
- (h) locksmithing—the making and/or repairing of locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof;
- (i) motor mechanic;
- (j) safe and strongroom making;
- (k) scale-making (except the making of parts by specialized processes and the assembling thereof);
- (l) brassfinishing (except the making of parts by specialized processes and the assembling thereof);
- (m) window-frame fitting;
- (n) smithing—
  - (i) blacksmithing;
  - (ii) copper and/or brass smithing;
- (o) jobbing moulder and/or coremaker;
- (p) steel construction work and/or first-class welding;
- (q) brass polishing;
- (r) adding machine, calculating machine, bookkeeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(c) If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

(i)

Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
<b>Four and five-year terms—</b>			
1st year	20 6	22 0	20 0
2nd year	28 6	30 6	27 6
3rd year	42 6	45 6	41 0
4th year	70 0	75 0	68 0
5th year	88 6	95 0	85 6
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>			
1st year	23 6	25 6	23 0
2nd year	42 0	45 0	40 6
3rd year	70 0	75 0	68 0
4th year	88 6	95 0	85 6

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(j) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(k) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

Instruction in Welding.

(d) The training of apprentices to locksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(e) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

The exceptions are—

Motor mechanic, jobbing moulder and/or coremaker, first-class welding—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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.

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. An employer specially 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.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (j), (k), (l), and (m), shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

For the trades marked (j), (k), (l), and (m)—four or five years at the option of the contracting parties.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Payment by Results.

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

Lost Time.

(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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(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.

Attendance at Technical Schools.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

IMPROVERS.

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

Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
1st year .. .. .	20 6	22 0	20 0
2nd year .. .. .	28 6	30 6	27 6
3rd year .. .. .	42 6	45 6	41 0
4th year .. .. .	70 0	75 0	68 0
5th year .. .. .	88 6	95 0	85 6

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

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers receiving not less than 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 and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
(i) Adult Females.			
Under twelve months' experience .. .. .	59 6	63 6	57 6
Twelve months' experience or more .. .. .	67 0	72 0	65 0
(ii) Junior Females.			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	27 0	29 0	26 0
17 years of age .. .. .	34 0	36 6	33 0
18 years of age .. .. .	41 0	44 0	39 6
19 years of age .. .. .	47 6	51 0	46 0
20 years of age .. .. .	55 0	58 6	53 0
(iii) Male Junior Labour.			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	31 6	34 0	30 6
17 years of age .. .. .	43 0	46 0	41 6
18 years of age .. .. .	54 0	57 6	52 0
19 years of age .. .. .	68 0	73 0	65 6
20 years of age .. .. .	81 0	87 0	78 6
(iv) Male Junior Labour (Foundries).			
Under 16 years of age .. .. .	23 6	25 0	22 6
16 years of age .. .. .	31 6	33 6	30 6
17 years of age .. .. .	57 0	60 6	55 0
18 years of age .. .. .	72 0	77 0	69 6
19 years of age and over .. .. .	86 0	92 0	83 6

A Junior employee of 18 years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

(c) Except in the case of employees in foundries the minimum rate payable to a junior employee of 15 years or more with less than six months' experience under this Determination shall until he or she has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

(d) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (1) Passing hot rivets in confined spaces.
- (2) Holding up rivets over ¼ inch diameter.
- (3) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars, or sections.
- (4) Carrying material to or from cupola, forge, or electric steel furnaces or using the slicer or hanging on to the end of a bloom. This shall not apply in the case of junior moulders.

- (5) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (6) Cutting out and punching rivets on plates.
- (7) Cutting plates by means of hammer and cold set.
- (8) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.
- (9) On punching machines, handling plates that weigh more than 84 lb.
- (10) On angle iron cropping where the material weighs more than ¾ lb. per foot, and is not clamped.
- (11) Breaking up pig iron.
- (12) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

Prohibited Occupations.

- (e) Junior employees shall not be employed—
  - (i) if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
  - (ii) if under eighteen years as furnacemen or assistants to furnacemen.

Clauses (6) to (25) inclusive of the Determination as published in *Government Gazette* No. 171 of the 12th May, 1942, shall remain in force.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 189 of the 25th May, 1942, shall be replaced by the following clauses:—

(2)

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
(a) Blacksmith's striker .. .. .	5 3 0	5 9 6	5 0 0
Blacksmith's striker on double fires and other assistant	5 5 0	5 11 6	5 2 0
Man attending small rivet heating, bolt heating, or similar type of fires ..	5 5 0	5 11 6	5 2 0
Men engaged in the erection of block and tackle gear .. .. .	5 5 0	5 11 6	5 2 0
Hammer drivers .. .. .	5 5 0	5 11 6	5 2 0
Forger's assistant .. .. .	5 5 0	5 11 6	5 2 0
Motor car chassis assembler (other than assembler of engines) .. .. .	5 5 0	5 11 6	5 2 0
Belt repairers .. .. .	5 3 0	5 9 6	5 0 0
Overhead oilers .. .. .	5 3 0	5 9 6	5 0 0
Laggers .. .. .	5 3 0	5 9 6	5 0 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more .. .. .	5 3 0	5 9 6	5 0 0
Persons working with hammer 14 lb. weight or over—			
On repair work .. .. .	5 13 3	5 19 9	5 10 3
On other work .. .. .	5 5 3	5 11 9	5 2 3
Persons working on ship or steamer under construction or repair .. .. .	5 12 0	5 18 6	5 9 0
Dresser, Fettler, and Grinder .. .. .	5 5 0	5 11 6	5 2 0
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over .. .. .	5 7 0	5 13 6	5 4 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery .. .. .	5 3 0	5 9 6	5 0 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines .. .. .	5 5 0	5 11 6	5 2 0
On bending and cutting machines (assistants) .. .. .	5 2 0	5 8 6	4 19 0
On steel fabric machines .. .. .	5 5 0	5 11 6	5 2 0
On steel fabric machines (assistants) .. .. .	5 0 0	5 6 6	4 17 0
Assemblers (leading hand) .. .. .	5 5 0	5 11 6	5 2 0
Assemblers (assistants) .. .. .	5 0 0	5 6 6	4 17 0
All others .. .. .	4 14 0	5 0 6	4 11 0
(b) Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals—			
Press operator .. .. .	5 8 0	5 14 6	5 5 0
Die Attendant .. .. .	5 8 0	5 14 6	5 5 0
Hexagon Straightener .. .. .	5 6 0	5 12 6	5 3 0
Draw Bench operator .. .. .	5 2 0	5 8 6	4 19 0
Pickler .. .. .	5 2 0	5 8 6	4 19 0
Other machine operator .. .. .	5 2 0	5 8 6	4 19 0
Hand straightener .. .. .	5 0 0	5 6 6	4 17 0
Pointer .. .. .	4 19 0	5 5 6	4 16 0
Die striker .. .. .	4 18 0	5 4 6	4 15 0
All others .. .. .	4 14 0	5 0 6	4 11 0
(c) Manufacturing or preparing lead and shot—			
Pipe trap machine operator .. .. .	5 19 0	6 5 6	5 16 0
Roller .. .. .	5 14 0	6 0 6	5 11 0
Extrusion press operator .. .. .	5 13 0	5 19 6	5 10 0
Melter of lead alloys .. .. .	5 6 0	5 12 6	5 3 0
Lead wool machinist .. .. .	5 5 0	5 11 6	5 2 0
Molton metal feeder and/or mixer for shot .. .. .	5 5 0	5 11 6	5 2 0
Rollers Assistants .. .. .	5 6 0	5 12 6	5 3 0
Pipe trap machine operators assistants .. .. .	5 4 0	5 10 6	5 1 0
Extrusion press operators assistants .. .. .	5 4 0	5 10 6	5 1 0
All others .. .. .	4 17 0	5 3 6	4 14 0

## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD—continued.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) 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:—

## Wages per Week of 44 Hours.

	Within a Radius of 20 miles of G.P.O., Melbourne, 10 miles of G.P.O.; Geelong, at Warrnambool, and within Mildura and Gippsland Districts.		At Yallourn.		Other Parts of Victoria where this Determination Applies.	
	s.	d.	s.	d.	s.	d.
<b>(i) Adult Females.</b>						
Under twelve months' experience	59	6	63	6	57	6
Twelve months' experience or more	67	0	72	0	65	0
<b>(ii) Junior Females.</b>						
Under 16 years of age	22	6	24	0	21	6
16 years of age	27	0	29	0	26	0
17 years of age	34	0	36	6	33	0
18 years of age	41	0	44	0	39	6
19 years of age	47	6	51	0	46	0
20 years of age	55	0	58	6	53	0
<b>(iii) Male Junior Labour.</b>						
Under 16 years of age	22	6	24	0	21	6
16 years of age	31	6	34	0	30	6
17 years of age	43	0	46	0	41	6
18 years of age	54	0	57	6	52	0
19 years of age	68	0	73	0	65	6
20 years of age	81	0	87	0	78	6

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

**(iv) Male Junior Labour (Foundries).**

	s.	d.	s.	d.	s.	d.
Under 16 years of age	23	6	25	0	22	6
16 years of age	31	6	33	6	30	6
17 years of age	57	0	60	6	55	0
18 years of age	72	0	77	0	69	6
19 years of age and over	86	0	92	0	83	6

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

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 189 of the 25th May, 1942, shall remain in force.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee.

(c) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (1) Passing hot rivets in confined spaces.
- (2) Holding up rivets over  $\frac{1}{4}$ -in. diameter.
- (3) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars, or sections.
- (4) Carrying material to or from cupola, forge, or electric steel furnaces or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (5) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (6) Cutting out and punching rivets on plates.
- (7) Cutting plates by means of hammer and cold set.
- (8) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.
- (9) On punching machines, handling plates that weigh more than 84 lb.
- (10) On angle iron cropping where the material weighs more than  $3\frac{1}{2}$  lb. per foot, and is not clamped.
- (11) Breaking up pig iron.
- (12) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

## PROHIBITED OCCUPATIONS.

- (d) Junior employees shall not be employed—
- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles;
  - (ii) if under 18 years as furnacemen or assistants to furnacemen;
  - (iii) if under 18 years as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

SCHEDULE—continued.

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.							PROPORTION (IN ANY PLACE).		
WAGES PER WEEK OF 44 HOURS.							<i>Apprentices.</i>		
Apprentices.				Improvers.			One apprentice to every three or fraction of three workers receiving not less than 96s. per week.		
—	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	An indenture of apprenticeship prescribed was approved on 13th March, 1914.		
	<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>Improvers.</i>		
1st year's experience ..	13 6	0 6	14 0	23 3	0 9	24 0	One improver to every four workers receiving not less than 120s. per week.		
2nd .. .. .	19 3	0 9	20 0	29 3	1 0	30 3			
3rd .. .. .	30 0	1 0	31 0	35 3	1 3	36 6			
4th .. .. .	38 6	1 3	39 9	41 3	1 6	42 9			
5th .. .. .	45 3	1 6	46 9	53 3	1 9	55 0			
6th .. .. .	65 9	2 3	68 0	65 3	2 3	67 6			
and thereafter the minimum wage.									
Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.							Other Employees.		
WAGES PER WEEK OF 44 HOURS.							WAGES PER WEEK OF 44 HOURS.		
—	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>		
1st year .. .. .	20 3	0 9	21 0	Die-sinkers by hand ..	6 7 0	6 0	6 13 0		
2nd .. .. .	24 6	0 9	25 3	Engravers by hand ..	5 16 0	4 0	6 0 0		
3rd .. .. .	30 0	1 0	31 0	Engravers, copper plate ..	5 16 0	4 0	6 0 0		
4th .. .. .	40 0	1 6	41 6	Steel stamp cutters ..	6 0 6	4 0	6 4 6		
5th .. .. .	49 9	1 9	51 6	Pantagraph operators ..	5 7 0	3 0	5 10 0		
6th .. .. .	60 3	2 0	62 3	Badge tool-makers ..	5 3 0	3 0	5 6 0		
				Stencil plate cutters ..	4 17 0	3 0	5 0 0		
				All others .. .. .	4 14 0	2 0	4 16 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. 16 of the 7th January, 1942, shall be replaced by the following clauses:—

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

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

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

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

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
<b>G.—FIREMEN.</b>				
Fireman .. .. .	5 4 6	5 10 6	5 11 0	5 1 6
Fireman—first-class .. .. .	5 9 0	5 15 0	5 15 6	5 6 0
Leading fireman—first-class .. .. .	5 15 0	6 1 0	6 1 6	5 12 0
Leading fireman—second-class .. .. .	5 12 0	5 18 0	5 18 6	5 9 0
Locomotive fireman .. .. .	5 7 0	5 13 0	5 13 6	5 4 0
<b>H.—GREASERS.</b>				
Greasers .. .. .	5 4 6	5 10 6	5 11 0	5 1 6
Greasers—first-class .. .. .	5 9 0	5 15 0	5 15 6	5 6 0
Trimmers .. .. .	5 2 0	5 8 0	5 8 6	4 19 0
Fuelmen .. .. .	5 2 0	5 8 0	5 8 6	4 19 0
Engine cleaners .. .. .	5 2 0	5 8 0	5 8 6	4 19 0
Boiler cleaners .. .. .	5 2 0	5 8 0	5 8 6	4 19 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.				
<b>I.—OTHERS.</b>				
Pile-driving machine .. .. .	5 15 0	6 1 0	6 1 6	5 12 0
All others .. .. .	4 17 0	5 3 0	5 3 6	4 14 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.

NOTE.—The foregoing rates in this clause (2) include the following War Loadings:—

Classification.	Amount per Week.
<b>B.—LOCOMOTIVE ENGINE DRIVERS.</b>	
If human beings other than train crew are sometimes or always carried—	s. d.
Gauge not less than three feet .. .. .	6 0
Gauge less than three feet .. .. .	4 0
Others—gauge not less than three feet .. .. .	4 0
<b>C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.</b>	
Driver .. .. .	6 0
Second driver .. .. .	4 0
<b>E.—CRANE DRIVERS.</b>	
Lofty cranes—first-class .. .. .	6 0
Lofty cranes—second-class .. .. .	6 0
Lofty cranes—third-class .. .. .	4 0
Cantilever cranes .. .. .	6 0
Cranes in converter sheds .. .. .	4 0
Cranes transporting molten metal in foundries .. .. .	4 0
Steam travelling cranes .. .. .	4 0
Grab cranes .. .. .	4 0
All other classifications .. .. .	3 0

**J.—ADDITIONAL RATES.**

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

	Per week.
Attending to refrigerating compressor .. .. .	s. d. 6 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity .. .. .	6 0
Engine-driver in charge of plant .. .. .	6 0
Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening .. .. .	15 0

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

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

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

	Per week.
If under 16 years of age .. .. .	£ s. d. 1 16 3
If 16 and under 18 years of age .. .. .	2 8 0
If 18 and under 19 years of age .. .. .	3 9 6
If 19 and under 20 years of age .. .. .	4 4 6

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

Clauses (4) to (25) inclusive of the Determination as published in Government Gazette No. 16 of the 7th January, 1942, shall remain in force.

SCHEDULE—continued.

FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 322 of the 24th November, 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.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.		Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.				A.	B.		
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience ..	23 0	0 8	0 9	24 5	Under 17 years of age	23 0	0 8	0 9	24 5
2nd " " ..	34 6	1 0	1 3	36 9	17 years of age	34 6	1 0	1 3	36 9
3rd " " ..	45 6	1 4	1 6	58 4	18 " " ..	45 6	1 4	1 6	58 4
4th " " ..	58 0	1 8	1 9	61 5	19 " " ..	58 0	1 8	1 9	61 5
5th " " ..	69 6	2 0	2 3	73 9	20 " " ..	69 6	2 0	2 3	73 9

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 10s. 10d. 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 13s. 3d. per week of 44 hours.

(ii) Any other class of work—  
One improver to every six workers receiving not less than 13s. 3d. 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.		
	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 ..	126 8	3 7	6 0	136 3
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	99 0	2 10	3 0	104 10
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others				

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  
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse } shall, whilst employed at either class of work 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 (18) inclusive of the Determination as published in *Government Gazette* No. 322 of 24th November, 1941, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 238 of the 13th July, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS.				OTHER EMPLOYEES.		
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.		
Age.	Males.		Females.			s. d.
	s. d.	s. d.	s. d.	s. d.		
Under 16 years..	25	3	22	9		
16 years ..	32	0	25	3	Persons employed in the cotton wool bleaching department ..	115 0
17 ..	43	0	29	6	Woolen pickers ..	112 0
18 ..	47	9	35	3	Feeders of—	
19 ..	62	9	42	6	Rag machines ..	110 0
20 ..	70	9	48	0	Other machines ..	110 0
					Rippers ..	110 0
					Person in charge of milling machine ..	110 0
					Persons in charge of hardening machine ..	110 0
					Persons in charge of tentering machine ..	110 0
					Assistant to persons in charge of milling machine ..	108 0
					Assistant to person in charge of hardening machine ..	108 0
					Assistant to person in charge of tentering machine ..	108 0
					Cotton pickers ..	107 0
					All others ..	106 0
					Leading hands, if in charge of four or more workers ..	5s. a week extra
PROPORTION (IN ANY PLACE).						
<i>Improvers.</i>						
One improver to every worker receiving not less than the minimum wage.						
<p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.</p>				<p style="text-align: center;">FEMALES.</p> Feeders of rag machines .. 74 9 Feeders of machines other than rag machines .. 64 9 Rippers .. 62 3 Woolen pickers .. 66 0 Cotton pickers .. 62 3 Weighers and wrappers of cotton wool .. 62 3 All others .. 62 3 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 *Government Gazette* No. 238 of the 13th July, 1942, shall remain in force.

FROZEN GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 202 of the 1st June, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS AND JUVENILE WORKERS.					OTHER EMPLOYEES.				
	Weekly Rate.	*War Loading.	Total Weekly Wage.		Per Hour.	Per Week.			
			£ s. d.	s. d.		Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
16 years of age and under 17	£ 1 18 6	s. d. 0 11	£ 1 19 5	s. d. 0 10½	Chamber hands	£ 6 4 0	s. d. 4 0	£ 6 8 0	s. d. 2 10½/11
17 ..	2 1 3	0 11	2 2 2	0 11½					
18 ..	2 8 7	1 10	2 10 5	1 1½					
19 ..	2 15 11	1 10	2 17 9	1 3½					
20 ..	3 12 5	2 9	3 15 2	1 8½	All others ..	5 16 10	4 0	6 0 10	2 8½/28

For definition of juvenile workers see clause (11).

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others."

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

\* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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 unskilful that no person should be taken as an apprentice to the trade.

Clauses (3) to (26) inclusive of the Determination as published in *Government Gazette* No. 202 of the 1st June, 1942, shall remain in force.

SCHEDULE—*continued.*

## FURNITURE BOARD.

## (BEDDING SECTION.)

Clauses (2), (3) and (24) of the Determination published in *Government Gazette* No. 120 of the 30th March, 1942, 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>s. d.</i>		<i>s. d.</i>		
First year .. .. .	19	11	19	3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year .. .. .	30	4	29	2	
Third year .. .. .	40	4	33	7	<i>Females.</i>
Fourth year .. .. .	60	3	43	8	One female apprentice to every female worker receiving not less than the minimum wage.
Fifth year .. .. .	79	8	50	1	
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	<i>Males.</i>		<i>Females.</i>		
	<i>s. d.</i>		<i>s. d.</i>		
Under 16 years of age .. .. .	18	0	16	1	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.
16 and under 17 .. .. .	19	11	19	3	
17 and under 18 .. .. .	30	4	29	2	
18 and under 19 .. .. .	40	4	33	7	<i>Females.</i>
19 and under 20 .. .. .	60	3	43	8	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
20 and under 21 .. .. .	79	8	50	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.

## (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>	
Bedding hands engaged in tufting or quilting, including repairers .. .. .	5 11 6	5 8 6
All others .. .. .	4 17 0	4 14 0
	<i>Females.</i>	
Females .. .. .	3 1 0	2 19 6

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

(24) 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 9s. and in the case of females not less than 6s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 120 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.  
FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

Clauses (2), (3) and (25) of the Determination published in *Government Gazette* No. 123 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>		<i>Males.</i>	
First year .. .. .	19 11	19 3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	<i>Females.</i>	One female apprentice to every female worker receiving not less than the minimum wage.
Second year .. .. .	30 4	29 2			
Third year .. .. .	40 4	33 7			
Fourth year .. .. .	60 3	43 8			
Fifth year .. .. .	79 8	50 1			
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	Males.	Females.		<i>Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age .. .. .	18 0	16 1	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	<i>Females.</i>	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
16 and under 17 .. .. .	19 11	19 3			
17 and under 18 .. .. .	30 4	29 2			
18 and under 19 .. .. .	40 4	33 7			
19 and under 20 .. .. .	60 3	43 8			
20 and under 21 .. .. .	79 8	50 1			

(3) OTHER EMPLOYERS.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine .. .. .	6 7 0	6 4 0
Moulding machinist—		
(a) who grinds his own cutters .. .. .	6 7 0	6 4 0
(b) who does not grind his own cutters .. .. .	5 18 0	5 15 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker) .. .. .	6 7 0	6 4 0
Stuffover chair or couch frame maker .. .. .	5 15 0	5 12 0
Polishers required to spirit off or acid off .. .. .	6 7 0	6 4 0
Other polishers .. .. .	5 18 0	5 15 0
Upholsterer .. .. .	6 2 0	5 19 0
Wood turner, painter, assembler .. .. .	5 18 0	5 15 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer .. .. .	5 15 0	5 12 0
Persons setting up or operating copying or automatic lathe .. .. .	5 15 0	5 12 0
Persons cramping furniture or chairs .. .. .	5 15 0	5 12 0
Persons rubbing down, filling, varnishing, or staining .. .. .	5 10 0	5 7 0
Sprayhands, staining or lacquering .. .. .	5 15 0	5 12 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 15 0	5 12 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size .. .. .	5 15 0	5 12 0
Timber bender, operator of sander, boring, or any other machine not provided for above .. .. .	5 7 0	5 4 0
Stackers, yardmen .. .. .	4 17 0	4 14 0
Female employed as upholstress .. .. .	3 1 0	2 19 6
Female employed as veneer matcher .. .. .	3 1 0	2 19 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties .. .. .	3 1 0	2 19 6
(b) domestic woodware .. .. .	3 1 0	2 19 6
(c) walking sticks .. .. .	3 1 0	2 19 6
All others .. .. .	4 17 0	4 14 0

(25) 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 97s., and in the case of females not less than 61s.

Clauses (4) to (24) inclusive of the Determination published in *Government Gazette* No. 123 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

Clauses (2), (3), and (24) of the Determination published in *Government Gazette* No. 119 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
		Males.	Females.		
		s. d.	s. d.	Males.	
First year .. .. .	..	19 11	19 3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Second year .. .. .	..	30 4	29 2		
Third year .. .. .	..	40 4	33 7		
Fourth year .. .. .	..	60 3	43 8		
Fifth year .. .. .	..	79 8	50 1	One female apprentice to every female worker receiving not less than the minimum wage.	
And thereafter the minimum wage.					
IMPROVERS				IMPROVERS.	
		Males.	Females.		
		s. d.	s. d.	Males.	
Under 16 years of age .. .. .	..	18 0	16 1	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.	
16 and under 17 .. .. .	..	19 11	19 3		
17 and under 18 .. .. .	..	30 4	29 2		
18 and under 19 .. .. .	..	40 4	33 7		
19 and under 20 .. .. .	..	60 3	43 8		
20 and under 21 .. .. .	..	79 8	50 1	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.
	£ s. d.	£ s. d.
<i>Males.</i>		
Compo workers .. .. .	5 7 0	5 4 0
Fitters up .. .. .	5 7 0	5 4 0
Gilders or bronzers .. .. .	5 10 0	5 7 0
Mount cutters .. .. .	5 10 0	5 7 0
Mounters .. .. .	5 7 0	5 4 0
Joiners .. .. .	5 10 0	5 7 0
Persons working at—		
Band or jig saws .. .. .	5 15 0	5 12 0
Other saws .. .. .	5 10 0	5 7 0
Moulding machines .. .. .	5 15 0	5 12 0
Shaping machines .. .. .	6 1 0	5 18 0
Stainers who mix and apply stain and finish any kind of wood or compo .. .. .	5 10 0	5 7 0
Wood turners .. .. .	5 18 0	5 15 0
All others .. .. .	4 17 0	4 14 0
<i>Females.</i>		
Females .. .. .	3 1 0	2 19 6

(24) 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 9s. and in the case of females not less than 6s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 119 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

Clauses (2), (3), and (24) of the Determination published in *Government Gazette* No. 118 of the 30th March, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.		Females.		Males.
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
First year .. .. .	19	11	19	3	
Second year .. .. .	30	4	29	2	Females.
Third year .. .. .	40	4	33	7	One female apprentice to every female worker receiving not less than the minimum wage.
Fourth year .. .. .	60	3	43	8	
Fifth year .. .. .	79	8	50	1	IMPROVERS.
And thereafter the minimum wage.					
IMPROVERS.				Males.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	One male improver to every six or fraction of six male workers receiving not less than the minimum wage.
Under 16 years of age .. .. .	18	0	16	1	Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.
16 and under 17 .. .. .	19	11	19	3	Females.
17 and under 18 .. .. .	30	4	29	2	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
18 and under 19 .. .. .	40	4	33	7	
19 and under 20 .. .. .	60	3	43	8	
20 and under 21 .. .. .	79	8	50	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.
	£	£
	<i>s.</i>	<i>s.</i>
	<i>d.</i>	<i>d.</i>
Males.		
Carpet planner .. .. .	6	6
Cutter of loose covers or curtains or drapes .. .. .	7	4
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers .. .. .	0	0
All others .. .. .	6	5
	0	17
	5	12
	15	9
	4	14
	17	0
	4	14
	0	0
Females.		
Females .. .. .	3	2
	1	19
	0	6

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

(24) **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 97s., and in the case of females not less than 81s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 118 of the 30th March, 1942, shall remain in force.



SCHEDULE—continued.

FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

Clauses (2), (3), and (23) of the Determination published in *Government Gazette* No. 122 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages		Proportion (in any place).	
APPRENTICES.		APPRENTICES.	
First year .. .. .	19 11	Under 16 years of age	18 0
Second year .. .. .	30 4	16 and under 17	19 11
Third year .. .. .	40 4	17 and under 18	30 4
Fourth year .. .. .	60 3	18 and under 19	40 4
Fifth year .. .. .	79 8	19 and under 20	60 3
And thereafter the minimum wage		20 and under 21	79 8
			IMPROVERS.
			One improver to every six or fraction of six workers receiving not less than the minimum wage.
			Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.
			Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine .. .. .	£ s. d. 6 7 0	£ s. d. 6 4 0
Moulding machinist—		
(a) who grinds his own cutters .. .. .	6 7 0	6 4 0
(b) who does not grind his own cutters .. .. .	5 18 0	5 15 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser .. .. .	5 15 0	5 12 0
Operator of sander, borer, or any other machine not otherwise specified .. .. .	5 7 0	5 4 0
Wireweaver .. .. .	5 11 6	5 8 6
Stretcher-up, tacker-on, splitter-up, or varnisher .. .. .	5 10 0	5 7 0
Spray hands .. .. .	5 15 0	5 12 0
All others .. .. .	4 17 0	4 14 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 not less than 97s.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 122 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

Clauses (2), (3) and (25) of the Determination published in *Government Gazette* No. 121 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
<p><b>APPRENTICES.</b></p> <p><i>s. d.</i></p> <p>First year .. .. 19 11</p> <p>Second year .. .. 30 4</p> <p>Third year .. .. 40 4</p> <p>Fourth year .. .. 60 3</p> <p>Fifth year .. .. 79 0</p> <p>And thereafter the minimum wage.</p>		<p><b>IMPROVERS.</b></p> <p><i>s. d.</i></p> <p>Under 16 years of age 18 0</p> <p>16 and under 17 .. 19 11</p> <p>17 and under 18 .. 30 4</p> <p>18 and under 19 .. 40 4</p> <p>19 and under 20 .. 60 3</p> <p>20 and under 21 .. 79 8</p>	
		<p><b>APPRENTICES.</b></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>	
		<p><b>IMPROVERS.</b></p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>	

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boul's carver or shaping machine .. .. .	6 7 0	6 4 0
Moulding machinist—		
(a) who grinds his own cutters .. .. .	6 7 0	6 4 0
(b) who does not grind his own cutters .. .. .	5 18 0	5 15 0
Cabinetmaker, woodcarver .. .. .	6 7 0	6 4 0
Polishers required to spirit off or acid off .. .. .	6 7 0	6 4 0
Other polishers .. .. .	5 18 0	5 15 0
Woodturner, painter, assembler .. .. .	5 18 0	5 15 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, toner, mortiser, or glue jointer .. .. .	5 15 0	5 12 0
Persons setting up or operating copying or automatic lathe .. .. .	5 15 0	5 12 0
Persons cramping furniture .. .. .	5 15 0	5 12 0
Persons rubbing down, filling, varnishing, or staining .. .. .	5 10 0	5 7 0
Sprayhands staining or lacquering .. .. .	5 15 0	5 12 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 15 0	5 12 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber .. .. .	5 15 0	5 12 0
Timber bender, operator of sander, boring, or any other machine not provided for above .. .. .	5 7 0	5 4 0
Persons packing mantelpieces or overmantels .. .. .	5 2 0	4 19 0
Stackers, yardmen .. .. .	4 17 0	4 14 0
Female employed as veneer matcher .. .. .	3 1 0	2 19 6
All others .. .. .	4 17 0	4 14 0

(25) **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 6s.

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 121 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.

GARDEN EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 18 of the 7th January, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.		Other Employees.				
Wages per week of 44 hours.		Wages per Hour.		Wages per Week.*		Hours per Week.
s. d.		s. d.		s. d.		
15 years of age or under	.. 23 9	(a) Persons employed as gardeners or gardeners' labourers by a master gardener—				} 44
16 years of age	.. 26 6	Foremen gardeners in charge of two or more employees .. .. .				
17 years of age	.. 30 0	2 9 <sup>2</sup> / <sub>11</sub>		121 8		
18 years of age	.. 42 6	2 5 <sup>15</sup> / <sub>22</sub>		108 10		
19 years of age	.. 51 0	Gardeners† .. .. .				} 44
20 years of age	.. 60 0	2 3 <sup>11</sup> / <sub>44</sub>		102 5		
PROPORTION (WITHIN ANY PLACE).		(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—				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		(1) Employed on Jobbing Work—				} 44
One improver to every three or fraction of three workers receiving not less than the minimum wage.		2 5 <sup>15</sup> / <sub>22</sub>		108 10		
		2 2 <sup>3</sup> / <sub>11</sub>		96 0		
		(2) All others—				} 44
		2 8 <sup>2</sup> / <sub>11</sub>		118 0		
		2 4 <sup>2</sup> / <sub>11</sub>		103 4		
		2 2 <sup>2</sup> / <sub>11</sub>		96 0		
JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—		(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—				} 44
Wages per week of 44 hours.		2 8 <sup>2</sup> / <sub>11</sub>		118 0		
s. d.		2 4 <sup>2</sup> / <sub>11</sub>		103 4		
15 years of age and under	.. 23 9	2 2 <sup>2</sup> / <sub>11</sub>		96 0		
16 years of age	.. 26 6	(d) Persons employed in the laying out, cultivation, or keeping in order of (1) a garden, lawn, fairway, or green, in connexion with a golf links or putting green				} 44
17 years of age	.. 30 0	2 3 <sup>2</sup> / <sub>11</sub>		99 8		
		(2) a tennis court or of a garden connected therewith				} 44
		2 6 <sup>21</sup> / <sub>22</sub>		..		
		2 4 <sup>2</sup> / <sub>11</sub>		..		
		2 2 <sup>2</sup> / <sub>11</sub>		..		
		(e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith—				} See clause 19 of hours.
		2 9 <sup>2</sup> / <sub>11</sub>		121 8		
		2 5 <sup>15</sup> / <sub>22</sub>		108 10		
		(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.—				} 44
		2 5 <sup>15</sup> / <sub>22</sub>		108 10		
		2 2 <sup>2</sup> / <sub>11</sub>		96 0		
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—				} 44
		2 3 <sup>2</sup> / <sub>11</sub>		99 8		
		2 5 <sup>15</sup> / <sub>22</sub>		108 10		
		2 2 <sup>2</sup> / <sub>11</sub>		96 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—				} 44
		2 3 <sup>2</sup> / <sub>11</sub>		99 8		
		2 5 <sup>15</sup> / <sub>22</sub>		108 10		
		2 2 <sup>2</sup> / <sub>11</sub>		96 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 (3) to (32) inclusive of the Determination published in *Government Gazette* No. 18 of the 7th January, 1942, shall remain in force.

SCHEDULE—continued.

GAS METER BOARD.

Clauses (2) and (11) of the Determination published in *Government Gazette* No. 127 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) Apprentices or Improvers.				Other Employees.			
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.	WAGES PER WEEK OF 44 HOURS.	£ s. d.	s. d.	£ s. d.
1st year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) .. .. .	6 14 6	6 0	7 0 6
1st six months	22 2	0 9	22 11	Meter makers or repairers .. .. .	6 2 0	6 0	6 8 0
2nd six months	25 5	0 9	26 2	Prepayment meter attachment maker .. .. .	6 0 0	4 0	6 4 0
2nd year	30 8	1 0	31 8	Caster of gratings and covers .. .. .	6 0 0	4 0	6 4 0
3rd year	43 2	1 6	44 8	Head tester—			
4th year	62 5	2 3	64 8	(a) where eight or more other testers are employed	6 14 3	6 0	7 0 3
5th year	78 4	3 0	81 4	(b) where four and not more than seven other testers are employed .. .. .	6 10 7	6 0	6 16 7
PROPORTION (within any place).				Other testers .. .. .	5 16 9	4 0	6 0 9
<i>Apprentices.</i>				Leading diaphragm tier (where two or more other diaphragm tiers are employed) .. .. .	6 5 4	6 0	6 11 4
One apprentice to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.				Other diaphragm tiers, including persons banding, crimping, or wiring .. .. .	5 6 10	3 0	5 9 10
<i>Improvers.</i>				Leading diaphragm cutter, where two or more cutters are employed .. .. .	5 18 10	4 0	6 2 10
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.				Other diaphragm cutters .. .. .	5 6 10	3 0	5 9 10
				Rim, disc, or pre-payment meter cash box makers .. .. .	5 12 1	3 0	5 15 1
				Machinist (power press) .. .. .	5 7 1	3 0	5 10 1
				Other machinist .. .. .	5 1 0	3 0	5 4 0
				Assistant machinist .. .. .	4 17 8	3 0	5 0 8
				All others .. .. .	4 14 0	3 0	4 17 0

PIECEWORK PRICES.

(11) In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.		H.C. 2.	
	per doz. £ s. d.		per doz. £ s. d.	
<i>Ordinary Meters.</i>				
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes .. .. .	13 5 7		14 14 10	
	Lights.			
	2.	3.	5.	10.
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes .. .. .	8 13 6	8 19 9	10 1 10	12 4 7
				20.
				per doz. £ s. d.
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.				17 14 9
	Capacity, 100 cubic feet per hour; £9 12s. 6d. per doz. Capacity, 125 cubic feet per hour; £10 19s. 8d. per doz.			

SCHEDULE—continued.

GAS METER BOARD—continued.

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters.  
 Making up "P. and C." A.V. 2-200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.

£9 9s. 10d. per doz.

(b) MAKING TIN DRY PREPAYMENT METERS.

making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.

Capacity, 100 cubic feet per hour; £11 16s. 4d. per doz.

(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs ..	6 12 9	..	..	6 12 9	6 12 9	6 12 9	..	..
Making rims ..	..	6 12 9	6 12 9	6 12 9	6 12 9	6 12 9	..	..
Making discs ..	..	..	..	..	0 5 6	0 8 1½	0 19 6	1 3 5
Making rims for circular crimped-on diaphragms	..	..	per job of 400 rims. 5 18 0	per job of 400 rims. 6 2 7	..	..	..	..

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms ..	5 11½	7 9

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ordinary Meters. Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work...	35 19 0	27 15 7	29 14 7	20 3 1	20 3 1

SCHEDULE—continued.  
GAS METER BOARD—continued.

(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	14 1	14 1	12 11½	15 7½	21 11½	25 7
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 7 10 1	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	1 7½	..	..	..

	Lights.				
	2.	3.	5.	10.	20.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0
(iii) Other meters	2 3	2 3	2 3	2 3	2 3

} With 30-768 per cent. added.

NOTE:—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge	2, 3, 5, 10	1 0	Galleries	2, 3, 5, 10	1 3 "
	20	1 3		20	1 3 "
Rod arms	2, 3, 5, 10	0 4 pair	Guides	2 to 20	0 4 set
	20	0 8 "	Feet	2, 3, 5, 10	0 4 "
Valve arms	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers	2, 3, 5, 10	0 6	Rod stuffing boxes	2, 3, 5, 10	0 5 pair
Divisions	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0
Half-valve plate	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7		20	2 11
	10	2 9	Slot meters extra on above	..	1 2 each
	20	2 11	Taking off and putting on back and front only	2	1 3 pair
New door	2	0 2		3 and 5	1 6 "
Motion wires	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "		20	2 3 "
Throat pieces	2, 3, 5, 10	1 0 "	Turn-over backs and fronts	2 to 20	0 5 "
Side chambers	2, 3, 5, 10	0 6 each	Condemning	2	1 3 "
				3, 5, 10	1 5 "
New sides	2, 3, 5, 10	4 4 pair		20	1 11 "
Tees	2, 3, 5, 10	1 0 "	Piecing cases	2 to 20	0 6 "
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

} With 30-768 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecwork, except that set out in sub-clause (d) of the piecwork schedule, supplied to the employee in good order and condition.

Clauses (3) to (10) inclusive and (12) and (13) of the Determination as published in *Government Gazette* No. 127 of the 30th March, 1942, shall remain in force.

## SCHEDULE—continued.

## GAS WORKS BOARD.

Clauses 2 (b) and 32 (b) of the Determination published in *Government Gazette* No. 103 of the 23th March, 1940, shall be replaced by the following clauses:—

2 (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.
Patching and scurfing retorts and cleaning flues—man continuously employed as such..	£ s. d. 5 15 0	£ s. d. 5 12 0
Stoker in charge of gas or steam engine, or other works plant .. .. .	5 15 0	5 12 0
Stoker, vertical retort .. .. .	5 12 0	5 9 0
Stoking machine driver .. .. .	5 12 0	5 9 0
Stoker, horizontal retort (machine) .. .. .	5 10 0	5 7 0
Stoker, hand charging .. .. .	5 8 0	5 5 0
Retort (vertical) operator .. .. .	5 12 0	5 9 0
Operator vertical retort .. .. .	5 12 0	5 9 0
Fireman retort house .. .. .	5 12 0	5 9 0
Machine and stags man .. .. .	5 10 0	5 7 0
Hydraulic and tar main attendant .. .. .	5 9 0	5 6 0
Augerer and pipe jumper .. .. .	5 8 0	5 5 0
Coke and coal conveyor attendant (day worker) .. .. .	5 3 0	5 0 0
Greaser and oiler (in retort house) .. .. .	5 1 0	4 18 0
Elevator and coal crusher attendant .. .. .	5 0 0	4 17 0
Coke and coal conveyor attendant (shift worker) .. .. .	5 0 0	4 17 0
Oxide breaker—man attending and operating .. .. .	5 0 0	4 17 0
Purifier—man opening up, or emptying, or filling .. .. .	5 0 0	4 17 0
All others .. .. .	4 14 0	4 11 0

32 (b)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

(b) Other Employees.	Wages per Week of 44 Hours.
Stokers .. .. .	£ s. d. 5 1 0
All others .. .. .	4 11 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 2 (a), 3 to 32 (a) inclusive and 33 to 44 inclusive of the Determination published in *Government Gazette* No. 103 of the 23th March, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(ABRASIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 244 of the 23rd July, 1942, 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.		s. d.
1st year's experience	19 6	1st six months' experience	15 9		
2nd "	27 6	2nd "	19 6		
3rd "	38 0	3rd "	23 3		
4th "	51 3	4th "	27 0		
5th "	65 6	5th "	30 9		
6th "	75 6	6th "	34 9		
7th "	80 6	7th "	38 6		
		8th "	43 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.					
(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.					
				Machine operators .. .. . 100 0	
				All others .. .. . 94 0	
				Females.	
				All adults .. .. . 51 6	
Abrasive Articles (other than Abrasive Paper or Cloth).					
				Head burners .. .. . 104 0	
				Other burners .. .. . 100 0	
				Surfacers of abrasive articles .. .. . 97 0	
				All others .. .. . 94 0	

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 244 of the 23rd July, 1942, 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.			
Males.		Females.								
	s. d.	Experience.	Commencing Age.							s. d.
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience	19 6								Females	51 3
2nd "	27 9								Males—	
3rd "	38 0								Cutters	47 0
4th "	51 3								All others	94 0
5th "	65 3									
6th "	75 9									
7th "	80 6									
		1st year	17 6	19 6	21 9	26 0	32 6	38 0		
		2nd "	25 3	27 3	30 6	38 0	41 3	..		
		3rd "	32 6	35 3	39 0	49 0	..	..		
		4th "	40 9	44 6	49 0	..	..	..		
		5th "	49 0	49 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.			
			<i>s. d.</i>	<i>Males.</i>			
Under 17 years of age	..	..	20 9	Oven hands	..	..	98 0
17 years of age	..	..	31 6	Machine attendants	..	..	98 0
18 " "	..	..	41 9	All others	..	..	94 0
19 " "	..	..	56 6				
20 " "	..	..	69 3	<i>Females.</i>			
<i>Proportion (in any place).</i>				All adults	..	..	52 9
One improver to every three adult employees.							

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

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

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
<i>Males.</i>		<i>Females.</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.	
	<i>s. d.</i>		<i>s. d.</i>				Other Parts of Victoria where this Determination Applies.
1st year's experience	19 6	1st six months' experience	15 9				
2nd " "	27 6	2nd " "	19 6				
3rd " "	38 0	3rd " "	23 3				
4th " "	51 3	4th " "	27 0				
5th " "	65 6	5th " "	30 9				
6th " "	75 6	6th " "	34 9				
7th " "	80 6	7th " "	38 6				
		8th " "	43 6	Operators of blue-printing machines—			
and thereafter the minimum wage.				Males	..	..	97 0
				Females	..	..	55 3
				All other persons—			
				Males	..	..	94 0
				Females	..	..	51 6

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

PROPORTION.

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

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

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.			
<i>Males.</i>		<i>Females.</i>					
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st year's experience	..	18	9	1st six months' experience	15	9	
2nd " "	..	28	9	2nd " " "	19	6	Males .. .. . 94 0
3rd " "	..	36	9	3rd " " "	23	3	Females .. .. . 51 6
4th " "	..	50	0	4th " " "	27	0	
5th " "	..	63	6	5th " " "	30	9	
6th " "	..	73	3	6th " " "	34	6	
7th " "	..	78	0	7th " " "	38	3	
				8th " " "	43	3	

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.			
<i>Males.</i>		<i>Females.</i>					
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st year's experience	..	19	6	1st six months' experience	..	15	9
2nd " "	..	27	6	2nd " " "	..	19	6
3rd " "	..	38	0	3rd " " "	..	23	3
4th " "	..	51	3	4th " " "	..	27	0
5th " "	..	65	6	5th " " "	..	30	9
6th " "	..	75	6	6th " " "	..	34	9
7th " "	..	80	6	7th " " "	..	38	6
				8th " " "	..	43	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.

SCHEDULE—*continued.*

## 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.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	..	21	0	Foreman in charge	.. .. 120 0
16 years of age and under 17 years	..	..	..	31	0	All others	.. .. 105 0
17 " " " 18 " " "	..	..	..	54	6		
18 " " " 19 " " "	..	..	..	69	0		
19 " " " 21 " " "	..	..	..	83	0		
<i>Proportion (in any place).</i>							
Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.							

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

## GENERAL BOARD.

## (CHALK AND CRAYON SECTION.)

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

(2)

## WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
<i>Males.</i>		<i>Females.</i>					
	<i>s. d.</i>		<i>s. d.</i>				<i>s. d.</i>
1st year's experience	19 6	1st six months' experience	15 9	Grinding mill attendant	..	..	.. 98 0
2nd " "	27 6	2nd " " "	19 6	Person engaged in testing and/or checking formulæ	..	..	.. 104 0
3rd " "	38 0	3rd " " "	23 3	Person in charge of mixing ingredients and making			
4th " "	51 3	4th " " "	27 0	chalks from given formulæ	..	..	.. 99 0
5th " "	65 6	5th " " "	30 9	Persons not otherwise provided for—			
6th " "	75 6	6th " " "	34 9	Males	..	..	.. 94 0
7th " "	80 6	7th " " "	38 6	Females	..	..	.. 51 6
		8th " " "	43 6				
and thereafter the minimum wage.							
<i>Proportion.</i>							
Three male improvers to each male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

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

SCHEDULE—*continued.*

## GENERAL BOARD.

## (FEATHERS AND FEATHER ARTICLES SECTION.)

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

## PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	..	20	9	All adults	.. 94 0
17 years of age	..	..	..	31	3		
18 " "	..	..	..	41	9		
19 " "	..	..	..	56	9		
20 " "	..	..	..	69	0		
<i>Proportion (in any place).</i>							
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.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>		
1st year's experience	..	..	19 3	1st six months' experience	..	15 9	Males .. .. 98 0
2nd " "	..	..	27 6	2nd " "	..	19 3	
3rd " "	..	..	38 3	3rd " "	..	23 3	
4th " "	..	..	51 3	4th " "	..	27 0	
5th " "	..	..	65 0	5th " "	..	30 9	Females .. .. 51 3
6th " "	..	..	75 9	6th " "	..	34 6	
7th " "	..	..	80 3	7th " "	..	38 6	
				8th " "	..	43 6	
				9th " "	..	47 3	
				10th " "	..	51 0	

and thereafter the rate prescribed for adults.

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

## PROPORTION.

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

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

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

SCHEDULE—continued.

GENERAL BOARD.

(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>				
Under 17 years of age	..	..	24	9		
17 years of age	..	..	31	3		
18 " "	..	..	41	9		
19 " "	..	..	56	9		
20 " "	..	..	69	0		
PROPORTION (in any place).						
One improver to each adult employee.			Foreman in charge	..	..	£ s. d.
			Scutcher (hand)	..	..	5 6 0
			Scutcher (machine)	..	..	5 0 0
			All others	..	..	4 17 0
						4 14 0
						4 11 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.			
Males.		<i>s. d.</i>	Females.	<i>s. d.</i>	Males.		<i>s. d.</i>
1st year's experience	..	..	1st six months' experience	..	..	116	0
2nd " "	..	..	2nd " "	..	..	94	0
3rd " "	..	..	3rd " "	..	..		
4th " "	..	..	4th " "	..	..		
5th " "	..	..	5th " "	..	..		
	and until 21		6th " "	..	..		
	years of age	86 6	7th " "	..	..		
			8th " "	..	..		
			9th " "	..	..	63	6
			10th " "	..	..	58	9
						51	3

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

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.

## SCHEDULE—continued.

## 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 0	Operators of dry-ice machines	..	..	*105 0
16 years of age to 17 years of age	..	..	30 9	Cylinder testers	..	..	*105 0
17 " " 18 " " "	..	..	54 3	Cylinder fillers	..	..	*105 0
18 " " 19 " " "	..	..	68 9	Cylinder packers	..	..	*105 0
19 " " 21 " " "	..	..	82 9	Valve hands	..	..	*105 0
				Persons dealing with carbide refuse	..	..	*99 0
				All others	..	..	*97 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.

## GENERAL BOARD.

## (INK OR ADHESIVES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.			
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>		<i>Females.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience	.. 19 6	1st six month's experience	.. 15 9	Printing-ink grinder and/or mixer	.. 98 0		
2nd " "	.. 27 6	2nd " " "	.. 19 6	All others	.. 94 0		
3rd " "	.. 38 0	3rd " " "	.. 23 3				
4th " "	.. 51 3	4th " " "	.. 27 0				
5th " "	.. 65 6	5th " " "	.. 30 9				
6th " "	.. 75 6	6th " " "	.. 34 9				
7th " "	.. 80 6	7th " " "	.. 38 6	All persons	.. 51 6		
		8th " " "	.. 43 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.

## SCHEDULE—continued.

## 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 EMPLOYEES.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience	.. 18 9	1st six months' experience	.. 15 9	Persons engaged in cutting out material for parts of lampshades	.. .. 96 0
2nd " "	.. 26 9	2nd " " "	.. 19 6	All others	.. .. 94 0
3rd " "	.. 36 9	3rd " " "	.. 23 3	<i>Females.</i>	
4th " "	.. 50 0	4th " " "	.. 27 0	Persons engaged in sketching, painting or decorating by freehand or stencils	.. 60 3
5th " "	.. 63 6	5th " " "	.. 30 9	Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing)	.. .. 52 9
6th " "	.. 73 3	6th " " "	.. 34 6	All others	.. .. 51 6
7th " "	.. 78 0	7th " " "	.. 38 3		
		8th " " "	.. 43 3		
And thereafter the minimum wage.					
PROPORTION.					
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.					
Three female improvers to each female person receiving not less than the minimum wage.					

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

## GENERAL BOARD.

## (MICA PRODUCTS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.					
(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience	.. .. 19 6	1st six months' experience	.. 15 9	Males	.. .. 94 0
2nd " "	.. .. 27 6	2nd " " "	.. 19 6	<i>Females.</i>	
3rd " "	.. .. 38 0	3rd " " "	.. 23 3	1. Persons engaged in combining sheets of mica by means of adhesives	.. .. 55 3
4th " "	.. .. 51 3	4th " " "	.. 27 0	2. All others	.. .. 52 9
5th " "	.. .. 65 6	5th " " "	.. 30 9		
6th " "	.. .. 75 6	6th " " "	.. 34 9		
7th " "	.. .. 80 6	7th " " "	.. 38 6		
		8th " " "	.. 43 6		
		9th " " "	.. 47 0		
		10th " " "	.. 50 9		
and thereafter the rate prescribed for adults.					
PROPORTION (IN ANY PLACE).					
<i>Males.</i>					
(a) Where no adult male is employed—one male improver.					
(b) Elsewhere—one male improver to every two or fraction of two males receiving not less than the minimum wage.					
<i>Females.</i>					
Four female improvers to each female receiving not less than the rate prescribed for the 8th six months' experience.					

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

SCHEDULE—*continued.*

GENERAL BOARD.

(MINERAL EARTHS SECTION.)

Clause (2) of the Determination for this Section in *Government Gazette* No. 159 of the 30th April, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.		(b) Other Employees.	
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age .. .. .	30 9	Mill attendants .. .. .	109 0
17 to 18 years of age .. .. .	54 3	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands .. .. .	102 0
18 to 19 years of age .. .. .	68 6	Leading Hands—	
19 to 21 years of age .. .. .	83 0	Leading hands in charge of not fewer than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.	
<i>Proportion (in any place).</i>			
One improver to every six adult employees.			

Clauses (3) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 159 of the 30th April, 1942, shall remain in force.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience .. .. .	19 9	1st six months' experience .. .. .	15 9	All adults .. .. .	98 0
2nd " " .. .. .	27 6	2nd " " .. .. .	19 9		
3rd " " .. .. .	38 3	3rd " " .. .. .	23 3		
4th " " .. .. .	51 0	4th " " .. .. .	27 0		
5th " " .. .. .	65 6	5th " " .. .. .	30 6		
6th " " .. .. .	75 6	6th " " .. .. .	35 0	(a) Designer of patterns to be used for producing articles of wearing apparel .. .. .	130 3
7th " " .. .. .	80 9	7th " " .. .. .	38 6	(b) Assistant to (a) above .. .. .	89 6
years of age .. .. .		8th " " .. .. .	43 6		
		9th " " .. .. .	47 0	(c) Designers of patterns used for the production of transfers as applied to fabrics .. .. .	89 6
		10th " " .. .. .	50 9	(d) Assistants to (c) above .. .. .	71 9
		and until 21 years of age .. .. .		(e) Operator of perforating ma- chine .. .. .	66 0
				(f) Any other adult .. .. .	53 9

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

PROPORTION (IN ANY PLACE).

*Males.*

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

*Females.*

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

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



SCHEDULE—*continued.*

## GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s.	d.		s.	d.
1st year's experience .. ..	19	6	1st six months' experience ..	16	0
2nd " " .. ..	27	6	2nd " " " ..	19	6
3rd " " .. ..	38	3	3rd " " " ..	23	3
4th " " .. ..	51	0	4th " " " ..	27	0
5th " " .. ..	65	6	5th " " " ..	30	6
6th " " .. ..	75	6	6th " " " ..	34	9
7th " " .. ..	80	9	7th " " " ..	38	6
and thereafter the rate prescribed for adults.			8th " " " ..	43	6
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.					
				Males .. ..	94 0
				Females .. ..	51 3

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

## GENERAL BOARD.

(PLASTER MODEL SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.	
	s.	d.		s.	d.
Under 17 years of age .. ..	20	9	Persons engaged in making or preparing moulds ..	104	0
17 years of age .. ..	31	6	Persons engaged in coloring or decorating models—		
18 " " .. ..	41	9	(a) by hand .. ..	118	0
19 " " .. ..	56	6	(b) by spray, or otherwise than by hand ..	106	0
20 " " .. ..	69	3	Persons engaged in assembling or finning models		
Proportion (in any place).			when taken from moulds .. ..	99	0
One improver to every three adult employees.			All others .. ..	94	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.

SCHEDULE—*continued.*

## GENERAL BOARD.

## (RENOVATING CARPETS SECTION.)

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

(2)

## WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
				<i>s. d.</i>					<i>s. d.</i>
Under 17 years of age	..	..	..	20 9	Males	..	..	..	98 0
17 years of age	..	..	..	31 3	Females	..	..	..	56 6
18 "	"	..	..	41 9					
19 "	"	..	..	56 9					
20 "	"	..	..	69 0					
<i>Proportion (in any place).</i>									
One improver to each adult employee.									

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

## GENERAL BOARD.

## (SEED MIXING AND POULTRY FOODS SECTION.)

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

(2)

## WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) OTHER EMPLOYEES.				
				<i>s. d.</i>					<i>s. d.</i>
Under 17 years of age	..	..	..	20 9	All adults	..	..	..	98 0
17 years of age	..	..	..	31 3					
18 "	"	..	..	41 9					
19 "	"	..	..	56 9					
20 "	"	..	..	69 0					
<i>Proportion (in any place).</i>									
Two improvers to each fully paid worker.									

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

SCHEDULE—*continued.*

GENERAL BOARD.

(TOYS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience ..	19 6	1st six months' experience ..	16 0	Designers ..	114 0
2nd " " ..	27 6	2nd " " ..	19 6	Cutters-out ..	101 6
3rd " " ..	38 3	3rd " " ..	23 3	Fillers and/or stuffers ..	98 0
4th " " ..	51 0	4th " " ..	27 0	All others ..	94 0
5th " " ..	65 6	5th " " ..	30 6		
6th " " ..	75 6	6th " " ..	34 9		
7th " " ..	80 9	7th " " ..	38 6		
		8th " " ..	43 6		
		9th " " ..	47 0		
		10th " " ..	50 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. 169 of 7th May, 1942, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age ..	37 3	Under 17 years of age ..	37 0	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	106 0
17 years of age ..	44 6	17 years of age ..	40 3	Man engaged in cleaning vinegar generator ..	102 0
18 " " ..	59 9	18 " " ..	45 0	*Together with an additional 7s. 6d. for each generator cleaned.	
19 " " ..	75 0	19 " " ..	49 6	All others ..	102 0
20 " " ..	81 9	20 " " ..	52 6		

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

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

*Females.*  
All adults .. 54 6

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 169 of the 7th May, 1942, 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 Week.
				s. d.		of 8 Hours.
				s. d.		s. d.
1st year's experience	..	..	..	48	6	
2nd "	"	"	"	54	6	
3rd "	"	"	"	62	6	
4th "	"	"	"	69	6	
5th "	"	"	"	75	6	
and thereafter the minimum adult wage or piecework price.				1st year's experience	..	44 0
				2nd "	"	58 9
				3rd "	"	67 6
				4th year's experience and until reaching the age of 21 years	..	79 3

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 20).

Males.				Females.					
				Wages per Week.					
				s. d.					
Under 16 years of age	..	..	..	26	6	Under 15 years of age	..	23 6	
16 years, but under 17 years of age	..	..	..	29	3	15 years, but under 16 years of age	..	25 3	
17 " " " 18 " " "	..	..	..	38	3	16 " " " 17 " " "	..	32 9	
18 " " " 19 " " "	..	..	..	52	9	17 " " " 18 " " "	..	35 9	
19 " " " 20 " " "	..	..	..	61	6	18 " " " 19 " " "	..	38 9	
20 " " " 21 " " "	..	..	..	70	6	19 " " " 20 " " "	..	45 3	
and thereafter the minimum adult wage or piecework price.				20 " " " 21 " " "				..	51 9

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

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

	Per Week.
	£ s. d.
Furnaceman	5 6 0
Persons employed on sandblasting and acid work	5 4 6
Storeman	5 3 0
Packers in straw in headed-up packing	5 10 0
Lehrman	5 0 6
Batchmixers	5 0 6
Sorter	4 19 6
Packers of opal-ware in cartons	5 6 6
All other male adults	4 17 0
Female adults	2 15 3

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

SKILLED GLASSWORKERS (ADULTS).

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

Classification.	Size of Article to be Blown.	Per Day.
		s. d.
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	27 1
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	30 1
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	35 1

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.		Under 16 years of age .. .. .	s. d. 17 6
(b) Employed in the manufacturing section, but not employed in the yard.		Over 16, but under 17 years of age .. .. .	22 6
		Over 17, but under 18 years of age .. .. .	30 0
		Over 18, but under 19 years of age .. .. .	37 6
		Over 19, but under 20 years of age .. .. .	45 0
		Over 20, but under 21 years of age .. .. .	55 0
		and thereafter the minimum wage or piecework price.	
15 years of age .. .. .	s. d. 22 6		
16 " " .. .. .	37 0		
17 " " .. .. .	40 9		
18 " " .. .. .	49 6		
19 " " .. .. .	53 0		
20 " " .. .. .	56 9		
and thereafter the minimum wage or piecework price.			

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

(2)	ADULTS (other than skilled Glassworkers).	Wages per Week.
		£ s. d.
Furnacemen .. .. .		5 6 0
Salt Cake Burners .. .. .		5 6 0
Lehrmen .. .. .		5 0 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground .. .. .		5 0 6
Salt Cake Burners' Assistants .. .. .		5 0 6
Packers packing in bags or straw .. .. .		4 19 6
Sorters .. .. .		4 19 6
Lister truck hands and assistants .. .. .		4 18 6
All others .. .. .		4 17 0

NOTES.

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

Clauses (4) to (23) inclusive in the Flint Glass Section and Clauses (3) to (45) inclusive in the Glass Bottle Section and the Schedule of Piecework prices of the Determination as published in *Government Gazette* No. 247. of the 20th August, 1941, shall remain in force.

SCHEDULE—continued.

GLUE AND GELATINE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 173 of 14th May, 1942, shall be replaced by the following clause:—

(2)

ADULT MALES.

	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>
Men working in raw material stores .. .. .	94 0	6 0	7 6	107 6
Men working raw material cutting machine .. .. .	95 0	6 0	7 6	108 6
Men washing raw material and preparing limes and working at trotter plant .. .. .	94 0	6 0	7 6	107 6
Men working at lime pits .. .. .	96 0	6 0	7 6	109 6
Men in charge of and actually operating dollies .. .. .	98 0	6 0	7 6	111 6
Men assisting in dolly shed .. .. .	94 0	6 0	7 6	107 6
Men in charge of and actually working at boiling pans .. .. .	96 0	6 0	7 6	109 6
Men assisting in boiling shed .. .. .	94 0	6 0	7 6	107 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers .. .. .	98 0	6 0	7 6	111 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men operating glue and gelatine cutters .. .. .	95 0	6 0	7 6	108 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men working at drying tunnels .. .. .	94 0	6 0	7 6	107 6
Men engaged in grinding glue and gelatine .. .. .	95 0	6 0	7 6	108 6
Men engaged treating frames .. .. .	94 0	6 0	7 6	107 6
Glue and gelatine blenders, and store hands .. .. .	94 0	6 0	7 6	107 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones .. .. .	96 0	6 0	7 6	109 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men working on vegetable glue dryers and grinders .. .. .	95 0	6 0	7 6	108 6
Men in charge of and actually working at vegetable and prepared glue vats .. .. .	96 0	6 0	7 6	109 6
Men assisting and store hands including calves feet jelly .. .. .	94 0	6 0	7 6	107 6
Men operating residue dryers .. .. .	96 0	6 0	7 6	109 6
Men crushing and/or bagging dried residues .. .. .	95 0	6 0	7 6	108 6
Men receiving and passing on bones (Melbourne) .. .. .	96 0	6 0	7 6	109 6
Men actually operating degreasing plant .. .. .	98 0	6 0	7 6	111 6
Men assisting at degreasing plant and bone polishing .. .. .	95 0	6 0	7 6	108 6
Men engaged in washing and neutralizing vats (Melbourne) .. .. .	94 0	6 0	7 6	107 6
Men engaged in crushing bone residues .. .. .	95 0	6 0	7 6	108 6
Men in charge of and actually operating pearl plant .. .. .	95 0	6 0	7 6	108 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men actually operating dextrine plant .. .. .	96 0	6 0	7 6	109 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men actually operating earth calcining plant .. .. .	96 0	6 0	7 6	109 6
Men assisting .. .. .	94 0	6 0	7 6	107 6
Men not elsewhere included .. .. .	88 0	6 0	7 6	101 6

Men employed emptying sewer settling pits shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work.

Any person cleaning or scraping inside booby tanks or digesters shall whilst so employed be paid 6d. per hour in addition to his ordinary or overtime rate of pay.

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.

(b)

ADULT FEMALES.

Proportion of Needs Basic Wage and 1937 Loading for Adult Males.	Industry Allowance.	Special Loading 1941.	Total Basic Rate.
Per Week. <i>s. d.</i> 50 6	Per Week. <i>s. d.</i> 4 6	Per Week. <i>s. d.</i> 5 0	Per Week. <i>s. d.</i> 60 0

3.

Males.

JUNIORS.

Females.

Age.	Adjustable Portion of Wage.	Loading (Constant)	War Loading.	Total to nearest 6d.	Age.	Base Rate and Constant Loading.	Industry Loading.	War Loading.	Total to nearest 6d.
	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>		Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>
14 to 15 years .. .. .	17 11	0 6	1 6	20 0	14 years .. .. .	22 8	2 0	2 2	27 0
15 to 16 .. .. .	25 9	0 6	2 2	28 6	15 .. .. .	25 6	2 3	2 5	30 0
16 to 17 .. .. .	34 2	1 0	2 11	38 0	16 .. .. .	28 5	2 6	2 9	33 6
17 to 18 .. .. .	44 3	1 0	3 8	49 0	17 .. .. .	31 0	2 9	3 1	37 0
18 to 19 .. .. .	51 7	1 6	4 5	57 6	18 .. .. .	34 1	3 0	3 4	40 6
19 to 20 .. .. .	60 6	2 0	5 2	67 6	19 .. .. .	39 4	3 5	3 9	46 6
20 to 21 .. .. .	68 6	2 0	5 10	78 6	20 .. .. .	44 5	3 8	4 1	52 0

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 173 of the 14th May, 1942, shall remain in force.

## SCHEDULE—continued.

## HAM AND BACON CURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 257 of the 5th September, 1941, shall be replaced by the following clauses:—

(2)

## IMPROVERS.

## Wages.

	Adjustable	Constant	Total
	Weekly	Loading.	Weekly
	Rate.		Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First six months' experience .. .. .	24 0	0 6	24 6
Second six months' experience .. .. .	27 0	0 6	27 6
Second year's experience .. .. .	38 0	0 6	38 6
Third year's experience .. .. .	48 6	1 0	49 6
Fourth year's experience .. .. .	70 0	1 6	71 6
Fifth year's experience and until reaching the age of 21 years .. .. .	84 0	2 0	86 0

*Proportion (in any place)*—The number of improvers employed in any one ham and bacon establishment shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

(3)

## OTHER EMPLOYEES.

## Wages.

	Adjustable	Non-Adjustable.		Total
		Constant	War	
	Weekly	Loading.	Loading.	Weekly
	Rate.			Wage.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
<i>(a) Other than Small Goods Section—</i>				
Leading hands in the slaughtering and curing departments .. .. .	5 14 0	6 0	3 0	6 3 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department ..	5 6 6	6 0	3 0	5 15 6
First assistant in the curing department .. .. .	5 6 6	6 0	3 0	5 15 6
Other assistants in the curing department .. .. .	5 1 6	6 0	3 0	5 10 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	4 19 6	6 0	3 0	5 8 6
Yardmen { For 48 hours per week .. .. .	5 3 0	6 0	3 0	5 12 0
{ For 44 hours per week .. .. .	4 17 0	6 0	3 0	5 6 0
All others .. .. .	4 16 6	6 0	3 0	5 5 6
<i>(b) Small Goods Section—</i>				
Small goods men (i.e., men employed principally on mixing machines) ..	5 12 0	6 0	3 0	6 1 0
Filler-men .. .. .	5 5 0	6 0	3 0	5 14 0
Small goods makers, other than small goods men as above mentioned, small goods sellers, from cart who collect cash, boners, salters, scalders and cookers .. .. .	5 5 0	6 0	3 0	5 14 0
Packing room hands .. .. .	4 18 0	6 0	3 0	5 7 0
Linkers and table hands .. .. .	4 18 0	6 0	3 0	5 7 0
Yardmen { For 48 hours per week .. .. .	5 3 0	6 0	3 0	5 12 0
{ For 44 hours per week .. .. .	4 17 0	6 0	3 0	5 6 0
All others .. .. .	4 14 0	6 0	3 0	5 3 0

Clauses (4) to (22) inclusive of the Determination published in *Government Gazette* No. 257 of the 5th September 1941, shall remain in force.

SCHEDULE—continued.  
HORSEHAIR BOARD.

Clauses (2) and (14) of the Determination published in *Government Gazette* No. 238 of the 8th October, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.			Improvers and Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			<i>Preparing Body Hair.</i>		
		Per Week.			Per Week.			Per Week.
		s. d.			s. d.			s. d.
1st year	..	28 3	1st year	..	28 3	Persons engaged on hair-washing machines	..	103 0
2nd "	..	34 9	2nd "	..	41 9	Persons engaged on hair-drying machines	..	103 0
3rd "	..	41 9	3rd "	..	69 9	Persons who press washed and dried hair into bales	..	103 0
4th "	..	50 6	4th "	..	80 6	All others	..	99 0
5th "	..	69 9				<i>Preparing any other kind of Hair.</i>		
PROPORTION (by any employer).			PROPORTION (by any employer).			WAGES.		
One apprentice to every three or fraction of three workers receiving not less than 99s. per week.			One improver to every five workers receiving not less than 99s. per week.			Per Week.		
						s. d.		
			<i>Juvenile Workers.</i>			Hand Spinners		
			One juvenile worker to every Hand Spinner.			Machine Spinners—		
						1st year		
						2nd "		
						And thereafter		
						Drafters		
						Wet or dry hacklers		
						Teasers and tail pullers		
						Dyers or Scalders		
						All others		

(14) PIECEWORK.—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	..	..	..	..	13s. 10½d. per 100 lb.
Hand spinning and/or curling of hair with use of power	..	..	..	..	11s. 11d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	..	..	..	..	11½d. per lb.
" " " " under 18 inches in length	..	..	..	..	1s. 11½d. 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. 1d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	..	..	..	..	1s. 10½d. per lb.
Wet hackling and drafting cowhair	..	..	..	..	1s. 6½d. per lb.
Drafting cowhair (tails) (already wet hackled)	..	..	..	..	1s. 3d. per lb.
Pulling—taking long count	..	..	..	..	4½d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	..	..	..	..	20s. 0d. per 100 lb.
" " " (including mane hair and mane hair knots)	..	..	..	..	24s. 11d. "
" " mane hair	..	..	..	..	36s. 10d. "
" " cowhair (tails)	..	..	..	..	26s. 1½d. "
Sorting horsehair	..	..	..	..	1s. 2½d. " extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 2d. 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. 238 of the 8th October, 1941, shall remain in force.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 190 of the 25th May, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.\*

	Employed at Clerical Work.		All Other Classes of Work.		
	Males.	Females.	Males.	Females.	
				Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong or Mildura; or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	26 6	24 0	39 6	} 46 9	} 45 9
16 years of age	31 6	29 0	44 6		
17 "	36 6	34 0	51 0		
18 "	41 6	39 0	58 0		
19 "	56 6	46 0	66 0		
20 "	76 6	54 0	78 6		



SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
<p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 104s. per week of 48 hours.</p> <p>FEMALES.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 56s. per week of 48 hours.</p>	<p>MALES.</p> <p>One male improver to every eight or fraction of eight male workers receiving not less than 104s. per week of 48 hours.</p> <p>FEMALES.</p> <p>One female improver to every six or fraction of six female workers receiving not less than 56s. per week of 48 hours.</p>

\* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed without board and lodging.

NOTE.—The Board has determined that as from the 1st December, 1941, no apprentice shall be taken in this occupation.

OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong or Mildura; or the Mooroopna Riding of Shire of Rodney.

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.	WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.
	s. d.		s. d.
Clerks .. .. .	109 6	Clerks .. .. .	65 6
Cooks—First .. .. .	116 6	Cook; where there is only one employed ..	70 6
Other cooks .. .. .	109 6	Cooks in charge of—	
Dresser, head, where five or more dressers are employed	133 0	One to three kitchen employees .. .. .	70 6
Dressers doing venereal diseases work .. .. .	127 0	Four to seven kitchen employees .. .. .	78 0
Other dressers—		Eight or more kitchen employees .. .. .	88 0
1st year's experience as such .. .. .	107 0	Second cooks .. .. .	68 0
2nd year's experience as such .. .. .	112 0	Other cooks .. .. .	65 6
Thereafter .. .. .	117 0	Head housemaids .. .. .	60 6
Foreman in charge of—		Housekeepers .. .. .	75 6
One to nine employees .. .. .	109 6	Head laundresses in charge of—	
Ten or more employees .. .. .	117 0	One to three persons .. .. .	68 0
Assistant foreman .. .. .	107 0	Four or more persons .. .. .	73 0
Gardeners in charge of one or more gardeners or where there is only one employed .. .. .	106 6	Second laundresses .. .. .	63 0
Other gardeners .. .. .	104 0	Laundresses where only one employed .. .. .	63 0
Incinerator attendants .. .. .	104 0	Sorters .. .. .	63 0
Kitchenmen or scullerymen .. .. .	104 0	Washing machine hands .. .. .	71 0
Laboratory assistants .. .. .	112 6	Storekeeper in charge of one or more store hands or where there is only one employed .. .. .	65 6
Laundrymen .. .. .	104 0	Storekeeper's assistants—	
Mortuary-men employed solely on post-mortem work	122 0	1st year's experience as such .. .. .	56 0
Other mortuary-men .. .. .	107 0	2nd year's experience as such .. .. .	57 0
And 10s. extra for each post-mortem.		Thereafter .. .. .	58 0
Motor or motor ambulance drivers or assistants .. .. .	111 6	Stenographers and typistes—	
Operating theatre attendants .. .. .	107 0	1st year's experience as such .. .. .	65 6
Casualty porters engaged on preparations and theatre work .. .. .	107 0	2nd year's experience as such .. .. .	68 0
Dispensary porters .. .. .	107 0	Thereafter .. .. .	70 6
Relieving porters .. .. .	106 6	Telephone attendants .. .. .	73 0
X-ray porters .. .. .	104 0	Waitresses—	
Night porters who in the course of their duties patrol the hospital .. .. .	107 6	1st year's experience as such .. .. .	56 0
Other night porters .. .. .	104 0	2nd year's experience as such .. .. .	57 0
Recording attendants .. .. .	109 6	Thereafter .. .. .	58 0
Splint makers .. .. .	117 0	Wardmaids—	
Splint makers' assistants .. .. .	107 0	1st year's experience as such .. .. .	56 0
Storemen in charge of one or more storemen or where there is only one employed .. .. .	109 6	2nd year's experience as such .. .. .	57 0
Other storemen .. .. .	104 0	Thereafter .. .. .	58 0
Telephone attendants .. .. .	107 0	Registered X-ray technicians—	
Ward cleaners handling sputum mugs .. .. .	117 0	1st year's experience as such .. .. .	85 6
Other ward cleaners .. .. .	104 0	2nd year's experience as such .. .. .	90 6
X-ray attendants .. .. .	112 0	Thereafter .. .. .	95 6
X-ray technicians—		Laboratory assistants .. .. .	71 0
1st year's experience as such .. .. .	104 6		Per Week of 44 Hours.
2nd year's experience as such .. .. .	119 6	Seamstresses who cut out and fit garments .. .. .	68 0
Thereafter .. .. .	129 6	Other seamstresses—	
All others .. .. .	104 0	1st year's experience as such .. .. .	56 0
		2nd year's experience as such .. .. .	57 0
		Thereafter .. .. .	58 0
		All others—	Per Week of 48 Hours.
		1st year's experience as such .. .. .	56 0
		2nd year's experience as such .. .. .	57 0
		Thereafter .. .. .	58 0

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

(b) Employed in any other part of Victoria.

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per Week of 48 Hours.		Per Week of 48 Hours.
	s. d.		s. d.
Adults .. .. .	104 0	Clerks .. .. .	61 0
		Cooks—	
		First—where there is only one employed ..	70 6
		Second .. .. .	65 6
		Head laundress; or where there is only one employed	63 0
		Other laundresses .. .. .	58 0
		Stenographers and typistes .. .. .	66 0
		Telephone attendants .. .. .	61 0
		All others—	
		1st year's experience .. .. .	56 0
		2nd year's experience .. .. .	57 0
		3rd year's experience .. .. .	58 0

\* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed without board and lodging.

Clauses (3) to (23) inclusive of the Determination published in the *Government Gazette* No. 190 of the 25th May, 1942, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses (2), (10) and (21) of the Determination published in *Government Gazette* No. 134 of the 6th April, 1942, shall be replaced by the following clauses:—

HOTELS.

(2)

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 44 hours.		Per Week of 44 hours.		
	s. d.	s. d.	s. d.	s. d.	
Improvers employed in the bar—					<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>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 ..	65 0	..	65 0	..	
19 year. of age .. .. .	69 6	..	69 6	..	
20 years of age .. .. .	82 0	..	82 0	..	
Apprentices and all other Improvers—					
18 years of age or under ..	41 6	63 9	35 9	60 6	
17 years of age .. .. .	50 0	63 9	44 0	60 6	
18 years of age .. .. .	50 0	63 9	48 9	61 6	
19 years of age .. .. .	65 3	63 9	56 6	60 6	
20 years of age .. .. .	77 9	63 9	69 0	60 6	
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 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 City 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 .. .. .	110 6	..	107 6	..
Cellarman .. .. .	121 6	..	118 6	..
Assistant Cellarman .. .. .	110 6	..	107 6	..
Steward .. .. .	110 6	..	107 6	..
Barmaids .. .. .	..	80 9	..	77 9
First cook where number of persons employed in kitchen is—				
Eight or more .. .. .	146 6	104 3	143 6	101 3
Five, six, or seven .. .. .	129 0	84 3	126 0	81 3
Three or four .. .. .	123 0	77 3	120 0	74 3
Other first cooks, or cook employed alone .. .. .	117 0	76 3	114 0	73 3
Second cook where number of persons employed in kitchen is—				
Eight or more .. .. .	129 0	84 3	126 0	81 3
Five, six, or seven .. .. .	117 0	76 3	114 0	73 3
Other second cooks .. .. .	111 0	72 3	108 0	69 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more .. .. .	129 0	84 3	126 0	81 3
Five, six, or seven .. .. .	117 0	76 3	114 0	73 3
Other night or relieving cooks .. .. .	111 0	72 3	108 0	69 3
Larder cook .. .. .	114 0	72 3	111 0	69 3
Pastrycook .. .. .	117 0	72 3	114 0	69 3
Stove, grill, fish, third or breakfast cook .. .. .	111 0	68 3	108 0	65 3
Vegetable or assistant cook .. .. .	109 0	66 3	106 0	63 3
Oysterman .. .. .	105 0	..	102 0	..
Pantryman or kitchenman .. .. .	105 0	..	102 0	..
Storeman .. .. .	107 6	..	104 6	..
Head waiter .. .. .	110 6	..	107 6	..
Other waiters .. .. .	105 0	..	102 0	..
Night porter .. .. .	105 0	..	102 0	..
Day porter .. .. .	105 0	..	102 0	..
Billiard-room attendant .. .. .	105 0	..	102 0	..
Commissionaire or messenger .. .. .	105 0	..	102 0	..
Housekeeper, stewardess, or manageress .. .. .	..	79 9	..	76 9
Laundress .. .. .	..	68 3	..	65 3
Head waitress .. .. .	..	68 3	..	65 3
Other waitresses .. .. .	..	64 3	..	61 3
Pantrymaid or kitchenmaid .. .. .	..	65 3	..	62 3
Housemaid .. .. .	..	65 3	..	62 3
Persons not otherwise provided for .. .. .	105 0	65 3	102 0	62 3
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 35 6	..	Per week of 20 hours 32 0

CLUBS.

(10)

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 44 HOURS.						PROPORTION (IN ANY PLACE).
	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 .. .. .	25 9	1 0	26 9	25 9	1 0	26 9	<p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
16 years of age .. .. .	35 6	1 6	37 0	27 9	1 0	28 9	
17 .. .. .	39 6	1 6	41 0	31 3	1 3	32 6	
18 .. .. .	46 9	1 9	48 6	33 9	1 6	35 3	
19 .. .. .	56 3	2 3	58 6	36 3	1 6	37 9	
20 .. .. .	74 6	3 0	77 6	41 6	1 9	43 3	

SCHEDULE—continued.  
HOTEL AND RESTAURANT BOARD—continued.  
OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City 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 .. .. .	105 6	..	105 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	134 6	87 0	134 6	87 0
Five, six, or seven .. .. .	118 6	75 0	118 6	75 0
Three or four .. .. .	109 3	72 6	109 3	72 6
Other first cooks or cook employed alone .. .. .	105 3	72 6	103 6	72 6
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more .. .. .	114 6	75 0	114 6	75 0
Five, six, or seven .. .. .	104 6	67 0	104 6	67 0
Less than five .. .. .	103 0	65 0	101 6	65 0
Larder cook, stove, grill, fish, or breakfast cook .. .. .	104 6	65 0	104 0	65 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	105 0	67 0	104 6	67 0
Third cook .. .. .	103 0	62 6	101 6	62 6
Vegetable or assistant cook .. .. .	103 6	62 6	103 6	62 6
Oysterman .. .. .	104 0	..	102 6	..
Pantryman or kitchenman .. .. .	101 0	..	99 6	..
Storeman .. .. .	102 6	..	102 6	..
Head waiter .. .. .	103 0	..	103 0	..
Other waiters .. .. .	101 0	..	99 6	..
Night porter .. .. .	101 0	..	99 6	..
Day porter .. .. .	101 0	..	99 6	..
Billiard-room attendant .. .. .	101 0	..	99 6	..
Commissionaire or messenger .. .. .	101 0	..	99 6	..
Housekeeper, stewardess, or manageress .. .. .	..	72 6	..	72 6
Laundress .. .. .	..	62 6	..	62 6
Head waitress or supervisor .. .. .	..	62 6	..	62 6
Other waitresses .. .. .	..	58 6	..	58 6
Pantrymaid or kitchenmaid .. .. .	..	58 6	..	58 6
Counterhand .. .. .	..	58 6	..	58 6
Housemaid .. .. .	..	58 6	..	58 6
Linen maid or seamstress .. .. .	..	63 0	..	63 0
Persons not otherwise provided for .. .. .	101 0	58 6	99 6	58 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.) .. .. .	..	37 0	..	37 0

NOTE.—War Loading—For convenience War Loadings as follows:—

Males .. .. .	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids .. .. .	1s. 6d. "
Other females .. .. .	2s. 6d. "

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (15).

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m. The minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employer) be, where the employer—

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

Notwithstanding any 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 or who is provided with less meals than those provided for in hereof (i), (ii), and (iii) the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

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

(21)

APPRENTICES OR IMPROVERS.

	Wages per week of 44 hours.						PROPORTION (IN ANY PLACE).
	Males.			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.	MALES OR FEMALES.
Under 16 years of age	25 9	1 0	26 9	25 3	1 0	26 3	<p>Apprentices.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>Improvers.</p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
16 years of age	35 3	1 6	36 9	25 9	1 0	26 9	
17 "	39 3	1 6	40 9	30 3	1 3	31 6	
18 "	46 0	2 0	48 0	33 3	1 6	34 9	
19 "	56 0	2 3	58 3	35 9	1 6	37 3	
20 "	73 3	3 0	76 3	41 0	1 9	42 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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

OTHER EMPLOYEES.

	Wages.†			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, assistant cellarman, or barmaids (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination	..	..	..	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	131 6	86 6	131 6	86 6
Five, six, or seven .. .. .	116 0	73 0	116 0	73 0
Three or four .. .. .	107 9	70 6	107 9	70 6
Other first cooks or cook employed alone ..	105 6	70 6	103 3	70 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	111 6	73 0	111 6	73 0
Five, six, or seven .. .. .	101 6	65 3	101 6	65 3
Other second cooks .. .. .	101 6	63 0	100 0	63 0
Night or relieving cook .. .. .	101 9	63 0	99 9	63 0
Larder, stove, grill, fish, or breakfast cook ..	103 0	63 0	101 0	63 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	103 0	63 9	101 3	63 9
Third cook .. .. .	101 6	61 0	99 9	61 0
Vegetable or assistant cook .. .. .	100 6	61 0	99 3	61 0
Oysterman .. .. .	101 0	..	101 0	..
Pantryman or kitchenman .. .. .	98 0	..	96 0	..
Storeman or storewoman .. .. .	103 0	61 6	103 0	61 6
Head waiter .. .. .	101 9	..	101 9	..
Other waiters .. .. .	98 0	..	96 0	..
Night porter .. .. .	98 0	..	96 0	..
Day porter .. .. .	98 0	..	96 0	..
Billiard-room attendant .. .. .	98 0	..	96 0	..
Commissionaire or messenger .. .. .	98 0	..	96 0	..
Housekeeper or stewardess .. .. .	..	70 6	..	70 6
Laundress .. .. .	..	61 0	..	61 0
Head waitress or supervisor .. .. .	..	61 0	..	61 0
Other waitresses .. .. .	..	57 6	..	57 6
Pantrymaid or kitchenmaid .. .. .	..	57 6	..	57 6
Fruit juice, flavour, or soda fountain hand ..	..	60 6	..	60 6
Counterhand (other than a soda fountain hand as defined) .. .. .	..	57 6	..	57 6
Housemaid .. .. .	..	57 6	..	57 6
Linen maid or seamstress .. .. .	..	63 0	..	63 0
Persons not otherwise provided for .. .. .	98 0	57 6	96 0	57 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.) .. .. .	..	37 0	..	37 0

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males .. .. .	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids .. .. .	1s. 6d. „
Other females .. .. .	2s. 6d. „

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (28).

† SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (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) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) 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
- (iv) boards and lodges the employee, 18s. 8d. per week less.

Notwithstanding any 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 or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth 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. 134 of the 6th April, 1942, shall remain in force.

SCHEDULE—continued.

ICE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 363 of the 29th December, 1941, shall be replaced by the following clause:—

(2)

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Wage.	Emergency Loading (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>
16 years of age ..	46 0	1 6	47 6	Ice Pullers ..			
17 " " ..	50 0	1 9	51 9	Ice Stackers ..	117 5	4 0	121 5
18 " " ..	60 0	2 0	62 0	Ice Packers ..			
19 " " ..	68 0	2 3	70 3				

PROPORTION (in any factory or place).  
One juvenile worker to every three or fraction of three workers employed and receiving not less than 12ls. 5d. per week of 44 hours.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 363 of the 29th December, 1941, shall remain in force.

ICE CREAM BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 365 of the 31st December, 1941, shall be replaced by the following clause:—

(2)

ORDINARY WORKERS.

Apprentices and Improvers.				Juvenile Workers.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
<i>Males.</i>				<i>Males.</i>			
	Ordinary Wage.	War Loading (Not Adjustable).	Total Wage.		Ordinary Wage.	War Loading (Not 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 16 years of age ..	21 9	1 0	22 9	Under 16 years of age ..	34 9	1 6	36 3
16-17 years of age ..	30 3	1 6	31 9	16-17 years of age ..	41 6	2 0	43 6
17-18 years of age ..	35 0	1 6	36 6	17-18 years of age ..	47 3	2 6	49 9
18-19 years of age ..	44 9	2 0	46 9				
19-20 years of age ..	62 9	3 0	65 9				
20-21 years of age ..	74 6	3 6	78 0				
<i>Improvers.</i>				<i>Females.</i>			
Under 16 years of age ..	34 9	1 6	36 3	Under 16 years of age ..	30 3	1 6	31 9
16-17 years of age ..	41 6	2 0	43 6	16-17 years of age ..	34 3	1 6	35 9
17-18 years of age ..	47 3	2 6	49 9	17-18 years of age ..	36 0	2 0	38 0
18-19 years of age ..	57 9	3 0	60 9	18-19 years of age ..	41 0	2 0	43 0
19-20 years of age ..	74 6	3 6	78 0	19-20 years of age ..	43 6	2 0	45 6
20-21 years of age ..	88 0	4 6	92 6	20-21 years of age ..	48 0	2 6	50 6

PROPORTION.  
One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 105s. per week of 44 hours.

PROPORTION.  
Three female juvenile workers to every two female workers receiving 6ls. 0d. per week of 44 hours.

ADULT EMPLOYEES.

Wages per Week of 44 Hours.			
<i>Males.</i>			
	Ordinary Wage.	War Loading (Not Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pasteurizer ..			
Mixer ..			
Cooling, or ..			
Freezer ..			
Assistant to any of the above-mentioned operators ..			
Dixie ..	103 0	5 0	108 0
Cup, or ..			
Chocolate bar ..			
Mould cutter, by machine ..	104 6	5 0	109 6
Mould cutter, by hand ..	104 6	5 0	109 6
Can washer, floor hand, chamber hand, or person handling ice ..	108 0	5 0	113 0
All others ..	103 0	5 0	108 0
	100 0	5 0	105 0
<i>Females.</i>			
All adults ..	58 0	3 0	61 0

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 365 of the 31st December, 1941, shall remain in force.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 21 of the 12th January, 1942, shall be replaced by the following clauses:—

(2)				WAGES.		
Improvers.				Other Employees.		
				Wages per Week of 44 Hours.	Day Shift. Wages per Week of 44 Hours.	
				£ s. d.	£ s. d.	
17 to 19 years of age	..	..	..	3 13 9	Roller .. .. .	8 2 3
19 to 21 years of age	..	..	..	4 8 6	Furnaceman .. .. .	7 14 6
PROPORTION (in any place).					Rougher .. .. .	7 9 6
One improver to every six adults receiving not less than 100s. per week of 44 hours.					Catcher (three high roughing Rolls)	7 9 6
					Catcher who is responsible for adjusting guards	5 17 0
					Other Catchers .. .. .	5 14 0
					Annealer or Heat Treatment Hand	6 5 0
					Roller's Assistant .. .. .	6 3 0
					Charger .. .. .	5 15 0
					Shearsman of scrap (Crocodile Shears)	5 15 0
					Yard Shearsman .. .. .	5 15 0
					Billet Shearsman .. .. .	5 15 0
					Scrap Bar Shearsman .. .. .	5 9 0
					Other Shearsmen .. .. .	5 6 6
					Setter Up .. .. .	5 11 11
					Carrier Up (large mill)	5 9 0
					Carrier Up (small mill)	5 3 8
					Underhand who also assists to feed furnace	5 9 0
					Hookman .. .. .	5 9 0
					Middleman .. .. .	5 9 0
					Straightener .. .. .	5 9 0
					Straightener's Assistant .. .. .	5 6 6
					Chipper .. .. .	5 9 0
					Assistant Furnaceman .. .. .	5 9 0
					Plate Hand .. .. .	5 6 6
					Underhand .. .. .	5 6 6
					Furnaceman at electric furnace	6 7 0
					Pitman at electric furnace	5 18 0
					Ladleman at electric furnace	5 18 0
					Assistant at electric furnace	5 3 8
					Assistant to Shearsman .. .. .	5 4 0
					All others .. .. .	5 0 0

(16) PIECEWORK.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

		s. d.	
LARGE MILL.			
Roller	.. .. .	3 0	per ton of finished bars of iron and steel.
	.. .. .	3 3½	per ton of scrap iron bars.
Rougher	.. .. .	2 0½	per ton of finished bars of iron and steel.
	.. .. .	4 7½	per ton of scrap iron bars.
Catcher	.. .. .	1 9½	per ton of finished bars of iron and steel.
	.. .. .	2 8½	per ton of scrap iron bars.
Middleman	.. .. .	1 8½	per ton of finished bars of iron and steel.
Large Hook	.. .. .	1 8	per ton of finished bars of iron and steel.
	.. .. .	2 5	per ton of scrap iron bars.
Small Hook	.. .. .	1 8	per ton of finished bars of iron and steel.
Plateland	.. .. .	1 8	per ton of finished bars of iron and steel.
Leading Plateland	.. .. .	1 8½	per ton of finished bars of iron and steel.
	.. .. .	2 0½	per ton of scrap iron bars.
Furnaceman	.. .. .	5 0½	per ton of finished bars of iron and steel.
	.. .. .	8 0	per ton of scrap iron bars.
Underhand	.. .. .	3 5½	per ton of finished bars of iron and steel.
	.. .. .	4 11½	per ton of scrap iron bars.
Carrier Up	.. .. .	1 8½	per ton of finished bars of iron and steel.
Carrier Up	.. .. .	1 8	per ton of finished bars of iron and steel.
SMALL MILL.			
Roller	.. .. .	5 6½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	4 4½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	3 8½	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
Rougher	.. .. .	4 9½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	3 8½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	3 3½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	.. .. .	3 1½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Catcher	.. .. .	2 9½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	2 3½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	2 0½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	.. .. .	1 11½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Middleman	.. .. .	2 7	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	2 1½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	1 11½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	.. .. .	1 10	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
Furnaceman	.. .. .	8 10	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	7 8	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	6 11	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	.. .. .	5 6½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Underhand	.. .. .	5 2½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	4 3½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	.. .. .	3 9½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	.. .. .	3 5½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Plateland	.. .. .	2 11	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	.. .. .	1 10	per ton of finished bars of iron and steel billets and iron piles over 30 lb. each.

NOTE.—The furnaceman and underhand are paid for the output of one furnace.  
 Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 21 of the 12th January, 1942 shall remain in force.

## SCHEDULE—continued.

## IRONMOULDERS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 53 of the 11th February, 1942, shall be replaced by the following clauses:—

2.	Adults	Per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria where this Determination Applies.
WAGES.		£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>				
Bank pipe moulders—				
	5 and 6 inch, headmen .. .. .	6 5 0	6 11 6	6 2 0
	5 and 6 inch, footmen .. .. .	5 14 0	6 0 6	5 11 0
	4 inch and under, headmen .. .. .	5 18 0	6 4 6	5 15 0
	4 inch and under, footmen .. .. .	5 10 0	5 16 6	5 7 0
Vertical pipe moulders—				
	Rammers, coremakers, corers, or casters .. .. .	5 8 0	5 14 6	5 5 0
	Dressers of pipes, including dressers on emery wheels .. .. .	5 11 0	5 17 6	5 8 0
	Cupola furnacemen .. .. .	5 18 0	6 4 6	5 15 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) .. .. .	5 9 0	5 15 6	5 6 0
<i>Persons Employed in making Pipes by machinery.</i>				
Coremakers—				
	5 and 6 inch, faucet .. .. .	6 5 0	6 11 6	6 2 0
	5 and 6 inch, spigot .. .. .	5 14 0	6 0 6	5 11 0
	4 inch and under, faucet .. .. .	5 18 0	6 4 6	5 15 0
	4 inch and under, spigot .. .. .	5 10 0	5 16 6	5 7 0
Finishers and Casters—				
	5 and 6 inch .. .. .	6 5 0	6 11 6	6 2 0
	4 inch and under .. .. .	5 18 0	6 4 6	5 15 0
<i>Metal Moulding.</i>				
	Jobbing moulders or coremakers .. .. .	6 10 0	6 16 6	6 7 0
	Agricultural stove dairying implement moulders or core makers .. .. .	6 0 0	6 6 6	5 17 0
Machine or plate moulders or coremakers—				
	1st six months' experience .. .. .	5 9 0	5 15 6	5 6 0
	2nd six months' experience .. .. .	5 12 0	5 18 6	5 9 0
	3rd six months' experience .. .. .	5 15 0	6 1 6	5 12 0
	Thereafter .. .. .	6 0 0	6 6 6	5 17 0
"Experience" for the purpose of this Determination shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.				
	Dressers using portable machine .. .. .	5 13 0	5 19 6	5 10 0
	Dressers (including dressers on emery wheels) .. .. .	5 11 0	5 17 6	5 8 0
	Furnacemen .. .. .	5 15 0	6 1 6	5 12 0
	Cupola furnaceman .. .. .	5 18 0	6 4 6	5 15 0
	Crucible furnacemen .. .. .	5 15 0	6 1 6	5 12 0
	Converter furnacemen (i.e., persons in charge of a converter) .. .. .	5 18 0	6 4 6	5 15 0
	Electric furnacemen .. .. .	5 17 0	6 3 6	5 14 0
	Furnacemen's assistant (including any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron) .. .. .	5 9 0	5 15 6	5 6 0
	Loader and unloader of annealing furnace .. .. .	5 9 0	5 15 6	5 6 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin .. .. .	5 10 0	6 5 6	5 16 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin .. .. .	5 9 0	5 15 6	5 6 0
<i>Labourers.</i>				
	Moulder's Assistant .. .. .	5 9 0	5 15 6	5 6 0
	Labourers .. .. .	5 0 0	5 6 6	4 17 0

## APPRENTICESHIP TRADES.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

## JOBING MOULDER AND/OR COREMAKER.

*Contract of Apprenticeship.*

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship.

- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(c) If through lack of orders or through financial difficulties an 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 the indenture may, with the approval of the Secretary for Labour,



SCHEDULE—continued.

IRONMOULDERS BOARD—continued.

be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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.

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

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Five-year terms—</b>			
1st year .. .. .	20 6	22 0	20 0
2nd year .. .. .	28 6	30 6	27 6
3rd year .. .. .	42 6	45 6	41 0
4th year .. .. .	70 0	75 0	68 0
5th year .. .. .	88 6	95 0	85 6
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>			
1st year .. .. .	23 6	25 6	23 0
2nd year .. .. .	42 0	45 0	40 6
3rd year .. .. .	70 0	75 0	68 0
4th year .. .. .	88 6	95 0	85 6

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(i) An apprentice under the age of 18 years shall not be required to work overtime or shift work unless he so desires.

*Payment by Results.*

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

*Lost Time.*

(k) 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

and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

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.

*Adult Apprentices.*

(e) 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.

*Probationary Period.*

(f) Minors may be taken on probation for three months and, if apprenticed, such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(l) 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.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hercof respectively.

**UNAPPRENTICED JUNIOR LABOUR.**

4. Unapprenticed male juniors may be employed in all occupations covered by this Determination for which apprenticeship is not provided at the following weekly rates of wages:—

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>Under 16 years of age</b> .. .. .	23 6	25 0	22 6
<b>16 years of age</b> .. .. .	31 6	33 6	30 6
<b>17 years of age</b> .. .. .	57 0	60 6	55 0
<b>18 years of age</b> .. .. .	72 0	77 0	69 6
<b>19 years of age and over</b> .. .. .	86 0	92 0	83 6

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

Clauses (5) to (23) inclusive of the Determination as published in *Government Gazette* No. 63 of the 11th February, 1942, shall remain in force.

SCHEDULE—continued.

JEWELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 353 of the 17th December, 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.	
WAGES. per week of 44 hours.		MALES.		MALES. <span style="float: right;">s. d.</span>	
	Males.	Females.	Engaged as Process Workers as defined in Clause (8).		
	s. d.	s. d.			
1st year—			1st year—		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 six months ..	17 0	17 0	1st six months ..	17 0	.. 121 6
2nd six months ..	19 6	19 6	2nd six months ..	22 0	
2nd year—			2nd year—		Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—
1st six months ..	24 6	24 6	1st six months ..	26 0	During his 1st six months' experience .. 98 0
2nd six months ..	27 0	27 0	2nd six months ..	30 0	During his 2nd six months' experience .. 110 0
3rd year—			3rd year—		Thereafter .. .. .
1st six months ..	29 6	29 6	1st six months ..	34 0	.. 121 6
2nd six months ..	32 0	32 0	2nd six months ..	38 0	Plate roller, or wire roller and drawer, without previous experience—
4th year—			4th year—		During the 1st six months' experience .. 98 0
1st six months ..	34 6	34 6	1st six months ..	42 0	During the 2nd six months' experience .. 110 0
2nd six months ..	39 6	37 0	2nd six months ..	47 0	Thereafter .. .. .
5th year—			5th year—		.. 121 6
1st six months ..	44 6	42 0	1st six months ..	57 0	Process Worker—
2nd six months ..	54 6	47 0	2nd six months ..	64 6	During his 1st six months' experience .. 98 0
6th year—			6th year—		Thereafter .. .. .
1st six months ..	64 6	52 0	1st six months ..	69 6	.. 110 0
2nd six months ..	74 6	62 0	2nd six months ..	77 0	.. 110 0
			PROPORTION.		
			Three male juvenile workers to each four or fraction of four workers receiving not less than 110s. per week of 44 hours.		
IMPROVERS.		WAGES. Per week of 44 hours.		FEMALES.	
	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;		
1st six months ..	17 0	17 0	(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;		.. 121 6
2nd six months ..	22 0	19 6	(3) Filling-in enamel work;		
2nd year—			(4) Carding of jewellery—		
1st six months ..	26 0	22 0	1st year—		Maker of the following classes of chain by hand—
2nd six months ..	30 0	26 0	1st six months ..	16 0	Up to 5 dwt. to the foot, 18 or 15 carat (solid) .. .. .
3rd year—			2nd six months ..	21 0	Up to 4 dwt. to the foot, 9 carat (solid) .. 121 6
1st six months ..	34 0	29 6	2nd year ..	26 0	Up to 2 dwt. to the foot (hollow) .. 121 6
2nd six months ..	38 0	32 0	3rd year ..	31 0	Examiner, tester, and solderer of machine-made chain (solid)—
4th year—			4th year ..	36 6	Up to 5 dwt. to the foot, 18 carat .. 69 0
1st six months ..	42 0	36 0	5th year ..	41 6	Up to 4 dwt. to the foot, 15 carat .. 69 0
2nd six months ..	47 0	39 6	6th year ..	46 6	Up to 3 dwt. to the foot, 9 carat .. 69 0
5th year—			(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—		
1st six months ..	57 0	42 0	1st year—		* { During 1st 3 months' experience .. 53 6
2nd six months ..	64 6	47 0	1st six months ..	16 0	{ Thereafter .. .. .
6th year—			2nd six months ..	21 0	.. 58 6
1st six months ..	69 6	52 0	2nd year ..	26 0	Pressworker (weight of press not to exceed 3 cwt.)—
2nd six months ..	77 0	57 0	3rd year ..	31 0	* { During 1st 3 months' experience .. 57 6
			4th year ..	36 6	{ Thereafter .. .. .
			5th year ..	41 6	.. 62 0
			6th year ..	46 6	Pressworker (weight of press exceeding 3 cwt.)—
					* { During 1st 3 months' experience .. 68 6
					{ Thereafter .. .. .
					.. 74 0
					Process worker—
					* { During 1st 3 months' experience .. 57 6
					{ Thereafter .. .. .
					.. 62 0
					Female employed carding jewellery—
					* { During 1st 3 months' experience .. 53 6
					{ Thereafter .. .. .
					.. 57 6
					All others .. .. .
					.. 110 0
					* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall remain in force.

SCHEDULE—continued.

KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 323 of the 24th November, 1941, shall be replaced by the following clause:—

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

JUNIORS.

*Hosiery and all other Sections (except outer and under garments).*

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
	<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>	<i>s. d.</i>
1st six months	21 6	25 0	28 0	34 0	40 0	47 0	1st six months	20 6	21 0	22 0	24 0	28 0	29 6
2nd "	24 0	27 0	31 6	38 0	44 6	75 0	2nd "	21 0	22 6	24 0	26 6	30 6	42 0
3rd "	25 6	28 6	35 0	41 0	49 6	..	3rd "	23 6	25 0	28 6	31 0	32 6	..
4th "	28 0	32 6	39 0	47 0	75 6	..	4th "	25 0	28 6	30 6	32 6	44 6	..
5th "	31 0	37 0	41 6	52 0	..	..	5th "	28 6	30 6	32 6	38 0	..	..
6th "	35 0	40 6	49 6	77 6	..	..	6th "	30 6	32 6	35 0	46 0	..	..
7th "	39 0	47 0	69 0	..	..	..	7th "	32 6	35 0	38 6	..	..	..
8th "	45 6	55 0	79 6	..	..	..	8th "	35 0	38 0	49 6	..	..	..
9th "	51 6	64 0	..	..	..	..	9th "	37 0	42 6	..	..	..	..
10th "	60 6	83 0	..	..	..	..	10th "	39 0	50 0	..	..	..	..
11th "	69 0	..	..	..	..	..	11th "	44 6	..	..	..	..	..
12th "	78 0	..	..	..	..	..	12th "	47 0	..	..	..	..	..
7th year	86 6	..	..	..	..	..	7th year	50 0	..	..	..	..	..

*Outer and Under Garment Section.*

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
	<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>	<i>s. d.</i>
1st six months	22 6	26 0	29 0	35 0	41 0	48 0	1st six months	21 6	22 0	23 0	25 0	29 0	30 6
2nd "	25 0	28 0	32 6	39 0	45 6	76 0	2nd "	22 0	23 6	25 0	27 6	31 6	43 0
3rd "	26 6	29 6	36 0	42 0	50 6	..	3rd "	24 6	26 0	29 6	32 0	33 6	..
4th "	29 0	33 6	40 0	48 0	76 6	..	4th "	26 0	29 6	31 6	33 6	45 6	..
5th "	32 0	38 0	42 6	53 0	..	..	5th "	29 6	31 6	33 6	37 0	..	..
6th "	36 0	41 6	50 6	78 6	..	..	6th "	31 6	33 6	36 0	47 0	..	..
7th "	40 0	48 0	60 0	..	..	..	7th "	33 6	36 0	39 6	..	..	..
8th "	46 6	56 0	80 6	..	..	..	8th "	36 0	39 0	50 6	..	..	..
9th "	52 6	65 0	..	..	..	..	9th "	38 0	43 6	..	..	..	..
10th "	61 6	84 0	..	..	..	..	10th "	40 0	51 0	..	..	..	..
11th "	70 0	..	..	..	..	..	11th "	45 6	..	..	..	..	..
12th "	79 0	..	..	..	..	..	12th "	48 0	..	..	..	..	..
7th year	87 6	..	..	..	..	..	7th year	51 0	..	..	..	..	..

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

PROPORTION (within any factory).

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

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

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

The Board has prescribed a form of apprenticeship indenture.

## SCHEDULE—continued.

## KNITTING TRADE BOARD—continued.

## OTHER EMPLOYEES.

## Wages per Week of 44 Hours (Day Shift).

	Hosiery and all other sec- tions except outer and un- der garments.	Outer and under garment Section.
	s. d.	s. d.
<i>Adult Males.</i>		
Mechanics on full-fashioned machines .. .. .	120 0	.. ..
Mechanics on all other machines .. .. .	114 0	116 0
Operators of single unit full-fashioned machines .. .. .	120 0	.. ..
Operators of other full-fashioned machines (loggers and footers)—		
First year's experience .. .. .	114 0	.. ..
Thereafter .. .. .	120 0	.. ..
Pliers .. .. .	114 0	116 0
Welt turners .. .. .	105 0	107 0
Board and press hands .. .. .	104 0	106 0
Electric machine cutters .. .. .	109 0	111 0
Hand cutters .. .. .	106 6	108 6
Warpers .. .. .	104 0	106 0
Hand knitters on flat machines .. .. .	106 6	108 6
Circular machine knitters .. .. .	104 0	106 0
Millmen, scourers, bleachers, or shrinkers .. .. .	103 0	105 0
Leading hand employed on dye machines or vats .. .. .	107 0	109 0
All other dye-house employees operating or attending machines .. .. .	102 0	104 0
All other machine operators or attendants .. .. .	102 0	104 0
Warehousemen, oilers, or cleaners .. .. .	102 0	104 0
Persons not otherwise provided for .. .. .	96 0	98 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes .. .. .	58 9	60 9
Operators of steam presses (except manual screw presses) .. .. .	57 9	59 9
Electric machine cutters .. .. .	64 9	66 9
Hand cutters .. .. .	58 9	60 9
Hand knitters on flat machines .. .. .	69 9	71 9
Knitters on other machines .. .. .	57 9	59 9
Linkers .. .. .	59 9	61 9
Seamers, welters, overlappers, flat lockers, or interlockers .. .. .	58 9	60 9
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned) .. .. .	57 9	59 9
Ironers .. .. .	57 9	59 9
Clockers .. .. .	59 9	61 9
Examiners, folders, graders, pairers, sorters, or parcellers .. .. .	56 9	58 9
Menders on full-fashioned hose .. .. .	59 9	.. ..
Other menders .. .. .	57 9	59 9
Persons not otherwise provided for .. .. .	51 9	53 9

Clauses (3) to (26) inclusive of the Determination published in *Government Gazette* No. 323 of the 24th November, 1941 shall remain in force.

SCHEDULE—continued.

LAUNDRY WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 219 of the 22nd June, 1942, shall be replaced by the following clause:—

(2) **WAGES.**

Apprentices and Improvers.		Other Employees.				
		Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.	Hours per Week.	
<b>MALES.</b>		<b>MALES.</b>				
	Wages per Week of 44 Hours.					
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
15 years of age or under	.. 26 9					
16 years of age	.. 31 0					
17 " " "	.. 43 6					
18 " " "	.. 47 0					
19 " " "	.. 58 3					
20 " " "	.. 69 0					
<b>FEMALES.</b>		<b>FEMALES.</b>				
	Wages per Week of 44 Hours.					
	<i>s. d.</i>					
15 years of age or under	.. 24 9					
16 years of age	.. 27 9					
17 " " "	.. 34 6					
18 " " "	.. 39 3					
19 " " "	.. 43 6					
20 " " "	.. 46 6					
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.		Laundry Workers	101 6	3 0	104 6	44
PROPORTION (in any place).		Washers employed on washing machine or hydro extractor	101 6	3 0	104 6	44
Apprentices and Improvers.		Glad ironers	65 3	2 0	67 3	44
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.		Hand washers	64 9	2 0	66 9	44
		Employees on treadle shirt or collar ironing machines	62 6	1 9	64 3	44
		Employees on treadle press machines	62 6	1 9	64 3	44
		Employees backing shirts off treadle shirt ironing machines	62 6	1 9	64 3	44
		Starched clothes ironers who completely iron any starched clothes articles by hand	62 6	1 9	64 3	44
		Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	58 0	1 9	59 9	44
		Employees on automatic air-driven presses	52 3	1 6	53 9	44
		All others	52 3	1 6	53 9	44

\* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 219 of the 22nd June, 1942, shall remain in force.

## SCHEDULE—continued.

## 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.	
Journeymen engaged in the manufacture or repair of machine belting..	£ s. d. 5 4 0	s. d. 5 0	s. d. 4 0	£ s. d. 5 13 0
All Other Journeymen .. .. .	5 10 0	5 0	4 0	5 19 0
Journeymen .. .. .	2 16 0	2 6	2 0	3 0 6

\* 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.

## LIME BURNERS 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 .. .. .	40 0	Lime burners or feeders .. .. .	108 0
17 years of age .. .. .	46 0	Drawers .. .. .	108 0
18 years of age .. .. .	56 6	Crusher hands .. .. .	103 6
19 years of age .. .. .	70 8	Operator of a mechanical bagging machine .. .. .	108 0
20 years of age .. .. .	98 0	Hydrator attendant .. .. .	117 6
		Lime screeners .. .. .	106 6
		Attendant on an automatic feeder .. .. .	109 0
		Drawers' assistants .. .. .	103 6
		Slack lime workers .. .. .	103 6
		All others .. .. .	100 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 100s. 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.

SCHEDULE—continued.

MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 332 of the 28th November, 1941, shall be replaced by the following clause:—

(2)

	Apprentices.							Improvers.					
	Males.			Females.				Males.			Females.		
	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.		Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.	Adjust-able Weekly Rate.	War Loading Non-adjust-able.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	21 0	0 9	21 9	21 0	0 9	21 9	Under 16 years	22 6	0 9	23 3	19 0	0 6	19 6
2nd "	27 3	0 9	28 0	23 6	0 9	24 3	of age						
3rd "	34 6	1 0	35 6	27 3	0 9	28 0	16 years of age	27 3	0 9	28 0	21 0	0 9	21 9
4th "	42 0	1 3	43 3	34 3	1 0	35 3	17 "	36 3	1 0	37 3	22 6	0 9	24 3
5th "	50 3	1 6	51 9	42 6	1 3	43 9	18 "	49 9	1 6	51 3	28 0	0 9	28 9
							19 "	61 3	1 9	63 0	33 9	1 0	34 9
							20 "	76 9	2 3	79 0	42 6	1 3	43 0

NUMBER (in any place).

Apprentices.

Male Improvers.

Female Improvers.

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

One male improver to every two male workers receiving 102s. per week.

Two female improvers to each female worker receiving 58s. 9d. per week.

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

	OTHER EMPLOYEES.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.
<i>Males.</i>			
Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	130 0	3 0	133 0
Foreman of any Department in which three to five workers are employed	121 0	3 0	124 0
First Assistant in any Department in which five or more workers are employed	113 0	3 0	116 0
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	106 0	3 0	109 0
Salesman in any Department under supervision	103 6	3 0	106 6
All others	99 0	3 0	102 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	130 0	3 0	133 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	121 0	3 0	124 0
First Assistant where five or more workers are employed	113 0	3 0	116 0
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	106 0	3 0	109 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	99 0	3 0	102 0
<i>Females.</i>			
Forewoman in charge of one to five workers	72 6	2 3	74 9
Forewoman in charge of six or more workers	75 6	2 3	77 9
Other adults	57 0	1 9	58 9

Clauses (3) to (15) inclusive of the Determination published in the *Government Gazette* No. 332 of the 28th November, 1941, shall remain in force.

SCHEDULE—continued.

MEAT PRESERVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 46 of the 9th February, 1942, shall be replaced by the following clause:—

(2) **WAGES.**

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time 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>
Under 16 years .. .. .	31 9	1 3	33 0	30 6	1 0	31 6
16 years and under 17 years .. .. .	37 0	1 3	38 3	34 6	1 3	35 9
17 .. .. . 18 .. .. .	45 0	1 6	46 6	38 3	1 3	39 6
18 .. .. . 19 .. .. .	53 0	2 0	55 0	43 6	1 6	45 0
19 .. .. . 20 .. .. .	66 3	2 3	68 6	48 6	1 9	50 3
20 .. .. . 21 .. .. .	82 0	3 0	85 0	55 6	1 9	57 3

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving not less than 112s. 6d. per week of 44 hours.  
One female apprentice to every three or fraction of three female workers receiving not less than 64s. 3d. per week of 44 hours.

*Improvers.*

One male improver to every 25 or fraction of 25 male workers receiving not less than 112s. 6d. per week of 44 hours.  
One female improver to every 25 or fraction of 25 female workers receiving not less than 64s. 3d. per week of 44 hours.

ALL OTHER SECTIONS.

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving not less than 113s. 6d. per week of 44 hours.  
One female apprentice to every three or fraction of three female workers receiving not less than 64s. 3d. per week of 44 hours.

*Improvers.*

One male improver to every 25 or fraction of 25 male workers receiving not less than 113s. 6d. per week of 44 hours.  
One female improver to every 25 or fraction of 25 female workers receiving not less than 64s. 3d. per week of 44 hours.

OTHER EMPLOYEES.

MEAT PRESERVING SECTION				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time 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>
Leading hand, i.e., a person in charge of a department or shift .. .. .	114 6	4 0	118 6	Mixer .. .. .	116 6	4 0	120 6
Assistant preserver .. .. .	114 6	4 0	118 6	Potman .. .. .	116 6	4 0	120 6
Retort Hand, i.e., a person who loads and unloads retorts .. .. .	112 6	4 0	116 6	Females engaged—			
Females engaged—				Patting, wrapping, stamping, or branding .. .. .	62 3	2 0	64 3
Stamping, or Branding .. .. .	62 3	2 0	64 3	Labelling, wiping tins, and carrying off from filling tables .. .. .			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. .. .							
Preparing for, placing in, taking away from machines and placing in trays .. .. .							
Cutting Sausages .. .. .							
All others .. .. .							
	108 6	4 0	112 6	Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. .. .			
				Taking away from automatic machines .. .. .			
				Wrapping premier jus for oleo presses .. .. .			
				All others .. .. .	109 6	4 0	113 6

Clauses (3) to (31) inclusive of the Determination published in *Government Gazette* No. 46 of the 9th February, 1942, shall remain in force.



SCHEDULE—continued.

MILLET BROOM BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall be replaced by the following clause:—

(2)

(a) Apprentices or Improvers.				(b) Other Employees.	
Broom Section.	Feather Duster or Mop Sections.				
	Wages per Week of 44 Hours. s. d.	MALES. Wages per Week of 44 Hours. s. d.	FEMALES. Wages per Week of 44 Hours. s. d.	Wages per Week of 44 Hours. s. d.	
1st Year .. 21 9	1st Year .. 21 9	1st Year .. 21 9	<i>Broom Making.</i>		
2nd .. 27 0	2nd .. 27 0	2nd .. 27 0	Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) .. 122 0		
3rd .. 35 3	3rd .. 35 3	3rd .. 30 0	Second sorter .. 117 0		
4th .. 48 9	4th .. 48 9	4th .. 35 3	Maker or sewer .. 122 0		
5th .. 59 9	5th .. 59 9	5th .. 40 9	Cutter off .. 114 6		
6th .. 76 0	6th .. 76 0	6th .. 48 9	All others .. 107 0		
And thereafter the minimum wage.	And thereafter the minimum wage.	And thereafter the minimum wage.	<i>Feather Duster Making.</i>		
<p>PROPORTION IN ANY FACTORY OR PLACE.</p> <p>APPRENTICES.</p> <p><i>Broom Section.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 107s. per week of 44 hours, or the prescribed piece-work prices.</p> <p>APPRENTICES.</p> <p><i>Feather Duster or Mop Sections.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 107s. per week of 44 hours.</p> <p>IMPROVERS.</p> <p><i>Feather Duster Making Section.</i></p> <p>Two male improvers to every worker receiving not less than 107s. per week of 44 hours.</p> <p>Two female improvers to every female worker receiving not less than 65s. 3d. per week of 44 hours.</p> <p>IMPROVERS.</p> <p><i>Mop Making Section.</i></p> <p>Two male improvers to every worker receiving not less than 107s. per week of 44 hours.</p> <p>Two female improvers to every female worker receiving not less than 65s. 3d. per week of 44 hours.</p> <p>IMPROVERS.</p> <p><i>Broom Section.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 107s. per week of 44 hours, or the prescribed piece-work prices.</p>					
				<p>Males .. 107 0</p> <p>Females .. 65 3</p>	
				<p>Males .. 107 0</p> <p>Females .. 65 3</p>	

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall remain in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 7s.

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, Wahalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age .. .. .	43 0		
16 and under 18 years of age .. .. .	54 6		
18 and under 19 years of age .. .. .	67 0		
19 and under 20 years of age .. .. .	87 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.			
<b>PROPORTION.</b>			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 92s. 6d. per week of 44 hours.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 92s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings .. .. .	122 0
		(b) If they do not raise or lower human beings .. .. .	116 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings .. .. .	112 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings .. .. .	109 0
		(c) On dredges .. .. .	109 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached .. .. .	112 0
		Attending to a steam engine without condenser .. .. .	109 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over .. .. .	109 0
		(ii) if under 50 b.h.p. .. .. .	106 0
		Motor Drivers or Attendants .. .. .	100 0
		Firemen—	
		(a) Attending one boiler .. .. .	100 0
		(b) Attending two boilers .. .. .	101 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate .. .. .	103 0
		Greasers .. .. .	98 0
		All others .. .. .	95 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)—

	DA . SHIFT.	<i>s. d.</i>
17 years of age .. .. .		65 9 per week
18 " " .. .. .		78 0 "
19 " " .. .. .		86 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 92s. 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.																														
<p style="text-align: center;">Wages per Week.</p> <p style="text-align: center;"><i>s. d.</i></p> <p>1st year's experience .. .. . 22 6</p> <p>2nd " " .. .. . 29 0</p> <p>3rd " " .. .. . 36 9</p> <p>4th " " .. .. . 43 0</p> <p>And thereafter the minimum wage.</p> <p style="text-align: center;">PROPORTION.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>	<p>(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—</p> <p>1st year's experience as such 76<i>s.</i> per week.</p> <p>Thereafter .. .. . The rate provided in Clause (2) "Other Employees" for the class of vehicle driven</p> <p>(b) Other Improvers—</p> <p style="text-align: center;">Wages per Week.</p> <p style="text-align: center;">Commencing Age—</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">17 years or under.</th> <th style="text-align: center;">18 years.</th> <th style="text-align: center;">19 years.</th> <th style="text-align: center;">20 years.</th> </tr> <tr> <th></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> <th style="text-align: center;"><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td style="text-align: right;">29 0</td> <td style="text-align: right;">36 9</td> <td style="text-align: right;">49 0</td> <td style="text-align: right;">56 6</td> </tr> <tr> <td>2nd " "</td> <td style="text-align: right;">36 9</td> <td style="text-align: right;">49 0</td> <td style="text-align: right;">56 6</td> <td></td> </tr> <tr> <td>3rd " "</td> <td style="text-align: right;">49 0</td> <td style="text-align: right;">56 6</td> <td></td> <td></td> </tr> <tr> <td>4th " "</td> <td style="text-align: right;">56 6</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>And thereafter the minimum wage.</p> <p style="text-align: center;">PROPORTION.</p> <p>One improver to every seven or fraction of seven workers receiving not less than the minimum wage.</p>		17 years or under.	18 years.	19 years.	20 years.		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	29 0	36 9	49 0	56 6	2nd " "	36 9	49 0	56 6		3rd " "	49 0	56 6			4th " "	56 6			
	17 years or under.	18 years.	19 years.	20 years.																											
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>																											
1st year's experience	29 0	36 9	49 0	56 6																											
2nd " "	36 9	49 0	56 6																												
3rd " "	49 0	56 6																													
4th " "	56 6																														

OTHER EMPLOYEES.

Employees operating exclusively within a radius of 15 miles of the General Post Office, Melbourne.	" A "	" B "
	<i>s. d.</i>	<i>s. d.</i>
(i) <i>Vehicles Engaged on Regular Services.</i>		
(See Clause 12 for Definition of Vehicle Engaged on Regular Services.)		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 19 persons .. .. .	120 0*	115 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons .. .. .	116 0*	111 6*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons .. .. .	112 6*	107 6*
In which the licensed passenger seating capacity does not exceed 7 persons .. .. .	110 6*	105 6*
* These rates include a special war loading of 3 <i>s.</i> per week.		
(ii) <i>Vehicles Not Engaged on Regular Services.</i>		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 22 persons .. .. .	110 6	105 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons .. .. .	103 6	103 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons .. .. .	106 6	101 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street .. .. .	103 6	98 6
All other drivers .. .. .	101 0	96 0
(iii) <i>Employees Not Provided for in (i) and (ii) hereof.</i>		
Conductors (including females) .. .. .	104 6	99 6
Greasers .. .. .	102 6	97 6
Cleaners .. .. .	99 0	94 0
All others—		
Males .. .. .	99 0	94 0
Females .. .. .	58 0	51 6

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 220 of the 4th August, 1941, 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 Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Weekly Wages.	Weekly Wages.		£ s. d.	£ s. d.
<p>Males. Females. s. d. s. d.</p> <p>1st year 19 11 19 3 2nd " 30 4 29 2 3rd " 40 4 33 7 4th " 60 3 43 8 5th " 79 8 50 1 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 18 0 16 1 16 years of age, and under 17 years 19 11 19 3 17 " " " 18 " 30 4 29 2 18 " " " 19 " 40 4 33 7 19 " " " 20 " 60 3 43 8 20 " " " 21 " 79 8 50 1 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><i>Males.</i> One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p><i>Males.</i></p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner } Veneer 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 .. } <i>Females.</i> Veneer matcher .. } All others .. }</p>	<p>£ s. d.</p> <p>6 3 0 6 2 6 6 0 6 5 17 6 5 3 0 6 1 0 5 15 0 5 10 0 5 15 0 5 15 0 5 7 0 5 4 0 6 7 0 5 18 0 5 15 0 5 10 0 5 7 0 6 7 0 5 0 0 4 17 0 4 17 0 2 19 6 2 11 6</p>	<p>£ s. d.</p> <p>6 0 0 5 19 6 5 17 6 5 0 0 5 18 0 5 12 0 5 7 0 5 12 0 5 4 0 6 4 0 5 15 0 5 12 0 5 7 0 6 4 0 4 17 0 4 14 0 2 18 0 2 10 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 "97s." shall be substituted for "90s." and "51s. 6d." substituted for "48s."

SCHEDULE—continued.

MUSICIANS BOARD.

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

(2) WAGES.

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

*Weekly Employees.*

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

	£	s.	d.
(A2) Leaders—			
(i) Week's work .. .. .	9	17	0
(ii) Each performance not included in week's work .. .. .	1	2	6 extra
(A3) Principals—			
(i) Week's work .. .. .	7	17	0
(ii) Each performance not included in week's work .. .. .	0	18	0 extra
(A4) Other performers—			
(i) Week's work .. .. .	6	17	0
(ii) Each performance not included in week's work .. .. .	0	15	0 extra

*Casual Employees.*

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

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

*Weekly Employees.*

(B1) For the purpose of this sub-clause (B)—  
 (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.  
 (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(B2) Week's work of six performances .. .. .	5	11	6
(B3) Week's work of twelve performances .. .. .	8	11	6
(B4) Each performance not included in week's work .. .. .	0	13	6 extra
(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.			

*Casual Employees.*

	£	s.	d.
(B6) Each performance by any one (other than a pianist playing alone) .. .. .	0	13	10
(B7) Each performance by pianist playing alone .. .. .	1	2	6
(B8) Pianist employed only for voice trials and similar work 5s. 5d. per hour with minimum as for one and a half hours.			

(C) PICTURE SHOWS.

*Weekly Employees.*

(C1) For the purpose of this sub-clause (C)—  
 (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.  
 (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

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

*Intermittent Weekly Employees.*

	£	s.	d.
(C6) One performance per week .. .. .	1	2	6
(C7) Two performances per week .. .. .	2	1	0
(C8) Three performances per week .. .. .	2	16	0
(C9) Four performances per week .. .. .	3	13	6
(C10) Five performances per week .. .. .	4	13	0
(C11) Each extra performance over five .. .. .	0	15	0 extra
(C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour.			

*Casual Employees.*

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

(D) STAGE BAND.

*Weekly Employees.*

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

	£	s.	d.
(D2) Week's work .. .. .	3	18	0†
(D3) Each performance not included in week's work .. .. .	0	12	0‡ extra

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

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(D) STAGE BAND—continued.

		£ s. d.
(D4) Each performance	.. .. .	0 19 0*

(E) BROADCASTING AND RELAYING.

Weekly Employees.

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

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

		£ s. d.
(E2) Week's work of 18 hours	.. .. .	5 16 8
(E3) Week's work of 36 hours	.. .. .	9 16 8
(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 13 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 £7 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*
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(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

		£ s. d.
(H1) For six performances, each not exceeding one hour and being one performance a day	.. .. .	2 15 0
(H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	.. .. .	3 10 6
(H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	.. .. .	5 2 6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	.. .. .	2 15 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 18 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 18 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 5 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 15 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	.. .. .	3 0 0
(H10) For six performances, each not exceeding three hours	.. .. .	5 5 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 11 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.

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 proscribed 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.

	£	s.	d.
(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) .. .. .	5	8	0
(ii) By pianist playing alone .. .. .	6	5	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	13	0
(ii) By pianist playing alone .. .. .	6	10	0
(I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—			
(i) By any one (other than by a pianist playing alone) .. .. .	8	8	0
(ii) By pianist playing alone .. .. .	9	6	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	13	0
(ii) By pianist playing alone .. .. .	9	11	0
(I6) Each performance on a week day not included in a week's work .. .. .	0	15	0 extra
(I7) Pianist playing alone on a week day in dancing classes—			
(i) For not more than 30 hours in a week .. .. .	5	8	0
(ii) For each hour over 30 in a week .. .. .	0	5	0 extra

Casual Employees.

	£	s.	d.
(I8) Performing at a dance on a week day : Per hour with a minimum payment as for three hours—			
(i) Pianist playing alone .. .. .	0	11	0
(ii) Others .. .. .	0	8	0
(I9) Performing at a dancing class on a week day : Per hour, with a minimum payment as for three hours—			
(i) Pianist playing alone .. .. .	0	6	6
(ii) Others .. .. .	0	5	6

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

Weekly Employees.

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

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

	£	s.	d.
(J2) Week's work of six performances .. .. .	5	4	0
(J3) Week's work of twelve long performances .. .. .	8	4	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	18	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.

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

(L) GRAMOPHONE RECORDING.

Casual Employees.

	£	s.	d.
(L1) To employees not receiving any royalty, 10s. 6d. per hour on week days, with a minimum payment as for two hours .. .. .	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—	£	s.	d.
(i) Commencing before 3 p.m. not to exceed two hours .. .. .	0	7	6‡
(ii) Commencing before 3 p.m. not to exceed three hours .. .. .	0	10	0‡
(iii) Commencing at or after 3 p.m. not to exceed two hours .. .. .	0	10	0‡
(iv) Commencing at or after 3 p.m. not to exceed three hours .. .. .	0	15	0‡

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

*Other Employees.*

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

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

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

(i) Weekly employee for 36 hours in a week, excluding Sunday .. .. .	5	8	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
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## (R) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

*Weekly Employees.*

(R1) Employee required to supply music .. .. .	0	10	6† extra
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*Casual Employees.*

(R2) Employee so required—per performance .. .. .	0	3	6† extra
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## (S) HIGHER DUTIES.

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

## (T) LOWER RATES MAY BE AGREED TO.

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

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

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

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

Clauses (3) to (18) inclusive of the Determination, as published in *Government Gazette* No. 239 of the 13th September, 1940, shall remain in force.



## SCHEDULE—continued.

## NAIL MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 3 of the 2nd January, 1942, 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.	s. d.	s. d.	s. d.		
1st year's experience ..	17 0	Under 16 years of age	19 0	20 9	Nail or tack tool maker ..	114 0	
2nd year's experience ..	24 3	16 and under 17 years	30 6	32 3	Nail machinist ..	108 0	
3rd year's experience ..	42 6	of age ..	30 6	32 3	Tack machinist ..	108 0	
4th year's experience ..	68 9	17 and under 18 years	54 3	58 0	Roofing nail heading machinist	102 0	
5th year's experience ..	86 6	of age ..	54 3	58 0	Barb wire tool maker or		
		18 and under 19 years	68 9	73 0	machinist ..	108 0	
		of age ..	68 9	73 0	Clipper or tier-up on concertina		
		19 and under 21 years	83 0	88 0	barbed wire ..	102 0	
		of age ..	83 0	88 0	Rumbler ..	97 0	
					Galvanizer ..	113 0	
					Pickler—Head, or where only		
					one pickler is employed ..	107 0	
					Assistant pickler ..	101 0	
					Assistant working over metal		
					pot ..	104 0	
					Swinger ..	97 0	
					Wiredrawing plate setter ..	106 0	
					Wiredrawing block operator ..	100 0	
					Storeman, packer, or sorter ..	102 0	
					All others ..	94 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 ..	.. .. .	58 9	62 3
If of 12 months' or more experience ..	.. .. .	66 6	70 6
Junior females—			
1st year's experience ..	.. .. .	15 3	16 3
2nd year's experience ..	.. .. .	20 6	21 9
3rd year's experience ..	.. .. .	34 6	36 9
4th year's experience ..	.. .. .	43 6	46 0
5th year's experience ..	.. .. .	49 9	52 6
Thereafter until reaching 21 years of age ..	.. .. .	55 6	58 9

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 3 of 2nd January, 1942, shall remain in force provided that at the commencement of Clause (16) the expression "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," shall be replaced by the following:—"In addition to the piecework prices set out in this clause a pieceworker shall be paid 10s. 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. 367 of the 31st December, 1941, shall be replaced by the following clauses:—

(2) APPRENTICES OR IMPROVERS.

Apprentices.		Wages per week of 44 Hours.	Improvers.		Wages per week of 44 Hours.
		s. d.			s. d.
1st year—1st six month's experience	.. ..	13 4	1st year—1st six month's experience	.. ..	14 0
2nd six month's experience	.. ..	14 4	2nd six month's experience	.. ..	15 0
2nd year—1st six month's experience	.. ..	17 1	2nd year—1st six month's experience	.. ..	17 11
2nd six month's experience	.. ..	18 7	2nd six month's experience	.. ..	19 7
3rd year—1st six month's experience	.. ..	37 9	3rd year—1st six month's experience	.. ..	39 9
2nd six month's experience	.. ..	41. 0	2nd six month's experience	.. ..	43 3
4th year's experience	.. ..	55 6	4th year's experience	.. ..	58 0
5th year's experience	.. ..	75 6	5th year's experience	.. ..	79 0
6th year's experience	.. ..	89 6	6th year's experience	.. ..	92 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 95s. per week of 44 hours.

(3) OTHER EMPLOYEES.

	Wages per week of 44 Hours.	War time loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Stamper who puts in die and makes force	.. ..	121 0	6 0 127 0
Repairs	.. ..	121 0	6 0 127 0
Maker-up	.. ..	121 0	6 0 127 0
Metal spinner setting up and making his own dies	.. ..	118 0	4 0 122 0
Other spinners	.. ..	108 0	3 0 109 0
Die setters	.. ..	106 0	3 0 109 0
Drop hammer stampers (other than those who put in die and make force)	.. ..	104 0	3 0 107 0
Press operators (heavy)	.. ..	104 0	3 0 107 0
Press operators (light)	.. ..	102 0	3 0 105 0
Pickler who prepares and maintains acid baths	.. ..	102 0	3 0 105 0
Hand blanker	.. ..	102 0	3 0 105 0
All others	.. ..	94 0	3 0 97 0

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 367 of the 31st December, 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.	
	Males.	Females.				Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	
15 years of age or under	.. 15 0	15 0	1st year	.. 15 0	Propagators in charge of one or more employees working under glass	.. 111 0
16 years of age	.. 20 3	18 9	2nd year	.. 18 3	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting	.. 100 6
17 years of age	.. 28 9	24 3	3rd year	.. 21 3	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	.. 57 6
18 years of age	.. 37 3	32 3			Nursery labourers	.. 94 0
19 years of age	.. 48 9	39 6				
20 years of age	.. 61 9	44 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 94s. 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.

Clause (2) of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall be replaced by the following clause:—

(2)

Apprentices.		Improvers.		Other Employees.			
WEEKLY WAGES.		WEEKLY WAGES.		WEEKLY WAGES.			
Per Week of 44 Hours.		Per Week of 44 Hours.					
<i>s. d.</i>		<i>s. d.</i>		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.	
1st year .. .. .	19 11	Under 16 years of age	18 0				
2nd " .. .. .	30 4	16 and under 17 ..	19 11				
3rd " .. .. .	40 4	17 " " 18 ..	30 4				
4th " .. .. .	60 3	18 " " 19 ..	40 4				
5th " .. .. .	79 8	19 " " 20 ..	60 3				
		20 " " 21 ..	79 8				
<i>Proportion (in any Place).</i>		<i>Proportion (in any place).</i>					
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.					
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.					
				£ s. d.			£ s. d.
				Organ builder or persons erecting dismantling, or repairing organs ..			6 7 0
				Woodworkers .. .. .			6 7 0
				Polisher required to spirit and/or acid off ..			6 7 0
				Other polishers .. .. .			5 18 0
				Voicer .. .. .			6 7 0
				Tuner .. .. .			6 7 0
				Metal pipe maker .. ..			6 7 0
				All others .. .. .			4 17 0

Clauses (3) to (24) inclusive of the Determination published in *Government Gazette* of the 16th March, 1942, shall remain in force.

SCHEDULE—continued.

OVENMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 144 of 17th April, 1942, shall be replaced by the following:—

(2)

	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 this Determination Applies.		
	Weekly Rate.	Special War Loading.	Total Weekly Rate.	Weekly Rate.	Special War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Fitters making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—						
Up to 3 ft. 6 in. in width .. .. .	108 0	3 0	111 0	103 0	3 0	106 0
Between 3 ft. 6 in. and 5 feet in width .. .. .	111 0	3 0	114 0	106 0	3 0	109 0
Fitters making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods .. .. .	121 0	4 0	125 0	116 0	4 0	120 0
Fitters mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling .. .. .	111 0	3 0	114 0	108 0	3 0	111 0
Testers not engaged as fitters .. .. .	100 0	3 0	103 0	97 0	3 0	100 0
Pattern and moulding box fitters and filers .. .. .	111 0	3 0	114 0	108 0	3 0	111 0
Painters, brush .. .. .	101 0	3 0	104 0	98 0	3 0	101 0
Painters, spray .. .. .	104 0	3 0	107 0	101 0	3 0	104 0
Press operators .. .. .	102 0	3 0	105 0	99 0	3 0	102 0
Other power machinists .. .. .	99 0	3 0	102 0	96 0	3 0	99 0
Polishers and grinders .. .. .	108 0	3 0	111 0	104 0	3 0	107 0
Stove blacksmiths .. .. .	105 0	3 0	108 0	102 0	3 0	105 0
Electroplaters in charge .. .. .	114 0	4 0	118 0	111 0	4 0	115 0
Electroplaters' assistants .. .. .	103 0	3 0	106 0	100 0	3 0	103 0
Labourers delivering material to and taking finished articles from fitters	97 0	3 0	100 0	94 0	3 0	97 0
Stove blacksmiths' strikers .. .. .	100 0	3 0	103 0	97 0	3 0	100 0
Labourers directly assisting workmen whose margins exceed 15s. per week	103 0	3 0	106 0	100 0	2 0	103 0
All others .. .. .	94 0	3 0	97 0	91 0	3 0	94 0

PORCELAIN ENAMELLING SECTION.

	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 this Determination Applies.		
	Weekly Rate.	Special War Loading.	Total Weekly Rate.	Weekly Rate.	Special War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Fusers .. .. .	112 0	3 0	115 0	109 0	3 0	112 0
Mill hands and mixers .. .. .	103 0	3 0	106 0	100 0	3 0	103 0
Sprayers .. .. .	104 0	3 0	107 0	101 0	3 0	104 0
Shot and sand-blast dressers .. .. .	109 0	3 0	112 0	106 0	3 0	109 0
Other dressers .. .. .	104 0	3 0	107 0	101 0	3 0	104 0
Swillers, grippers, and brushes .. .. .	100 0	3 0	103 0	97 0	3 0	100 0
Picklers .. .. .	100 0	3 0	103 0	97 0	3 0	100 0
Rackman .. .. .	98 0	3 0	101 0	95 0	3 0	98 0
All others .. .. .	94 0	3 0	97 0	91 0	3 0	94 0

(3)

UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.
	s. d.
Junior Males—	
Under 16 years of age .. .. .	17 0
16 and under 17 years of age .. .. .	31 0
17 and under 18 years of age .. .. .	54 3
18 and under 19 years of age .. .. .	68 3
19 and under 21 years of age .. .. .	82 6
Adult Females—	
If of less than twelve months' experience .. .. .	58 6
Of twelve months' experience or more .. .. .	66 3
Junior Females—	
1st year's experience .. .. .	14 0
2nd year's experience .. .. .	18 9
3rd year's experience .. .. .	34 6
4th year's experience .. .. .	43 3
5th year's experience .. .. .	49 6
Thereafter until reaching 21 years .. .. .	55 3

Clauses (3) to (20) inclusive of the Determination as published in *Government Gazette* No. 144 of 17th April, 1942, shall remain in force.

SCHEDULE—*continued.*

## 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 the following clause:—

(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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age .. .. .	26 6	1 0	27 6			
16 " " " " " " "	31 9	1 3	33 0	31 9	1 3	33 0
17 " " " " " " "	37 3	1 3	38 6	37 3	1 3	38 6
18 " " " " " " "	46 0	1 6	47 6	40 0	1 3	41 3
19 " " " " " " "	56 3	2 0	58 3	46 0	1 6	47 6
20 " " " " " " "	74 6	2 6	77 0	51 0	1 9	52 9

\*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 EMPLOYEES.

Persons employed in manufacturing titanium white—

	Wages.			
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Hours.
Day workers ..	102 2	3 0	105 2	44
Shift workers ..	102 0	3 0	105 0	48

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Males—			
Varnish maker or natural gum runner .. .. .	121 6	3 0	124 6
Varnish maker's assistant .. .. .	106 0	3 0	109 0
Tinter of paint, lacquer or enamel .. .. .	109 0	3 0	112 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner) .. .. .	104 0	3 0	107 0
All others .. .. .	101 0	3 0	104 0
Females .. .. .	58 9	2 0	60 9

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 252 of the 2nd of September, 1941, shall remain in force.

SCHEDULE—continued.  
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) Apprentices or Improvers.		(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.	
WAGES. Per week of 44 hours.		WAGES. Per week of 44 hours.	
<i>s. d.</i>		<i>s. d.</i>	
1st year's experience .. .. .	17 0	1st year's experience .. .. .	17 0
2nd " " .. .. .	24 11	2nd " " .. .. .	24 11
3rd " " .. .. .	34 4	3rd " " .. .. .	34 4
4th " " .. .. .	47 10	4th " " .. .. .	47 10
5th " " .. .. .	59 11	5th " " .. .. .	59 11
PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i>		PROPORTION.	
One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.		(a) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 126s. 6d. per week of 44 hours.	
<i>Improvers.</i>		(b) Where two or more screen tables are in operation—	
One improver to three .. .. . } workers receiv- Two improvers to six .. .. . } ing not less Three improvers to twelve and there- } than 126s. 6d. after one additional improver to every } per week of twelve additional .. .. . } 44 hours.		For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 126s. 6d. per week of 44 hours.	

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

(c) OTHER EMPLOYEES.

	(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.	
	WAGES.		WAGES.		WAGES.		WAGES.	
	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(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 11 <sup>1</sup> / <sub>22</sub>	128 6	3 0 <sup>9</sup> / <sub>11</sub>	135 0	2 10 <sup>5</sup> / <sub>22</sub>	125 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 11 <sup>1</sup> / <sub>22</sub>	128 6	3 0 <sup>9</sup> / <sub>11</sub>	135 0	2 10 <sup>5</sup> / <sub>22</sub>	125 6		
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 ..	2 2 <sup>5</sup> / <sub>11</sub>	97 0	2 4 <sup>3</sup> / <sub>22</sub>	103 6	2 17 <sup>1</sup> / <sub>11</sub>	94 0		
	} 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.

SCHEDULE—continued.

PASTRYCOOKS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 347 of 12th December, 1941, shall be replaced by the following:—

(2) APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

*Wages Per Week of 44 Hours.*

Experience.	Commencing Age.		Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.	17 Years and Over.	
	<i>s. d.</i>	<i>s. d.</i>	
First Year .. .. .	19 0	26 6	
Second Year .. .. .	26 6	35 3	
Third Year .. .. .	35 3	51 3	
Fourth Year .. .. .	51 3	70 3	
Fifth Year .. .. .	70 3	..	

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board.

*Improvers.*

One improver to the first three workers receiving not less than 112s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

*Wages Per Week of 44 Hours.*

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of Their Working Time.		Females Engaged Decorating Christmas and New Year Cakes.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
14 years of age .. .. .	22 6	..	..
15 " " .. .. .	25 0	20 9	25 0
16 " " .. .. .	29 0	23 0	29 0
17 " " .. .. .	33 9	29 0	33 9
18 " " .. .. .	38 3	31 3	38 9
19 " " .. .. .	42 9	34 3	44 0
20 " " .. .. .	50 6	36 9	48 6

OTHER EMPLOYEES.

*Wages Per Week of 44 Hours.*

Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein .. .. .	<i>s. d.</i>
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge .. .. .	125 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers .. .. .	120 0
All other males .. .. .	112 0
Females engaged in general work .. .. .	94 0
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. .. .	49 6
	Per hour. 2 7

Clauses (3) to (22) of the Determination as published in *Government Gazette* No. 347 of 12th December, 1941, shall remain in force.

SCHEDULE—continued.

PHOTOGRAPHIC GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 179 of the 20th May, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.	
Age.	Males.	Females.	s. d.	
	s. d.	s. d.		
Under 16 years of age .. .. .	25 9	25 6	Adult Males—	
16 and under 17 years of age .. .. .	33 0	31 6	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room .. .. . 110 6	
17 .. 18 .. .. .	42 0	36 6	All others .. .. . 102 6	
18 .. 19 .. .. .	50 9	40 9	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.	
19 .. 20 .. .. .	68 9	44 6	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
20 .. 21 .. .. .	81 9	50 6	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.			Adult females .. .. . 60 0	
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.			Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".	
PROPORTION (in any place).			Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."	
Apprentices or Improvers.			Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."	
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.				
An indenture of apprenticeship has been prescribed by the Board.				

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 179 of the 20th May, 1942, shall remain in force.

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette*, No. 247, of the 24th July, 1942, shall be replaced by the following clauses:—

(2) WAGES PER WEEK OF 44 HOURS.

Adults, Males.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Operators engaged on calendars over 72 inches .. .. .	6 5 6	6 2 6
Operators engaged on calendars 72 inches and under .. .. .	6 0 6	5 17 6
First assistant on calendars 48 inches or over .. .. .	5 0 0	5 6 0
First assistant on calendars under 48 inches .. .. .	5 2 6	4 19 6
Operators engaged on two-roll mills 18 inches or over .. .. .	5 11 6	5 8 6
Process worker .. .. .	5 5 0	5 2 0
All others .. .. .	4 17 0	4 14 0
<i>Casein Industry Only.</i>		
Machinist .. .. .	5 18 0	5 15 0
Process worker .. .. .	5 5 0	5 2 0
All others .. .. .	4 17 0	4 14 0

LEADING HANDS.

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

Clauses (4) to (23) inclusive of the Determination, as published in *Government Gazette*, No. 247, of the 24th July, 1942, shall remain in force.

(3) FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

WAGES PER WEEK OF 44 HOURS.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
<i>(1) Adult Females.</i>		
Under twelve months' experience .. .. .	59 6	57 6
Twelve months' experience or more .. .. .	67 0	65 0
<i>(ii) Junior Females.</i>		
Under 16 years of age .. .. .	22 6	21 6
16 years of age .. .. .	27 0	26 0
17 years of age .. .. .	34 0	33 0
18 years of age .. .. .	41 0	39 6
19 years of age .. .. .	47 6	46 0
20 years of age .. .. .	55 0	53 0
<i>(iii) Male Junior Labour.</i>		
Under 16 years of age .. .. .	22 6	21 6
16 years of age .. .. .	31 6	30 6
17 years of age .. .. .	43 0	41 6
18 years of age .. .. .	54 0	52 0
19 years of age .. .. .	68 0	65 6
20 years of age .. .. .	81 0	78 6

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



SCHEDULE—continued.

PLATE GLASS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 141 of the 15th April, 1942, shall be replaced by the following clauses:—

(2)		APPRENTICES AND IMPROVERS.			
Apprentices.*		Improvers.			
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.			
		Males.		Females.†	
		£.	s. d.	£.	s. d.
1st year	.. .. .	19	11	18	0
2nd "	.. .. .	30	4	19	11
3rd "	.. .. .	40	4	30	4
4th "	.. .. .	60	3	40	4
5th "	.. .. .	79	8	60	3
and thereafter the minimum wage.				79	8
				20	21

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

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

**Safety Glass Section—**  
One male improver to every three or fraction of three male workers receiving not less than the minimum wage.

**Other Glass Section—**  
One male improver to every six or fraction of six male workers receiving not less than the minimum wage, provided that at least three such workers must be employed before an improver can be employed.  
Provided further that in the classifications where no apprenticeship is provided one male improver to every four or fraction of four male workers receiving not less than the minimum wage.

Females.

**Safety Glass Section—**  
Three female improvers to every female worker receiving not less than the minimum wage.

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

(3) OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
	£ - s. d.	£ s. d.
<b>SAFETY GLASS SECTION.</b>		
<i>Males.</i>		
Cutters	6 2 0	5 19 0
Bevellers	6 2 0	5 19 0
Packers	5 7 0	5 4 0
Autoclave attendants	5 8 0	5 5 0
Leading hand in laminating room	5 5 0	5 2 0
Edge sealers	5 2 0	4 19 0
Furnace attendants	5 3 0	5 0 0
Operator of edge grinding machine	5 5 0	5 2 0
Person rounding corners of glass	5 8 0	5 5 0
<i>Females.</i>		
Females engaged on scratch polishing machines	2 19 6	2 18 0
Females engaged in inspecting and testing	2 15 6	2 14 0
<b>OTHER GLASS SECTION.</b>		
Painter and designer on glass	6 14 0	6 11 0
Brilliant cutter	6 2 0	5 19 0
Other cutters		
Glazier	6 7 0	6 4 0
Plate glass beveller		
Silverer	5 7 0	5 4 0
Pencil hand embosser		
Persons assisting in glazing	5 3 0	5 0 0
Persons packing or unpacking glass		
Persons assisting plate glass cutter	5 2 0	4 19 0
Rubber-out embosser		
Cementer	4 17 0	4 14 0
Persons turning out lead from mill for lead-light glazier		
All others		

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette* No. 141 of the 15th April, 1942, shall remain in force.

SCHEDULE—continued.

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.		Wages Per Week of 44 Hours.		
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.		£ s. d.	Wages Per Hour. s. d.	
1st year .. .. .	19 0	1st year .. .. .	28 3	Persons employed— (a) Where the artificial temperature is— Over 130° F. .. .. . 115° F., but not exceeding 130° F. .. .. . 50° F. or lower .. .. . (b) 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 <i>re</i> casual rate, and clause 12 <i>re</i> ship work.	5 0 <sup>23</sup> / <sub>44</sub>	
2nd " .. .. .	26 9	2nd " .. .. .	35 3		11 2 5	5 0 <sup>23</sup> / <sub>44</sub>
3rd " .. .. .	35 3	3rd " .. .. .	42 4		10 5 7	4 8 <sup>3</sup> / <sub>44</sub>
4th " .. .. .	47 11	4th " .. .. .	63 5		11 2 5	5 0 <sup>23</sup> / <sub>44</sub>
5th " .. .. .	63 5	5th " .. .. .	84 7		9 3 11	4 2 <sup>7</sup> / <sub>44</sub>
6th " .. .. .	87 5	6th " .. .. .	110 0		8 7 1	3 9 <sup>15</sup> / <sub>44</sub>
and thereafter the minimum wage.		and thereafter the minimum wage.		7 2 10	3 2 <sup>11</sup> / <sub>44</sub>	
PROPORTION (within any factory or place).  One apprentice to every two or fraction of two workers receiving not less than £7 2s. 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 £7 2s. 10d. per week of 44 hours.		7 2 10	3 2 <sup>11</sup> / <sub>44</sub>	

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

(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 1<sup>7</sup>/<sub>11</sub>d. 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.

POSTER HANGERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall be replaced by the following:—

(2)

Apprentices or Improvers.		Other Employees.	
WAGES.		WAGES.	
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.	
1st six months' experience .. .. .	37 0	Posterhangers or billposters .. .. .	99 0
2nd " .. .. .	42 6		
3rd " .. .. .	54 0		
4th " .. .. .	64 0		
5th " .. .. .	67 0		
6th " .. .. .	74 6		
PROPORTION. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 89s. per week of 44 hours.  <i>Improvers.</i> One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 99s. per week of 44 hours.			

Clauses (3) to (8) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall remain in force.

SCHEDULE—continued.  
**QUARRY BOARD.**

Clauses (2) and (19) of the Determination published in *Government Gazette* No. 255 of the 5th August, 1942, shall be replaced by the following clauses:—

(2)

<i>Apprentices.*</i>				<i>Improvers.*</i>			
Wages Per Week.				Wages Per Week.			
	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.
1st year .. .. .	38 9	2 3	41 0	Carting and Driving—			
2nd year .. .. .	45 9	2 6	48 3	Under 18 years ..	71 9	4 0	75 9
3rd year .. .. .	52 6	3 0	55 6	18 and under 19 years ..	83 0	4 6	87 6
And thereafter the minimum wage.				19 and under 20 years ..	92 6	5 0	97 6
				20 and under 21 years ..	100 0	5 6	105 6
PROPORTION (within any place).				All other improvers—			
One apprentice to every three or fraction of three workers receiving not less than 113s. per week.				1st year .. .. .	57 6	3 3	60 9
				2nd year .. .. .	60 3	3 3	63 6
				3rd year .. .. .	68 9	3 9	72 6
				4th year .. .. .	83 0	4 6	87 6
An indenture of apprenticeship prescribed was approved on 6th August, 1923				And thereafter the minimum wage.			
				PROPORTION (within any place).			
				(a) Where a working crane is in operation for the production of pitchers or building stone:—			
				One improver to every three or fraction of three workers receiving not less than 125s. per week.			
				(b) Where spall quarrying is carried on:—			
				One improver to every twenty or fraction of twenty workers receiving not less than 113s. per week.			

*Other Employees.\**

Day Shift.					Afternoon or Night Shift.				
Wages Per Week.					Wages Per Week.				
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Powder monkey † .. .. .	129 0	6 0	135 0	3 0 <sup>9</sup> / <sub>11</sub>	157 0	6 0	163 0	3 8 <sup>5</sup> / <sub>11</sub>	
Assistant powder monkey † .. .. .	118 6	6 0	124 6	2 9 <sup>21</sup> / <sub>22</sub>	144 0	6 0	150 0	3 4 <sup>10</sup> / <sub>11</sub>	
Hammerman .. .. .	123 0	6 0	129 0	2 11 <sup>2</sup> / <sub>11</sub>	150 3	6 0	156 3	3 6 <sup>27</sup> / <sub>44</sub>	
Dresser of pitchers or cubes, or scabblers .. .. .									
Spaller .. .. .	116 0	6 0	122 0	2 9 <sup>5</sup> / <sub>11</sub>	141 6	6 0	147 6	3 4 <sup>5</sup> / <sub>22</sub>	
Faceman .. .. .	119 0	6 0	125 0	2 10 <sup>1</sup> / <sub>11</sub>	144 6	6 0	150 6	3 5 <sup>1</sup> / <sub>22</sub>	
Feeder of a stone crushing machine .. .. .	116 0	6 0	122 0	2 9 <sup>2</sup> / <sub>11</sub>	141 6	6 0	147 6	3 4 <sup>5</sup> / <sub>22</sub>	
Dust hole man .. .. .	116 0	6 0	122 0	2 9 <sup>2</sup> / <sub>11</sub>	141 6	6 0	147 6	3 4 <sup>5</sup> / <sub>22</sub>	
Persons boring holes by hand or machine .. .. .	116 0	6 0	122 0	2 9 <sup>9</sup> / <sub>11</sub>	141 6	6 0	147 6	3 4 <sup>5</sup> / <sub>22</sub>	
Borer's assistant .. .. .	116 0	6 0	122 0	2 9 <sup>9</sup> / <sub>11</sub>	141 6	6 0	147 6	3 4 <sup>5</sup> / <sub>22</sub>	
Blacksmith .. .. .	129 0	6 0	135 0	3 0 <sup>9</sup> / <sub>11</sub>	154 6	6 0	160 6	3 7 <sup>17</sup> / <sub>22</sub>	
Tool sharpener .. .. .	118 0	6 0	124 0	2 9 <sup>9</sup> / <sub>11</sub>	143 6	6 0	149 6	3 4 <sup>17</sup> / <sub>22</sub>	
Carters or drivers driving—									
One horse .. .. .	111 0	6 0	117 0	2 7 <sup>10</sup> / <sub>11</sub>	134 3	6 0	140 3	3 2 <sup>1</sup> / <sub>11</sub>	
Two horses .. .. .	116 0	6 0	122 0	2 9 <sup>3</sup> / <sub>11</sub>	140 6	6 0	146 6	3 4 <sup>21</sup> / <sub>22</sub>	
Three horses .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 0	6 0	151 0	3 5 <sup>2</sup> / <sub>11</sub>	
Four or five horses .. .. .	122 0	6 0	128 0	2 10 <sup>10</sup> / <sub>11</sub>	147 0	6 0	153 0	3 5 <sup>8</sup> / <sub>11</sub>	
And 6d. extra per day for each additional horse.									
Drivers of motor vehicles of the following carrying capacity:—									
Not exceeding 25 cwt. .. .. .	107 0	6 0	113 0	2 4 <sup>1</sup> / <sub>2</sub>	131 6	6 0	137 6	2 10 <sup>1</sup> / <sub>2</sub>	
Exceeding 25 cwt., but not exceeding 3 tons .. .. .	108 3	6 0	114 3	2 4 <sup>9</sup> / <sub>11</sub>	133 3	6 0	139 3	2 10 <sup>13</sup> / <sub>16</sub>	
Exceeding 3 tons .. .. .	113 3	6 0	119 3	2 5 <sup>15</sup> / <sub>16</sub>	139 9	6 0	145 9	3 0 <sup>7</sup> / <sub>16</sub>	
All others .. .. .	107 0	6 0	113 0	2 6 <sup>9</sup> / <sub>11</sub>	130 3	6 0	136 3	3 1 <sup>7</sup> / <sub>44</sub>	

\* See clause (3) re hours.

† See clause (9) re definition.

‡ See clause (10) 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.

(19) **PIECERWORK.**—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.
<b>Pitchers—</b>		
9 inches wide × 9 inches deep × 10 to 14 inches long .. .. .	15 4	26 1
9 " " × 9 " " × 10 " 13 " " .. .. .	13 1	24 3
9 " " × 8 " " × 10 " 13 " " .. .. .	12 3	22 4
9 " " × 4 to 6 inches deep × 10 to 14 inches long .. .. .	10 4	19 7
<b>Cubes—</b>		
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long .. .. .	12 6	23 1
3½ " 6 " " × 7 inches " × 10 " 14 " " .. .. .	11 5	19 9
4 " 6 " " × 5 to 6 inches " × 8 " 12 " " .. .. .	10 6	17 6
Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.		
Pitchers or cubes <i>fixed</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>fixed</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.
<b>Monumental stone—</b>		
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	" "
<b>Kerbing stones—Hammer dressed—</b>		
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.
	Per superficial yard.	In all Other Cases.
	s. d.	s. d.
<b>Stripping—</b>		
Not exceeding 18 inches in depth .. .. .	2 5	2 4
Exceeding 18 inches, but not exceeding 30 inches in depth .. .. .	2 8	2 5
	Per cubic yard.	Per cubic yard.
	s. d.	s. d.
Exceeding 30 inches in depth .. .. .	2 8	2 2
Spalling, but not including spalls produced on the banker from cut stone or pitchers .. .. .	2 7	—
The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.		

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 255 of the 5th August, 1942, shall remain in force.

## SCHEDULE—continued.

## RADIO BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 135 of the 6th April, 1942, 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; and at Warrnambool.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Radio serviceman .. .. .	6 7 6	6 4 6
Radio repairer .. .. .	5 12 0	5 9 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line .. .. .	5 7 0	5 4 0
Process worker .. .. .	5 5 0	5 2 0
All others .. .. .	4 17 0	4 14 0

The following additional rates shall be paid to servicemen:—

	Per Week of 44 Hours.
	£ s. d.
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

## LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

(3) (a) A junior employee who on 2nd April, 1942, 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 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.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

## 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.
	s. d.	s. d.
(i) Adult Females.		
Under twelve months' experience .. .. .	59 6	57 6
Twelve months' experience or more .. .. .	67 0	65 0
(ii) Junior Females.		
Under 16 years of age .. .. .	22 6	21 6
16 years of age .. .. .	27 0	26 0
17 years of age .. .. .	34 0	33 0
18 years of age .. .. .	41 0	39 6
19 years of age .. .. .	47 6	46 0
20 years of age .. .. .	55 0	53 0
(iii) Male Junior Labour.		
Under 16 years of age .. .. .	22 6	21 6
16 years of age .. .. .	31 6	30 6
17 years of age .. .. .	43 0	41 6
18 years of age .. .. .	54 0	52 0
19 years of age .. .. .	68 0	65 6
20 years of age .. .. .	81 0	78 6

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

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 135 of the 6th April, 1942, shall remain in force.

SCHEDULE—continued.

RETAIL DAIRY BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 356 of the 17th December, 1941, shall be replaced by the following clause:—

(2)

Improvers.			Other Employees.					
WAGES.*			WAGES.*					
Per week of 44 hours.			Per week of 44 hours.					
Shift Workers.		All Others.	Shift Workers.			All Others.		
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years ..	..	42 9	121 6	2 0	123 6	115 6	2 0	117 6
16-17 years ..	..	50 5	121 6	2 0	123 6	115 6	2 0	117 6
17-18 " ..	..	56 7						
18-19 " ..	72 4	64 8						
19-20 " ..	79 7	72 1						
20-21 " ..	85 7	78 0						
			Manager .. .. .					
			Foreman .. .. .					
			Operator of—					
			Separator, pasteurizer, or milk cooler .. .. .	109 6	2 0	111 6	103 6	2 0
			Washer or sterilizer of cans of bottles .. .. .	109 6	2 0	111 6	103 6	2 0
			All others .. .. .	108 6	2 0	110 6	102 6	2 0

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 104s. 6d. per week of 44 hours.

\* Adult employees whose usual hours of duty extend over seven days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 8s. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

Any employee employed on a six-day week system shall be entitled to one day off in each seven days; provided that any employee who is usually employed six days a week, and who, because of exceptional circumstances, is required to work on his day off shall in such week be paid one extra day's pay exclusive of any overtime earned.

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

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 356 of the 17th December, 1941, shall remain in force.

SCHEDULE—continued.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 103 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 .. .. .	18 0	16 9
16 years of age .. .. .	27 6	21 6
17 " " .. .. .	30 3	26 6
18 " " .. .. .	45 6	31 3
19 " " .. .. .	54 9	36 6
20 " " .. .. .	63 6	41 0
" And thereafter the minimum wage.		

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

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 9s. 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 9s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 49s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 49s. 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 49s. 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 49s. 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	14 0
2. Sifter and/or drier of compounding ingredients .. .. .	4	16 0
3. Operator in charge of drying machine .. .. .	4	18 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c. .. .. .	5	1 0
5. Wrapper of goods made by wrapped process .. .. .	4	16 0
6. Operator in charge of lead-covered hose stripping machine .. .. .	4	18 0
7. Operator in charge of hose-making machine (wrapped process) .. .. .	5	0 0
8. Helper on hose-making machine (wrapped process) .. .. .	4	18 0
9. Lead-covering machine helper .. .. .	4	18 0
10. Operator in charge of lead-covering machine (hose) .. .. .	5	4 6
11. Maker of wrapped hose by hand-made process .. .. .	5	7 0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement .. .. .	4	18 0
13. Operator on washing mill and/or grinding waste .. .. .	4	18 0
14. Operator on warming and/or masticating mill and/or reclaim refining mill .. .. .	5	0 0
15. Operator on cracker mill .. .. .	4	18 0
16. Operator on mixing mill .. .. .	5	7 0
17. Reclaimer or employee engaged on acid tank .. .. .	4	18 0
18. Employee on digester machine .. .. .	5	0 0
19. Spreader in charge of machine (not otherwise classified) .. .. .	5	1 0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting .. .. .	5	7 0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing .. .. .	4	17 0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) .. .. .	4	18 0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing .. .. .	5	0 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) .. .. .	5	4 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 .. .. .	5	0	0
27. Tester with water .. .. .	4	14	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 .. .. .	5	0	0
29. Operator in charge of cotton creels .. .. .	5	0	0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine .. .. .	4	18	0
31. Maker of packing .. .. .	5	0	0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine .. .. .	5	0	0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year .. .. .	4	18	0
Second and third year .. .. .	5	4	6
Thereafter .. .. .	5	9	0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) .. .. .	5	2	0
35. Operator employed fitting pneumatic tire to rim and/or wheel .. .. .	4	18	0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press .. .. .	5	0	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 .. .. .	5	0	0
38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length) .. .. .	5	4	6
39. Operator on lathe engaged fashioning biased bowls .. .. .	5	4	6
40. Operator dipping ballons and/or other dipped goods .. .. .	5	0	0
41. Operator of rubber thread cutting lathe .. .. .	5	2	0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater .. .. .	5	0	0
43. Helper on self-contained mould and/or curing pan and/or dry heater .. .. .	4	14	0
44. Operator in charge of vulcanizing press, more than 4 feet in length .. .. .	5	4	6
45. Operator in charge of vulcanizing press, not more than 4 feet in length .. .. .	5	2	0
46. Helper on vulcanizing press, more than 4 feet in length .. .. .	5	0	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	7	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 .. .. .	5	4	6
49. Operator in charge of person engaged in making and/or moulding solid motor tires .. .. .	5	4	6
50. Operator engaged in making and/or moulding solid motor tires .. .. .	4	18	0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags .. .. .	5	0	0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding .. .. .	5	2	0
53. Operator in charge hand making transmission conveyor and/or elevator belting .. .. .	5	4	6
54. Operator engaged hand making transmission conveyor and/or elevator belting .. .. .	5	1	0
55. Operator engaged on belt making machine .. .. .	4	18	0
56. Operator laying mats, tiles, or rubber flooring .. .. .	5	7	0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags .. .. .	5	7	0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube .. .. .	5	0	0
59. Operator re-treading new tires .. .. .	4	18	0
60. Maker of air bags with extruded material .. .. .	5	0	0
61. Maker of air bags (not otherwise classified) .. .. .	5	7	0
62. Operator in charge of forcing machine .. .. .	5	2	0
63. Operator in charge of forcing machine straining rubber .. .. .	4	18	0
64. Operator in charge of textile cutting machine .. .. .	5	0	0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand .. .. .	4	18	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	9	0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts .. .. .	5	0	0
68. First assistant on calender 48 inches and over .. .. .	5	4	6
69. First assistant on calender under 48 inches .. .. .	4	18	0
70. Operator in charge of calender 72 inches and under .. .. .	5	16	0
71. Operator in charge of calender over 72 inches .. .. .	6	1	0
72. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	5	5	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 .. .. .	5	0	0
74. Storeman in charge of moulds .. .. .	4	16	0
75. Operator engaged on sand blasting in a properly enclosed cabinet .. .. .	4	18	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	15	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	14	0
78. Adult female employee employed on sewing machine .. .. .	2	15	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	12	6
80. Adult female employee employed on dipped goods .. .. .	2	12	6
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching .. .. .	2	11	0
82. Adult female employee employed on wire or bead making .. .. .	2	14	0
83. Adult female employees not specially provided for .. .. .	2	9	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 10 0	5 0	4 0	5 19 0
Journeywomen .. .. .	2 16 0	2 6	2 0	3 0 6

\* 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.
s. d.	s. d.	s. d.	s. d.
14 years of age .. 22 6	14 years of age .. 22 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—	
15 " " .. 29 0	15 " " .. 29 0	Foreman—i.e., one who has the control of more than six men .. .. .	2 7 <sup>1</sup> / <sub>11</sub> 115 0
16 " " .. 35 6	16 " " .. 35 6	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men .. .. .	2 5 <sup>7</sup> / <sub>23</sub> 107 6
17 " " .. 46 0	17 " " .. 46 0	Truckman or brakeman—	
18 " " .. 58 6	18 " " .. 58 6	(a) Power trucks .. .. .	2 5 <sup>1</sup> / <sub>23</sub> 106 6
19 " " .. 71 6	19 " " .. 71 6	(b) Horse trucks or wagons .. .. .	2 3 <sup>15</sup> / <sub>23</sub> 101 6
20 " " .. 84 0	20 " " .. 84 0	Employees in charge of movement of sea water and engaged in preparation of brine .. .. .	2 4 <sup>1</sup> / <sub>2</sub> 104 6
		Thatcher of salt stacks .. .. .	2 4 <sup>1</sup> / <sub>2</sub> 104 6
		Stack builder, where mechanical stackers are used .. .. .	2 4 <sup>1</sup> / <sub>2</sub> 104 6
		All others .. .. .	2 3 <sup>15</sup> / <sub>23</sub> 101 6
		<i>Shed and Factory Hands.</i>	
		Persons employed treating, crushing, or refining salt:—	
		Shed hand in charge of seven or more men .. .. .	2 7 <sup>5</sup> / <sub>23</sub> 114 6
		Shed hand in charge of six or less men .. .. .	2 5 <sup>7</sup> / <sub>23</sub> 107 6
		Shed hand who is required to stack .. .. .	2 3 <sup>15</sup> / <sub>23</sub> 101 6
		Shift Foreman—	
		In charge of a wet and dry plant .. .. .	2 9 <sup>7</sup> / <sub>23</sub> 122 6
		In charge of a dry plant .. .. .	2 7 <sup>5</sup> / <sub>23</sub> 114 6
		In charge of a wet plant .. .. .	2 7 <sup>5</sup> / <sub>23</sub> 114 6
		Millwrights .. .. .	2 7 <sup>5</sup> / <sub>23</sub> 114 6
		Hydro Operator .. .. .	2 3 <sup>7</sup> / <sub>11</sub> 100 0
		All Others .. .. .	2 2 <sup>19</sup> / <sub>23</sub> 98 6
		FEMALES.	
		Per week of 44 hours .. .. .	1 3 <sup>7</sup> / <sub>11</sub> 56 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.					
			Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
			s. d.				s. d.	
Under 16 years of age	..	..	28	3	Leading hand in charge of five or more employees	..	105	0
" 17	"	"	36	6	Powder monkey employed in sand pit	..	107	0
" 18	"	"	44	9	Nozzleman	..	98	0
" 19	"	"	53	6	Ploughman	..	98	0
" 20	"	"	62	6	Tipman	..	98	0
" 21	"	"	71	0	Scoopman	..	98	0
<b>PROPORTION.</b>								
(Within any factory or place.)								
<i>Apprentices.</i>								
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.								
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.								
<i>Improvers.</i>								
One improver to every five or fraction of five workers receiving not less than the minimum wage.								
						Drivers—		
						One horse		
						Two horses		
						Three horses		
						Motor vehicle having maker's capacity of—		
						25 cwt. or less		
						Over 25 cwt., but not over 3 tons		
						Over 3 tons, but under 6 tons		
						All others		

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

SAUSAGE CASINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 15 of the 7th January, 1942, shall be replaced by the following clause:—

(2) WAGES.

										Wages per Week of 44 Hours.					
										s. d.					
<i>Juvenile Workers.</i>															
15 years of age and under 17 years of age	..	..	..	..	..	..	..	..	..	38	9				
17	"	"	"	18	"	"	..	..	..	49	0				
18	"	"	"	19	"	"	..	..	..	59	9				
19	"	"	"	20	"	"	..	..	..	70	0				
20	"	"	"	21	"	"	..	..	..	93	0				
<i>Other Employees.</i>															
										Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.			
										s. d.	s. d.	s. d.			
Persons employed at Casing Factories outside Freezing Works—															
Pullers-off and strippers										122	0	4	0	126	0
All others										122	0	4	0	126	0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade—															
Pullers-off and strippers										116	0	3	0	119	0
All others										116	0	3	0	119	0

SCHEDULE—*continued.*SAUSAGE CASINGS BOARD—*continued.*

	Wages per Day.					
	Monday to Friday.			Saturday.		
	Daily Rate.	War Loading (Non- adjustable).	Total Daily Wage.	Daily Rate.	War Loading (Non- adjustable).	Total Daily Wage.
<b>Persons employed at Casing Factories in Freezing Works—</b>	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>d.</i>	<i>s. d.</i>
Pullers-off and strippers .. ..	22 0	9	22 9	12 0	3	12 3
All others .. ..	22 0	9	22 9	12 0	3	12 3
<b>Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade—</b>						
Pullers-off and strippers .. ..	22 0	9	22 9	12 0	3	12 3
All others .. ..	22 0	9	22 9	12 0	3	12 3

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 15 of the 7th January, 1942, shall remain in force.

## SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 176 of the 18th May, 1942, shall be replaced by the following:—

(2)

## WAGES PER WEEK OF 44 HOURS.

	Adjustable Wage.	War Loading (Non- adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Ganger, i.e., a man in charge of over six men .. ..	115 0	3 0	118 0
Leading waterman .. ..	112 0	3 0	115 0
Leading hand, i.e., a man in charge of from three to six men .. ..	107 0	3 0	110 0
Waterman, i.e., a man who distributes sewage from channels over land .. ..	104 0	3 0	107 0
Groundsman, i.e., a man who prepares ground ahead of a waterman .. ..	104 0	3 0	107 0
Sewage tank attendant .. ..	104 0	3 0	107 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers .. ..	104 0	3 0	107 0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent .. ..	104 0	3 0	107 0
Tide gate attendant, i.e., a man who keeps channels open at seafront .. ..	102 0	3 0	105 0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 7s. and 10s. per week respectively.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, septic tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above be paid at the rate of 9s. per week whilst so engaged, with a minimum of two hours' pay on any one day.

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

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 176 of the 18th May, 1942, shall remain in force.

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.							<i>s. d.</i>
	Under 16 years.	16 years.	17 years.	18 years or over.				
1st year .. .. .	<i>s. d.</i> 15 3	<i>s. d.</i> 23 0	<i>s. d.</i> 23 0	<i>s. d.</i> 34 0	Under 16 years of age .. .. .	..	..	24 9
2nd year .. .. .	23 0	34 0	34 0	43 6	16 and under 17 years of age .. .. .	..	..	27 6
3rd year—					17 and under 18 years of age .. .. .	..	..	30 6
1st 6 months .. .. .	34 0	43 6	43 6	61 9	18 and under 19 years of age .. .. .	..	..	33 6
2nd 6 months .. .. .	34 0	43 6	43 6	71 0	19 and under 20 years of age .. .. .	..	..	37 0
4th year—					20 and under 21 years of age .. .. .	..	..	40 0
1st 6 months .. .. .	43 6	53 3	61 9	Minimum wage	PROPORTION (BY ANY EMPLOYER).			
2nd 6 months .. .. .	43 6	53 3	71 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 .. .. .	53 3	61 9	Minimum wage		<i>Improvers.</i>			
2nd 6 months .. .. .	53 3	71 0			Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.			
6th year—					PROPORTION (IN ANY PLACE).			
1st 6 months .. .. .	61 9	Minimum wage			<i>Apprentices.</i>			
2nd 6 months .. .. .	71 0				One apprentice to every three or fraction of three workers receiving not less than 115s. per week of 44 hours.			
Thereafter .. .. .	Minimum wage				<i>Improvers.</i>			
					One improver to every four workers receiving not less than 115s. 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.
Female Receiver, Despatcher, or Saleswoman—				
21 years of age .. .. .	<i>s. d.</i> .. .. .	<i>s. d.</i> 112 0	<i>s. d.</i> 3 0	<i>s. d.</i> 115 0
22 years of age .. .. .	.. .. .	.. .. .	.. .. .	.. .. .
23 years of age .. .. .	.. .. .	.. .. .	.. .. .	.. .. .

Clauses (4) to (10) inclusive of the Determination as published in *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. 186 of the 23rd May, 1942, 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.		Apprentices and Improvers not elsewhere included.	
	Weekly Wage. £ s. d.		Weekly Wage. £ s. d.
1st year's experience .. .. .	1 17 6	First year .. .. .	1 0 0
2nd " " .. .. .	2 8 6	Second year .. .. .	1 12 0
3rd " " .. .. .	2 14 6	Third year .. .. .	2 7 6
4th " " .. .. .	3 15 3	Fourth year .. .. .	3 7 6
5th year .. .. .	Minimum wage	Fifth year .. .. .	4 9 0
PROPORTION (BY ANY EMPLOYER).		APPRENTICES.	
<i>Apprentices.</i>		<i>Five-Year Terms.</i>	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.		First year .. .. .	1 2 0
<i>Improvers.</i>		Second year .. .. .	2 1 0
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.		Third year .. .. .	3 7 6
		Fourth year .. .. .	4 9 0
		<i>Four Year Terms.</i>	
		First year .. .. .	1 2 0
		Second year .. .. .	2 1 0
		Third year .. .. .	3 7 6
		Fourth year .. .. .	4 9 0
		EMPLOYMENT OF MALE JUNIORS.	
		(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as 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.		The wage rates of unapprenticed junior labour shall be as follows:—	
	Weekly Wage. £ s. d.		Weekly Wage. £ s. d.
Under 18 years .. .. .	2 17 6	First year's experience .. .. .	1 7 0
18 years and under 19 years .. .. .	3 8 0	Second year's experience .. .. .	1 17 6
19 years and under 20 years .. .. .	3 15 3	Third year's experience .. .. .	2 11 6
20 years .. .. .	Minimum wage	Fourth year's experience .. .. .	3 14 6
PROPORTION (BY ANY EMPLOYER).		Five year's experience and until reaching the age of 21 years .. .. .	4 11 6
One improver to every five drivers receiving not less than the minimum wage.		Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on.	
		Juveniles under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.	
		Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.	
		PROPORTION OF JUVENILES AND APPRENTICES.	
		The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, 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.

DIVISION A.—ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen .. .. .	6 13 0	6 0	6 19 0
Slaughterman .. .. .	6 4 0	6 0	6 10 0
Head and Feet Boners .. .. .	5 10 0	3 0	5 13 0
Scalders .. .. .	5 10 0	3 0	5 13 0
Meat Lumpers .. .. .	5 7 6	3 0	5 10 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) .. .. .	5 4 0	3 0	5 7 0
General labourers .. .. .	5 1 6	3 0	5 4 6

\* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
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 .. .. .	6 9 6	6 16 0	6 6 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work .. .. .	6 9 6	6 16 0	6 6 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne—			
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 .. .. .	6 14 0	7 0 6	6 11 0
General butcher in charge of branch shop .. .. .	6 8 0	6 14 6	6 5 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	6 2 0	6 8 6	5 19 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 19 0	6 5 6	5 16 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers .. .. .	5 19 0	6 5 6	5 16 0
Ordermen who deliver but do not cut meat and who are not carters and drivers .. .. .	5 5 0	5 11 6	5 2 0
All others .. .. .	5 3 0	5 9 6	5 0 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.			

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 butcher's shop or small goods factory for more than 24 hours per week .. .. .	6 9 6	6 16 0	6 6 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work .. .. .	6 9 6	6 16 0	6 6 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	6 2 0	6 8 6	5 19 0
Fillermen .. .. .	5 14 0	6 0 6	5 11 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers .. .. .	5 19 0	6 5 6	5 16 0
Packing-room hands .. .. .	5 8 0	5 14 6	5 5 0
Linkers and table hands .. .. .	5 7 0	5 13 6	5 4 0
All others .. .. .	5 3 0	5 9 6	5 0 0

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

OTHER EMPLOYEES—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warramboul.	(c) Within the Mil-dura and Gippsland Districts.
	At Yallourn.		All other Parts of Victoria.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	£ s. d.	£ s. d.	£ s. d.
<b>DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.</b>			
<b>Drivers of Motor Vehicles—</b>			
Not exceeding 25 cwt. capacity .. .. .	5 3 6	5 10 0	5 0 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	5 7 6	5 14 0	5 4 6
Exceeding 3 tons capacity .. .. .	5 11 6	5 18 0	5 8 6
<b>Horse Drivers—</b>			
One horse .. .. .	5 1 0	5 7 6	4 18 0
Two horses .. .. .	5 3 6	5 10 0	5 0 6
Three horses .. .. .	5 5 6	5 12 0	5 2 6
Head stableman (if more than one employed) .. .. .	4 19 0	5 5 6	4 17 0
Other stablemen or grooms .. .. .	4 15 0	5 1 6	4 12 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 } Drivers who, during the day, are engaged in carting blood manure or offensive } offal .. .. .	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October .. .. .	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April .. .. .	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
<b>DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).</b>			
<b>Drivers of Motor Vehicles—</b>			
Not exceeding 25 cwt. capacity .. .. .	5 6 6	5 13 0	5 3 6
Exceeding 25 cwt. but not exceeding 3 tons .. .. .	5 10 6	5 17 0	5 7 6
Exceeding 3 tons capacity .. .. .	5 14 6	6 1 0	5 11 6
<b>Horse Drivers—</b>			
One horse .. .. .	5 4 0	5 10 6	5 1 0
Two horses .. .. .	5 6 6	5 13 0	5 3 6
Three horses .. .. .	5 8 6	5 15 0	5 5 6

Clauses (3) to (53) inclusive of the Determination published in *Government Gazette* No. 186 of the 23rd May, 1941, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two of the Determination published in *Government Gazette* No. 80 of the 6th March, 1942, 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.
Under 16 years of age .. .. .	<i>s. d.</i> 27 6	<i>s. d.</i> 0 9	<i>s. d.</i> 28 3	<i>s. d.</i> 26 6	<i>s. d.</i> 0 9	<i>s. d.</i> 27 3
16 years of age .. .. .	36 9	1 0	37 9	28 6	0 9	29 3
17 years of age .. .. .	44 9	1 3	46 0	32 0	0 9	32 9
18 years of age .. .. .	58 9	1 6	60 3	35 0	1 0	36 0
19 years of age .. .. .	78 0	2 0	80 0	42 6	1 3	43 9
20 years of age .. .. .	82 0	2 3	84 3	49 0	1 3	50 3

PROPORTION.

MALES.

*Apprentices.* One male apprentice to every three or fraction of three male workers receiving not less than 112s. per week of 44 hours. *Improvers.* One male improver to every four or fraction of four male workers receiving not less than 112s. per week of 44 hours.

FEMALES.

*Apprentices.* One female apprentice to every three or fraction of three female workers receiving not less than 57s. 6d. per week of 44 hours. *Improvers.* One female improver to every four or fraction of four female workers receiving not less than 57s. 6d. per week of 44 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
Rabbit skimmers or boners .. .. .	<i>s. d.</i> 114 6	<i>s. d.</i> 3 0	<i>s. d.</i> 117 6
Grader who grades for the export trade .. .. .	120 0	3 0	123 0
Females employed filling cartons with boned meat .. .. .	56 0	1 6	57 6
All others .. .. .	109 0	3 0	112 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	3s. 9d. per 100
Skinning rabbits (heads on) .. .. .	3s. 3d. per 100	4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. .. .	1d. per lb.	
Skinning hares .. .. .	9s. 3d. per 100	

plus 7 per cent.      plus 7 per cent.      Plus 19 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.
Under 16 years of age .. .. .	<i>s. d.</i> 25 6	<i>s. d.</i> 0 9	<i>s. d.</i> 26 3	<i>s. d.</i> 20 9	<i>s. d.</i> 0 9	<i>s. d.</i> 21 6
16 years of age .. .. .	33 6	1 0	34 6	25 3	0 9	26 0
17 years of age .. .. .	44 6	1 3	45 9	31 3	1 0	32 3
18 years of age .. .. .	54 9	1 9	56 6	39 3	1 3	40 6
19 years of age .. .. .	63 3	2 0	65 3	43 0	1 3	44 3
20 years of age .. .. .	75 9	2 3	78 0	47 3	1 6	48 9



SCHEDULE—*continued.*  
SHOPS BOARD No. 10 (FISH AND POULTRY)—*continued.*  
PART TWO—*continued.*

PROPORTION.  
MALES.

*Apprentices.*  
One apprentice to every three or fraction of three workers receiving not less than 100s. 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 100s. 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 54s. 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 54s. per week of 48 hours, or 44 hours, as the case may be.

OTHER EMPLOYEES.  
Wages per Week.

	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	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>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	127 6	3 0	130 6	122 6	3 0	125 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) ..	67 0	2 0	69 0	63 0	2 0	65 0
Foreman having the supervision of four or more workers ..	117 6	3 0	120 6	112 6	3 0	115 6
Shop hands (males) or salesmen ..	104 6	3 0	107 6	99 6	3 0	102 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers ..	107 6	3 0	110 6	103 6	3 0	106 6
Wet chain pluckers ..	115 0	3 0	118 0	115 0	3 0	118 0
Labourers assisting—						
(a) Wholesale fish salesmen ..	112 6	3 0	115 6	107 6	3 0	110 6
(b) Wholesale poultry salesmen ..	102 6	3 0	105 6	99 6	3 0	102 6
Persons employed grading and/or placing plucked poultry in boxes ..	107 6	3 0	110 6	103 6	3 0	106 6
Females employed—						
(a) As shop hands ..	55 6	1 9	57 3	52 6	1 6	54 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry ..	55 6	1 9	57 3	52 6	1 6	54 0
All others ..	97 6	3 0	100 6	97 6	3 0	100 6

(20) **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 counts .. .. . 9d. per large box
- \*Splitting counts .. .. . 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 32 per cent.

\* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 20, sub-clause (a) with the addition of 50 per cent.

Clauses (other than Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two) of the Determination as published in *Government Gazette* No. 80 of the 6th March, 1942, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 9 of the 5th January, 1942, shall be replaced by the following clauses:—

(2) (i)

Improvers.		Other Employees.		
WAGES PER WEEK OF 44 HOURS.		WAGES.		
		(a) In Hay, Corn, or Chaff Stores.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.
		(b) Employed handling or distributing brewers' or distillers' grains		All other parts of Victoria where this Determination applies.
		Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store		
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less		
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		
		(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer		
		Carters driving one horse		
		Carters driving two horses		
		And for every additional horse		
		All others		
Under 17 years of age	s. d. 41 3	109 0	per week of 44 hours	112 0 per week of 44 hrs.
17 years of age	48 3	103 0	" 44 "	106 0 " 44 "
18 "	59 6	108 0	" 44 "	111 0 " 44 "
19 "	66 0	114 0	" 44 "	117 0 " 44 "
20 "	73 0	99 0	" 44 "	102 0 " 44 "
		104 0	" 44 "	107 0 " 44 "
		0 6	extra per day	0 6 extra per day
		102 0	per week of 44 hours	105 0 per week of 44 hrs.

See also Clauses (2) (ii) and (3).

  

Improvers.		Other Employees.		
PROPORTION.		WAGES—continued.		
		Wood Yards, or Wood, Coal, and Coke (Combined) Yards.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.
		Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard		All other parts of Victoria where this Determination applies.
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less		
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer		
		Carters driving one horse		
		Carters driving two horses		
		And for every additional horse		
		All others		
		Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.		
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less		
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer		
		Carters driving one horse		
		Carters driving two horses		
		And for every additional horse		
		All others		
		Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood). Benchmen		
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less		
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer		
		Carters driving one horse		
		Carters driving two horses		
		And for every additional horse		
		All others		
One improver to the first four or fraction of four workers receiving not less than 97s. per week of 44 hours, and thereafter one improver to each additional four such workers.		102 0	per week of 44 hours	105 0 per week of 44 hours
		103 0	" 44 "	106 0 " 44 "
		108 0	" 44 "	111 0 " 44 "
		114 0	" 44 "	117 0 " 44 "
		99 0	" 44 "	102 0 " 44 "
		104 0	" 44 "	107 0 " 44 "
		0 6	extra per day	0 6 extra per day
		97 6	per week of 44 hours	100 0 per week of 44 hours
		103 0	per week of 44 hours	106 0 per week of 44 hours
		108 0	" 44 "	111 0 " 44 "
		114 0	" 44 "	117 0 " 44 "
		99 0	" 44 "	102 0 " 44 "
		104 0	" 44 "	107 0 " 44 "
		0 6	extra per day	0 6 extra per day
		113 0	per week of 44 hours	116 0 per week of 44 hours
		102 0	per week of 44 hours	105 0 per week of 44 hours
		103 0	" 44 "	106 0 " 44 "
		108 0	" 44 "	111 0 " 44 "
		114 0	" 44 "	117 0 " 44 "
		99 0	" 44 "	102 0 " 44 "
		104 0	" 44 "	107 0 " 44 "
		0 6	extra per day	0 6 extra per day
		98 0	per week of 44 hours	101 0 per week of 44 hours

See also Clauses (2) (ii) and (3).

SCHEDULE—*continued.*

SHOPS BOARD No. 12 (FUEL AND FODDER)—*continued.*

(2) (ii) EXTRA RATES.

	per week
	s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..	3 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

(3) ALLOWANCES.—(i) To the amounts otherwise prescribed in this Determination shall be added the following :—

- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. . 1s. per day
- (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. .. . An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 9 of the 5th January, 1942, shall remain in force, provided that, to the weekly earnings of each pieceworker, shall be added the sum of six shillings.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clause (2) and (12) of the Determination published in *Government Gazette* No. 217 of the 17th June, 1942, shall be replaced by the following clauses :—

**Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.**

(2)	
IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
s. d.	<i>Firewood Saw-mills, Mallee Roots, &amp;c.</i>
Under 17 years of age .. .. . 57 0	s. d.
17 years of age .. .. . 65 0	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker .. .. . 110 0
18 " " or over :—the appropriate rate prescribed under the heading "other employees."	Other benchmen .. .. . 105 0
	Lumpers .. .. . 105 0
	Trolley-men .. .. . 105 0
	Skip loaders .. .. . 105 0
	Truck loaders of wood 4 feet or over .. .. . 105 0
	Wagon or dray loaders .. .. . 105 0
	Block stackers .. .. . 99 0
	Wood cutters .. .. . 110 0
	Carters driving one, two, or three horses .. .. . 110 0
	And 6s. extra per week for every additional horse in excess of three.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 103 0
	(b) exceeding 25 cwt. but not exceeding 3 tons .. .. . 109 0
	(c) exceeding 3 tons .. .. . 115 0
	And if a trailer is attached to the vehicle—1s. 6d. per day extra.
PROPORTION (BY ANY EMPLOYER).	Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles .. .. . 115 0
One improver to the first three workers, receiving not less than 97s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.	All others .. .. . 97 0
	Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.
	<i>Hay, Corn, or Chaff Stores.</i>
	Storemen in charge .. .. . 107 0
	All others .. .. . 101 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one horse .. .. . 102 0
	Carters driving two horses .. .. . 105 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 103 0
	(b) exceeding 25 cwt., but not exceeding 3 tons .. .. . 109 0
	(c) exceeding 3 tons .. .. . 115 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others .. .. . 101 0

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

SCHEDULE—continued.

SHOPS BOARD No. 13. (FUEL AND FODDER—COUNTRY)—continued.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(12) IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age .. .. .	55 0	Wood cutters, using axe, power crosscut, circular saw, or other method ..	110 0
17 years of age .. .. .	65 0	Carters driving one, two, or three horses .. .. .	110 0
18 " " .. .. .	80 0	And 6s. extra per week for every additional horse in excess of three.	
19 " " or over—the appropriate rate prescribed under the heading "other employees."		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. .. .. .	103 0
		(b) exceeding 25 cwt. but not exceeding 3 tons .. .. .	109 0
		(c) exceeding 3 tons but not exceeding 6 tons .. .. .	115 0
		(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
		Charcoal burning by retorts, metal or brick kilns, or pits—	
		(a) Operator in charge of plant .. .. .	125 0
		(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .	115 0
		Grinding or grading charcoal—	
		(a) Attendant in charge of plant—	
		(i) With four or more persons under his supervision .. .. .	135 0
		(ii) With three or fewer persons under his supervision .. .. .	131 0
		(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .	125 0

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 110s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

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

Clauses (3) to (11) inclusive and clauses (13) to (29) inclusive of the Determination as published in *Government Gazette* No. 217 of the 17th June, 1942, shall remain in force, provided that, to the weekly earnings of each pieceworker, shall be added the sum of five shillings. Where less than 44 hours is worked in any week by any piece worker, a proportionate amount of such sum of five shillings shall be added in lieu thereof.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause (2) of the Determination published in *Government Gazette* No. 231 of 3rd July, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.		Per Week of 48 Hours.		WAGES.		Per Week of 48 Hours.	
		Males.	Females.			Males.	Females.
		<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
15 years of age or under .. .. .		20 0	20 0	Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..		123 6	108 6
16 years of age .. .. .		25 0	25 0	First assistant, 25 years of age, where two or more persons over the age of 19 years are employed .. .. .		118 6	103 6
17 years of age .. .. .		36 6	32 6	*All others—			
18 years of age .. .. .		45 0	39 0	21 years of age .. .. .		81 0	67 6
19 years of age .. .. .		54 6	48 0	22 years of age .. .. .		93 6	77 6
20 years of age .. .. .		64 6	58 0	23 years of age or over .. .. .		108 6	92 6

PROPORTION (IN ANY PLACE).

*Apprentices.*

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

*Improvers.*

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

\* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 231 of 3rd July, 1942, shall remain in force.

## SCHEDULE—continued.

## 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 clause:—

(2)

Apprentices.			Improvers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
	Per Week of 44 Hours.	s. d.		Per Week of 44 Hours.	s. d.	Per Hour.	Per Week of 44 Hours.	s. d.
1st year ..	..	26 3	1st year ..	..	26 3	Slaters or Tilers ..	3 2 <sup>10</sup> / <sub>11</sub>	142 8
2nd „ ..	..	39 9	2nd „ ..	..	39 9			
3rd „ ..	..	53 3	3rd „ ..	..	53 3			
4th „ ..	..	66 0	4th „ ..	..	66 0			
5th „ ..	..	85 9	5th „ ..	..	85 9			
PROPORTION (by any employer).			PROPORTION (by any employer).			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.		
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 142s. 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 142s. 8d. per week of 44 hours.					
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 and clause (17) of the Determination published in *Government Gazette* No. 139 of the 13th April, 1942, 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.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	69 9	23 3	26 0	25 0	23 3	<p><b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 10s. per week. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 107s. per week.</p> <p><b>FEMALE IMPROVERS.</b> <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving 60s. 3d. per week. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving 65s. 6d. per week. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 63s. 6d. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 61s. per week.</p>
16 to 17 years of age		30 9	29 9	32 0	30 3	
17 to 18 years of age		39 9	35 0	36 3	33 6	
18 to 19 years of age		55 6	39 3	43 0	39 0	
19 to 20 years of age		89 0	71 6	45 9	47 0	
20 to 21 years of age	108 6	87 3	52 3	53 6	49 9	

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.

(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.

Under	s.	d.
15 years of age	32	6
15 to 16 years of age	32	6
16 to 17 years of age	41	0
17 to 18 years of age	46	6
18 to 19 years of age	56	6
19 to 20 years of age	73	0
20 to 21 years of age	87	0

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.
	s. d.
Head storeman, i.e., an employee in charge of a store or a special department in a store	118 0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	113 0
All others	108 0

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—											
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Road or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Root Factories, or Wholesale Chemists or Manufacturing Chemical Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
1	2	3	4	5	6	7	8	9	10	11	12	

WAGES PER WEEK OF—

	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	126 0	117 8	111 0	113 0	110 0	112 6	123 0	112 6	114 6	122 0	110 0	114 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	126 0	117 8	111 0	115 6	112 3	114 9	129 3	114 9	121 9	124 3	112 3	116 9
(b) 7 or more such persons	126 0	117 8	111 0	129 6	126 9	129 6	143 9	129 6	130 9	138 3	134 9	130 9
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	110 0	112 6	..	112 6	114 6	122 0	110 0	114 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	113 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	110 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	110 0
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	108 0
All male adults not otherwise provided for	126 0	117 8	111 0	110 0	107 0	108 0	123 0	108 0	110 0	118 0	108 0	110 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 9<sup>3</sup>/<sub>11</sub>d. per hour whilst so employed.

\* NOTE.—The rates set out in column No. 12 above apply to males employed—

(a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and

(ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.

(b) In (or on) or in connexion with—

(i) Bulk paper stores or rubber goods manufacturers' stores.

(ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.

(iii) Hardware stores.

(iv) Electrical goods manufacturers' stores.

(v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.

(vi) Match factory stores.

(vii) Wholesale confectionery stores.

(viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.

(ix) Stove, oven, or metal goods manufacturers' stores.

(x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and

(xi) Any place not elsewhere included in clause 4 (b).

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 Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
	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 .. .. .	63 6	70 0	75 0	63 6
(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 .. .. .	67 6	75 0	79 6	67 6
(ii) 7 or more such persons .. .. .	76 3	82 3	88 0	76 3
Females employed packing or sorting laundry work .. .. .	..	..	..	66 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	64 6	..
With eight weeks' or more experience .. .. .	..	..	71 6	..
All female adults not otherwise provided for .. .. .	61 0	65 6	63 6	61 0

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 3s. 5½d. per hour.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(17) CASUAL WORK.—Casual employees, i.e. persons employed in Bond or Free Stores or Establishments engaged in the General Bulk Storage Business for less than four weeks, shall be paid at the rate of 3s. 2d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses (6) to (16) inclusive and clauses (18) to (42) inclusive of the Determination as published in *Government Gazette* No. 139 of 13th April, 1942, shall remain in force.

SUGAR REFINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 25 of the 15th January, 1942, 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.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years .. .. .	21 9	2 0	3 0	26 9	Under 16 years .. .. .	21 9	2 0	3 0	26 9
16 years .. .. .	28 4	2 3	3 0	33 7	16 years .. .. .	23 4	2 3	3 0	28 7
17 .. .. .	39 5	2 3	3 0	44 8	17 .. .. .	26 5	2 6	3 0	31 11
18 .. .. .	50 6	3 0	3 0	56 6	18 .. .. .	31 5	3 0	3 0	37 5
19 .. .. .	59 8	3 6	3 0	66 2	19 .. .. .	38 2	3 6	3 0	44 8
20 .. .. .	70 7	3 6	3 0	77 1	20 .. .. .	46 10	3 6	3 0	53 4

  

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."	

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.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years .. .. .	21 9	2 0	3 0	26 9	Under 16 years .. .. .	21 9	2 0	3 0	26 9
16 years .. .. .	28 4	2 3	3 0	33 7	16 years .. .. .	23 4	2 3	3 0	28 7
17 .. .. .	39 5	2 3	3 0	44 8	17 .. .. .	26 5	2 6	3 0	31 11
18 .. .. .	50 6	3 0	3 0	56 6	18 .. .. .	31 5	3 0	3 0	37 5
19 .. .. .	59 8	3 6	3 0	66 2	19 .. .. .	38 2	3 6	3 0	44 8
20 .. .. .	70 7	3 6	3 0	77 1	20 .. .. .	46 10	3 6	3 0	53 4



## SCHEDULE—continued.

## SUGAR REFINERS BOARD—continued.

(3)

## OTHER EMPLOYEES.

	Wages per Week of 44 Hours.			
	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—				
Men unstoring .. .. .	95 0	11 0	5 0	111 0
Men cutting in .. .. .	96 0	11 0	5 0	112 0
Elevator attendant .. .. .	94 0	11 0	5 0	110 0
Wash tank hands .. .. .	91 0	11 0	5 0	107 0
Riggers .. .. .	96 0	11 0	5 0	112 0
Melting House—				
Washing fugalmen .. .. .	94 6	11 0	5 0	110 6
Melter attendant .. .. .	91 0	11 0	5 0	107 0
Mixer .. .. .	91 0	11 0	5 0	107 0
Carbonation House—				
Men on liquor filter presses .. .. .	92 0	11 0	5 0	108 0
Men on mud .. .. .	92 0	11 0	5 0	108 0
Leading hand .. .. .	97 0	11 0	5 0	113 0
Men on gas tank .. .. .	93 0	11 0	5 0	109 0
Men on crushing and stacking lime .. .. .	91 0	11 0	5 0	107 0
Men on washing and checking filterpress sheets .. .. .	91 0	11 0	5 0	107 0
Char End—				
Kiln repairers .. .. .	91 0	11 0	5 0	107 0
Kiln firemen .. .. .	97 0	11 0	5 0	113 0
Wet charmen .. .. .	97 0	11 0	5 0	113 0
Char runners .. .. .	97 0	11 0	5 0	113 0
Pan Floor—				
First sugar boilers .. .. .	112 0	11 0	5 0	128 0
Second sugar boilers .. .. .	105 0	11 0	5 0	121 0
Pan attendant, attending triple effect .. .. .	91 0	11 0	5 0	107 0
Refined sugar fugalmen .. .. .	94 6	11 0	5 0	110 6
Refined sugar fugalmen—Leading hands .. .. .	97 6	11 0	5 0	113 6
Jelly House—				
Leading hand .. .. .	94 6	11 0	5 0	110 6
Jelly fugalmen .. .. .	91 0	11 0	5 0	107 0
Refined Sugar Store—				
Receiving at truck yard (leading hands) .. .. .	94 0	11 0	5 0	110 0
Icing mill attendant .. .. .	91 0	11 0	5 0	107 0
Driers (leading hand) .. .. .	94 0	11 0	5 0	110 0
Driers (others) .. .. .	91 0	11 0	5 0	107 0
Automatic scale attendant .. .. .	94 0	11 0	5 0	110 0
Leading hand packing floor .. .. .	94 0	11 0	5 0	110 0
Hand packing sugar .. .. .	91 0	11 0	5 0	107 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk) .. .. .	91 0	11 0	5 0	107 0
Golden syrup and treacle mixer .. .. .	93 0	11 0	5 0	109 0
Liquor runners .. .. .	97 0	11 0	5 0	113 0
Liquor runners—assistants .. .. .	91 0	11 0	5 0	107 0
Distillery—				
Stillman .. .. .	107 0	11 0	5 0	123 0
Mashman .. .. .	95 0	11 0	5 0	111 0
Spirit and Methylating Rooms—				
Leading hand .. .. .	104 6	11 0	5 0	120 6
Assistants .. .. .	94 6	11 0	5 0	110 6
Leading hand cleaning gang .. .. .	94 0	11 0	5 0	110 0
All others .. .. .	88 0	11 0	5 0	104 0
Adult females .. .. .	49 5	5 3	3 0	57 8

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 25 of the 15th January, 1942, shall remain in force.

## SCHEDULE—continued.

## TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, shall be replaced by the following:—

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

	Wages per Week of 44 Hours.	
	s.	d.
14 to 15 years of age .. .. .	24	6
15 to 16 years of age .. .. .	32	9
16 to 17 years of age .. .. .	44	3
17 to 18 years of age .. .. .	51	0
18 to 19 years of age .. .. .	60	3
19 to 20 years of age .. .. .	70	6
20 to 21 years of age .. .. .	78	3

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

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

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

## Other Employees.

	Per Week of 44 Hours.		
	£	s.	d.
Currier .. .. .	6	8	0
Person classing or sorting green hides or sides or skins after being unhaired .. .. .	6	3	0
Hand flesher .. .. .	6	0	0
Hand fleshing after machining .. .. .	5	18	0
Machine flesher .. .. .	5	18	0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines .. .. .	5	13	0
Lime jobber .. .. .	5	11	0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser .. .. .	5	10	0
Bark bagger .. .. .	5	10	0
Extract worker in tannery .. .. .	5	6	0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract .. .. .	5	6	0
Splitting machinist—			
Operator of big machine .. .. .	6	6	0
Operator of other machines .. .. .	6	4	0
Man behind splitting machine .. .. .	5	10	0
Machine shaver—			
New machine—double width .. .. .	5	18	0
Old machine—single width .. .. .	5	19	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	14	6
Roller, striker and setter out of sole leather .. .. .	5	13	6
Shedman who applies dressing to sole leather .. .. .	5	9	0
Whitening machinist and buffing machinist .. .. .	5	18	6
Fluffing machinist .. .. .	5	13	0
Fluffing machinist on suede wheel .. .. .	5	17	0
Leather dresser (table hand) .. .. .	5	13	0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand .. .. .	5	12	0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers .. .. .	5	11	0
Table hand setting out harness leathers .. .. .	5	13	6
Table hand and knee staker .. .. .	5	13	0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries .. .. .	5	6	0
Strainer (over the age of 18 years) .. .. .	5	9	0
Employee unhairing either on beam or by sweeping .. .. .	5	13	0
Person classing or sorting hides, sides or skins or splits of leather after tanning .. .. .	6	2	0
Employee operating measuring machine .. .. .	5	9	0
Employee operating setting out machine .. .. .	5	13	0
Employee operating graining machine .. .. .	5	11	0
Employee operating ironing machine .. .. .	5	11	0
Employee operating embossing machine .. .. .	5	11	0
Employee operating squeezing machine .. .. .	5	11	0
Employee operating bark grinding machine .. .. .	5	10	0
Assistant on any of the machines 30 to 35 .. .. .	5	9	0
Operator or assistant on any machine used in the industry not otherwise provided for .. .. .	5	9	0
Glazer .. .. .	5	13	0
Staker .. .. .	5	13	0
Person lime jobbing on mechanical reels .. .. .	5	11	0
Hair washer .. .. .	5	7	0
All others .. .. .	5	4	0

Clauses (3) to (27) inclusive of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, shall remain in force.

SCHEDULE—continued.

TANNERS (FURRED SKINS) BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 210 of 9th June, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.	<i>Males.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Beam fleshers, pullers on upright knife, shavers ..	£	<i>s. d.</i>	
14 to 15 years of age ..	17 9	} 55 3	15 3	Operators of rotary shaving knife .. ..	..	5 15 6	
15 to 16 ..	23 9		17 9	Other males .. ..	..	6 0 0	
16 to 17 ..	32 6		23 0		..	5 0 0	
17 to 18 ..	40 9		30 6	<i>Females.</i>			
18 to 19 ..	52 9		38 0	Females employed in beaming, fleshing, or slickering			
19 to 20 ..	62 0		45 0	of any furred skins .. ..	..	5 15 6	
20 to 21 ..	77 0	100 0	Other females .. ..	..	2 15 3		

PROPORTION (IN ANY PLACE).  
*Apprentices and Male Improvers.*

Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

*Female Improvers.*

One female improver to one,  
Three female improvers to two,  
And thereafter,  
Three additional female improvers to every two additional } Female workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 210 of 9th June, 1942, shall remain in force.

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 366 of the 31st December, 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	68 6	3 0	71 6	Bitumen emulsion maker ..	109 0	3 0	112 0
19 years and under 20 years	80 9	3 0	83 9	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) .. ..	109 0	3 0	112 0
20 years and under 21 years	85 6	3 0	88 6	Tar distiller and/or maker of pitch (T.I.C. type of plant)	108 0	3 0	111 0
				Tar distiller and/or maker of pitch (other types of plants)	111 0	3 0	114 0
				Tar acid still attendant ..	111 0	3 0	114 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	109 0	3 0	112 0
				Pitch enamel maker (closed type of plant) .. ..	111 0	3 0	114 0
				Pitch enamel maker (open type of plant) .. ..	For rate	see clause 7 (c)	
				All others .. ..	106 6	3 0	109 6

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 109s. 6d. per week.

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 366 of the 31st December, 1941, shall remain in force.

SCHEDULE—*continued.*

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.	
Under 17 years .. .. .	<i>s. d.</i> 31 0	<i>s. d.</i> 31 0	<i>s. d.</i> 31 0	<i>s. d.</i> 31 0	Males .. .. . 112 6
17 years and under 18 years .. .. .	41 6	36 6	41 6	36 6	Females .. .. . 58 9
18 " " 19 " " .. .. .	52 3	41 9			
19 " " 20 " " .. .. .	62 6	47 0			
20 " " 21 " " .. .. .	72 9	52 3			
PROPORTION (IN ANY PLACE).			<i>Definition of Juvenile Workers.</i>		
<i>Apprentices.</i>			Persons other than apprentices or improvers under—		
One apprentice to every three or fraction of three workers receiving not less than 112s. 6d. per week of 44 hours.			18 years of age doing general work, i.e., all work except—		
<i>Improvers (Males).</i>			(a) picking out or selecting.		
Four improvers to each male worker receiving not less than 112s. 6d. per week of 44 hours.			(b) making in the raw state.		
<i>Females.</i>			(c) twisting in the dry state.		
Two improvers to each female worker receiving not less than 58s. 9d. per week of 44 hours.			PROPORTION (IN ANY PLACE).		
<i>Males.</i>			<i>Males.</i>		
Six juvenile workers to each worker receiving not less than 112s. 6d. per week of 44 hours.			Six juvenile workers to each worker receiving not less than 112s. 6d. per week of 44 hours.		
<i>Females.</i>			<i>Females.</i>		
Three juvenile workers to each worker receiving not less than 58s. 9d. per week of 44 hours.			Three juvenile workers to each worker receiving not less than 58s. 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.

TENTMAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 310 of 7th November, 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.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of canvas goods of all descriptions .. .. .	5 4 0	5 0	4 0	5 13 0
All other Journeymen .. .. .	5 10 0	5 0	4 0	5 19 0
Journeywomen .. .. .	2 16 0	2 6	2 0	3 0 6

Clauses (3) to (30) of the Determination published in *Government Gazette* No. 310 of 7th November, 1941, shall remain in force.

## SCHEDULE—continued.

## TILE LAYERS BOARD.

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

(2)

Apprentices.			Improvers if employed prior to 30th September, 1939. (See Clause 3.)			Other Employees.			
WAGES.			WAGES.			WAGES.			
		Per Week of 44 Hours.			Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.	
		s. d.			s. d.		s. d.	s. d.	
1st year	..	..	..	25	3	Under 16 years of age	..	28	3
2nd "	..	..	..	38	3	Between 16 years and 17 years	..	42	3
3rd "	..	..	..	51	0	" 17 " " 18 "	..	56	0
4th "	..	..	..	70	0	" 18 " " 19 "	..	70	0
5th "	..	..	..	89	0	" 19 " " 20 "	..	84	3
						" 20 " " 21 "	..	97	3
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).			Adults .. 3 0 <sup>8</sup> / <sub>11</sub> .. 134 8			
One apprentice to every three or fraction of three workers receiving not less than 13s. 8d. per week of 44 hours.			One improver to every three workers receiving not less than 13s. 8d. per week of 44 hours.						
An indenture of apprenticeship has been prescribed by the Board.									

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

*Floor and Verandah Tiling.*

Each area under 1 square yard	..	..	..	..	..	6s. 6d. per area.
Under three square yards	..	..	..	..	..	8s. 9d. per square yard.
Three square yards or over	..	..	..	..	..	7s. 9d. per square yard.
Loose moravian	..	..	..	..	..	12s. 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. 3d. per foot run.

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

*Wall Tiling.*

Wall tiling	..	..	..	..	..	8s. 3d. per square yard.
Kitchen stove recesses	..	..	..	..	..	11s. per square yard.
Splash tiling under 1 square yard to basin and/or bath	..	..	..	..	..	11s. per room.
Ceiling or soffits	..	..	..	..	..	16s. 6d. 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. 3d. per fitting.
Soap and toilets with mitre surrounds	..	..	..	..	..	3s. 3d. each.
Tiled recesses in walls up to 6 in. x 6 in. square	..	..	..	..	..	6s. 6d. each.
Sills and revilles which occur in isolated cases	..	..	..	..	..	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	..	..	..	..	..	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	..	..	..	..	..	6d. per lineal foot.

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

*Open Joint Tiling.*

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

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

Clauses (3) to (11) inclusive and clauses (13) to (15) inclusive of the Determination as published in *Government Gazette* No. 113 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 42 of the 9th February, 1942, shall be replaced by the following clauses:—

(2)	WAGES.	Per Week of 44 Hours.		
		Adults.	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.	At Yallourn.
		£ s. d.	£ s. d.	£ s. d.
First-class bench hand .. .. .	.. .. .	6 10 0	6 16 6	6 7 0
Second-class bench hand .. .. .	.. .. .	5 18 0	6 4 6	5 15 0
Metal spinner setting up and making his own dies .. .. .	.. .. .	6 2 0	6 8 6	5 19 0
Other spinners .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Die setters .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Press operators (heavy) .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
Press operators (light) .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Solderers and dippers .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
Drop hammer stampers .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
Guttering machinists .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Other power machinists .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
<b>Welder—</b>				
<i>(a) Welding Division.</i>				
First class, other than when using Cutler machine .. .. .	.. .. .	6 13 0	6 19 6	6 10 0
First class, using Cutler machine .. .. .	.. .. .	6 2 0	6 8 6	5 19 0
Second class .. .. .	.. .. .	5 11 0	5 17 6	5 8 0
Third class .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
Tack welder .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
<i>(b) Canister-making.</i>				
Die setter and/or leading press hand .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Canister-makers by hand and riveters by hand .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Solderers and dippers .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Operators of power capping machines or metal pots on automatic machines .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
Operators of power presses and other power machines .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Other cap solderers .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
<i>(c) Galvanizing.</i>				
Galvanizer .. .. .	.. .. .	5 16 0	6 2 6	5 13 0
Tinners and grease tinners .. .. .	.. .. .	5 16 0	6 2 6	5 13 0
Assistant working over metal pot .. .. .	.. .. .	5 7 0	5 13 6	5 4 0
All other male adults .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
<i>(d) Painting and Enamelling.</i>				
Stencil cutter .. .. .	.. .. .	5 16 0	6 2 6	5 13 0
Mixer .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Fuser .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Pickler .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Liquidizer .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
<i>(e) Japanning.</i>				
Artistic japanners and goldworkers .. .. .	.. .. .	5 18 0	6 4 6	5 15 0
Spray operators .. .. .	.. .. .	5 9 0	5 15 6	5 6 0
Grainers, liners, and filliters .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Painters and lacquerers .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
Dippers .. .. .	.. .. .	5 5 0	5 11 6	5 2 0
All others .. .. .	.. .. .	4 14 0	5 0 6	4 11 0

*Leading Hands.*

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

*Tradesmen in Large Power Houses.*

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

*Ship Repairing.*

Employees engaged on ship repairs shall be paid the following additional margins:—

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

APPRENTICESHIP.

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupation otherwise than under a contract of apprenticeship as hereinafter provided:—Sheet metal work—first-class bench work.

SCHEDULE—continued.

TINSMITHS BOARD—continued

*Contract of Apprenticeship.*

(b) Every contract of apprenticeship hereinafter made shall contain

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(c) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a commission to cancel or suspend such indentures.

*Instruction in Welding.*

(d) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

(e) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned. The exception is first-class welding, one apprentice for every two or fraction of two tradesmen in the trade concerned.

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.

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.

*Adult Apprentices.*

(f) 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.

*Probationary Period.*

(g) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

(h) WAGES 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 Chiltwell.	At Yallourn.	Other Parts of Victoria where this Determination applies.
	s. d.	s. d.	s. d.
<i>Four and Five-year Terms.</i>			
1st year	20 6	22 0	20 0
2nd year	28 6	30 6	27 6
3rd year	42 6	45 6	41 0
4th year	70 0	75 0	68 0
5th year	88 6	95 0	85 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>			
1st year	23 6	25 6	23 0
2nd year	42 0	45 0	40 6
3rd year	70 0	75 0	68 0
4th year	88 6	95 0	85 6

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(j) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desire.

*Payment by Results.*

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

*Lost Time.*

(l) 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

SCHEDULE—continued.

TINSMITHS BOARD—continued.

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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) 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.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

*Female and Unapprenticed Junior Labour.*

4. Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned:—

WAGES 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 Warrambbool, and the Town of Newtown and Chillwell.	At Yallourn.	Other Parts of Victoria where this Determination applies.
	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>			
Under twelve months' experience .. .. .	59 6	63 6	57 6
Twelve months' experience or more .. .. .	67 0	72 0	65 0
<i>II.—Junior Females.</i>			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	27 0	29 0	26 0
17 years of age .. .. .	34 0	36 6	33 0
18 years of age .. .. .	41 0	44 0	39 6
19 years of age .. .. .	47 6	51 0	46 0
20 years of age .. .. .	55 0	58 6	53 0
<i>III.—Male Junior Labour.</i>			
Under 16 years of age .. .. .	22 6	24 0	21 6
16 years of age .. .. .	31 6	34 0	30 6
17 years of age .. .. .	43 0	46 0	41 6
18 years of age .. .. .	54 0	57 6	52 0
19 years of age .. .. .	68 0	73 0	65 6
20 years of age .. .. .	81 0	87 0	78 6

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he or she has had such six months'

experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 42 of the 9th February, 1942, shall remain in force.



SCHEDULE—continued.  
UNDERTAKERS BOARD.

Clauses (2) and (20) of the Determination published in *Government Gazette* No. 257 of 6th August, 1942, 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.. 31 0	Under 18 years of age 47 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	131 0	126 6	44
	2nd " " .. 43 6	18-19 years of age .. 62 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	118 0	114 0	44
	3rd " " .. 54 6	19-20 " " .. 80 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	117 6	114 0	44
	4th " " .. 71 6	20-21 " " .. 102 6	Other chauffeurs ..	112 0	108 6	44
	5th " " .. 94 6		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	112 0	108 6	46*
	PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 108s. 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 108s. 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 employeeec.			

\* 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).

PIECEWORK.

(20) That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (head to heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long ..	33 8	35 10	37 7	29 9	31 11	34 1
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	30 1	32 3	34 2	26 4	28 5	30 7
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long ..	25 5	26 2	28 4	22 3	23 8	25 2
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	20 4	21 9	23 7	18 1	19 4	20 4
Common coffins, over 4 ft. 9 in. long ..	4 6	5 1	5 9	3 10	4 5	5 1
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness..	5 1	5 9	6 6	4 5	5 1	5 9
		s. d.			s. d.	
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long ..		18 9 each			15 10 each	
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long ..		15 5 "			12 4 "	
Common coffins, up to 2 feet long ..		20 4 per dozen			15 6 per dozen	
Common coffins, over 2 feet and up to 3 feet long ..		27 4 "			21 10 "	
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..		37 2 "			29 1 "	
Inside shells for lead coffins ..		13 7 each			9 0 each	
Cover lids, up to 2 feet wide ..		18 10 per dozen			12 9 per dozen	
Cover lids, over 2 feet wide ..		28 2 "			20 4 "	
					s. d.	
Extra for common coffins or coverlids if glued ..					1 4 each.	
Extra for lids made with two or three decks ..					8 5 "	

Clauses (3) to (19) inclusive and clause (21) and (22) as published in *Government Gazette* No. 257 of 6th August, 1942, shall remain in force.

## SCHEDULE—continued.

## WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.			
Wages.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age .. .. .	s. d. 31 9	s. d. 2 0	s. d. 33 9
" 17 " " .. .. .	41 0	2 6	43 6
" 18 " " .. .. .	50 0	3 0	53 0
" 19 " " .. .. .	62 9	3 9	66 6
" 20 " " .. .. .	72 9	4 6	77 3
" 21 " " .. .. .	84 6	5 3	89 9

PROPORTION (in any place).

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

*Improvers.*  
Three improvers to every four or fraction of four workers receiving not less than 106s. 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.
Foreman .. .. .	s. d. 134 3	s. d. 6 0	s. d. 140 3	s. d. 139 3	s. d. 6 0	s. d. 145 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees .. .. .	128 3	6 0	134 3	133 3	6 0	139 3
(b) eleven nor more than fifteen employees .. .. .	131 3	6 0	137 3	136 3	6 0	142 3
Pile-driver .. .. .	125 3	6 0	131 3	130 3	6 0	136 3
Pile-driver's offsider .. .. .	108 0	6 0	114 0	113 0	6 0	119 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencings, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways .. .. .	122 3	6 0	128 3	127 3	6 0	133 3
Oxy acetylene burner on demolition work .. .. .	122 3	6 0	128 3	127 3	6 0	133 3
Saw sharpener .. .. .	121 6	6 0	127 6	126 6	6 0	132 6
Machine borer .. .. .	108 0	6 0	114 0	113 0	6 0	119 0
Cleater .. .. .	105 0	6 0	111 0	110 0	6 0	116 0
Cradler or squarer .. .. .	103 0	6 0	109 0	108 0	6 0	114 0
Hand borer .. .. .	103 0	6 0	109 0	108 0	6 0	114 0
Wharf carpenter's assistant .. .. .	100 6	6 0	106 6	105 6	6 0	111 6
Dumper .. .. .	100 0	6 0	106 0	105 0	6 0	111 0
Other demolition workers .. .. .	100 0	6 0	106 0	105 0	6 0	111 0
All others .. .. .	100 0	6 0	106 0	105 0	6 0	111 0
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man .. .. .	106 0	6 0	112 0	111 0	6 0	117 0
Concrete floater .. .. .	105 0	6 0	111 0	110 0	6 0	116 0
Mixer operator .. .. .	105 0	6 0	111 0	110 0	6 0	116 0
Men filling moulds .. .. .	103 0	6 0	109 0	108 0	6 0	114 0
Gaugers, i.e., persons filling gauged barrows or boxes .. .. .	103 0	6 0	109 0	108 0	6 0	114 0
Other mixers .. .. .	100 0	6 0	106 0	105 0	6 0	111 0
Men employed on reinforcements .. .. .	100 0	6 0	106 0	105 0	6 0	111 0
Barrowmen or general labourers .. .. .	100 0	6 0	106 0	105 0	6 0	111 0

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, 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. 22 6	s. d. 38 0	Section 1.—Baby Carriages, Dolls' Carriages, or Parts Thereof.
2nd " .. .. .	28 3		MALES.
3rd " .. .. .	39 6		Foremen in charge of four or more workers
4th " .. .. .	45 0		Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers ..
5th " .. .. .	50 9		Sprayers .. .. .
6th " .. .. .	59 3		All others .. .. .
PROPORTION (IN ANY FACTORY OR PLACE).			FEMALES.
Apprentices.			Machinists, sewers, or cutters .. ..
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.			Folding hood makers .. .. .
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 95s. per week of 44 hours.			Persons employed—
			(a) Making baskets .. .. .
			(b) Repairing baskets .. .. .
			(c) Fitting, lining, or lettering baskets ..
			(d) Making furniture .. .. .
			(e) Making reed tex, hy-tex, or similar materials .. .. .

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 10s.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses (2) and (3) as published in *Government Gazette* No. 94 of the 16th March, 1942, shall be replaced by the following clauses:—

*2. (a)	APPRENTICESHIP.	Wages per Week of 44 hours.	(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee.
	Four and five-year terms—	s. d.	3. ADULTS.
1st year .. .. .	.. .. .	20 6	Welder—
2nd year .. .. .	.. .. .	28 6	First-class (other than when using
3rd year .. .. .	.. .. .	42 6	Cutler machine) .. .. .
4th year .. .. .	.. .. .	70 6	First-class, using Cutler machine ..
5th year .. .. .	.. .. .	88 6	Second-class .. .. .
Four-year terms—Apprentice commencing after the age of 17 years—			Third-class .. .. .
		s. d.	Tack Welder .. .. .
1st year .. .. .	.. .. .	23 6	Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines ..
2nd year .. .. .	.. .. .	42 0	Paint spray operators .. .. .
3rd year .. .. .	.. .. .	70 6	Persons employed in attaching chain netting, fabric, or wire cables to gates or frames .. .. .
4th year .. .. .	.. .. .	88 6	Scroll makers or tubular frame makers
(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—			Persons engaged in erecting woven wire fence or tubular gates .. .. .
	MALE JUNIOR LABOUR.	Wages per Week of 44 hours.	Stump hands .. .. .
		s. d.	All other adult employees .. .. .
Under 16 years of age .. .. .	.. .. .	22 6	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 99s. plus 3s. per week of 44 hours for the first six weeks of such employment.
16 years of age .. .. .	.. .. .	31 6	
17 years of age .. .. .	.. .. .	43 0	
18 years of age .. .. .	.. .. .	54 0	
19 years of age .. .. .	.. .. .	68 0	
20 years of age .. .. .	.. .. .	81 0	
Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.			
* The Board has determined that on and after 23rd April, 1941, no apprentice shall be taken in the trade.			

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 94 of the 16th March, 1942, shall remain in force.

SCHEDULE—continued.

WIREWORKERS BOARD.

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

(2) Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																					
<p>Wages per week of 44 hours. Apprentices and Improvers.</p> <p style="text-align: right;"><i>s. d.</i></p> <p>Under 16 years .. .. 23 0 16 to 17 years .. .. 31 6 17 to 18 " .. .. 39 0 18 to 19 " .. .. 50 0 19 to 20 " .. .. 62 0 20 to 21 " .. .. 78 0 Thereafter .. .. Minimum Wage</p> <p>PROPORTION. (In any factory or place.)</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 112/- per week of 44 hours. An indenture of apprenticeship prescribed has been approved.</p> <p><i>Improvers.</i> One improver to every two workers receiving not less than 112/- per week of 44 hours.</p>	<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p style="text-align: right;">Wages per week of 44 hours. <i>s. d.</i></p> <p>Under 16 years .. .. 23 0 16 to 17 years .. .. 31 6 17 to 18 " .. .. 39 0 18 to 19 " .. .. 50 0 19 to 20 " .. .. 62 0 20 to 21 " .. .. 78 0</p> <p>PROPORTION. One juvenile worker to every six workers receiving not less than 112/- per week of 44 hours.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p style="text-align: right;">Wage per week of 44 hours. <i>s. d.</i></p> <p>Under 16 years .. .. 23 0 16 to 17 years .. .. 31 6 17 to 18 " .. .. 39 0 18 to 19 " .. .. 50 0 19 to 20 " .. .. 62 0 20 to 21 " .. .. 78 0</p> <p>PROPORTION. One juvenile worker to every adult weaver receiving not less than 112/- per week of 44 hours.</p>	<p style="text-align: center;">WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th>Per hour.</th> <th>Per week of 44 hours.</th> </tr> <tr> <th></th> <th><i>s. d.</i></th> <th><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>Wire-workers or Weavers ..</td> <td>2 6<sup>9</sup>/<sub>11</sub></td> <td>112 0</td> </tr> <tr> <td>Tinners ..</td> <td>2 7<sup>5</sup>/<sub>22</sub></td> <td>114 6</td> </tr> <tr> <td>Oxy-Welders ..</td> <td>2 6<sup>9</sup>/<sub>11</sub></td> <td>112 0</td> </tr> <tr> <td>Storemen ..</td> <td>2 6<sup>9</sup>/<sub>11</sub></td> <td>112 0</td> </tr> <tr> <td>Paint spraying operators ..</td> <td>2 6<sup>9</sup>/<sub>11</sub></td> <td>112 0</td> </tr> </tbody> </table>		Per hour.	Per week of 44 hours.		<i>s. d.</i>	<i>s. d.</i>	Wire-workers or Weavers ..	2 6 <sup>9</sup> / <sub>11</sub>	112 0	Tinners ..	2 7 <sup>5</sup> / <sub>22</sub>	114 6	Oxy-Welders ..	2 6 <sup>9</sup> / <sub>11</sub>	112 0	Storemen ..	2 6 <sup>9</sup> / <sub>11</sub>	112 0	Paint spraying operators ..	2 6 <sup>9</sup> / <sub>11</sub>	112 0
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Paint spraying operators ..	2 6 <sup>9</sup> / <sub>11</sub>	112 0																					

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 28th 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 :—

WAGES PER WEEK OF 44 HOURS.

(2) (a) *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 Warrambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith .. ..	6 3 0	6 4 0	6 1 0
Driver of caterpillar tractor .. ..	5 14 6	..	..
Glazier (first class) .. ..	6 0 0	6 1 0	5 18 0
Glazier (other than first class) .. ..	5 9 0	5 10 0	5 7 0
Painter .. ..	5 9 0	5 10 0	5 7 0
Mantelpiece maker .. ..	5 17 0	5 18 0	5 15 0
Millwright .. ..	6 6 0	6 7 0	6 4 0
Watchman .. ..	5 4 0	..	..
Storeman and packer .. ..	5 0 0	5 1 0	4 18 0
Truck builder and/or repairer .. ..	5 16 0	..	..
Broad axeman and/or Adzeman .. ..	6 5 0	6 6 0	6 3 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 16 0	..	..
Brakesman on log or timber truck .. ..	5 9 0	..	..
Leading hand (see definition, Clause 23) .. ..	..	..	..
Splitter, packing .. ..	5 2 0	5 3 0	5 0 0
Splitter of billets for staves .. ..	5 3 0	5 4 0	5 1 0
Splitter, spoke stave and piling .. ..	5 6 0	5 7 0	5 4 0
Pulp Wood Cutters and/or Splitters .. ..	5 6 0	5 7 0	5 4 0
Other splitters .. ..	5 6 0	5 7 0	5 4 0
Spotter at spot mills .. ..	5 16 0	..	..
Timber bender by hand .. ..	5 9 0	5 10 0	5 7 0
Timber or log trucker on haulage by winch on tram line .. ..	5 7 0	..	..

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

(2) (a) 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.
Timber or log trucker on haulage by winch on tram line (where permanently employed as such) .. .. .	5 9 0	..	..
Loading or turning sleepers over 5 feet long or loading logs .. .. .	5 3 6	..	..
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof .. .. .	5 12 0	5 13 0	5 10 0
Platelayer .. .. .	5 4 0	..	..
Carter and driver—bullock team—bush .. .. .	5 18 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses .. .. .	5 4 0	..	..
(b) driver of three horses .. .. .	5 8 0	..	..
(c) driver of more than three horses .. .. .	5 11 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 .. .. .	5 2 0	5 3 0	5 0 0
(b) working at a height over 40 feet .. .. .	5 4 0	5 5 0	5 2 0
Head Fallor .. .. .	6 5 0	..	..
Other Fallors .. .. .	5 16 0	..	..
Hookman and/or log yardman and/or log chuteman .. .. .	5 4 0	5 5 0	5 2 0
Landing builder or repairer .. .. .	5 4 0	5 5 0	5 2 0
Landing builder or repairer—man in charge of .. .. .	5 11 0	5 12 0	5 9 0
Orderman .. .. .	5 10 0	5 11 0	5 8 0
Tallyman and/or measurer .. .. .	5 10 0	5 11 0	5 8 0
Ropeman or shoeman .. .. .	5 16 0	5 17 0	5 14 0
Offsider to ropeman or shoeman .. .. .	5 2 0	5 3 0	5 0 0
Saw doctor .. .. .	6 12 0	6 13 0	6 10 0
Saw sharpener (exclusively employed as such) .. .. .	5 14 0	5 15 0	5 12 0
Grinder (whose principal duty is grinding knives and cutters) .. .. .	6 1 0	6 2 0	5 19 0
Water dogman .. .. .	5 8 0	..	..
River logman .. .. .	5 2 0	..	..
Stacker for seasoning by means of stripping .. .. .	5 3 0	5 4 0	5 1 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet .. .. .	4 18 0	4 19 0	4 16 0
Tramway builder or repairer .. .. .	5 3 0	..	..
Tramway builder or repairer—man in charge of .. .. .	5 10 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber .. .. .	5 3 0	5 4 0	5 1 0
Sawing employees—			
(a) Log band sawyer .. .. .	6 6 0	6 7 0	6 4 0
(b) Twin or vertical sawyer who breaks down logs and cuts planks to finished sizes .. .. .	6 7 0	6 7 0	6 4 0
(c) Stave cutting sawyer .. .. .	5 18 0	5 19 0	5 16 0
(d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	..	5 17 0	5 14 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere) .. .. .	5 15 0	..	5 13 0
(e) Fitching frame sawyer .. .. .	5 14 0	5 15 0	5 12 0
(f) No. 1 Benchman .. .. .	6 6 0	6 7 0	6 4 0
(g) No. 2 Benchman .. .. .	5 18 0	5 19 0	5 16 0
(h) No. 3 Benchman .. .. .	5 10 0	5 11 0	5 8 0
(i) No. 4 Benchman .. .. .	5 2 0	5 3 0	5 0 0
(j) Gang frame sawyer .. .. .	5 11 0	5 12 0	5 9 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main dockerman .. .. .	5 7 0	5 8 0	5 5 0
(ii) Dockerman, other than main .. .. .	5 1 0	5 2 0	4 19 0
(iii) Responsible man at main dockerman .. .. .	5 10 0	5 11 0	5 8 0
(iv) Responsible man at dockerman other than main .. .. .	5 4 0	5 5 0	5 2 0
(l) Dockerman and/or tallyman where only one dockerman .. .. .	5 4 0	5 5 0	5 2 0
(m) Steam or other power-driven crosscut sawyer .. .. .	5 9 0	5 10 0	5 7 0
(n) Ripper or crosscut cutting wood blocks .. .. .	5 2 0	5 3 0	5 0 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller .. .. .	5 16 0	5 17 0	5 14 0
(ii) On dead or manually operated roller where not single handed .. .. .	5 7 0	5 8 0	5 5 0
(iii) Power driven (other than manual power) or friction feed .. .. .	5 3 0	5 4 0	5 1 0
(p) Leverman No. 1 Bench .. .. .	5 3 0	5 4 0	5 1 0
(p1) Handleman No. 1 Bench .. .. .	5 7 0	5 8 0	5 5 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller .. .. .	5 9 0	5 10 0	5 7 0
(ii) On dead or manually operated roller where not single handed .. .. .	5 3 0	5 4 0	5 1 0
(iii) Power driven (other than manual power) or friction feed .. .. .	5 1 6	5 2 6	4 19 6
(r) Leverman No. 2 Bench .. .. .	5 1 6	5 2 6	4 19 6
(r1) Handleman No. 2 Bench .. .. .	5 3 0	5 4 0	5 1 0
(s) Setter on log band saw carriage .. .. .	5 4 0	5 5 0	5 2 0
(t) Setter on other saw carriage .. .. .	5 3 0	5 4 0	5 1 0
(u) Puller out or assistant, No. 3 Bench .. .. .	5 0 0	5 1 0	4 18 0
(v) Roller re-cut band sawyer using blade over 3 inches in width .. .. .	5 19 0	6 0 0	5 17 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 18 0	5 19 0	5 16 0
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw .. .. .	5 11 0	5 12 0	5 9 0

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

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

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrambool. (Except in the Bush and at Bush Sawmills.)		Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
		£ s. d.	£ s. d.	
<i>Sawing employees—continued.</i>				
(y) Circular sawyer if cutting a depth of or over 7½ inches .. ..	5 19 0	6 0 0	5 17 0	
(z) Circular sawyer if cutting a depth of under 7½ inches .. ..	5 11 0	5 12 0	5 9 0	
(aa) Edger sawyer to log band sawyer .. ..	5 18 0	5 19 0	5 16 0	
(ab) Breaking down bench sawyer (Cities and Towns) .. ..	.. ..	5 17 0	5 14 0	
(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 11 0	5 12 0	5 9 0	
(ac) Other breaking down bench sawyers .. ..	5 14 0	5 15 0	5 12 0	
(ad) Frame sawyer if cutting a depth of or over 18 inches .. ..	5 12 0	5 13 0	5 10 0	
(ae) Frame sawyer if cutting a depth of less than 18 inches .. ..	5 8 0	5 9 0	5 6 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 18 0	5 19 0	5 16 0	
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw .. ..	5 11 0	5 12 0	5 9 0	
(ah) Sawyer cutting detail work .. ..	5 18 0	5 19 0	5 16 0	
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting) .. ..	5 12 0	5 13 0	5 10 0	
(aj) Crosscut sawyer, cabinet furniture or joinery work .. ..	5 11 0	5 12 0	5 9 0	
(ak) Crosscut sawyer not provided for elsewhere herein .. ..	5 4 0	5 5 0	5 2 0	
(al) Case or box bench sawyer flattening off up to 2 inches in thickness .. ..	5 1 0	5 2 0	4 19 0	
(am) Puller out on 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 .. ..	5 3 0	5 4 0	5 1 0	
(an) Puller out, dogger or wedger up—any breaking down saw .. ..	5 3 0	5 4 0	5 1 0	
<i>Machinists operating the following:—</i>				
(a) Shaper, Boulton's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer .. ..	6 3 0	6 4 0	6 1 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 12 0	5 13 0	5 10 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 .. ..	6 3 0	6 4 0	6 1 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 10 0	6 0 0	5 17 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 12 0	5 13 0	5 10 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 .. ..	5 2 0	5 3 0	5 0 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 17 0	5 18 0	5 15 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 10 0	5 11 0	5 8 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 14 0	5 15 0	5 12 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 16 0	5 17 0	5 14 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 10 0	5 11 0	5 8 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 7 0	5 8 0	5 5 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 .. ..	5 2 0	5 3 0	5 0 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 14 0	5 15 0	5 12 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 10 0	5 11 0	5 8 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 .. ..	5 4 0	5 5 0	5 2 0	

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

(2) (a) 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.
<b>Machinists operating the following—continued.</b>			
(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 .. .. .	5 4 0	5 5 0	5 2 0
(o) Any machine in the preceding paragraphs (a1), (b), (f), (k), or (n) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine .. .. .	5 0 0	5 1 0	4 18 0
(p) Timber bending machine .. .. .	5 8 0	5 9 0	5 6 0
(q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood) .. .. .	5 8 0	5 9 0	5 6 0
(r) Belt sander in the making of plywood .. .. .	5 4 0	5 5 0	5 2 0
(s) Plywood machine—press operator on .. .. .	5 3 0	5 4 0	5 1 0
(t) Equalizer cutting plywood with parallel saws .. .. .	5 3 0	5 4 0	5 1 0
(u) Box lacing and/or wiring machine .. .. .	5 4 0	5 5 0	5 2 0
(v) Box nailing machine .. .. .	5 3 0	5 4 0	5 1 0
(w) Box printing machine .. .. .	5 2 0	5 3 0	5 0 0
(x) Box or crate cleating, spraying, or splicing machine .. .. .	5 2 0	5 3 0	5 0 0
Box, case or crate finisher .. .. .	5 6 0	5 7 0	5 4 0
Box, case or crate maker and/or repairer (manual) .. .. .	5 10 0	5 11 0	5 8 0
Employee breaking up boxes, cases and/or crates .. .. .	5 2 0	5 3 0	5 0 0
Bench hand hooping and/or wiring boxes, cases or crates .. .. .	5 10 0	5 11 0	5 8 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer .. .. .	5 3 0	5 4 0	5 1 0
Rigger or tree climber .. .. .	6 4 0	.. .. .	.. .. .
Meal grinder .. .. .	5 1 6	5 2 6	4 19 6
Persons not elsewhere included employed in the manufacture of munition boxes .. .. .	5 4 0	5 5 0	5 2 0
All others .. .. .	4 13 0	4 14 0	4 11 0
<b>2 (b) Adult Employees (engaged in the making of sporting goods)—</b>			
(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer .. .. .	5 11 0	5 12 0	5 9 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer .. .. .	5 8 0	5 9 0	5 6 0
(c) Sawyer, band or jig, using saw of 1 inch width or under .. .. .	5 2 0	5 3 0	5 0 0
(d) Such band or jig sawyer who sharpens and brazes his own saws .. .. .	5 9 0	5 10 0	5 7 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 .. .. .	6 3 0	6 4 0	6 1 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 11 0	5 12 0	5 9 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 .. .. .	5 4 0	5 5 0	5 2 0
(h) Wood turner .. .. .	6 3 0	6 4 0	6 1 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 .. .. .	6 3 0	6 4 0	6 1 0
(j) 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 11 0	5 12 0	5 9 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 .. .. .	5 0 0	5 1 0	4 18 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 .. .. .	6 3 0	6 4 0	6 1 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 11 0	5 12 0	5 9 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 11 0	5 12 0	5 9 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 .. .. .	5 0 0	5 1 0	4 18 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 14 0	5 15 0	5 12 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 .. .. .	5 4 0	5 5 0	5 2 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	Employed—(a)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	Bush or at Bush Sawmills.	within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	
	£ s. d.	£ s. d.	£ s. d.
(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 .. .. .	5 0 0	5 1 0	4 18 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 17 0	5 18 0	5 15 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 7 0	5 8 0	5 5 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 .. .. .	5 0 0	5 1 0	4 18 0
(v) Tennis, squash, or badminton racquet rim bender .. .. .	5 8 0	5 9 0	5 6 0
(w) Hockey "U" bender .. .. .	5 8 0	5 9 0	5 6 0
(x) Lacrosse stick bender .. .. .	5 8 0	5 9 0	5 6 0
(y) Belt sander .. .. .	5 8 0	5 9 0	5 6 0
(z) Other sander .. .. .	5 4 0	5 5 0	5 2 0
(aa) Cane stripper machinist .. .. .	5 0 0	5 1 0	4 18 0
(ab) Rim gluer machinist who does not bend .. .. .	5 0 0	5 1 0	4 18 0
(ac) Borer slotting or grooving machinist who is ever required to set up his machine, and then only from such time as he is required so to act .. .. .	5 0 0	5 1 0	4 18 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 .. .. .	5 4 0	5 5 0	5 2 0
(ae) Person employed in so finishing more than one such part .. .. .	5 9 0	5 10 0	5 7 0
(af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof .. .. .	5 14 0	5 15 0	5 12 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 .. .. .	5 4 0	5 5 0	5 2 0
(ah) Spray gun operator (male) .. .. .	5 4 0	5 5 0	5 2 0
(ai) Spray gun operator (female) .. .. .	2 14 0	2 15 0	2 13 0
(aj) Liner (male) .. .. .	6 3 0	6 4 0	6 1 0
(ak) Liner (female) .. .. .	3 3 0	3 4 0	3 2 0
(al) Outliner (male) .. .. .	5 2 0	5 3 0	5 0 0
(am) Outliner (female) .. .. .	2 13 0	2 14 0	2 12 0
(an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods .. .. .	6 3 0	6 4 0	6 1 0
(ao) Gripper who does not cut to shape, but winds on leather strips to form or shape grips of wooden sporting goods .. .. .	5 2 0	5 3 0	5 0 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 19 0	5 0 0	4 17 0
(aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods .. .. .	4 18 0	4 19 0	4 16 0
(ar) Racquet stringer and/or repairer .. .. .	5 18 0	5 19 0	5 16 0
(as) Cricket bat maker who makes cricket bats throughout .. .. .	6 3 0	6 4 0	6 1 0
(at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads) .. .. .	6 3 0	6 4 0	6 1 0
(au) Person checking and inspecting .. .. .	5 2 0	5 3 0	5 0 0
(av) All others (males) .. .. .	4 13 0	4 14 0	4 11 0
(aw) All others (females), see clause 15 (b) .. .. .	2 10 0	2 11 0	2 9 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.



SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in Government Gazette No. 331 of 28th November, 1941, shall be replaced by the following clause:—

APPRENTICES AND IMPROVERS.

(2)

WAGES PER WEEK OF 44 HOURS.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under.	16	17	18	19	20		15 years and under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	1st six months	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	21 6	25 0	28 0	34 0	40 0	47 0	20 6	21 0	22 0	24 0	28 0	29 6	
2nd "	24 0	27 0	31 6	38 0	44 6	75 0	21 0	22 6	24 0	26 6	30 6	42 0	
3rd "	25 6	28 6	35 0	41 0	49 6	..	23 6	25 0	28 6	31 0	32 6	..	
4th "	28 0	32 6	39 0	47 0	75 6	..	25 0	28 6	30 6	32 6	44 6	..	
5th "	31 0	37 0	41 6	52 0	..	..	28 6	30 6	32 6	36 0	..	..	
6th "	35 0	40 6	49 6	77 6	..	..	30 6	32 6	35 0	46 0	..	..	
7th "	39 0	47 0	59 0	..	..	..	32 6	35 0	38 6	..	..	..	
8th "	45 6	55 0	79 6	..	..	..	35 0	38 0	49 6	..	..	..	
9th "	51 6	64 0	..	..	..	..	37 0	42 6	..	..	..	..	
10th "	60 6	83 0	..	..	..	..	39 0	50 0	..	..	..	..	
11th "	69 0	..	..	..	..	..	44 6	..	..	..	..	..	
12th "	78 0	..	..	..	..	..	47 0	..	..	..	..	..	
7th year	88 6	..	..	..	..	..	50 0	..	..	..	..	..	

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

PROPORTION (within any factory).

Males.

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

Females.

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

The Board has prescribed a form of apprenticeship indenture.

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

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woolen and Worsted Sections.

ADULT MALES.

	s. d.
Assistant foreman or overlocker, when or where employed	116 6
Wool Sorting and Scouring Departments—	
Wool sorters	120 0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	109 0
All other machine operators or attendants	103 0
Dye House—	
Leading hand employed on dye machines or vats	107 0
Men on wet crabbers	105 0
All other machine operators or attendants	103 0
Wiley House—	
Leading hand in wiley operations where more than four hands engaged	109 0
Leading hand in wiley operations where three or four hands are engaged	106 6
All other machine operators or attendants	103 0
Carding Department—	
Head fettler (leading hand in carding room)	108 0
Card fettlers	104 0
All other machine operators or attendants	102 0
Spinning Department—	
Man in charge of one pair of spinning mules	104 0
All other machine operators or attendants	102 0
Combing Department—	
Jobber in charge or comb mechanic in charge	114 0
Jobber or comb mechanic	104 0
All other machine operators or attendants	102 0
Pinsetter—	
First year's experience	104 0
Second year's experience	109 0
Thereafter	120 0
Roller coverer—	
First year's experience	103 0
Second year's experience	107 0
Thereafter	115 0
Gill Box Reducing, Intermediate, Roving and Spinning Departments—	
Man in charge of one pair of spinning mules	104 0
All machine operators or attendants	102 0

## SCHEDULE—continued.

## WOOLLEN AND COTTON TRADE BOARD—continued.

## WAGES PER WEEK OF 44 HOURS.

## OTHER EMPLOYEES—ADULT MALES—continued.

	s.	d.
Winding, Warping, and Twisting Department—		
Warpers .. .. .	104	0
Sizing machine hand .. .. .	103	0
All other machine operators or attendants .. .. .	102	0
Weaving Department—		
Twister-in .. .. .	103	0
Warp drawers-in .. .. .	103	0
Warp tiers .. .. .	102	0
Box loom tuners—		
First year's experience .. .. .	105	0
Second year's experience .. .. .	111	0
Thereafter .. .. .	120	0
Plain loom tuners—		
First year's experience .. .. .	103	0
Second year's experience .. .. .	109	0
Thereafter .. .. .	114	0
Oilers and cleaners .. .. .	102	0
Card or chain makers .. .. .	104	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another .. .. .	102	0
Weavers .. .. .	105	0
Perchers .. .. .	102	0
Finishing Department—		
Man in charge of milling, scouring, or washing machines (where milling and scouring foreman is not employed) .. .. .	106	6
Sulphur house workers (for time employed as such) .. .. .	109	0
Man piece carbonizing .. .. .	105	0
Man examining finished cloth .. .. .	107	0
Men engaged on unshrinkable finishing processes .. .. .	105	0
All other machine operators or attendants .. .. .	102	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed .. .. .	106	6
All other adult males .. .. .	96	0
ADULT FEMALES.		
Combing Department—		
All machine operators or attendants .. .. .	57	9
Gill Box, Reducing, Intermediate Roving and Spinning Departments—		
All machine operators or attendants .. .. .	57	9
Winding, Warping, and Twisting Department—		
Warpers .. .. .	59	9
All machine operators or attendants .. .. .	57	9
Weaving Department—		
Weavers .. .. .	60	9
Mending and Darning Department—		
Worsted menders and darners—		
First six months' experience .. .. .	57	9
Thereafter .. .. .	63	9
Other menders and darners (except flannel and blanket knotters and menders)—		
First six months' experience .. .. .	56	9
Thereafter .. .. .	59	9
Examiners or passers of pieces after mending .. .. .	60	9
Other examiners and passers .. .. .	58	9
Whipping machinists .. .. .	57	9
Other adult females .. .. .	51	9
Cotton Section.		
ADULT MALES.		
Assistant foreman or overlocker when or where employed .. .. .	116	6
Dye House and Bleach Craft—		
Leading hand employed on dye or bleaching machines or vats .. .. .	107	0
All other machine operators or attendants .. .. .	103	0
Waste Department—		
Leading hand in Waste Department where more than four hands engaged .. .. .	109	0
Leading hand in Waste Department where three or four hands are engaged .. .. .	106	6
All other machine operators or attendants .. .. .	102	0
Blowing Room—		
Blow room major .. .. .	109	0
Scutching machine hand .. .. .	105	0
All other machine operators or attendants .. .. .	103	0
Carding Department—		
Head stripper and grinder (leading hand in carding room) .. .. .	108	0
Stripper and grinder .. .. .	105	0
All other machine operators or attendants .. .. .	103	0
Combing Department—		
Jobber in charge or comb mechanic in charge .. .. .	114	0
Jobber or comb mechanic .. .. .	106	6
All other machine operators or attendants .. .. .	103	0
Pin Setting Department—		
Pinsetter—		
First year's experience .. .. .	104	0
Second year's experience .. .. .	109	0
Thereafter .. .. .	120	0
Roller coverer—		
First year's experience .. .. .	103	0
Second year's experience .. .. .	107	0
Thereafter .. .. .	115	0

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

## WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—*continued.*

	<i>s.</i>	<i>d.</i>
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants .. .. .	102	0
Mule Spinning Department—		
Man in charge of one pair of spinning mules .. .. .	104	0
All other machine operators or attendants .. .. .	102	0
Twisting, Winding, Reeling and Warping Departments—		
Warpers .. .. .	104	0
Slasher sizer hand .. .. .	103	0
Ring jobber .. .. .	114	0
All other machine operators or attendants .. .. .	102	0
Weaving Department—		
Twisters-in .. .. .	103	0
Warp drawers-in .. .. .	103	0
Warp tiers .. .. .	102	0
Box loom tuners—		
First year's experience .. .. .	105	0
Second year's experience .. .. .	111	0
Thereafter .. .. .	120	0
Plain loom tuners—		
First year's experience .. .. .	103	0
Second year's experience .. .. .	109	0
Thereafter .. .. .	114	0
Card or chain makers .. .. .	104	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another .. .. .	102	0
Weavers .. .. .	105	0
Perchers .. .. .	102	0
Finishing Department—		
Man in charge of finishing machines .. .. .	106	6
Man examining finished cloth .. .. .	107	0
All other machine operators or attendants .. .. .	102	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed .. .. .	106	6
All other adult males .. .. .	96	0

## ADULT FEMALES.

Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants .. .. .	57	9
Twisting, Winding, Reeling and Warping Departments—		
Warpers .. .. .	59	9
All machine operators or attendants .. .. .	57	9
Weaving Department—		
Weavers .. .. .	60	9
Mending and Darning Departments—		
Menders and darners—		
First six months' experience .. .. .	56	9
Thereafter .. .. .	59	9
Examiners or passers of pieces after mending .. .. .	60	9
Other examiners and passers .. .. .	58	9
All other adult females .. .. .	51	9

Clauses (3) to (35) inclusive of the Determination published in *Government Gazette* No. 331 of 28th November, 1941, shall remain in force.

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