

Banking

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[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 February, 1942, as set out in the Schedule hereto:—

Dated at Melbourne, this
31st day of January, 1942.

R. H. BEERS,
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

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

(2)

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Under 17	1 5 0	1 4 0
17 and under 18	1 12 0	1 10 0
18 and under 19	1 17 6	1 16 0
19 and under 20	2 6 0	2 4 0
20 and under 21	2 14 6	2 12 6

PROPORTION (within any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 86s. per week of 44 hours.

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

No. 75—975/42.

SCHEDULE—continued.

AERATED WATER TRADE BOARD—continued.

ADULT MALES.

	Wages per week of 44 Hours.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Yallourn.	Elsewhere in Victoria.
	£ s. d.	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	5 9 0	5 16 0	5 6 0
Employee who under the direction of employer or foreman is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	4 19 0	5 6 0	4 16 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	4 14 0	5 1 0	4 11 0
Employee bottling aerated or carbonated waters	4 11 6	4 18 6	4 8 6
Employee engaged in handling Glauber Salts	4 11 6	4 18 6	4 8 6
All other male adults	4 9 0	4 16 0	4 6 0
Leading hand, 1s. per day in addition to the above rates.			

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

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD.

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

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring
	s. d.	s. d.
Junior Males.		
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	29 0	30 8
17 and under 18 years of age	51 3	54 3
18 and under 19 years of age	65 0	68 9
19 and under 21 years of age	78 0	82 6
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	28 0	27 6
3rd year's experience	35 6	37 7
4th year's experience	48 3	51 1
5th year's experience	61 3	64 10
6th year's experience	75 6	79 11
Adult Females.		
If of less than twelve months' experience	55 3	58 5
If of twelve months' experience or more	62 9	66 4
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	32 6	34 5
4th year's experience	40 9	43 2
5th year's experience	46 9	49 6
Thereafter until reaching the age of 21 years	52 3	55 3

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

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 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 ..	41 11	1 6	43 5	Carcass skimmers ..	116 0	4 0	120 0
16 years of age and under 17 ..	45 2	1 8	46 10	All others ..	110 0	4 0	114 0
17 years of age and under 19 ..	58 5	2 1	60 6	Afternoon and night shift employees shall receive an additional 5 per cent. per week.			
19 years of age and under 20 ..	67 2	2 5	69 7				
20 years of age and under 21 ..	75 9	2 9	78 6				
PROPORTION (by any Employer).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 114s. per week.							
An indenture of apprenticeship has been prescribed by the Board.							
<i>Improvers.</i>							
One improver to every four workers receiving not less than 114s. 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 the *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.
16 and under 17 years of age ..	31 5	1 0	32 5	Wet Machine Leading Hand (where in sole charge of running) ..	100 0	5 0	105 0
17 and under 18 years of age ..	35 1	1 2	36 3	Mixer Attendant in Charge ..	99 0	5 0	104 0
18 and under 19 years of age ..	41 8	1 4	43 0	Asbestos Disintegrator (asbestos treatment) attendant ..	98 0	5 0	103 0
19 and under 20 years of age ..	51 1	1 7	52 8	Leading cutter-off ..	97 0	5 0	102 0
20 and under 21 years of age ..	64 6	2 1	66 7	Accessories moulders ..	97 0	5 0	102 0
No apprentices or improvers under the age of sixteen years to be engaged.				Wiremen in charge of Pressure Pipe Machine ..	97 0	5 0	102 0
				Wet trimmer (Power Guillotine only) ..	96 6	5 0	101 6
PROPORTION (IN ANY PLACE).				Dry trimmer in charge of Power-Cutting Machines ..	96 6	5 0	101 6
				Cutters and turners Pressure Pipe Leading attendant Pressure Pipe ..	96 6	5 0	101 6
Apprentices and Improvers.				Curing Tanks ..	96 6	5 0	101 6
				Men engaged in formation of corrugated sheets ..	95 0	5 0	100 0
Two apprentices or improvers to every three or fraction of three workers receiving not less than 99s. per week of 44 hours.				All others ..	94 0	5 0	99 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. Commencing Age.							Wages—Per Week of 44 Hours. 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.
1st 3 months	s. d. 23 0	s. d. 27 3	s. d. 32 3	s. d. 50 6	s. d. 65 9	s. d. 81 0	1st 6 months ..	s. d. 22 9	s. d. 27 0	s. d. 32 0	s. d. 37 9	s. d. 41 6	s. d. 46 9
2nd 6 months	27 3	32 3	50 6	65 9	81 0	..	2nd 6 months ..	27 0	32 0	37 9	41 6	46 9	..
2nd year ..	32 3	50 6	65 9	81 0	..	..	2nd year ..	32 0	37 9	41 6	46 9	..	..
3rd year ..	50 6	65 9	81 0	..	..	..	3rd year ..	37 9	41 6	46 9	..	..	..
4th year ..	65 9	81 0	..	..	..	..	4th year ..	41 6	46 9	..	..	..	..
5th year ..	81 0	..	..	..	..	..	5th year ..	46 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 100s. 9d. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 57s. 9d. per week of 44 hours.						
							<i>JUVENILE WORKERS.</i>						
							Not more than three juvenile workers to each adult female worker receiving not less than 57s. 9d. 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>Males.</i>													s. d.
Combination bag-making machine attendant ..	..	..	..	..	..	..	..	..	..	..	..	..	100 0
Repairers by hand ..	..	..	..	..	..	..	..	..	..	..	..	..	100 0
Repairers by machine ..	..	..	..	..	..	..	..	..	..	..	..	..	100 0
<i>Females.</i>													s. d.
Bag-making machinist ..	..	..	..	..	..	..	..	..	..	..	..	..	58 6
Repairers by hand ..	..	..	..	..	..	..	..	..	..	..	..	..	64 9
Repairers by machine ..	..	..	..	..	..	..	..	..	..	..	..	..	64 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—													
1st 3 months ..	..	..	..	..	..	..	..	..	..	..	..	..	45 6
2nd 3 months ..	..	..	..	..	..	..	..	..	..	..	..	..	50 6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—													
1st 3 months ..	..	..	..	..	..	..	..	..	..	..	..	..	45 6
All others ..	..	..	..	..	..	..	..	..	..	..	..	..	57 9

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 published in *Government Gazette* No. 136 of 3rd May, 1940, shall be replaced by the following:—

(2)	Wages per week of 44 hours.	
	Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smiths	100 0	97 0
Chill fitters called on to design and model	112 0	109 0
Other chill fitters	100 0	97 0
Machinists	97 0	94 0
Platers in charge	109 0	106 0
Polishers and grinders	99 0	96 0
Chippers and casters	96 0	93 0
Furnacemen	96 0	93 0
Bedstead fitters and mounters	100 0	97 0
Employees engaged outting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters	99 0	96 0
Japanners and lacquerers	97 0	94 0
All others	89 0	86 0

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES..		Weekly Hiring.	Hourly Hiring.
(a) Junior Males.		<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age		17 0	18 3
16 and under 17 years of age		29 3	30 9
17 " " 18 " "		51 3	54 3
18 " " 19 " "		64 6	68 6
19 " " 21 " "		77 9	82 6
(b) Adult Females.			
Of less than 12 months' experience		55 3	58 6
Of 12 months' experience or more		62 9	66 3
(c) Junior Females.			
1st year's experience		14 0	15 0
2nd " "		18 9	20 0
3rd " "		32 6	34 9
4th " "		40 9	43 3
5th " "		46 9	49 6
Thereafter until reaching 21 years		52 3	55 3

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

SCHEDULE—continued.

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

(c) 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.	s. d.	s. d.
<i>Four and Five-year Terms.</i>							
1st year	..	..	..	..	19 3	20 9	18 9
2nd year	..	..	..	..	27 0	29 0	26 0
3rd year	..	..	..	..	40 6	43 6	39 0
4th year	..	..	..	..	66 3	71 3	64 3
5th year	..	..	..	..	84 0	90 0	81 0
<i>Four-year Terms.—Apprentice commencing after the Age of 17 Years.</i>							
1st year	..	..	..	..	22 3	24 3	21 9
2nd year	..	..	..	..	40 0	43 0	38 6
3rd year	..	..	..	..	66 3	71 3	64 3
4th year	..	..	..	..	84 0	90 0	81 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	21 0	23 0	20 6
16 years of age	29 9	32 3	28 9
17 years of age	40 6	43 6	39 0
18 years of age	51 0	54 6	49 0
19 years of age	64 0	69 0	62 0
20 years of age	76 6	82 6	74 0

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:—

- Passing hot rivets in confined spaces.
- Holding up rivets over $\frac{1}{4}$ inch diameter.
- Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (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 $3\frac{1}{2}$ 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—

- if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
- 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. 194 of the 4th July, 1941, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

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

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

(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.

					<i>s.</i>	<i>d.</i>
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.

SCHEDULE—continued.

BOOT BOARD—continued.

Other Employees.							
(4)	MALES.	Wages per week of 44 hours. s. d.	(5) FEMALES.				
<p>(a) Females employed clicking, designing, or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.</p> <p>(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.</p>							
			<table> <tr> <th></th><th>Wages per Week of 44 hours. s. d.</th><th>Loading Constant. s. d.</th><th>Total Wage. s. d.</th></tr> </table>		Wages per Week of 44 hours. s. d.	Loading Constant. s. d.	Total Wage. s. d.
	Wages per Week of 44 hours. s. d.	Loading Constant. s. d.	Total Wage. s. d.				
			<p>(c) Females with (i) four years' experience employed on any form of sewing machine 64 0 3 0 67 0</p> <p>(ii) any other machine 60 6 3 0 63 6</p> <p>(iii) any other work set out in Clause (6) hereof 59 0 2 9 61 9</p> <p>(d) Females with four years' experience not otherwise provided for 59 0 2 9 61 9</p> <p>(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.</p> <p>(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 61s. 9d. per week and thereafter the rate prescribed for their occupation.</p>				
Pattern Cutting—							
Pattern Cutters or Designers	119 6						
Clicking—							
Clicking outsides (other than felt, fabric, sheep's roans or splits)	119 6						
Clicking felt, linings, fabrics, sheep's roans, splits—							
By hand	116 6						
By machine	113 6						
All others	113 6						
Stuff cutting—							
Cutting leather outsides or insoles	116 6						
Ranging by hand	116 6						
All others	113 6						
Making—							
All operatives except those for whom the rates herein- after appearing are prescribed	119 6						
Operator of bottom levelling machine	113 6						
Operator of buzzer machine	113 6						
Operator of loose nailing machine	113 6						
Levelling by hand	113 6						
Heeling by hand	113 6						
Opening channels	113 6						
Closing channels	113 6						
Feathering	113 6						
Turning pumps	113 6						
Laying linings and shanking	113 6						
Pulling up backs	113 6						
Pulling on	113 6						
Tingling and trimming (hand or machine)	113 6						
Putting on heels and toe plates	113 6						
Attaching wood heels by hand	113 6						
Putting in stiffeners or toes	110 6						
Putting in bottom fillings and shanks	110 6						
Slipping off	110 6						
Pulling out tacks	110 6						
Stamping and sorting soles	110 6						
Solutioning or cementing by hand or machine	110 6						
Putting studs or bars on football boots	110 6						
Finishing—							
Finishing right through by hand	119 6						
Operating heel trimmer	119 6						
Operating edge trimmer	119 6						
Operating edge setter	119 6						
Operating heel scourer	119 6						
Operating Naumkeag machine and/or sandpapering machine	115 6						
Slipping off	110 6						
All others	113 6						

Clauses (6) to (29) inclusive of the Determination as published in *Government Gazette* No. 194 of 4th July, 1941, shall remain in force.

SCHEDULE—continued.

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.
WAGES.	FIREBRICKS AND TEXTURE BRICKS.		
		<i>s. d.</i>	<i>s. d.</i>
14 years of age	Burners	2 5 ¹ / ₁₁	107 0
15 " "	Crusher attendants who also haul	2 4 ⁵ / ₁₁	103 6
16 " "	Crusher attendants who do not haul	2 3 ¹ / ₁₁	101 0
17 " "	Wet or dry pan attendants who do not haul	2 4 ⁴ / ₁₁	104 0
18 " "	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine	2 4 ⁴ / ₁₁	103 6
19 " "	Hand moulders, dressers and cutters	2 6	110 0
20 " "	Drawers	2 5 ¹ / ₁₁	106 6
	Setters	2 6	110 0
	Facemen working in a clayhole 25 feet or less in depth	2 7 ¹ / ₁₁	114 0
	All other facemen	2 7 ¹ / ₁₁	116 0
	Wheelers of green or burnt bricks	2 4 ⁵ / ₁₁	103 6
	Clayhole men (employer to provide tools)	2 6 ¹ / ₁₁	111 0
	Pressers	2 3 ¹ / ₁₁	102 6
	Loftmen	2 3 ⁹ / ₁₁	102 0
	Yardmen and wastemen	2 3 ⁹ / ₁₁	101 0
	All others	2 2 ⁵ / ₁₁	97 0
	OTHER BRICKS.		
	Burners	2 5 ¹ / ₁₁	107 0
	Machine drivers or machine riggers	2 4 ¹⁰ / ₁₁	108 0
	Wet or dry pan attendants who do not haul	2 4 ⁴ / ₁₁	104 0
	Crusher attendants who do not haul	2 3 ¹ / ₁₁	102 6
	Crusher and wet or dry pan attendants who also haul	2 5 ¹ / ₁₁	108 0
	Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)	2 5 ⁹ / ₁₁	109 0
	Other drawers	2 6 ⁹ / ₁₁	111 6
	Other setters	2 6 ⁹ / ₁₁	111 6
	Facemen working in a clayhole 25 feet or less in depth	2 7 ¹ / ₁₁	114 0
	All other facemen	2 8 ⁹ / ₁₁	120 0
	Clayhole men (employer to provide tools)	2 6 ¹ / ₁₁	111 0
	Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	2 5 ¹ / ₁₁	106 6
	Off-bearers from wire cut machines	2 4 ⁵ / ₁₁	103 6
	Truckers	2 4 ⁵ / ₁₁	103 6
	Adults taking off brick machines	2 4 ⁵ / ₁₁	103 6
	Dampers or kiln cleaners	2 4 ⁷ / ₁₁	105 0
	Loftmen	2 3 ⁹ / ₁₁	102 0
	Yardmen and wastemen	2 3 ⁹ / ₁₁	101 0
	All others	2 2 ⁵ / ₁₁	97 0

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 69s. 3d. per week of 44 hours.

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.

PROPORTION in (any factory or place).

One improver to every eight of fraction of eight employees receiving not less than 97s. per week of 44 hours.

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 9 ¹ / ₂	3 1	2 8 ¹ / ₂	2 11 ¹ / ₂
26 to 36 yards	3 2	3 6 ¹ / ₂	3 0 ¹ / ₂	3 4
36 to 46 yards	3 4 ¹ / ₂	3 7 ¹ / ₂	3 3	3 6 ¹ / ₂
Over 46 yards	3 10 ¹ / ₂	4 2	3 9 ¹ / ₂	4 0 ¹ / 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	3 11 ¹ / ₂	4 2 ¹ / ₂	4 3 ¹ / ₂	4 6
26 to 36 yards	4 4 ¹ / ₂	4 7	4 7 ¹ / ₂	4 10 ¹ / ₂
36 to 46 yards	4 6 ¹ / ₂	4 9 ¹ / ₂	4 9 ¹ / ₂	5 0 ¹ / ₂
Over 46 yards	5 1	5 3 ¹ / ₂	5 4 ¹ / ₂	5 7

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets 2s. 7¹/₂d. per 1,000 bricks

SCHEDULE—continued.

BRICK TRADE BOARD—continued.

Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	s. d.
" " " " in sheds	16 11
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	14 9
" " " " from bowling stool in sheds (where material is placed on the table)	12 0
" " fancy bricks and off-bearing to hacks or in sheds	11 0
" " " " from bowling stool	16 11
Setting	15 4
Picking blues	2 9½
	20 0

Clauses (3) to (14) and (16) to (18) inclusive of the Determination as published in *Government Gazette* No. 354 of the 17th December, 1941, shall remain in force.

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.				
		s. d.	s. d.				
1st year	.. ..	19 3	19 3	1st year	.. ..	19 3	
2nd year	.. ..	25 6	25 6	2nd year	.. ..	26 0	
3rd year	.. ..	36 6	35 9	3rd year	.. ..	35 9	
4th year	.. ..	} minimum wage or earnings on piecework	45 0	4th year	.. ..	45 0	
5th year	.. ..		and thereafter the minimum wage or full piecework prices.	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.			
6th year	.. ..					

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 109s. 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 54s. 6d. per week of 44 hour or earning full piece-work prices.
Nine to eighteen	

Females.

One female improver to one or two	} Female workers receiving not less than 54s. 6d. per week of 44 hour 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 54s. 6d. per week of 44 hour or earning full piece-work prices.
Nine to eighteen	

Other Employees.

		Wages per week of 44 hours.	
		s. d.	
MALES.			
Persons employed at—			
Paint brush making	.. ..	114 0	
Hair pan work	.. ..	109 0	
Bass pan work	.. ..	109 0	
Hair dressing and mixing	.. ..	109 0	
Making twisted brushes	.. ..	109 0	
Making wire brushes	.. ..	109 0	
Bass broom drawing	.. ..	109 0	
Finishing	.. ..	109 0	
Boring	.. ..	109 0	
Lacquering or ducoing	.. ..	109 0	
Trimming machine (when employed solely at such machine)	.. ..	99 0	
FEMALES.			
Automatic boring and filling machinists	.. ..	54 6	
Filling machinists	.. ..	54 6	
Trimming machinists	.. ..	54 6	
Boring machinists	.. ..	54 6	
Bench drawing	.. ..	56 6	
Treadle knot-sizing machinists	.. ..	54 6	
Persons employed at lacquering or ducoing	.. ..	54 6	

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 1s. and in the case of a female 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

BUILDERS' LABOURERS BOARD.

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

(2)	WAGES OF WEEKLY EMPLOYEES.	Wages, per week.	
		s.	d.
	(a) Labourer employed as steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey: Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	101	0
	(b) Builders' labourers in occupations other than those set out in sub-clause (a)	95	0

(3) WAGES OF CASUAL EMPLOYEES.

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

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

	For a 44-hour week.		For a 48-hour week.	
	s.	d.	s.	d.
(a) If doing the work set out in (2) (a) above..	2	7½	2	4½
(b) If doing the work set out in (2) (b) above..	2	5½	2	3½

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

CARETAKERS BOARD.

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

(2)					IMPROVERS.				
Wages per week of 46 hours.									
					PROPORTION (in any place).				
Under 18 years of age 42 0					One improver to every worker receiving not less than 9s. 6d. per week of 46 hours.				
18 to 19 years of age 53 6					NOTE.—The Board has determined that no apprentice shall be taken in the trade.				
19 to 20 years of age 66 0									
20 to 21 years of age 78 6									
OTHER EMPLOYEES.									
WAGES PER WEEK OF 46 HOURS.									
					Within the Metropolitan and Geo- long Districts as defined in the Factories and Shops Acts and the City of Warrnambool.			All Other Parts of Victoria where this Determination Applies.	
					s. d.			s. d.	
Persons engaged weekly to take care of buildings which contain—									
41 or more flats					98 0			95 0	
21 to 40 flats					94 0			91 0	
20 or less flats					92 6			89 6	
Persons engaged weekly to take care of buildings which contain halls let for public enter- tainment or for other purposes									
					89 0			86 0	
Other caretakers of buildings in charge of—									
11 or more cleaners					126 6			123 6	
4 to 10 cleaners					116 6			113 6	
1 to 3 cleaners					105 6			102 6	
All others					97 6			94 6	

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

SCHEDULE—continued.

CARPENTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 166 of the 13th June, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

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

Wages.

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

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

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

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

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

Improvers.

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

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

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

(3)

OTHER EMPLOYEES.

Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne; (ii) Within 3 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
*Weekly employees— Any person employed— (a) in a "mixed industry" as herein defined Or (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)—			
(i) Shop work	Per week. £ s. d. 6 6 0	Per week. £ s. d. 6 12 6	Per week. £ s. d. 6 3 0
(ii) Stock work	5 13 0	5 19 6	5 10 0
Hourly employees	Per hour. 0 3 0	Per hour. 0 3 1½	Per hour. 0 2 1½

* 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.
MALES.	(A ¹)	(B ¹)	(C ¹)	(D ¹)	(A ²)	(B ²)	(C ²)	(D ²)
<i>Development, Tool Room, Installation, and Maintenance.</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>
Brass finisher, tradesman	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Carpenter on maintenance work	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Coremaker, jobbing	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Die maker (see "toolmaker")	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Die setter	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	122 0	6 0	128 0	6 3	119 0	6 0	125 0	6 1
Electrical fitters	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Electrical mechanic	116 0	9 0	125 0	6 1	113 0	9 0	122 0	6 0
Fitter and/or turner, tradesman	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	98 0	3 0	101 0	4 11	95 0	3 0	98 0	4 10
Jigmaker, in wood or metal	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Machinist (metal), first class	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Machinist (metal), second class	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Machinist (metal), third class	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Machinist (wood) (see "wood machinist")	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Painter, on maintenance work	128 0	5 0	133 0	6 6	125 0	5 0	130 0	4 6
Panel worker, tradesman	128 0	5 0	133 0	6 6	125 0	5 0	130 0	4 6
Pattern maker	128 0	5 0	133 0	6 6	125 0	5 0	130 0	4 6
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	122 0	6 0	128 0	6 3	119 0	6 0	125 0	6 1
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	119 0 109 0	6 0 4 0	125 0 113 0	6 1 5 6	116 0 106 0	6 0 4 0	122 0 110 0	6 0 5 5
Plumber on maintenance work	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Saw doctor	122 0	6 0	128 0	6 3	119 0	6 0	125 0	6 1
Smith, tradesman	120 0	6 0	126 0	6 2	117 0	6 0	123 0	6 0
Template maker	123 0	6 0	129 0	6 4	120 0	6 0	126 0	6 1
Tool maker, tool hardener, and die maker (in wood or metal)	125 0	10 0	135 0	6 7	122 0	10 0	132 0	6 6
Tradesman, the greater part of whose time is occupied marking off	122 0	6 0	128 0	6 3	119 0	6 0	125 0	6 1
Trimmer, tradesman	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Turner (see "Fitter and/or turner")	122 0	5 0	127 0	6 3	119 0	5 0	124 0	6 1
Welder, first class	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Welder, second class	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Welder, third class	98 6	3 0	101 6	5 0	95 6	3 0	98 6	4 10
Welder, fourth class	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 7
Wood machinist, first class	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 7
<i>Production.</i>								
Acid washer and/or pickler	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Air hammer operator	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Assembler (aero engine)	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Assembler and/or wire, chassis	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1

* 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.
MALES—continued.								
	(A ¹)	(B ¹)	(C ¹)	(D ¹)	(A ²)	(B ²)	(C ²)	(D ²)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Production—continued.</i>								
Assembler, cushion and squab spring	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
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)	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Assembler of bodies or parts of bodies "on the line"	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Assembler of chassis parts independently of main assembly	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Assembler of prepared parts in glass section (not being a process worker)	107 0	3 0	110 0	5 5	104 0	3 0	107 0	5 3
Assembler, windscreen frame	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Axle maker	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Axle turner	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
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)	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Band sawyer (metal)	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Body maker, first class	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Body maker, second class	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Body mounter	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Bow socket enameller (see "enameller")								
Bulldozer operator—								
(a) Setting up machine	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
(b) Not setting up machine	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Chassis assembler (see "Assembler")								
Cold setter	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative")								
Cushion maker (see "Squab and cushion maker")	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Cushion spring maker (by hand)								
Cutter, Electric machine (trim) (see "Electric machine cutter")								
Dent knocker (see "Panel worker and/or dent knocker")	116 0	6 0	122 0	6 0	113 0	6 0	119 0	5 10
Die setter, press	97 0	3 0	100 0	4 11	94 0	3 0	97 0	4 9
Dipper and hanger (paint)	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Dipper, solder or tin	99 0	3 0	102 0	5 0	96 0	3 0	99 0	4 10
Drier	101 0	3 0	104 0	5 1	98 0	3 0	101 0	4 11
Driller, not using jigs (panel)	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Driller, not using jigs (other)	97 0	3 0	100 0	4 11	94 0	3 0	97 0	4 9
Driller, using jigs (panel)	99 0	3 0	102 0	5 0	96 0	3 0	99 0	4 10
Driller, using jigs (other)								
Drop hammer smith—								
(a) When dies are not used	120 0	6 0	126 0	6 2	117 0	6 0	123 0	6 0
(b) When dies are used	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Drop hammer stamper	98 6	3 0	101 6	5 0	95 6	3 0	98 6	4 10
Edge turner (see "Panel edge trimmer")	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Electric machine cutter (trim)								
Electric stove attendant (see "Stove attendant")	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Electroplater, first class	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Electroplater, second class	96 0	3 0	99 0	4 10	93 0	3 0	96 0	4 8
Electroplater, third class	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Enameller, bow socket								
Enameller in colours and/or varnisher (finishing coat brush)	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Folding machine operator	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Frame operative (cushion and squabs)	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Furnace brazer	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Furnaceman	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Garnish mould bender and/or shaper (see "Bender and/or shaper")								
Garnish mould finisher	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3

* 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 ¹)	(B ¹)	(C ¹)	(D ¹)	(A ²)	(B ²)	(C ²)	(D ²)
MALES—continued.								
<i>Production—continued.</i>								
Grainer, transfer (see "Transfer grainer").	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Grinder and/or buffer (metal) ..	98 6	3 0	101 6	5 0	95 6	3 0	98 6	4 10
Grinder and/or buffer (metal) using portable machine ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Guillotine machinist ..	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Hammer driver, steam, pneumatic, or other power ..	98 6	3 0	101 6	5 0	95 6	3 0	98 6	4 10
Hanger, paint (see "Dipper and hanger").								
Kiln attendant (see "Timber kiln attendant").								
Labourer assisting (plating department) ..	93 0	3 0	96 0	4 8	90 0	3 0	93 0	4 7
Labourer assisting without using tools (chassis assembly) ..	93 0	3 0	96 0	4 8	90 0	3 0	93 0	4 7
Liner ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Machinist (metal), first class ..	119 0	6 0	125 0	6 1	116 0	6 0	122 0	5 11
Machinist (metal), second class ..	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Machinist (metal), third class ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Machinist (wood) (see "Wood machinist").								
Machine setter up, other than machines specified in definition of first class machinist (metal) ..	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Marker-out or scriber (using patterns or templates) ..	102 0	3 0	105 0	5 2	99 0	3 0	102 0	5 0
Metal band sawyer (see "Band sawyer, metal").								
Nickel polisher ..	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Painter, coach (brush) ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Painter, spray (on coats other than priming) ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Painter, spray and/or brush (on prime coats) ..	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Painter, brush and/or spray (on floors, undercarriages, and gear) ..	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Painter's labourer ..	95 0	3 0	98 0	4 10	92 0	3 0	95 0	4 8
Panel beater, first class ..	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Panel beater, second class ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Panel edge turner ..	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Panel fixer, metal ..	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Panel machinist (other) ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Panel worker and/or dent knocker ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Paster (trim)—								
1st year's experience ..	101 0	3 0	104 0	5 1	98 0	3 0	101 0	4 11
2nd year's experience ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Thereafter ..	105 0	3 0	108 0	5 3	102 0	3 0	105 0	5 2
Petrol tank operative ..	105 0	3 0	108 0	5 3	102 0	3 0	105 0	5 2
Pickler (see "Acid washer and/or pickler").								
Plate glass beveller ..	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 7
Plate glass cutter ..	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 7
Plate glass drill ..	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 7
Plate glass grinder ..	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Pleat stuffer ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Polisher, nickel (see "Nickel polisher").								
Polisher (paint) using buffs ..	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Polisher (paint) (see "Wet rubber and/or polisher").								
Power hammer driver (see "Hammer driver").								
Press operator (over 400 tons pressure) ..	110 0	4 0	114 0	5 7	107 0	4 0	111 0	5 5
Press operator assistant (over 400 tons pressure) ..	95 0	3 0	98 0	4 10	92 0	3 0	95 0	4 8
Press operator (light) ..	102 0	3 0	105 0	5 2	99 0	3 0	102 0	5 0
Process worker ..	97 0	3 0	100 0	4 11	94 0	3 0	97 0	4 9
Rivetter on motor truck or wagon body ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Rivetter, chassis ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Rivetter, other (up to and including $\frac{3}{8}$ -in. rivet) ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Rotary buff operator—								
(a) While doing dent knocking ..	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
(b) While not doing dent knocking ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Rotary shearing machinist ..	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Sand blast operator (see "Shot and/or sand blast operator").								
Sandpaper and emery machinist (woodwork) ..	99 0	3 0	102 0	5 0	96 0	3 0	99 0	4 10
Screw and/or tapper ..	98 6	3 0	101 6	5 0	95 6	3 0	98 6	4 10
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) ..	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1

* 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.
MALES—continued.	(A ¹)	(B ¹)	(C ¹)	(D ¹)	(A ¹)	(B ¹)	(C ¹)	(D ¹)
<i>Production—continued.</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>
Smith, tradesman	120 0	6 0	126 0	6 2	117 0	6 0	123 0	6 0
Solderer "on the line"	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Solderer not "on the line"	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Solderer (on other than body work)	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Spotter and/or toucher-up	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Spray painter (see "Painter, spray")								
Spring fitter	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Spring maker, cushion (by hand) (see "Cushion spring maker")								
Spring maker, laminated	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Spring maker, spiral (by hand)	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Spring service worker	98 6	3 0	101 6	4 11	95 6	3 0	98 6	4 10
Squab and/or cushion maker	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Stopper-up	107 0	3 0	110 0	5 5	104 0	3 0	107 0	5 3
Stove attendant, electric	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Strap maker	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Stretching machine operator	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Striker	98 0	3 0	101 0	4 11	95 0	3 0	98 0	4 10
Tapper (see "Screw and/or tapper")								
Tester	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Timber kiln attendant	95 0	3 0	98 0	4 10	92 0	3 0	95 0	4 8
Timber orderman	102 0	3 0	105 0	5 2	99 0	3 0	102 0	5 0
Timber stacker	96 0	3 0	99 0	4 10	93 0	3 0	96 0	4 8
Toucher-up (see "Spotter and/or toucher-up")								
Transfer grainer	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Trimmer, sectional	107 0	3 0	110 0	5 5	104 0	3 0	107 0	5 3
Trimmer, tradesman (including cutter by hand)	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Tube maker	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Tire fitter	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Uni-shear operator	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Varnisher (see "Enameller in colours and/or varnisher")								
Vyceman	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Welder, "A" grade	122 0	5 0	127 0	6 3	119 0	5 0	124 0	6 1
Welder, "B" grade	117 0	5 0	122 0	6 0	114 0	5 0	119 0	5 10
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	111 0	4 0	115 0	5 7	108 0	4 0	112 0	5 6
Welder, electric spot and butt	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 1
Wet rubber and/or polisher (paint)	103 0	3 0	106 0	5 2	100 0	3 0	103 0	5 1
Windscreen frame assembler (see "Assembler")								
Wood machinist, first class	113 0	5 0	118 0	5 9	110 0	5 0	115 0	5 8
Wood machinist, second class	109 0	4 0	113 0	5 6	106 0	4 0	110 0	5 5
Writer	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
<i>Horse-drawn Vehicles.</i>								
Axle maker	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Axle turner	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Gruiner	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Nave mortise and boring machinist	102 0	3 0	105 0	5 2	99 0	3 0	102 0	5 0
Nave turner	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Signwriter	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
Spoke lather	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Spoke planer	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Spoke tenoner	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Spoke throater	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Timber bender	112 0	4 0	116 0	5 8	109 0	4 0	113 0	5 6
Wheelwright and wheel maker	116 0	5 0	121 0	5 11	113 0	5 0	118 0	5 9
(All other classifications as prescribed for in other Sections.)								
<i>Rolling Stock.</i>								
Body maker	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
Pitman	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Wheel grinder	109 6	4 0	113 6	5 7	106 6	4 0	110 6	5 5
Wheel turner	119 0	6 0	125 0	6 1	116 0	6 0	122 0	6 0
(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.
MALES—continued.	(A ¹)	(B ¹)	(C ¹)	(D ¹)	(A ²)	(B ²)	(C ²)	(D ²)
Miscellaneous (Wherever Employed).	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Driver of chassis and/or new vehicle	97 0	3 0	100 0	4 11	94 0	3 0	97 0	4 9
Case maker	100 6	3 0	103 6	5 1	97 6	3 0	100 6	4 11
Case repairer	97 0	3 0	100 0	4 11	94 0	3 0	97 0	4 9

* 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 14 7
Second six months	2 7 9
Third six months	2 13 6
Thereafter	3 1 11

(v) 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—

For the first six months .. ..	..	1 14 7
For the second six months .. ..	..	2 7 9
Thereafter .. ..	..	3 1 11

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	41	6
Fourth year	67	3
Fifth year	84	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	40	0
Third year	67	3
Fourth year	84	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	1	2
16 years of age	1	11
17 " "	2	2
18 " "	2	13
19 " "	3	7
20 " "	4	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 1 0	5 7 6	4 18 0
Two or three horses	5 6 0	5 12 6	5 3 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	4 15 0	5 1 6	4 12 0
Two horses	5 0 0	5 6 6	4 17 0
Three horses	5 3 0	5 9 6	5 0 0
Four horses	5 5 0	5 11 6	5 2 0
Five horses	5 8 0	5 12 6	5 3 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Employee driving—			
Motor bicycle with side car	4 15 0	5 1 6	4 12 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	5 0 0	5 6 6	4 17 0
Over 25 cwt., but not over 3 tons	5 4 0	5 10 6	5 1 0
Over 3 tons but under 6 tons	5 7 0	5 13 6	5 4 0
Further tonnage—for each complete ton over 6, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
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 9 0	5 15 6	5 6 0
Loader	4 18 0	5 4 6	4 15 0
Leading Loader	5 4 0	5 10 6	5 1 0
Stableman	4 12 0	4 18 6	4 9 0
Head stableman	4 16 6	5 3 0	4 13 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	4 17 0	5 3 6	4 14 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	4 15 0	5 1 6	4 12 0
Between 10 p.m. and 7 a.m.	4 16 0	5 2 6	4 13 0
Supervisor	5 1 0	5 7 6	4 18 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 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 9 0	4 15 6	4 6 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).

(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

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

	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:—
- 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.
 - 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.
 - Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - 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 Draggars.)

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. 3¹/₄d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

PART III.

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

(1)

ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	4 13 0	4 19 6	4 10 0
Two horses	4 18 0	5 4 6	4 15 0
Employee driving—			
Motor bicycle with side car	4 14 0	5 0 6	4 11 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	4 18 0	5 4 6	4 15 0
Over 25 cwt. but not over 3 tons	5 2 0	5 8 6	4 19 0
Over 3 tons but under 6 tons	5 5 0	5 11 6	5 2 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer			
Stableman	4 11 0	4 17 6	4 8 0
Head stableman	4 15 0	5 1 6	4 12 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 9 0	4 15 6	4 6 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—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 5 0	5 11 6	5 2 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 7 0	5 13 6	5 4 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 9 0	4 15 6	4 6 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 (36) 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. 282 of the 29th September, 1941, shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age	s. d. 34 0	s. d. 2 0	s. d. 36 0	s. d. 39 0	s. d. 2 6	s. d. 41 6
" 17 " "	43 0	2 9	45 9	48 3	3 0	51 3
" 18 " "	49 9	3 3	53 0	56 6	3 6	60 0
" 19 " "	60 9	4 0	64 9	66 3	4 3	70 6
" 20 " "	69 3	4 3	73 6	74 6	4 9	79 3
" 21 " "	78 9	5 0	83 0	83 3	5 3	88 6

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

(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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cement Burners .. ..	.. ..	.. ..	.. ..	112 9	6 0	118 9
Testers on Slurry Controls .. ..	.. ..	.. ..	.. ..	110 3	6 0	116 3
Millers (new plant) .. ..	.. ..	.. ..	.. ..	109 0	6 0	115 0
Millers (old plant) .. ..	.. ..	.. ..	.. ..	107 0	6 0	113 0
Fuller Coal Millers (old plant) .. ..	.. ..	.. ..	.. ..	109 0	6 0	115 0
Coal Driers (old plant) .. ..	.. ..	.. ..	.. ..	109 0	6 0	115 0
Loaders in railway trucks at bagging sheds	106 0	6 0	112 0	.. ..	.. ..	.. ..
Machine Bag Fillers	106 0	6 0	112 0	.. ..	.. ..	.. ..
Stackers	98 0	6 0	104 0	.. ..	.. ..	.. ..
Electrostatic Precipitator Attendant (new plant) .. ..	.. ..	.. ..	.. ..	107 3	6 0	113 3
Electrostatic Precipitator Attendant (old plant) .. ..	.. ..	.. ..	.. ..	102 9	6 0	108 9
Rubber Band Attendants	98 0	6 0	104 0	100 9	6 0	106 9
Slurry Tank Attendants (new plant) .. ..	.. ..	.. ..	.. ..	106 9	6 0	112 9
Mammoth Crusher Attendant (new plant)	103 0	6 0	109 0	105 9	6 0	111 9
Truck Cleaners	97 0	6 0	103 0	.. ..	.. ..	.. ..
Truck Tarpers	98 0	6 0	104 0	.. ..	.. ..	.. ..
Mill Room Helper	99 3	6 0	105 3	102 0	6 0	108 0
All Others	95 0	6 0	101 0	97 9	6 0	103 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.			
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder Monkeys	114 0	6 0	120 0	119 0	6 0	125 0	107 0	6 0	113 0
Jack Hammermen	114 0	6 0	120 0	119 0	6 0	125 0	107 0	6 0	113 0
Platelayers	111 0	6 0	117 0	116 0	6 0	122 0	104 0	6 0	110 0
Bankmen	109 0	6 0	115 0	113 9	6 0	119 9	102 0	6 0	108 0
Underground Drainers	138 6	6 0	144 6	139 3	6 0	145 3	.. ..	.. ..	.. ..
Underground Quarrymen	117 0	6 0	123 0	117 9	6 0	123 9	.. ..	.. ..	.. ..
Pump Attendants	114 0	6 0	120 0	114 9	6 0	120 9	.. ..	.. ..	.. ..
Signal Attendants	107 6	6 0	113 6	108 3	6 0	114 3	.. ..	.. ..	.. ..
Levermen	105 0	6 0	111 0	109 6	6 0	115 6	.. ..	.. ..	.. ..
All others	102 0	6 0	108 0	106 6	6 0	112 6	95 0	6 0	101 0

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

SCHEDULE—continued.

CEMENT ARTICLES BOARD.

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

(2)

(a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	25 9	0 9	26 6	Man operating a machine mixing cement or concrete ..	101 0	3 0	104 0
" 17 " " ..	34 6	1 0	35 6	Other mixers of cement or concrete ..	99 0	3 0	102 0
" 18 " " ..	43 0	1 6	44 6	Moulders on centrifugal pipe machines ..	100 0	3 0	103 0
" 19 " " ..	54 0	1 9	55 9	Crusher feeder or attendant where bricks are crushed ..	100 6	3 0	103 6
" 20 " " ..	62 6	2 0	64 6	Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant ..	97 6	3 0	100 6
" 21 " " ..	72 3	2 3	74 6	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	99 0	3 0	102 0
<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 96s. per week of 44 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.</p> <p><i>Improvers.</i></p> <p>Cement Tilemakers' Section.</p> <p>Three improvers to four workers .. Four improvers to five or six workers .. Five improvers to seven workers .. Six improvers to eight workers, and thereafter one improver to every two workers ..</p> <p>Receiving not less than 96s. per week of 44 hours.</p> <p><i>All Other Sections.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 96s. 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>				Repairers or renderers of cement or concrete articles ..	99 0	3 0	102 0
				Mould assemblers ..	97 6	3 0	100 6
				Operator of machine making concrete or cinder-concrete blocks or bricks ..	99 0	3 0	102 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	96 6	3 0	99 6
				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	96 6	3 0	99 6
				Where the load carried per man is of a greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	96 6	3 0	99 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	96 6	3 0	99 6
				Wipers on drums or mandrils for pipe-making ..	95 6	3 0	98 6
				Pipe tester (i.e., person operating a pump or pressure apparatus) ..	95 0	3 0	98 0
				Operator of cement sprayer ..	98 6	3 0	101 6
				Tile or ridge makers and the takers off of same ..	98 6	3 0	101 6
				Strippers ..	96 6	3 0	99 6
				Finisher of pipes made on vibrator ..	94 0	3 0	97 0
				All others ..	93 0	3 0	96 0
				NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.			

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

SCHEDULE—continued.

COAL AND COKE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 291 of the 21st October, 1941, shall be replaced by the following clause:—

(2)

Improvers.*					Other Employees.				
WAGES PER WEEK.					WAGES PER WEEK.				
				s. d.					s. d.
Under 17 years of age	43	9	Persons trimming or spreading coal that is heated or on fire	189	0
17 years of age	50	3	Persons employed feeding coal to and/or trimming coal		
18 " "	57	6	from and/or operating mechanical loader	..	123 0
19 " "	64	6	Persons trimming from the "Grab"	..	130 4
20 " "	78	9	Other coal trimmers	..	123 0
							Coal baggers or loaders	..	123 0
							Persons employed loading by shovel or fork loose coal		
							from vehicles to railway trucks	..	145 0
							Persons loading by shovel or fork loose coal from the		
							ground into railway trucks	..	156 0
							Coke stackers at wharf coal yards	..	132 2
							Coke yard employees	..	93 8
							Carters driving one horse	..	95 0
							Carters driving two horses	..	100 0
							Carters driving three horses	..	103 0
							Carters driving four horses	..	105 0
							Carters driving five horses	..	106 0
							And 6d. extra per day for every additional horse		
							Drivers of motor wagons having a carrying capacity of—		
							(a) 25 cwt. or less	..	100 0
							(b) over 25 cwt., but not over 3 tons	..	104 0
							(c) over 3 tons, but under 6 tons	..	107 0
							Further tonnage—for each complete ton over 5 an		
							extra 1s. per week		
							All others	..	116 0

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

Clauses (3) to (20) inclusive of the Determination as published in *Government Gazette* No. 291 of the 21st October, 1941, shall remain in force.

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.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	21 6	21 6	23 9	25 6	1st year	21 6	28 6	21 6	
2nd year	28 6	28 6	34 3	41 0	2nd year	25 6	32 6	25 6	
3rd year	34 3	36 6	48 3	55 3	3rd year	33 0	39 9	33 0	
4th year—					4th year	41 0	45 9	41 0	
1st six months ..	44 9	50 3	56 9	70 3	5th year and until 21				
2nd six months ..	44 9	50 3	70 3	71 3	years of age ..	50 3	54 0	50 3	
5th year—									
1st six months ..	60 3	63 3	83 3	88 0					
2nd six months ..	60 3	80 9	83 3	88 0					
6th year and until 21 years of age	83 3	88 0	..	..			

PROPORTION (in any place).

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

IMPROVERS.
One improver to one or two
Two improvers to three or four
Three improvers to five or six
And thereafter one improver to every three or fraction of three

Workers receiving not less than minimum wage.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

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

					Wages per Week.
					<i>s. d.</i>
1st year .. ..	..	..	..	..	23 3
2nd year .. ..	..	..	..	..	27 3
3rd year .. ..	..	..	..	..	34 9
4th year .. ..	..	..	..	..	42 6
5th year and until 21 years of age ..	..	..	..	..	52 3

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	101 0	68 3	98 0	61 6	95 6	56 6
Telephone switchboard attendants	101 0	65 0	98 0	61 6	95 6	56 6
All other adults	101 0	63 3	98 0	59 9	95 6	56 6

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

SCHEDULE—continued.

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.
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.
<i>Males (assisting the Storeman and Packer).</i>	<i>General Hands.</i>	<i>Males.</i>
s. d.	s. d.	s. d.
18 years of age and under 19 years	15 years of age and under	Confectioners
54 6	23 6	105 0
19 years of age and under 20 years	16 years of age	Head storeman or packer having not less than three storemen or packers under his control
67 0	30 3	105 0
20 years of age and under 21 years	17 years of age	Storeman or packer in charge of one or two persons
77 0	38 6	102 0
	54 0	Storeman or packer being the only person employed in the store
	65 0	102 0
	69 0	Storeman or packer engaged in the despatch or bulk receiving stores
<i>All Other Males.</i>		98 0
15 years of age and under	PROPORTION.	Machinists
23 6	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.	97 0
16 years of age		General hand
30 3		92 0
17 years of age		All other males
38 6		89 0
18 years of age		
54 0		<i>Females.</i>
19 years of age		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)
65 0		52 0
20 years of age		
69 0		
<i>Females.</i>		
16 years of age and under		
20 6		
17 years of age		
25 10		
18 years of age		
31 10		
19 years of age		
38 1		
20 years of age		
43 6		
PROPORTION.		
<i>Males (assisting the Storeman and Packer).</i>		
One male apprentice to every three or fraction of three male workers receiving not less than 98s. per week of 44 hours.		
One male improver to every four or fraction of four male workers receiving not less than 98s. per week of 44 hours.		
<i>Other Male Apprentices.</i>		
One male apprentice to every three or fraction of three male workers receiving not less than 105s. per week of 44 hours.		
<i>Other Male Improvers.</i>		
One male improver to every three or fraction of three male workers receiving not less than 105s. per week of 44 hours.		
<i>Females.</i>		
Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 52s. per week of 44 hours on day work or at piecework rates.		

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>		<i>Other Junior Workers.</i>		
Males.	s. d.	Under 16 years of age	s. d.	s. d.
Hand reellers	62 0	From 16 to 17 years of age	18 9	17 9
Attendants to rope house machine—for under 2 inch circumference	54 3	„ 17 to 18 „ „	25 6	22 9
Lappers of clothes lines	53 3	„ 18 to 19 „ „	31 0	27 3
Persons balling lashing	42 9	„ 19 to 20 „ „	36 6	31 6
Persons balling binder twine	38 9	„ 20 to 21 „ „	46 0	37 0
			57 9	40 6
Females.				
Balling binder twine	52 0			
Balling lashing	52 0			
Bagging binder twine	51 0			
All others	48 0			

PROPORTION OF JUNIOR EMPLOYEES.

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

	Wages per Week of 44 Hours.
(a) Adult Males.	s. d.
First rope layer on heavy type 12 strand machine	111 0
Rope layer on heavy type 9 strand machine	106 0
Foreman in charge of spinning and preparing departments	107 0
Other rope layers in walk with travellers	102 0
Rope splicer on driving ropes and springs	101 0
Storeman in charge	99 0
Packer working press (hand or power), pressing over 28 lb. in weight	97 0
Rope house machinist making 2 inch up to and including 4 inch	97 0
Rope house machinist making over 4 inch	100 0
Power reeler or finisher in connexion with heavy type 12 strand machine	97 0
Feeder of 1st spreader	95 0
Traveller driver on heavy type 12 strand machine	95 0
Damp mixer or batcher	94 0
Feeder of softeners or batchers	94 0
Rope and binder twine packer	94 0
Winder and warper in tarring department	95 0
Winding, oiling, and tarring yarn	95 0
Oilier and/or belt repairer	95 0
Maker of rope fenders	95 0
Maker of pig nets	94 0
Power reeler or finisher in walk	94 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	92 0
Opening manila hemp	92 0
Scutcher	92 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	92 0
Feeder of tow breaker card	95 0
Lumping hemp, flax, or binder twine on wharf	94 0
Packing and balling shop twine	94 0
Mat finisher	98 0
Layer of lines or cords in walk	94 0
Twister or layer of yarn in walk	94 0
Maker of fishing lines	92 0
Hand reellers	94 0
Matting weavers	92 0
All other machine operators or employees feeding or taking from machines	89 0
All others	
(b) Adult Females.	
Hard Fibre Department.	
Balling binder twine	52 0
Balling lashing	52 0
Bagging binder twine	51 0
All others	48 6
Soft Fibre Department.	
Feeding breaker card with clock	52 0
Feeding spreaders	51 0
Feeding finisher cards (hemp)	51 0
Spinning	52 0
Wet spinning	53 0
All other machine operators and employees feeding or taking from machines	51 0
All others	48 0

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

SCHEDULE—continued.

COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

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

(2)	*Wages per Week of 44 Hours. £ s. d.			*Wages per Week of 44 Hours. £ s. d.
Implement smiths	5 6 0	1st class	Machinists.	5 13 0
Bulldozers	4 18 0	2nd class .. .. .	.. .. .	5 4 0
Blacksmiths' strikers	4 12 0	3rd class .. .. .	.. .. .	4 18 0
Blacksmiths' strikers (on double fires)	4 14 0	Drillers .. .. .	.. .. .	4 14 0
Carpenters engaged on agricultural implement making (including tool allowance)	5 6 0	Die setters and machine setters .. .. .	.. .. .	4 16 0
Agricultural implement fitters and comb fitters	5 1 0	Machinists coming within the definition of process workers .. .. .	.. .. .	4 12 0
Agricultural implement fitters and comb fitters (after two years' experience)	5 4 0		Welders.	
Pattern fitters and finishers	5 4 0	1st class .. .. .	.. .. .	5 16 0
Plough fitters	4 19 0	2nd class .. .. .	.. .. .	4 18 0
Assemblers	4 13 6	3rd class .. .. .	.. .. .	4 14 0
Assemblers (after two years' experience)	4 17 0	Tack welders .. .. .	.. .. .	4 16 0
Windmill erectors	5 1 0		Sheet Metal Workers.	
Windmill makers other than fitters	5 0 0	1st class bench hand .. .. .	.. .. .	5 11 0
Wheel rimmers	5 1 0	2nd class bench hand .. .. .	.. .. .	5 4 0
Furnacemen on small rivet heating or bolt heating	4 14 0		Wood Mill Section.	
Furnacemen's assistants	4 12 0	Saw doctors .. .. .	.. .. .	5 16 0
Dressers and fettlers	4 14 0	Casemakers .. .. .	.. .. .	4 18 0
Grinders and emery-wheel attendants	4 14 0	Shaper machinists (wood) .. .. .	.. .. .	5 7 0
Grinders (using portable machine)	4 16 0	Turners .. .. .	.. .. .	5 7 0
Heaters	4 12 0	Moulding machinists (where the machinists set up their machines and grind their knives or cutters) .. .. .	.. .. .	5 4 0
Picklers	4 9 0	Moulder machinists (where the machinists set up their machines only) .. .. .	.. .. .	4 18 0
Hammer drivers	4 14 0	Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters) .. .. .	.. .. .	5 1 0
Wire weavers	4 12 0	Buzzer machinists (only operating or feeding machines) .. .. .	.. .. .	4 12 0
Painters (brush hand)	4 12 0	Thickener machinists .. .. .	.. .. .	4 12 0
Spray painters	4 16 0	Tenoning machinists (only operating or feeding machines) .. .. .	.. .. .	4 12 0
Paint dippers and mixers	4 9 0	Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters) .. .. .	.. .. .	5 1 0
Writers and liners	5 1 0	Boring and drilling machinists .. .. .	.. .. .	4 12 0
Wire drawers	4 12 0	Bending machinists .. .. .	.. .. .	4 16 0
Chippers	4 12 0	Mortising machinists .. .. .	.. .. .	4 12 0
Sand and shot blast dressers	4 16 0	Sanding machinists .. .. .	.. .. .	4 16 0
Dismantlers	4 12 0	Timber markers .. .. .	.. .. .	4 12 0
Checkers	4 14 0	Pulling-out machinists .. .. .	.. .. .	4 12 0
Inspectors	4 14 0	Band sawyers .. .. .	.. .. .	4 18 0
Storemen and packers	4 9 6	Circular sawyers .. .. .	.. .. .	4 16 0
Process workers	4 12 0	Crosscut sawyers .. .. .	.. .. .	4 12 0
Patternmakers	6 2 0	Casemaking sawyers .. .. .	.. .. .	4 12 0
All others	4 6 0	Stackers .. .. .	.. .. .	4 12 0

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

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring.
<i>Junior Males.</i>	s. d.	s. d.
In blacksmithing, bulldozing, and work associated therewith: fur- nace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	29 0	30 8
17 and under 18 years of age	51 3	54 3
18 and under 19 years of age	65 0	68 9
19 and under 21 years of age	78 0	82 6
In all occupations except black- smithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	26 0	27 6
3rd year's experience	35 6	37 7
4th year's experience	48 3	51 1
5th year's experience	61 3	64 10
6th year's experience	75 6	79 11
<i>Adult Females.</i>		
of less than twelve months' experience	55 3	58 5
of twelve months' experience or more	62 9	66 4
<i>Junior Females.</i>		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	32 6	34 5
4th year's experience	40 9	43 2
5th year's experience	46 9	49 6
Thereafter until reaching the age of 21 years	52 3	55 3

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

SCHEDULE—continued.

DENTAL MECHANICS BOARD.

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

(2)

Dentist's Mechanic.		Dentist's Attendant. (Apprentices and Improvers.)	Other Employees.	Minimum Wage.	Hours of Work per Week.
Apprentices.	Improvers.				
Wages per week of 40 hours.	Wages per week of 40 hours.	Wages per week of 44 hours.		s. d.	
1st six months .. 10 0	1st six months 10 0	1st six months 15 0	Dentist's Surgical Assist- ant	163 0	40
2nd " " .. 14 6	2nd " " .. 14 6	2nd " " .. 17 6	Dentist's Mechanic ..	119 0	40
3rd " " .. 20 6	2nd year .. 60 6	2nd year .. 27 6	Dentist's Attendant ..	60 0	44
4th " " .. 24 6	3rd " " .. 96 0	3rd " " .. 45 6			
3rd year .. 32 0		And thereafter the minimum wage.			
4th " " .. 42 0					
5th " " .. 54 0					
6th " " .. 82 0					

And thereafter the minimum wage.

PROPORTION (IN ANY PLACE).

APPRENTICES.

On 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 ..	20 6	20 6	23 3	29 0	34 9	40 6	1st year ..	17 9	20 0	23 3	29 0	34 0
2nd " ..	23 3	24 3	30 0	37 3	43 3	..	2nd " ..	21 0	24 3	30 3	36 0	..
3rd " ..	29 0	31 9	39 9	46 3	..	..	3rd " ..	26 0	31 9	37 9	..	..
4th " ..	37 9	42 9	51 0	..	..	..	4th " ..	32 9	39 0	..	..	..
5th " ..	49 3	55 3	..	..	..	..	5th year and until 21 years of age ..	40 6	..	..	..	..
6th year and until 21 years of age ..	63 3	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 89s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 48s. 9d. per week of 44 hours.

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

SCHEDULE—continued.

DRY BATTERIES BOARD—continued.

(3) OTHER EMPLOYEES.											Per week of 44 hours.
(a) Males.											s. d.
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	99 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	95 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	95 0
Operator of power driven machines ..	..	..	..	..	..	..	..	..	..	..	93 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	92 0
All others ..	..	..	..	..	..	..	..	..	..	..	89 0
(b) Females.											
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	52 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	52 3
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	50 9
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	50 9
All others ..	..	..	..	..	..	..	..	..	..	..	48 9

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

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.			
	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Females.	
1st year—1st 6 months ..	14 9	14 9	1st year—1st 6 months ..	15 6	18 6	27 9	30 0	44 0	51 9	15 6		
2nd ..	14 9	14 9	2nd ..	18 6	27 9	30 0	44 0	51 9	69 9	18 6		
2nd year—1st ..	25 6	25 6	2nd year—1st ..	27 9	30 0	44 0	51 9	69 9	..	27 9		
2nd ..	25 6	25 6	2nd ..	30 0	44 0	51 9	69 9	81 3	..	30 0		
3rd year—1st ..	35 3	35 3	3rd year—1st ..	44 0	51 9	69 9	81 3	..	..	44 0	
2nd ..	35 3	35 3	3rd year—2nd ..	51 9	69 9	81 3	87 9	..	..	50 0	
4th year ..	45 9	45 9	4th year ..	69 9	81 3	87 9	..	..	..	..
5th year ..	53 6	..	5th year ..	81 3	87 9	..	..	..	..	..
6th year ..	65 6	..	6th year ..	87 9	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 89s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 50s. 9d. 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 105s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 50s. 9d. 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 125s. 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

SCHEDULE—continued.

ELECTROPLATERS BOARD—continued.

Wages.										Per Week of 44 hours.
										s. d.
(g) Five-year terms—										
1st year	..	..	..	..	..	..	..	..	..	19 3
2nd year	..	..	..	..	..	..	..	..	..	27 0
3rd year	..	..	..	..	..	..	..	..	..	40 6
4th year	..	..	..	..	..	..	..	..	..	66 3
5th year	..	..	..	..	..	..	..	..	..	84 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—										s. d.
1st year	..	..	..	..	..	..	..	..	..	22 3
2nd year	..	..	..	..	..	..	..	..	..	40 0
3rd year	..	..	..	..	..	..	..	..	..	66 3
4th year	..	..	..	..	..	..	..	..	..	84 0

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

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

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

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

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

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

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

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

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

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

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

(3)

Juvenile Workers, i.e.							Other Employees.		
Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—								Wages Per Week.	Hours Per Week.
								s. d.	
Experience.							Males.		
							Grinders or polishers	..	44
							Electro-platers—		
							First Class	125 0	44
							Second Class	113 0	44
							Third Class	100 0	44
							Liners or hand decorators	113 6	44
							Coaters	105 6	44
							Spray operator	102 0	44
							All others	89 0	44
							Females.		
							Females employed at—		
							(a) Hand burnishing, hand finishing, or lacquering	73 9	44
							(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	113 6	44
							All others	50 9	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 the *Government Gazette* No. 52 of the 11th February, 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 13 0	6 19 6	6 10 0
Toolmaker	6 15 0	7 1 6	6 12 0
Scientific instrument maker	6 15 0	7 1 6	6 12 0
Tradesman, the greater part of whose time is occupied in marking off	6 8 0	6 14 6	6 5 0
Tradesman, turbine-blade fitter	6 8 0	6 14 6	6 5 0
Tradesman	6 5 0	6 11 6	6 2 0
Motor mechanic	6 2 0	6 8 6	5 19 0
Motor tuner and tester	6 2 0	6 8 6	5 19 0
Motor cycle mechanic	6 2 0	6 8 6	5 19 0
Tradesman, wet-stone grinder and glazier	6 5 0	6 11 6	6 2 0
Tradesman, brassfinisher	6 5 0	6 11 6	6 2 0
First-class machinist	5 13 0	5 19 6	5 10 0
Second-class machinist	5 6 0	5 12 6	5 3 0
Third-class machinist	5 0 0	5 6 6	4 17 0
Process worker	6 17 0	7 3 6	6 14 0
Forger and/or faggoter	6 8 0	6 14 6	6 5 0
Toolsmith	6 8 0	6 14 6	6 5 0
Heat treater	6 8 0	6 14 6	6 5 0
Angle-iron smith	5 18 0	6 4 6	5 15 0
Annealer and/or case hardener	6 6 0	6 12 6	6 3 0
Coppersmith, brass-smith, and other smiths	5 6 0	5 12 6	5 3 0
Blacksmith's machinist	6 8 0	6 14 6	6 5 0
Welder—			
First-class (other than when using Cutler machine)	5 15 0	6 1 6	5 12 0
First-class, using Cutler machine	5 6 0	5 12 6	5 3 0
Second-class	5 2 0	5 8 6	4 19 0
Third-class	5 4 0	5 10 6	5 1 0
Tack welder	6 5 0	6 11 6	6 2 0
Moulding and brass moulding—			
Jobbing moulder	6 5 0	6 11 6	6 2 0
Jobbing coremaker	5 4 0	5 10 6	5 1 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	5 7 0	5 13 6	5 4 0
2nd six months' experience	5 10 0	5 16 6	5 7 0
3rd six months' experience	5 15 0	6 1 6	5 12 0
Thereafter			
"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	5 10 0	5 16 6	5 7 0
Cupola furnaceman	5 9 0	5 15 6	5 6 0
Electric furnaceman	5 7 0	5 13 6	5 4 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	5 8 0	5 14 6	5 5 0
Brass polisher	5 3 0	5 9 6	5 0 0
Casting dresser (brass)			
(b) Window-frame Making.			
Tradesman	6 5 0	6 11 6	6 2 0
First-class machinist	6 5 0	6 11 6	6 2 0
Second-class machinist	5 13 0	5 19 6	5 10 0
Third-class machinist	5 6 0	5 12 6	5 3 0
Assembler and fitter (not coming within the definition of tradesman)	5 10 0	5 16 6	5 7 0
Process worker	5 0 0	5 6 6	4 17 0
(c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
Adding, calculating and book-keeping machine mechanic	6 6 0	6 12 6	6 3 0
Cash register mechanic	6 6 0	6 12 6	6 3 0
Tradesman	6 5 0	6 11 6	6 2 0
First-class mechanic	5 18 0	6 4 6	5 15 0
Second-class mechanic	5 15 0	6 1 6	5 12 0
Process worker	5 0 0	5 6 6	4 17 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.
Tradesmen	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.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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;
- (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.

Instruction in Welding.

(d) The training of apprentices to blacksmithing, 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.

(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.
Four and five-year terms—			
1st year	19 3	20 8	18 9
2nd year	27 0	29 0	26 0
3rd year	40 6	43 6	39 0
4th year	66 3	71 3	64 3
5th year	84 0	90 0	81 0
Four-year terms—Apprentice commencing after the age of 17 years—			
1st year	22 3	24 3	21 9
2nd year	40 0	43 0	38 6
3rd year	66 3	71 3	64 3
4th year	84 0	90 0	81 0

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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.

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.

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	19 3	20 9	18 9
2nd year	27 0	29 0	26 0
3rd year	40 6	43 6	39 0
4th year	66 3	71 3	64 3
5th year	84 0	90 0	81 0

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	56 0	60 6	54 0
Twelve months' experience or more	63 6	68 6	61 6
(ii) Junior Females.			
Under 16 years of age	21 0	23 0	20 6
16 years of age	25 9	27 9	24 9
17 years of age	32 0	34 6	31 0
18 years of age	38 9	41 9	37 3
19 years of age	45 0	48 6	43 6
20 years of age	52 0	55 6	50 0
(iii) Male Junior Labour.			
Under 16 years of age	21 0	23 0	20 6
16 years of age	29 9	32 3	28 9
17 years of age	40 6	43 6	39 0
18 years of age	51 0	54 6	49 0
19 years of age	64 0	69 0	62 0
20 years of age	76 6	82 6	74 0

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.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

(iv) Male Junior Labour (Foundries).

						s. d.	s. d.	s. d.
Under 16 years of age	..	..	..	..	..	22 0	24 0	21 6
16 years of age	..	..	..	..	..	30 0	32 0	29 0
17 years of age	..	..	..	..	..	54 0	57 6	52 0
18 years of age	..	..	..	..	..	68 0	73 0	66 0
19 years of age and over	..	..	..	..	..	81 6	87 6	79 0

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

(c) Except in the case of employees in foundries 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 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 $\frac{1}{4}$ 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 $3\frac{1}{2}$ 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.

(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. 52 of the 11th February, 1942, shall remain in force.

ENGRAVERS BOARD.

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

(2)

Apprentices or Improvers.							PROPORTION (IN ANY PLACE).		
WAGES PER WEEK OF 44 HOURS.							Apprentices.		
Apprentices.				Improvers.			One apprentice to every three or fraction of three workers receiving not less than 9ls. 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.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	Improvers.		
1st year's experience ..	12 9	0 6	13 3	22 0	0 9	22 9	One improver to every four workers receiving not less than 11s. per week.		
2nd " ..	18 0	0 9	18 9	27 9	1 0	28 9			
3rd " ..	28 3	1 0	29 3	33 3	1 3	34 6			
4th " ..	36 6	1 3	37 9	39 0	1 6	40 6			
5th " ..	42 9	1 6	44 3	50 3	1 9	52 0			
6th " ..	62 0	2 3	64 3	61 6	2 3	63 9			
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.		
	s. d.	s. d.	s. d.		£ s. d.	s. d.	£ s. d.		
1st year ..	19 3	0 9	20 0	Die-sinkers by hand ..	6 2 0	6 0	6 8 0		
2nd " ..	23 3	0 9	24 0	Engravers by hand ..	5 11 0	4 0	5 15 0		
3rd " ..	28 3	1 0	29 3	Engravers, copper plate ..	5 11 0	4 0	5 15 0		
4th " ..	37 9	1 6	39 3	Steel stamp cutters ..	5 15 6	4 0	5 19 6		
5th " ..	46 9	1 9	48 6	Pantagraph operators ..	5 2 0	3 0	5 5 0		
6th " ..	57 0	2 0	59 0	Badge tool-makers ..	4 18 0	3 0	5 1 0		
				Stencil plate cutters ..	4 12 0	3 0	4 15 0		
				All others ..	4 9 0	2 0	4 11 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.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	5 7 0	5 13 0	5 13 6	5 4 0
First-class, with condenser	5 10 0	5 16 0	5 16 6	5 7 0
Second-class	5 4 0	5 10 0	5 10 6	5 1 0
Second-class, with condenser	5 7 0	5 13 0	5 13 6	5 4 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	5 7 0	5 13 0	5 13 6	5 4 0
Under fifty brake horse-power	5 4 0	5 10 0	5 10 6	5 1 0
<i>Electric Motors.</i>				
Attendants	5 1 0	5 7 0	5 7 6	4 18 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried	6 2 6	6 8 6	6 9 0	5 19 6
Others	5 15 6	6 1 6	6 2 0	5 12 6
If the gauge is less than three feet, 3s. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	6 8 0	6 14 0	6 14 6	6 5 0
Second driver	5 14 0	6 0 0	6 0 6	5 11 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	5 7 0	5 13 0	5 13 6	5 4 0
Others	5 4 6	5 10 6	5 11 0	5 1 6
E.—CRANE DRIVERS.				
Lobby cranes—first-class	6 5 0	6 11 0	6 11 6	6 2 0
Lobby cranes—second-class	6 2 6	6 8 6	6 9 0	5 19 6
Lobby cranes—third-class	5 18 0	6 4 0	6 4 6	5 15 0
Cantilever cranes	6 2 6	6 8 6	6 9 0	5 19 6
Cranes in converter sheds	5 15 6	6 1 6	6 2 0	5 12 6
Cranes transporting molten metal in foundries	5 13 0	5 19 0	5 19 6	5 10 0
Steam travelling cranes	5 13 0	5 19 0	5 19 6	5 10 0
Other steam cranes	5 9 6	5 15 6	5 16 0	5 6 6
Grab cranes	5 13 0	5 19 0	5 19 6	5 10 0
Electric cranes not elsewhere included—				
Four motions and over	5 7 0	5 13 0	5 13 6	5 4 0
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	5 4 6	5 10 6	5 11 0	5 1 6
Traverser jib				
Hydraulic stationary jib cranes	5 2 0	5 8 0	5 8 6	4 19 0
Cranes and hoists not elsewhere included	4 18 0	5 4 0	5 4 6	4 15 0
String cranes—five tons or less				
F.—DRIVERS OF TRACTION ENGINES.				
<i>Road.</i>				
Traction engine or road roller (steam)	5 9 6	5 15 6	5 16 0	5 6 6
Road roller (oil)	5 8 6	5 14 6	5 15 0	5 5 6
Traction engine (oil—35 h.p. and over)	5 8 6	5 14 6	5 15 0	5 5 6
Traction engine (oil—under 35 h.p.)	5 7 0	5 13 0	5 13 6	5 4 0
<i>Rail.</i>				
Electric traction motor	5 2 0	5 8 0	5 8 6	4 19 0
Internal combustion traction motor	5 2 0	5 8 0	5 8 6	4 19 0
G.—FIREMEN.				
Fireman	4 19 6	5 5 6	5 6 0	4 16 6
Fireman—first-class	5 4 0	5 10 0	5 10 6	5 1 0
Leading fireman—first-class	5 10 0	5 16 0	5 16 6	5 7 0
Leading fireman—second-class	5 7 0	5 13 0	5 13 6	5 4 0
Locomotive fireman	5 2 0	5 8 0	5 8 6	4 19 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.
H.—GREASERS.				
Greasers	4 19 6	5 5 6	5 6 0	4 16 6
Greasers—first-class	5 4 0	5 10 0	5 10 6	5 1 0
Trimmers	4 17 0	5 3 0	5 3 6	4 14 0
Fuelmen	4 17 0	5 3 0	5 3 0	4 14 0
Engine cleaners	4 17 0	5 3 0	5 3 6	4 14 0
Boiler cleaners	4 17 0	5 3 0	5 3 6	4 14 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
I.—OTHERS.				
Pile-driving machine	5 10 0	5 16 0	5 16 6	5 7 0
All others	4 12 0	4 18 0	4 18 6	4 9 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.—LOCOMOTIVE ENGINE DRIVERS.	
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
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.	
Driver	6 0
Second driver	4 0
E.—CRANE DRIVERS.	
Lofty cranes—first-class	6 0
Lofty cranes—second-class	6 0
Lofty cranes—third-class	4 0
Counterbalance 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.
	s. d.
Attending to refrigerating compressor	6 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	6 0
Engine-driver in charge of plant	6 0
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.
	£ s. d.
If under 16 years of age	1 14 3
If 16 and under 18 years of age	2 5 0
If 18 and under 19 years of age	3 5 6
If 19 and under 20 years of age	3 19 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. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	21 6	0 7	0 9	22 10	Under 17 years of age	21 6	0 7	0 9	22 10
2nd " " ..	32 6	0 11	1 3	34 8	17 years of age ..	32 6	0 11	1 3	34 8
3rd " " ..	43 0	1 3	1 6	45 9	18 " " ..	43 0	1 3	1 6	45 9
4th " " ..	54 9	1 7	1 9	58 1	19 " " ..	54 9	1 7	1 9	58 1
5th " " ..	65 9	1 11	2 3	69 11	20 " " ..	65 9	1 11	2 3	69 11
and thereafter the minimum wage.									
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of three workers receiving not less than 99s. 8d. 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 131s. 2d. per week of 44 hours.				
					(ii) Any other class of work— One improver to every six workers receiving not less than 131s. 2d. 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. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	121 8	3 6	6 0	131 2
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others ..	94 0	2 8	3 0	99 8

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 ..
(iii) Employees demolishing or partly demolishing old walls shall .. } shall, whilst employed at either class of work have 3d. 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 the *Government Gazette* No. 306 of the 3rd November, 1941, shall be replaced by the following clause:—

(2)

IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.	
Age.	Males.	Females.	—	
	s. d.	s. d.	MALES.	
Under 16 years..	23 9	21 6	Persons employed in the cotton wool bleaching department	107 0
16 years ..	30 3	23 9	Woollen pickers	104 0
17 " ..	40 8	27 9	Feeders of—	
18 " ..	45 0	33 3	Rag machines	102 0
19 " ..	59 3	40 0	Other machines	102 0
20 " ..	66 9	45 3	Rippers	102 0
			Persons in charge of milling machine	102 0
			Persons in charge of hardening machine	102 0
			Persons in charge of tentering machine	102 0
			Assistant to persons in charge of milling machine	100 0
			Assistant to person in charge of hardening machine	100 0
			Assistant to person in charge of tentering machine	100 0
			Cotton pickers	99 0
			All others	98 0
			Leading hands, if in charge of four or more workers	5s. a week extra
			FEMALES.	
			Feeders of rag machines	67 3
			Feeders of machines other than rag machines	58 0
			Rippers	55 6
			Woollen pickers	59 3
			Cotton pickers	55 6
			Weighers and wrappers of cotton wool	55 6
			All others	55 6
			Leading hands, if in charge of four or more workers	5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

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

Note.—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.

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

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

SCHEDULE—continued.

FURNITURE BOARD.

(BEDDING SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).			
APPRENTICES.				APPRENTICES.			
				<i>Males.</i>			
				One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			
				<i>Females.</i>			
				One female apprentice to every female worker receiving not less than the minimum wage.			
				IMPROVERS.			
				<i>Males.</i>			
				One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that 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.			
				<i>Females.</i>			
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.			
				Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.			

(3)

OTHER EMPLOYEES.

				WEEKLY WAGES.		
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.	
	<i>Males.</i>			£ s. d.	£ s. d.	
Bedding hands engaged in tufting or quilting, including repairers .. .. .	..	..	..	5 6 6	5	3 6
All others .. .. .	..	..	..	4 12 0	4	9 0
	<i>Females.</i>					
Females .. .. .	..	..	..	2 18 6	2	17 0

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

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 92s., and in the case of females not less than 58s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
		Males.	Females.	Males.	
		s. d.	s. d.	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
First year	.. .. .	18 10	18 3	Females.	
Second year	.. .. .	28 9	27 8	One female apprentice to every female worker receiving not less than the minimum wage.	
Third year	.. .. .	38 3	31 11	IMPROVERS.	
Fourth year	.. .. .	57 1	41 6	Males.	
Fifth year	.. .. .	75 6	47 7	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.	
And thereafter the minimum wage.				Females.	
IMPROVERS.				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
		Males.	Females.		
		s. d.	s. d.		
Under 16 years of age	.. .. .	17 0	15 3		
16 and under 17	.. .. .	18 10	18 3		
17 and under 18	.. .. .	28 9	27 8		
18 and under 19	.. .. .	38 3	31 11		
19 and under 20	.. .. .	57 1	41 6		
20 and under 21	.. .. .	75 6	47 7		

(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 2 0	£ s. d. 5 19 0
Moulding machinist—		
(a) who grinds his own cutters	6 2 0	5 19 0
(b) who does not grind his own cutters	5 13 0	5 10 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	6 2 0	5 19 0
Stuffover chair or couch frame maker	5 10 0	5 7 0
Polishers required to spirit off or acid off	6 2 0	5 19 0
Other polishers	5 13 0	5 10 0
Upholsterer	5 17 0	5 14 0
Wood turner, painter, assembler	5 13 0	5 10 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 10 0	5 7 0
Persons setting up or operating copying or automatic lathe	5 10 0	5 7 0
Persons cramping furniture or chairs	5 10 0	5 7 0
Persons rubbing down, filling, varnishing, or staining	5 5 0	5 2 0
Sprayhands, staining or lacquering	5 10 0	5 7 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 10 0	5 7 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 10 0	5 7 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 2 0	4 19 0
Stackers, yardmen	4 12 0	4 9 0
Female employed as upholstrees	2 18 6	2 17 0
Female employed as veneer matcher	2 18 6	2 17 0
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	2 18 6	2 17 0
(b) domestic woodware	2 18 6	2 17 0
(c) walking sticks	2 18 6	2 17 0
All others	4 12 0	4 9 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 92s., and in the case of females not less than 58s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.		Females.	Males.	
	s.	d.	s.	d.	
First year	18	10	18	3	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year	28	9	27	8	
Third year	38	3	31	11	
Fourth year	57	1	41	6	
Fifth year	75	6	47	7	One female apprentice to every female worker receiving not less than the minimum wage.
And thereafter the minimum wage.				Females.	
IMPROVERS.				IMPROVERS.	
	Males.		Females.	Males.	
	s.	d.	s.	d.	
Under 16 years of age	17	0	15	3	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.
16 and under 17	18	10	18	3	
17 and under 18	28	9	27	8	
18 and under 19	38	3	31	11	
19 and under 20	57	1	41	6	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
20 and under 21	75	6	47	7	

(3) OTHER EMPLOYEES.

				WEEKLY WAGES.	
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mldura and Gippsland Districts.	Elsewhere in Victoria.
Males.				£ s. d.	£ s. d.
Compo workers				5 2 0	4 19 0
Fitters up				5 2 0	4 19 0
Gilders or bronzers				5 5 0	5 2 0
Mount cutters				5 5 0	5 2 0
Mounters				5 2 0	4 19 0
Joiners				5 5 0	5 2 0
Persons working at—					
Band or jig saws				5 10 0	5 7 0
Other saws				5 5 0	5 2 0
Moulding machines				5 10 0	5 7 0
Shaping machines				5 16 0	5 13 0
Stainers who mix and apply stain and finish any kind of wood or compo				5 5 0	5 2 0
Wood turners				5 13 0	5 10 0
All others				4 12 0	4 9 0
Females.					
Females				2 18 6	2 17 0

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

All piece workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 92s. and in the case of females not less than 58s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

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

(3)

OTHER EMPLOYEES.

				WEEKLY WAGES.	
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males.				£ s. d.	£ s. d.
Carpet planner	..	..	..	6 2 0	5 19 0
Cutter of loose covers or curtains or drapes	..	..	..	5 15 0	5 12 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	..	..	..	5 10 0	5 7 0
All others	..	..	..	4 12 0	4 9 0
Females.					
Females	..	..	..	2 18 6	2 17 0

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 92s., and in the case of females not less than 58s. 6d.

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

SCHEDULE—continued.
FURNITURE BOARD.
(WIRE MATTRESS SECTION.)

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

(2) **APPRENTICES AND IMPROVERS.**

Weekly Wages.		Proportion (in any place).
APPRENTICES.	IMPROVERS.	APPRENTICES.
<i>s. d.</i>	<i>s. d.</i>	
First year 18 10	Under 16 years of age .. 17 0	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
Second year 28 9	16 and under 17 .. 18 10	
Third year 38 3	17 and under 18 .. 28 9	IMPROVERS.
Fourth year 57 1	18 and under 19 .. 38 3	One improver to every six or fraction of six workers receiving not less than the minimum wage.
Fifth year 75 6	19 and under 20 .. 57 1	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.
And thereafter the minimum wage	20 and under 21 .. 75 6	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 Warrambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boul't's carver or shaping machine	£ s. d. 6 2 0	£ s. d. 5 19 0
Moulding machinist—		
(a) who grinds his own cutters	6 2 0	5 19 0
(b) who does not grind his own cutters	5 13 0	5 10 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser	5 10 0	5 7 0
Operator of sander, boring, or any other machine not otherwise specified	5 2 0	4 19 0
Wireweaver	5 6 6	5 3 6
Stretcher-up, tacker-on, splitter-up, or varnisher	5 5 0	5 2 0
Spray hands	5 10 0	5 7 0
All others	4 12 0	4 9 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 92s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.		APPRENTICES.	
	<i>s. d.</i>		
First year ..	18 10	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
Second year ..	28 9		
Third year ..	38 3		
Fourth year ..	57 1		
Fifth year ..	75 6		
And thereafter the minimum wage.			
IMPROVERS.		IMPROVERS.	
	<i>s. d.</i>		
Under 16 years of age	17 0	One improver to every six or fraction of six workers receiving not less than the minimum wage.	
16 and under 17	18 10	Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	
17 and under 18	28 9		
18 and under 19	38 3		
19 and under 20	57 1		
20 and under 21	75 6		

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine ..	6 2 0	5 19 0
Moulding machinist—		
(a) who grinds his own cutters ..	6 2 0	5 19 0
(b) who does not grind his own cutters ..	5 13 0	5 10 0
Cabinetmaker, woodcarver ..	6 2 0	5 19 0
Polishers required to spirit off or acid off ..	6 2 0	5 19 0
Other polishers ..	5 13 0	5 10 0
Woodturner, painter, assembler ..	5 13 0	5 10 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer ..	5 10 0	5 7 0
Persons setting up or operating copying or automatic lathe ..	5 10 0	5 7 0
Persons cramping furniture ..	5 10 0	5 7 0
Persons rubbing down, filling, varnishing or staining ..	5 5 0	5 2 0
Sprayhands staining or lacquering ..	5 10 0	5 7 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 10 0	5 7 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber ..	5 10 0	5 7 0
Timber bender, operator of sander, boring, or any other machine not provided for above ..	5 2 0	4 19 0
Persons packing mantelpieces or overmantels ..	4 17 0	4 14 0
Stackers, yardmen ..	4 12 0	4 9 0
Female employed as veneer matcher ..	2 18 6	2 17 0
All others ..	4 12 0	4 9 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 92s. and in the case of females not less than 58s. 6d.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 188 of the 3rd July, 1941, 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.		
15 years of age or under	.. 22 6	(a) Persons employed as gardeners or gardeners' labourers by a master gardener—				
16 years of age	.. 25 3	Foremen gardeners in charge of two or more employees	.. .. .	2 7 ⁹ / ₁₁	116 8	} 44
17 years of age	.. 28 3	Gardeners†	.. .. .	2 4 ⁷ / ₃₂	103 10	
18 years of age	.. 40 3	Gardeners' labourers	.. .. .	2 2 ²⁵ / ₄₄	97 5	
19 years of age	.. 48 3	(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—				
20 years of age	.. 57 3	(1) Employed on Jobbing Work—				
		Gardeners†	.. .. .	2 4 ⁷ / ₃₂	103 10	} 44
		Gardeners' labourers	.. .. .	2 0 ⁹ / ₁₁	91 0	
		(2) All others—				
		Foremen gardeners in charge of two or more employees	.. .. .	2 6 ⁹ / ₁₁	113 0	} 44
		Gardeners†	.. .. .	2 2 ⁹ / ₁₁	98 4	
		Gardeners' labourers	.. .. .	2 0 ⁹ / ₁₁	91 0	
		(c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—				
		Foremen gardeners in charge of two or more employees	.. .. .	2 6 ⁹ / ₁₁	113 0	} 44
		Gardeners†	.. .. .	2 2 ⁹ / ₁₁	98 4	
		Gardeners' labourers	.. .. .	2 0 ⁹ / ₁₁	91 0	
		(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 (2) a tennis court or of a garden connected therewith				
		Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.				
		An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s. per day or portion of a day extra.				
		(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—				
		Greenkeeper solely responsible for preparation of greens	.. .. .	2 5 ¹³ / ₃₂	..	} See clause 19 re hours.
		Greenkeeper working under supervision of green director	.. .. .	2 2 ⁹ / ₁₁	..	
		Greenkeeper's assistant	.. .. .	2 0 ⁹ / ₁₁	..	
		(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—				
		Foremen	.. .. .	2 7 ⁹ / ₁₁	116 8	} 44
		All others	.. .. .	2 4 ⁷ / ₃₂	103 10	
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—				
		On construction work	.. .. .	2 4 ⁷ / ₃₂	103 10	} 44
		On maintenance work	.. .. .	2 0 ⁹ / ₁₁	91 0	
		(h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—				
		(i) On racecourses and other sporting enclosures	.. .. .	2 1 ⁹ / ₁₁	94 8	44
		(ii) At any other place—				
		On construction work	.. .. .	2 4 ⁷ / ₃₂	103 10	} 44
		On maintenance work	.. .. .	2 0 ⁹ / ₁₁	91 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 WORKS BOARD.

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

(b)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo, and the Borough of Castlemaine.
Patching and scouring retorts and cleaning flues—man continuously employed as such..	£ s. d. 5 10 0	£ s. d. 5 7 0
Stoker in charge of gas or steam engine, or other works plant	5 10 0	5 7 0
Stoker, vertical retort	5 7 0	5 4 0
Stoking machine driver	5 7 0	5 4 0
Stoker, horizontal retort (machine)	5 5 0	5 2 0
Stoker, hand charging	5 3 0	5 0 0
Retort (vertical) operator	5 7 0	5 4 0
Operator vertical retort	5 7 0	5 4 0
Fireman retort house	5 7 0	5 4 0
Machine and stage man	5 5 0	5 2 0
Hydraulic and tar main attendant	5 4 0	5 1 0
Augerer and pipe jumper	5 3 0	5 0 0
Coke and coal conveyor attendant (day worker)	4 18 0	4 15 0
Greaser and oiler (in retort house)	4 16 0	4 13 0
Elevator and coal crusher attendant	4 15 0	4 12 0
Coke and coal conveyor attendant (shift worker)	4 15 0	4 12 0
Oxide breaker—man attending and operating	4 15 0	4 12 0
Purifier—man opening up, or emptying, or filling	4 15 0	4 12 0
All others	4 9 0	4 6 0

(32)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

(b) Other Employees.	Wages per Week of 44 Hours.
Stokers	£ s. d. 4 16 0
All others	4 6 0

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

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

SCHEDULE—continued.

GENERAL BOARD.

(ABRASIVES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Abrasive Paper or Cloth.			
	s. d.		s. d.	Males.			
1st year's experience	18 6	1st six months' experience	15 0				
2nd "	26 0	2nd "	18 6				
3rd "	36 0	3rd "	22 0	Machine operators ..	..	..	95 0
4th "	48 3	4th "	25 6	All others ..	..	..	89 0
5th "	61 9	5th "	29 0				
6th "	71 3	6th "	32 9	Females.			
7th "	76 0	7th "	36 3				
		8th "	41 0	All adults ..	..	..	48 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.

Abrasive Articles (other than Abrasive Paper or Cloth).			
Head Burners ..	..	..	99 0
Other burners ..	..	..	95 0
Surfacers of Abrasive Articles ..	..	..	92 0
All others ..	..	..	89 0

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

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION).

Clause (2) of the Determination for this Section published in *Government Gazette* No. 184 of the 2nd July, 1941, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.								(b) ADULTS.	
Males.		Females.							
	s. d.	Commencing Age.							s. d.
Experience.		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience ..	18 6							Females	48 6
2nd "	26 0							Males—	
3rd "	35 9							Cutters	92 0
4th "	48 3							All others	89 0
5th "	61 9								
6th "	71 6								
7th "	76 0								
		1st year	16 6	18 6	20 6	24 6	30 9		
		2nd "	23 9	25 6	28 9	35 9	39 0		
		3rd "	30 9	33 3	37 0	46 0	..		
		4th "	38 6	42 0	46 0	..	..
		5th "	46 0	46 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>Males.</i>					
					<i>s. d.</i>					
Under 17 years of age	19	6	Oven hands	..	..	93	0
17 years of age	29	9	Machine attendants	..	..	93	0
18 " "	39	6	All others	..	..	89	0
19 " "	53	3					
20 " "	65	3					
<i>Proportion (in any place).</i>					<i>Females.</i>					
One improver to every three adult employees.					All adults	..	..	..	49	9

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

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

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.		
<i>Males.</i>		<i>Females.</i>					
<i>s. d.</i>		<i>s. d.</i>					
1st year's experience	18 6	1st six months' experience	15 0		Within a Radius of 20 Miles of G.P.O., Melbourne:	Other Parts of Victoria where this Determination Applies.	
2nd " "	26 0	2nd " "	18 6		10 Miles of G.P.O., Geelong:		
3rd " "	36 0	3rd " "	22 0		at Warrnambool and within Mildura and Gippsland Districts.		
4th " "	48 3	4th " "	25 6				
5th " "	61 9	5th " "	29 0				
6th " "	71 3	6th " "	32 9			<i>s. d.</i>	<i>s. d.</i>
7th " "	76 0	7th " "	36 3		Operators of blue-printing machines—		
and thereafter the minimum wage.					Males	92 0	89 0
					Females	52 0	52 0
					All other persons—		
					Males	89 0	86 0
					Females	48 6	48 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.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 17 9	1st six months' experience	14 9				
2nd " "	.. 25 3	2nd " "	18 6				
3rd " "	.. 34 9	3rd " "	22 0				
4th " "	.. 47 3	4th " "	25 6				
5th " "	.. 60 0	5th " "	29 0				
6th " "	.. 69 0	6th " "	32 6				
7th " "	.. 73 6	7th " "	36 3				
		8th " "	41 0				

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 18 6	1st six months' experience	15 0				
2nd " "	.. 26 0	2nd " "	18 6				
3rd " "	.. 36 0	3rd " "	22 0				
4th " "	.. 48 3	4th " "	25 6				
5th " "	.. 61 9	5th " "	29 0				
6th " "	.. 71 3	6th " "	32 9				
7th " "	.. 76 0	7th " "	36 3				
		8th " "	41 0				

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

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

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
	s. d.		s. d.		s. d.		s. d.
Under 16 years of age	.. 19 9	Foreman in charge	.. 115 0				
16 years of age and under 17 years	.. 29 3	All others	.. 100 0				
17 " "	.. 18 " "						
18 " "	.. 19 " "						
19 " "	.. 21 " "						

Proportion (in any place).

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

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

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.				s. d.	
	s. d.		s. d.				
1st year's experience	18 6	1st six months' experience	15 0	Grinding mill attendant .. .. .	.. .. .	93	0
2nd "	26 0	2nd "	18 6	Person engaged in testing and/or checking formulæ ..	.. .. .	99	0
3rd "	36 0	3rd "	22 0	Person in charge of mixing ingredients and making			
4th "	48 3	4th "	25 6	chalks from given formulæ ..	.. .. .	94	0
5th "	61 9	5th "	29 0	Persons not otherwise provided for—			
6th "	71 3	6th "	32 9	Males .. .. .	.. .. .	89	0
7th "	76 0	7th "	36 3	Females .. .. .	.. .. .	48	6
		8th "	41 0				
and thereafter the minimum wage.							
Proportion.							
Three male improvers to each male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

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

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

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

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
		s. d.				s. d.	
Under 17 years of age .. .. .	.. .. .	19	6	All adults .. .. .	.. .. .	89	0
17 years of age .. .. .	.. .. .	29	6				
18 " " .. .. .	.. .. .	39	6				
19 " " .. .. .	.. .. .	53	6				
20 " " .. .. .	.. .. .	65	3				
Proportion (in any place).							
One improver to each adult employee.							

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

(9) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.				s. d.	
	s. d.		s. d.				
1st year's experience	18 3	1st six months' experience ..	15 0	Males .. .. .	.. .. .	91	0
2nd " "	26 0	2nd " "	18 3				
3rd " "	36 0	3rd " "	21 9				
4th " "	48 6	4th " "	25 6				
5th " "	61 9	5th " "	29 0				
6th " "	71 6	6th " "	32 9	Females .. .. .	.. .. .	48	6
7th " "	75 9	7th " "	36 3				
		8th " "	41 0				
		9th " "	44 6				
		10th " "	48 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.

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.			
Under 17 years of age	s.	d.			Within a Radius of 20 Miles of G.P.O., Melbourne: 10 Miles of G.P.O., Geelong: at Warrnambool and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.
17 years of age	23	6					
18 " "	29	6					
19 " "	39	6					
20 " "	53	6					
20 " "	65	3					
PROPORTION (in any place).							
One improver to each adult employee.							
					£ s. d.		£ s. d.
				Foreman in charge	5 1 0		4 18 0
				Scutcher (hand)	4 15 0		4 12 0
				Scutcher (machine)	4 12 0		4 9 0
				All others	4 9 0		4 6 0

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

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

GENERAL BOARD.

(GOLD BEATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 174 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s.</i>	<i>d.</i>	<i>Females.</i>		<i>s.</i>	<i>d.</i>
1st year's experience	..	18	6	1st six months' experience	..	15	0
2nd "	..	26	0	2nd "	..	18	6
3rd "	..	40	0	3rd "	..	22	0
4th "	..	65	3	4th "	..	25	3
5th "	..			5th "	..	28	9
	and until 21			6th "	..	32	9
	years of age	81	6	7th "	..	36	3
				8th "	..	41	0
				9th "	..	44	6
				10th "	..	47	9

CLAUSES (3) TO (10) INCLUSIVE OF THE DETERMINATION FOR THIS SECTION PUBLISHED IN *GOVERNMENT GAZETTE* NO. 174 OF THE 9TH MAY, 1940, SHALL REMAIN IN FORCE.

GENERAL BOARD.

(INDUSTRIAL GASES SECTION.)

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

2.

WAGES PER WEEK.

(a) Juniors.						(b) Other employees.					
					<i>s. d.</i>						<i>s. d.</i>
Under 16 years of age	..	..	..	..	17 0	Operators of dry-ice machines	..	..	..	..	*100 0
16 years of age to 17 years of age	..	..	..	..	29 0	Cylinder testers	..	..	..	..	*100 0
17	"	"	18	"	51 3	Cylinder fillers	..	..	..	..	*100 0
18	"	"	19	"	64 9	Cylinder packers	..	..	..	..	*100 0
19	"	"	21	"	78 3	Valve hands	..	..	..	..	*100 0
						Persons dealing with carbide refuse	..	..	..	..	*94 0
						All others	..	..	..	..	*92 0

* Including 3s. war loading.

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

SCHEDULE—continued.

GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	18 6	1st six month's experience ..	15 0	Printing-ink grinder and/or mixer ..	93 0		
2nd " " ..	26 0	2nd " " " ..	18 6	All others ..	89 0		
3rd " " ..	36 0	3rd " " " ..	22 0				
4th " " ..	48 3	4th " " " ..	25 6				
5th " " ..	61 9	5th " " " ..	29 0				
6th " " ..	71 3	6th " " " ..	32 9				
7th " " ..	76 0	7th " " " ..	36 3	All persons ..	48 6		
		8th " " " ..	41 0				

and thereafter the minimum wage.

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

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

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

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

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.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	17 9	1st six months' experience ..	14 9	Persons engaged in cutting out material for parts of lampshades ..	91 0		
2nd " " ..	25 3	2nd " " " ..	18 6	All others ..	89 0		
3rd " " ..	34 9	3rd " " " ..	22 0				
4th " " ..	47 3	4th " " " ..	25 6				
5th " " ..	60 0	5th " " " ..	29 0				
6th " " ..	69 0	6th " " " ..	32 6	Persons engaged in sketching, painting or decorating by freehand or stencils ..	57 0		
7th " " ..	73 6	7th " " " ..	36 3				
		8th " " " ..	41 0	Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) ..	49 9		
				All others ..	48 6		

And thereafter the minimum wage.

PROPORTION.

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

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

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

SCHEDULE—continued.

GENERAL BOARD.

(LEAD AND SHOT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS

(a) Improvers.			(b) Other Employees.	
	Weekly hiring.	Hourly hiring.		s. d.
	s. d.	s. d.		
18 years of age	62 0	66 6	(i) Persons employed in a shot tower at any of the following work:—	
19 years of age	74 6	79 9	(a) Mixing metal	91 0
20 years of age			(b) Melting metal	
			(c) Feeding molten metal through a sieve	
			(ii) All other persons	89 0

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

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

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

GENERAL BOARD.

(MICA PRODUCTS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS	
Males.		Females.		Males	Females.
	s. d.		s. d.		s. d.
1st year's experience	18 6	1st six months' experience ..	15 0	.. .. .	89 0
2nd " " " " " " " "	26 0	2nd " " " " " " " "	18 6		
3rd " " " " " " " "	36 0	3rd " " " " " " " "	22 0		
4th " " " " " " " "	48 3	4th " " " " " " " "	25 6		
5th " " " " " " " "	61 9	5th " " " " " " " "	29 0		
6th " " " " " " " "	71 3	6th " " " " " " " "	32 9		
7th " " " " " " " "	76 0	7th " " " " " " " "	36 3		
		8th " " " " " " " "	41 0		
		9th " " " " " " " "	44 6		
		10th " " " " " " " "	48 0		

and thereafter the rate prescribed for adults.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
(b) Elsewhere—one male improver to every two or fraction of two males receiving not less than the minimum wage.

Females.

Four female improvers to each female receiving not less than the rate prescribed for the 8th six months' experience.

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

SCHEDULE—continued.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION).

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.				Females.			
		s. d.			s. d.		
1st year's experience	..	18 6	1st six months' experience	..	15 0	All adults	.. 93 0
2nd "	..	26 0	2nd "	..	18 6		
3rd "	..	36 0	3rd "	..	21 9		
4th "	..	48 3	4th "	..	25 6		
5th "	..	61 9	5th "	..	28 9		
6th "	..	71 0	6th "	..	33 0		
7th "	..		7th "	..	36 3		
	and until 21		8th "	..	41 0		
years of age	..	76 0	9th "	..	44 3		
			10th "	..	and		
			until 21 years of age	..	47 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.

Males.				Females.			
		s. d.			s. d.		
(a) Designer of patterns to be used for producing articles of wearing apparel	..	122 9	(a) Assistant to (a) above	..	84 6	(c) Designers of patterns used for the production of transfers as applied to fabrics	.. 84 6
(b) Assistant to (a) above	..	84 6	(d) Assistants to (c) above	..	67 9	(e) Operator of perforating machine	.. 62 3
(c) Designers of patterns used for the production of transfers as applied to fabrics	..	84 6	(e) Operator of perforating machine	..	62 3	(f) Any other adult	.. 50 9
(d) Assistants to (c) above	..	67 9	(f) Any other adult	..	50 9		

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

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
Males.					Females.				
		s. d.				s. d.		s. d.	
1st year's experience	..	18 6	1st six months' experience	..	15 0				
2nd "	..	26 0	2nd "	..	18 6				
3rd "	..	36 0	3rd "	..	22 0				
4th "	..	48 3	4th "	..	25 3				
5th "	..	61 9	5th "	..	28 9				
6th "	..	71 3	6th "	..	32 9				
7th "	..	76 0	7th "	..	36 3				
			8th "	..	41 0				
and thereafter the rate prescribed for adults.									

PROPORTION.

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

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

SCHEDULE—continued.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) OTHER EMPLOYEES.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 6	Persons engaged in making or preparing moulds	..	..	..	99 0
17 years of age	..	..	..	29 9	Persons engaged in coloring or decorating models—				
18 " "	..	..	..	39 6	(a) by hand	..	..	..	113 0
19 " "	..	..	..	53 3	(b) by spray, or otherwise than by hand	..	..	..	101 0
20 " "	..	..	..	65 3	Persons engaged in assembling or fining models				
<i>Proportion (in any place).</i>					when taken from moulds	..	..	..	94 0
One improver to every three adult employees.					All others	..	..	..	89 0

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

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) ADULTS.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 6	Males	..	..	..	93 0
17 years of age	..	..	..	29 6	Females	..	..	..	53 3
18 " "	..	..	..	39 6					
19 " "	..	..	..	53 6					
20 " "	..	..	..	65 3					
<i>Proportion (in any place).</i>									
One improver to each adult employee.									

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

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) OTHER EMPLOYEES.				
				s. d.					s. d.
Under 17 years of age	..	..	..	19 6	All adults	..	..	..	93 0
17 years of age	..	..	..	29 6					
18 " "	..	..	..	39 6					
19 " "	..	..	..	53 6					
20 " "	..	..	..	65 3					
<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.

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

SCHEDULE—continued.

GLASSWORKERS BOARD.

Clauses (2) and (3) of the Flint Glass Section and Clauses (1) and (2) of the Glass Bottle Section of the Determination published in *Government Gazette* No. 242 of the 20th August, 1941, shall be replaced by the following clauses:—

(2) FLINT GLASS SECTION.

APPRENTICES.				IMPROVERS.			
				Improvers other than Flint Improver Blowers.		Flint Improver Blower.	
Wages. per Week. s. d.				Wages per Week. s. d.		Wages per Day of 8 Hours. s. d.	
1st year's experience	..	..	45 9	1st year's experience	..	41 6	20 8
2nd "	..	..	51 6	2nd "	..	55 3	
3rd "	..	..	59 0	3rd "	..	63 3	
4th "	..	..	65 6	4th year's experience and until reaching	..		
5th "	..	..	71 0	the age of 21 years	..	74 9	
and thereafter the minimum adult wage or piecework price.							

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 20).

Males.				Females.			
Wages. per Week. s. d.				Wages. per Week. s. d.			
Under 16 years of age	..	..	25 0	Under 15 years of age	..	..	22 0
16 years, but under 17 years of age	..	..	27 9	15 years, but under 16 years of age	..	..	23 9
17 " " " 18 " " "	..	..	36 0	16 " " " 17 " " "	..	..	31 0
18 " " " 19 " " "	..	..	49 9	17 " " " 18 " " "	..	..	33 9
19 " " " 20 " " "	..	..	58 0	18 " " " 19 " " "	..	..	36 6
20 " " " 21 " " "	..	..	66 6	19 " " " 20 " " "	..	..	42 6
				20 " " " 21 " " "	..	..	48 9

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

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

	Per Week. £ s. d.
Furnaceman	5 1 0
Persons employed on sandblasting and acid work	4 19 6
Storeman	4 18 0
Packers in straw in headed-up packing	5 4 0
Lehrman	4 15 6
Batchmixers	4 15 6
Sorter	4 14 6
Packers of opal-ware in cartons	5 1 6
All other male adults	4 12 0
Female adults	2 12 0

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	26 2
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	29 2
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	34 2

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

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

(2) ADULTS (other than skilled Glassworkers).										Wages per Week.	
										£	s. d.
Furnacemen	..	..	..	..	..	..	..	..	..	5	1 0
Salt Cake Burners	..	..	..	..	..	..	..	..	..	5	1 0
Lehrmen	..	..	..	..	..	..	..	..	..	4	15 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	..	..	..	..	4	15 6
Salt Cake Burners' Assistants	..	..	..	..	..	..	..	..	..	4	15 6
Packers packing in bags or straw	..	..	..	..	..	..	..	..	..	4	14 6
Sorters	..	..	..	..	..	..	..	..	..	4	14 6
Lister truck hands and assistants	..	..	..	..	..	..	..	..	..	4	13 6
All others	..	..	..	..	..	..	..	..	..	4	12 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. 242, 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. 238 of 15th August, 1941, shall be replaced by the following:—

(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	89 0	6 0	4 6	99 6
Men working raw material cutting machine	90 0	6 0	4 6	100 6
Men washing raw material and preparing limes and working a trotter plant	89 0	6 0	4 6	99 6
Men working at lime pits	91 0	6 0	4 6	101 6
Men in charge of and actually operating dollies	91 0	6 0	4 6	101 6
Men assisting in dolly shed	89 0	6 0	4 6	99 6
Men in charge of and actually working at boiling pans	91 0	6 0	4 6	101 6
Men assisting in boiling shed	89 0	6 0	4 6	99 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	91 0	6 0	4 6	101 6
Assistants (male) to men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	89 0	6 0	4 6	99 6
Men operating glue and gelatine cutters	90 0	6 0	4 6	100 6
Assistants (male) to men operating glue and gelatine cutters	89 0	6 0	4 6	99 6
Men working at drying tunnels	89 0	6 0	4 6	99 6
Men engaged in grinding glue and gelatine	90 0	6 0	4 6	100 6
Men engaged treating frames	89 0	6 0	4 6	99 6
Glue and gelatine blenders, and store hands	89 0	6 0	4 6	99 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	91 0	6 0	4 6	101 6
Assistants (male) to men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	89 0	6 0	4 6	99 6
Men working on vegetable glue-dryers and grinders	90 0	6 0	4 6	100 6
Men in charge of and actually working at vegetable and prepared glue vats	91 0	6 0	4 6	101 6
Assistants (male) to men in charge of and actually working at vegetable and preparing glue vats, and store hands	89 0	6 0	4 6	99 6
Men operating residue dryers	91 0	6 0	4 6	101 6
Men crushing and bagging dried residues	90 0	6 0	4 6	100 6
Men receiving and passing on bones	91 0	6 0	4 6	101 6
Men operating degreasing plant	91 0	6 0	4 6	101 6
Men assisting at degreasing plant and bone polishing	90 0	6 0	4 6	100 6
Men engaged in washing and neutralizing vats	89 0	6 0	4 6	99 6
Men engaged in crushing bone residues	90 0	6 0	4 6	100 6
Men in charge of and actually operating pearl plant	90 0	6 0	4 6	100 6
Assistants (male) to men in charge of and actually operating pearl plant	89 0	6 0	4 6	99 6
Men not elsewhere included	83 0	6 0	4 6	93 6

Wages of Shift Workers.

Shiftmen on the first or day shift shall be paid at the ordinary time rates therefor.

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

(3)

MALE JUNIORS.

	Adjustable Weekly Rate.	Non Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 to 15 years of age	17 0	0 6	0 6	18 0
15 to 16 years of age	24 6	0 6	0 6	25 6
16 to 17 years of age	32 6	1 0	1 0	34 6
17 to 18 years of age	41 6	1 0	1 0	43 6
18 to 19 years of age	49 0	1 6	1 6	52 0
19 to 20 years of age	57 6	2 0	2 0	61 6
20 to 21 years of age	65 0	2 0	2 0	69 0

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 238 of 15th August, 1941, 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 Weekly Rate.	Constant Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First six months' experience	23 0	0 6	23 6
Second six months' experience	25 6	0 6	26 0
Second year's experience	36 0	0 6	36 6
Third year's experience	45 6	1 0	46 6
Fourth year's experience	56 0	1 6	57 6
Fifth year's experience and until reaching the age of 21 years	79 6	2 0	81 6

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 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>
(a) <i>Other than Small Goods Section</i> —				
Leading hands in the slaughtering and curing departments	5 9 0	6 0	3 0	5 18 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department	5 1 6	6 0	3 0	5 10 6
First assistant in the curing department	5 1 6	6 0	3 0	5 10 6
Other assistants in the curing department	4 16 6	6 0	3 0	5 5 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 14 6	6 0	3 0	5 3 6
Yardmen { For 48 hours per week	4 18 0	6 0	3 0	5 7 0
{ For 44 hours per week	4 12 0	6 0	3 0	5 1 0
All others	4 11 6	6 0	3 0	5 0 6
(b) <i>Small Goods Section</i> —				
Small goods men (i.e., men employed principally on mixing machines)	5 7 0	6 0	3 0	5 16 0
Filler-men	5 0 0	6 0	3 0	5 9 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 0 0	6 0	3 0	5 9 0
Packing room hands	4 13 0	6 0	3 0	5 2 0
Linkers and table hands	4 13 0	6 0	3 0	5 2 0
Yardmen { For 48 hours per week	4 18 0	6 0	3 0	5 7 0
{ For 44 hours per week	4 12 0	6 0	3 0	5 1 0
All others	4 9 0	6 0	3 0	4 18 0

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

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.			Preparing Body Hair.		
		Per Week.			Per Week.			
		<i>s. d.</i>			<i>s. d.</i>			
1st year	26 9		1st year	26 9		Persons engaged on hair-washing machines	98 0	
2nd "	32 9		2nd "	39 6		Persons engaged on hair-drying machines	98 0	
3rd "	39 6		3rd "	65 9		Persons who press washed and dried hair into bales	98 0	
4th "	47 9		4th "	75 9		All others	94 0	
5th "	65 9							
PROPORTION (by any employer).			PROPORTION (by any employer).			Preparing any other kind of Hair.		
One apprentice to every three or fraction of three workers receiving not less than 94s. per week.			One improver to every five workers receiving not less than 94s. per week.			WAGES.		
							Per Week.	
							<i>s. d.</i>	
			Juvenile Workers			Hand Spinners	111 0	
			One juvenile worker to every Hand Spinner.			Machine Spinners—		
						1st year	101 0	
						2nd "	107 0	
						And thereafter	111 0	
						Drafters	111 0	
						Wet or dry hacklers	111 0	
						Teasers and tail pullers	98 0	
						Dyers or Scalders	95 0	
						All others	94 0	

SCHEDULE—continued.

HORSEHAIR BOARD—continued.

(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. 1d. per 100 lb.
Hand spinning and/or curling of hair with use of power	..	..	..	11s. 3d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	..	..	..	11d. per lb.
" " " under 18 inches in length	..	..	..	1s. 10½d. 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. 0¼d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	..	..	..	1s. 9d. per lb.
Wet hackling and drafting cowhair	..	..	..	1s. 5½d. per lb.
Drafting cowhair (tails) (already wet hackled)	..	..	..	1s. 2½d. per lb.
Pulling—taking long count	..	..	..	4½d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	..	..	..	18s. 10½d. per 100 lb.
" " " (including mane hair and mane hair knots)	..	..	..	23s. 5d. "
" " " mane hair	..	..	..	34s. 9d. "
" " " cowhair (tails)	..	..	..	24s. 8d. "
Sorting horsehair	..	..	..	1s. 1½d. "
				extra.

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

Employer to supply all tools and material.

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

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

HOTEL AND RESTAURANT BOARD.

Clauses (2), (10), and (21) of the Determination published in *Government Gazette* No. 357 of the 19th Decemces, 1941, shall be replaced by the following clauses :—

HOTELS.

(2) APPRENTICES AND IMPROVERS.

		Wages (see below for Deductions where Board or Lodging is Provided).			
		Within a radius of 25 miles of the General Post Office, Melbourne; and in the 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.
<p>Improvers employed in the bar—</p> <p>18 years of age or under .. 57 0 .. 57 0 ..</p> <p>19 years of age .. 61 6 .. 61 6 ..</p> <p>20 years of age .. 72 6 .. 72 6 ..</p> <p>Apprentices and all other Improvers—</p> <p>16 years of age or under .. 37 0 58 9 31 9 55 6</p> <p>17 years of age .. 44 6 58 9 39 0 55 6</p> <p>18 years of age .. 50 0 58 9 43 9 55 6</p> <p>19 years of age .. 57 9 58 9 50 6 55 6</p> <p>20 years of age .. 69 3 58 9 61 6 55 6</p>					
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

PROPORTION (IN ANY PLACE),

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman	100 6	..	97 6	..
Cellarman	111 6	..	108 6	..
Assistant Cellarman	100 6	..	97 6	..
Steward	100 6	..	97 6	..
Barmaids .. .. .	..	73 3	..	70 3
First cook where number of persons employed in kitchen is—				
Eight or more	137 6	99 3	134 6	96 3
Five, six, or seven	120 0	79 3	117 0	76 3
Three or four	114 0	72 3	111 0	69 3
Other first cooks, or cook employed alone	108 0	71 3	105 0	68 3
Second cook where number of persons employed in kitchen is—				
Eight or more	120 0	79 3	117 0	76 3
Five, six, or seven	108 0	71 3	105 0	68 3
Other second cooks	102 0	67 3	99 0	64 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	120 0	79 3	117 0	76 3
Five, six, or seven	108 0	71 3	105 0	68 3
Other night or relieving cooks	102 0	67 3	99 0	64 3
Larder cook	105 0	67 3	102 0	64 3
Pastrycook	108 0	67 3	105 0	64 3
Stove, grill, fish, third or breakfast cook	102 0	63 3	99 0	60 3
Vegetable or assistant cook	100 0	61 3	97 0	58 3
Oysterman	96 0	..	93 0	..
Pantryman or kitchenman	96 0	..	93 0	..
Storeman	98 6	..	95 6	..
Head waiter	101 6	..	98 6	..
Other waiters	96 0	..	93 0	..
Night porter	96 0	..	93 0	..
Day porter	96 0	..	93 0	..
Billiard-room attendant	96 0	..	93 0	..
Commissionaire or messenger	96 0	..	93 0	..
Housekeeper, stewardess, or manageress .. .. .	..	74 9	..	71 9
Laundress .. .. .	..	63 3	..	60 3
Head waitress .. .. .	..	63 3	..	60 3
Other waitresses .. .. .	..	59 3	..	56 3
Pantrymaid or kitchenmaid .. .. .	..	60 3	..	57 3
Housemaid .. .. .	..	60 3	..	57 3
Persons not otherwise provided for	96 0	60 3	93 0	57 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 32 6	..	Per week of 20 hours 29 6

CLUBS.

(10)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.							PROPORTION (IN ANY PLACE).					
—	Males.			Females.			MALES OR FEMALES.					
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.						
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>						
Under 16 years of age	24	3	1	0	25	3	1	0	25	3		
16 years of age ..	33	0	1	6	34	6	25	9	1	0	26	9
17 ..	37	0	1	6	38	6	29	3	1	3	30	6
18 ..	43	9	1	9	45	6	31	9	1	6	33	3
19 ..	52	9	2	3	55	0	33	9	1	6	35	3
20 ..	69	6	3	0	72	6	39	0	1	9	40	9

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

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	† WAGES.			
	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	100 6	..	100 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	129 6	84 6	129 6	84 6
Five, six, or seven	113 6	72 6	113 6	72 6
Three or four	104 3	70 0	104 3	70 0
Other first cooks or cook employed alone	100 3	70 0	98 6	70 0
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	109 6	72 6	109 6	72 6
Five, six, or seven	99 6	64 6	99 6	64 6
Less than five	98 0	62 6	96 6	62 6
Larder cook, stove, grill, fish, or breakfast cook ..	99 6	62 6	99 0	62 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	100 0	64 6	99 6	64 6
Third cook	98 0	60 0	96 6	60 0
Vegetable or assistant cook	98 6	60 0	98 6	60 0
Oysterman	99 0	..	97 6	..
Pantryman or kitchenman	96 0	..	94 6	..
Storeman	97 6	..	97 6	..
Head waiter	98 0	..	98 0	..
Other waiters	96 0	..	94 6	..
Night porter	96 0	..	94 6	..
Day porter	96 0	..	94 6	..
Billiard-room attendant	96 0	..	94 6	..
Commissionaire or messenger	96 0	..	94 6	..
Housekeeper, Stewards, or Managers .. .. .	..	70 0	..	70 0
Laundress .. .. .	..	60 0	..	60 0
Head waitress or Supervisor .. .. .	..	60 0	..	60 0
Other waitresses .. .. .	..	56 0	..	56 0
Pantrymaid or kitchenmaid .. .. .	..	56 0	..	56 0
Counterhand .. .. .	..	56 0	..	56 0
Housemaid .. .. .	..	56 0	..	56 0
Linen maid or seamstress .. .. .	..	60 6	..	60 6
Persons not otherwise provided for	96 0	56 0	94 6	56 0
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) ..	..	34 6	..	34 6

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 employee) 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.

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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

(21)		APPRENTICES OR IMPROVERS.						PROPORTION (IN ANY PLACE).	
		Wages per week of 44 hours.							
		Males.			Females.			MALES OR 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	..	24 3	1 0	25 3	23 9	1 0	24 9	<i>Apprentices.</i>	
16 years of age	..	32 9	1 6	34 3	24 3	1 0	25 3	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
17	..	36 9	1 6	38 3	28 3	1 3	29 6	<i>Improvers.</i>	
18	..	43 0	2 0	45 0	31 3	1 6	32 9	One improver to every four or fraction of four workers receiving not less than the minimum wage.	
19	..	52 6	2 3	54 9	33 3	1 6	34 9		
20	..	68 2	3 0	71 3	38 6	1 9	40 3		

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	126 6	84 0	126 6	84 0
Five, six, or seven	111 0	70 6	111 0	70 6
Three or four	102 9	68 0	102 9	68 0
Other first cooks or cook employed alone	100 6	68 0	98 3	68 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	106 6	70 6	106 6	70 6
Five, six, or seven	96 6	62 9	96 6	62 9
Other second cooks	96 6	60 6	95 0	60 6
Night or relieving cook	96 9	60 6	94 9	60 6
Larder, stove, grill, fish, or breakfast cook	98 0	60 6	96 0	60 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	98 0	61 3	96 3	61 3
Third cook	96 6	58 6	94 9	58 6
Vegetable or assistant cook	95 6	58 6	94 3	58 6
Oysterman	96 0	..	96 0	..
Pantryman or kitchenman	93 0	..	91 0	..
Storeman or storewoman	98 0	59 0	98 0	59 0
Head waiter	96 9	..	96 9	..
Other waiters	93 0	..	91 0	..
Night porter	93 0	..	91 0	..
Day porter	93 0	..	91 0	..
Billiard-room attendant	93 0	..	91 0	..
Commissionaire or messenger	93 0	..	91 0	..
Housekeeper or stewardess .. .. .	..	68 0	..	68 0
Laundress .. .. .	..	58 6	..	58 6
Head waitress or supervisor .. .. .	..	58 6	..	58 6
Other waitresses .. .. .	..	55 0	..	55 0
Pantrymaid or kitchenmaid .. .. .	..	55 0	..	55 0
Fruit juice, flavour, or soda fountain hand .. .. .	..	58 0	..	58 0
Counterhand (other than a soda fountain hand as defined) .. .. .	..	55 0	..	55 0
Housemaid .. .. .	..	55 0	..	55 0
Linen maid or seamstress .. .. .	..	60 6	..	60 6
Persons not otherwise provided for	93 0	55 0	91 0	55 0
		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	34 6	..	34 6

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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).

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

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

† 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 classes (other than clauses (2) (10) and (21)) of the Determination as published in *Government Gazette* No. 357 of the 9th December, 1941, 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.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 years of age ..	43 6	1 6	45 0	Ice Pullers ..	112 5	4 0	116 5
17 " " ..	47 3	1 9	49 0	Ice Stackers ..			
18 " " ..	56 9	2 0	58 9	Ice Packers ..			
19 " " ..	64 3	2 3	66 6				

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 116s. 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.			
Males.				Males.			
	Apprentices.				Apprentices.		
	Ordinary Wage.	War Loading (Not Adjustable.)	Total Wage.		Ordinary Wage.	War Loading (Not Adjustable.)	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	20 3	1 0	21 3	Under 16 years of age ..	32 9	1 6	34 3
16-17 years of age ..	28 9	1 6	30 3	16-17 years of age ..	39 0	2 0	41 0
17-18 years of age ..	33 0	1 6	34 6	17-18 years of age ..	44 9	2 6	47 3
18-19 years of age ..	42 3	2 0	44 3				
19-20 years of age ..	58 9	3 0	61 9				
20-21 years of age ..	70 6	3 6	74 0				
	Improvers.			Females.			
	Ordinary Wage.	War Loading (Not Adjustable.)	Total Wage.		Ordinary Wage.	War Loading (Not Adjustable.)	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	32 9	1 6	34 3	Under 16 years of age ..	28 9	1 6	30 3
16-17 years of age ..	39 0	2 0	41 0	16-17 years of age ..	32 3	1 6	33 9
17-18 years of age ..	44 9	2 6	47 3	17-18 years of age ..	34 0	2 0	36 0
18-19 years of age ..	54 3	3 0	57 3	18-19 years of age ..	38 6	2 0	40 6
19-20 years of age ..	70 6	3 6	74 0	19-20 years of age ..	41 0	2 0	43 0
20-21 years of age ..	83 0	4 6	87 6	20-21 years of age ..	45 0	2 6	47 6

PROPORTION.

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

PROPORTION.

Three female juvenile workers to every two female workers receiving 57s. per week of 44 hours.

SCHEDULE—continued.

ICE CREAM BOARD—continued.

Adult Employees.

Wages per Week of 44 Hours.

Males.															
						Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.							
						s. d.	s. d.	s. d.	s. d.						
Pasteurizer	Machine operator	..	..	..	..	105	0	5	0	110	0
Mixer .. .. .		..	..	..	..					
Cooling, or .. .. .		..	..	..	..					
Freezer .. .. .		..	..	..	..					
Assistant to any of the above-mentioned operators						98	0	5	0	103	0
Dixie	Machine operator	..	..	..	..	99	6	5	0	104	6
Cup, or .. .. .		..	..	..	..					
Chocolate bar .. .. .		..	..	..	..					
Mould cutter, by machine		99	6	5	0	104	6			
Mould cutter, by hand		103	0	5	0	108	0			
Can washer, floor hand, chamber hand, or person handling ice						98	0	5	0	103	0
All others	95	0	5	0	100	0
Females.															
All adults	54	6	3	0	57	6

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

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.											
					DAY SHIFTS.											
					Wages per											
					Week of											
					44 Hours.											
					£ s. d.											
					£ s. d.											
17 to 19 years of age	3	9	6	Roller	..	..	..	..	7	17	3	
19 to 21 years of age	4	3	0	Furnaceman	..	..	..	..	7	9	6	
										Rougher	..	..	..	7	4	6
										Catcher (three high roughing Rolls)	..	..	..	7	4	6
										Catcher who is responsible for adjusting guards	..	..	..	5	12	0
										Other Catchers	..	..	..	5	9	0
										Annealer or Heat Treatment Hand	..	..	..	6	0	0
										Roller's Assistant	..	..	..	5	18	0
										Charger	..	..	..	5	10	0
										Shearsman of scrap (Crocodile Shears)	..	..	..	5	10	0
										Yard Shearsman	..	..	..	5	10	0
										Billet Shearsman	..	..	..	5	10	0
										Scrap Bar Shearsman	..	..	..	5	4	0
										Other Shearsmen	..	..	..	5	1	6
										Setter Up	..	..	..	5	6	11
										Carrier Up (large mill)	..	..	..	5	4	0
										Carrier Up (small mill)	..	..	..	4	18	8
										Underhand who also assists to feed furnace	..	..	..	5	4	0
										Hookman	..	..	..	5	4	0
										Middleman	..	..	..	5	4	0
										Straightener	..	..	..	5	4	0
										Straightener's Assistant	..	..	..	5	1	8
										Chipper	..	..	..	5	4	0
										Assistant Furnaceman	..	..	..	5	4	0
										Plate Hand	..	..	..	5	1	6
										Underhand	..	..	..	5	1	6
										Furnaceman at electric furnace	..	..	..	6	2	0
										Pitman at electric furnace	..	..	..	5	13	0
										Ladleman at electric furnace	..	..	..	5	13	0
										Assistant at electric furnace	..	..	..	4	18	8
										Assistant to Shearsman	..	..	..	4	19	0
										All others	..	..	..	4	15	0

PROPORTION (in any place).

One improver to every six adults receiving not less than 95s. per week of 44 hours.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD—continued.

(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.

LARGE MILL.

	s.	d.	
Roller	3	4	per ton of finished bars of iron and steel.
	3	1½	per ton of scrap iron bars.
Rougher	2	5½	per ton of finished bars of iron and steel.
	4	4½	per ton of scrap iron bars.
Catcher	1	8½	per ton of finished bars of iron and steel.
	2	6½	per ton of scrap iron bars.
Middleman	1	7½	per ton of finished bars of iron and steel.
Large Hook	1	7	per ton of finished bars of iron and steel.
	2	3½	per ton of scrap iron bars.
Small Hook	1	7	per ton of finished bars of iron and steel.
Platehand	1	7	per ton of finished bars of iron and steel.
Leading Platehand	1	7½	per ton of finished bars of iron and steel.
	2	4½	per ton of scrap iron bars.
Furnaceman	5	3	per ton of finished bars of iron and steel.
	7	7½	per ton of scrap iron bars.
Underhand	3	3½	per ton of finished bars of iron and steel.
	4	8½	per ton of scrap iron bars.
Carrier Up	1	7½	per ton of finished bars of iron and steel.
Carrier Up	1	7	per ton of finished bars of iron and steel.

SMALL MILL.

	s.	d.	
Roller	5	3	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	1½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	3	6	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
Rougher	4	6½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	3	8	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	3	1½	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
	3	0	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Catcher	2	7½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	2½	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 under 60 lb. each.
	1	10½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Middleman	2	5½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	0½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	1	10½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	1	9	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Furnaceman	8	4½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	7	3½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	6	6½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	5	3	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Underhand	4	11	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	1	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	3	7	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	3	3½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Plateman	2	9½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	1	9	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 Warrnambool, 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 0 0	6 6 6	5 17 0
	5 and 6 inch, footmen	5 9 0	5 15 6	5 6 0
	4 inch and under, headmen	5 13 0	5 19 6	5 10 0
	4 inch and under, footmen	5 5 0	5 11 6	5 2 0
	Vertical pipe moulders—			
	Rammers, coremakers, corers, or casters	5 3 0	5 9 6	5 0 0
	Dressers of pipes, including dressers on emery wheels	5 6 0	5 12 6	5 3 0
	Cupola furnacemen	5 13 0	5 19 6	5 10 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	5 4 0	5 10 6	5 1 0
	<i>Persons Employed in making Pipes by machinery.</i>			
	Coremakers—			
	5 and 6 inch, faucet	6 0 0	6 6 6	5 17 0
	5 and 6 inch, spigot	5 9 0	5 15 6	5 6 0
	4 inch and under, faucet	5 13 0	5 19 6	5 10 0
	4 inch and under, spigot	5 5 0	5 11 6	5 2 0
	Finishers and Casters—			
	5 and 6 inch	6 0 0	6 6 6	5 17 0
	4 inch and under	5 13 0	5 19 6	5 10 0
	<i>Metal Moulding.</i>			
	Jobbing moulders or coremakers	6 5 0	6 11 6	6 2 0
	Agricultural stove dairying implement moulders or core makers	5 15 0	6 1 6	5 12 0
	Machine or plate moulders or coremakers—			
	1st six months' experience	5 4 0	5 10 6	5 1 0
	2nd six months' experience	5 7 0	5 13 6	5 4 0
	3rd six months' experience	5 10 0	5 16 6	5 7 0
	Thereafter	5 15 0	6 1 6	5 12 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 8 0	5 14 6	5 5 0
	Dressers (including dressers on emery wheels)	5 6 0	5 12 6	5 3 0
	Furnacemen	5 10 0	5 16 6	5 7 0
	Cupola furnaceman	5 13 0	5 19 6	5 10 0
	Crucible furnacemen	5 10 0	5 16 6	5 7 0
	Converter furnacemen (i.e., persons in charge of a converter)	5 13 0	5 19 6	5 10 0
	Electric furnacemen	5 12 0	5 18 6	5 9 0
	Furnacemen's assistant (including any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	5 4 0	5 10 6	5 1 0
	Loader and unloader of annealing furnace	5 4 0	5 10 6	5 1 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	5 14 0	6 0 6	5 11 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	5 4 0	5 10 6	5 1 0
	<i>Labourers.</i>			
	Moulder's Assistant	5 4 0	5 10 6	5 1 0
	Labourers	4 15 0	5 1 6	4 12 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.

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.

(c) 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.

(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 Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria where this Determination Applies.
						s. d.	s. d.	s. d.
Five-year terms—								
1st year	..	..	..	..	..	19 3	20 9	18 9
2nd year	..	..	..	..	..	27 0	29 0	26 0
3rd year	..	..	..	..	..	40 6	43 6	39 0
4th year	..	..	..	..	..	66 3	71 3	64 3
5th year	..	..	..	..	..	84 0	90 0	81 0
Four-year terms—Apprentice commencing after the age of								
17 years—								
1st year	..	..	..	..	..	22 3	24 3	21 9
2nd year	..	..	..	..	..	40 0	43 0	38 6
3rd year	..	..	..	..	..	66 3	71 3	64 3
4th year	..	..	..	..	..	84 0	90 0	81 0

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

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 hereof 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 Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria where this Determination Applies.
						s. d.	s. d.	s. d.
Under 16 years of age						22 0	24 0	21 6
16 years of age						30 0	32 0	29 0
17 years of age						54 0	57 6	52 0
18 years of age						68 0	73 0	66 0
19 years of age and over						81 6	87 6	79 0

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. 53 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.		
			MALES.			MALES.		
			Engaged as Process Workers as defined in Clause (8).			Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, bolting maker, lapper, moulder, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond moulder, enameller, repairer, or chain maker		
			1st year—			Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—		
			1st six months			During his 1st six months' experience		
			2nd six months			During his 2nd six months' experience		
			2nd year—			Thereafter		
			1st six months			Plate roller, or wire roller and drawer, without previous experience—		
			2nd six months			During the 1st six months' experience		
			3rd year—			During the 2nd six months' experience		
			1st six months			Thereafter		
			2nd six months			Process Worker—		
			4th year—			During his 1st six months' experience		
			1st six months			Thereafter		
			2nd six months			All others		
			5th year—					
			1st six months					
			2nd six months					
			6th year—					
			1st six months					
			2nd six months					
			PROPORTION.					
			Three male juvenile workers to each four or fraction of four workers receiving not less than 105s. per week of 44 hours.					
			FEMALES.			FEMALES.		
			(a) (1) Engaged at sandblasting, pinning- up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery ;			Bracelet and bangle maker, melter or refiner, bolting maker, lapper, moulder, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond moulder, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwts. to the foot		
			(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver ;			Maker of the following classes of chain by hand—		
			(3) Filling-in enamel work ;			Up to 5 dwts. to the foot, 18 or 15 carat (solid)		
			(4) Carding of jewellery—			Up to 4 dwts. to the foot, 9 carat (solid)		
			1st year—			Up to 2 dwts. to the foot (hollow) ..		
			1st six months			Examiner, tester, and solderer of machine- made chain (solid)—		
			2nd six months			Up to 5 dwts. to the foot, 18 carat ..		
			2nd year			Up to 4 dwts. to the foot, 15 carat ..		
			3rd year			Up to 3 dwts. to the foot, 9 carat ..		
			4th year			Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery—		
			5th year			* { During 1st 3 months' experience		
			6th year			* { Thereafter		
						Pressworker (weight of press not to exceed 3 cwt.)—		
						* { During 1st 3 months' experience ..		
						* { Thereafter		
						Pressworker (weight of press exceeding 3 cwt.)—		
						* { During 1st 3 months' experience ..		
						* { Thereafter		
						Process worker—		
						* { During 1st 3 months' experience ..		
						* { Thereafter		
						Female employed carding jewellery—		
						* { During 1st 3 months' experience ..		
						* { Thereafter		
						All others		
						* 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 as 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
1st six months	s. d. 20 6	s. d. 24 0	s. d. 27 0	s. d. 32 6	s. d. 38 6	s. d. 45 0	1st six months	s. d. 19 6	s. d. 20 0	s. d. 21 0	s. d. 23 0	s. d. 27 0	s. d. 28 6
2nd "	23 0	26 0	30 0	36 6	42 6	71 6	2nd "	20 0	21 6	23 0	25 6	29 6	40 0
3rd "	24 6	27 6	33 6	39 6	47 0	..	3rd "	22 6	24 0	27 6	30 0	31 6	..
4th "	27 0	31 0	37 6	45 0	72 0	..	4th "	24 0	27 6	29 6	31 6	43 0	..
5th "	29 6	35 0	40 0	49 6	..	..	5th "	27 6	29 6	31 6	34 6	..	..
6th "	33 6	39 0	47 0	74 0	..	..	6th "	29 6	31 6	33 6	44 6	..	..
7th "	37 6	45 0	56 6	..	..	..	7th "	31 6	33 6	37 0	..	..	..
8th "	43 6	52 6	76 0	..	..	..	8th "	33 6	36 6	47 6	..	..	..
9th "	49 0	61 0	..	..	..	..	9th "	35 6	40 6	..	..	..	..
10th "	58 0	79 6	..	..	..	..	10th "	37 6	48 0	..	..	..	..
11th "	66 0	..	..	..	..	..	11th "	43 0	..	..	..	..	..
12th "	74 6	..	..	..	..	..	12th "	45 6	..	..	..	..	..
7th year "	83 0	..	..	..	..	..	7th year "	48 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
1st six months	s. d. 21 6	s. d. 25 0	s. d. 28 0	s. d. 33 6	s. d. 39 6	s. d. 46 0	1st six months	s. d. 20 6	s. d. 21 0	s. d. 22 0	s. d. 24 0	s. d. 28 0	s. d. 29 6
2nd "	24 0	27 0	31 0	37 6	43 6	72 6	2nd "	21 0	22 6	24 0	26 6	30 6	41 0
3rd "	25 6	28 6	34 6	40 6	48 0	..	3rd "	23 6	25 0	28 6	31 0	32 6	..
4th "	28 0	32 0	38 6	46 0	73 0	..	4th "	25 0	28 6	30 6	32 6	44 0	..
5th "	30 6	36 0	41 0	50 6	..	..	5th "	28 6	30 6	32 6	35 6	..	..
6th "	34 6	40 0	48 0	75 0	..	..	6th "	30 6	32 6	34 6	45 6	..	..
7th "	38 6	46 0	57 6	..	..	..	7th "	32 6	34 6	38 0	..	..	..
8th "	44 6	53 6	77 0	..	..	..	8th "	34 6	37 6	48 6	..	..	..
9th "	50 0	62 0	..	..	..	..	9th "	36 6	41 6	..	..	..	..
10th "	59 0	80 6	..	..	..	..	10th "	38 6	49 0	..	..	..	..
11th "	67 0	..	..	..	..	..	11th "	44 0	..	..	..	..	..
12th "	75 6	..	..	..	..	..	12th "	46 6	..	..	..	..	..
7th year "	84 0	..	..	..	..	..	7th year "	49 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.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>
Mechanics on full-fashioned machines	116 0	.. ..
Mechanics on all other machines	110 0	112 0
Operators of single unit full-fashioned machines	116 0	.. ..
Operators of other full-fashioned machines (leggers and footers)—		
First year's experience	110 0	.. ..
Thereafter	116 0	.. ..
Pliers	110 0	112 0
Welt turners	101 0	103 0
Board and press hands	100 0	102 0
Electric machine cutters	105 0	107 0
Hand cutters	102 6	104 6
Warpers	100 0	102 0
Hand knitters on flat machines	102 6	104 6
Circular machine knitters	100 0	102 0
Millmen, scourers, bleachers, or shrinkers	99 0	101 0
Leading hand employed on dye machines or vats	103 0	105 0
All other dye-house employees operating or attending machines	98 0	100 0
All other machine operators or attendants	98 0	100 0
Warehousemen, oilers, or cleaners	98 0	100 0
Persons not otherwise provided for	92 0	94 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes	56 9	58 9
Operators of steam presses (except manual screw press)	55 9	57 9
Electric machine cutters	62 9	64 9
Hand cutters	56 9	58 9
Hand knitters on flat machines	57 9	59 9
Knitters on other machines	55 9	57 9
Linkers	57 9	59 9
Seamers, welters, overlockers, flat lockers, or interlockers	56 9	58 9
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	55 9	57 9
Ironers	55 9	57 9
Clockers	57 9	59 9
Examiners, folders, graders, pairers, sorters, or parcelers	54 9	56 9
Menders on full-fashioned hose	57 9	.. ..
Other menders	55 9	57 9
Persons not otherwise provided for	49 9	51 9

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

LEATHER-GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 286 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.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting ..	5 0 0	5 0	4 0	5 9 0
All Other Journeymen	5 6 0	5 0	4 0	5 15 0
Journeywomen	2 13 9	2 6	2 0	2 18 3

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

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

SCHEDULE—continued.

LIMEBURNERS BOARD.

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

(2)

<i>Apprentices or Improvers. (Day Shift.)</i>					<i>Other Employees. (Day Shift.)</i>				
Wages Per Week of 44 Hours.					Wages Per Week of 44 Hours.				
				<i>s. d.</i>					<i>s. d.</i>
16 years of age or under	..	..	..	38 0	Lime burners or feeders	..	..	..	103 0
17 years of age ..	..	..	..	43 6	Drawers	..	..	..	103 0
18 years of age ..	..	..	..	53 0	Crusher hands	..	..	..	98 6
19 years of age ..	..	..	..	67 0	Operator of a mechanical bagging machine	..	..	..	103 0
20 years of age ..	..	..	..	93 0	Hydrator attendant	..	..	..	112 6
					Lime screeners	..	..	..	101 6
					Attendant on an automatic feeder	..	..	..	104 0
					Drawers' assistants	..	..	..	98 6
					Slack lime workers	..	..	..	98 6
					All others	..	..	..	95 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 95s. 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. 117 of the 28th April, 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	19 9	0 9	20 6	19 9	0 9	20 6	Under 16 years	21 6	0 9	22 3	18 0	0 6	18 6
2nd "	25 9	0 9	26 6	22 3	0 9	23 0	of age						
3rd "	32 9	1 0	33 9	25 9	0 9	26 6	16 years of age	25 9	0 9	26 6	19 9	0 9	20 6
4th "	39 9	1 3	41 0	32 6	1 0	33 6	17 " "	34 0	1 0	35 0	22 3	0 9	23 0
5th "	47 3	1 6	48 9	39 9	1 3	41 0	18 " "	46 9	1 6	48 3	26 3	0 9	27 0
							19 " "	57 9	1 9	59 6	32 0	1 0	33 0
							20 " "	72 3	2 3	74 6	39 9	1 3	41 0

NUMBER (in any place).

Apprentices.

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

Male Improvers.

One male improver to every two male workers receiving 97s. per week.

Female Improvers.

Two female improvers to each female worker receiving 55s. 6d. per week.

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

OTHER EMPLOYEES.		Per Week of 44 Hours.		
<i>Males.</i>		Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
Employees in Warehouses.		s. d.	s. d.	s. d.
Foreman of any Department in which six or more workers are employed .. ..	..	125 0	3 0	128 0
Foreman of any Department in which three to five workers are employed .. ..	..	116 0	3 0	119 0
First Assistant in any Department in which five or more workers are employed ..	..	108 0	3 0	111 0
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	..	101 0	3 0	104 0
Salesman in any Department under supervision .. ..	..	98 6	3 0	101 6
All others .. ..	..	94 0	3 0	97 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 .. ..	..	125 0	3 0	128 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers .. ..	..	116 0	3 0	119 0
First Assistant where five or more workers are employed .. ..	..	108 0	3 0	111 0
Assistant engaged in any of the following processes under supervision:—				
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery .. ..	..	101 0	3 0	104 0
(b) Granulating .. ..	..		
(c) Pill and Tablet Coating .. ..	..		
All others .. ..	..	94 0	3 0	97 0
<i>Females.</i>				
Forewoman in charge of one to five workers .. ..	..	68 3	2 3	70 6
Forewoman in charge of six or more workers .. ..	..	71 0	2 3	73 3
Other adults .. ..	..	53 9	1 9	55 6

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.

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, Kev- ington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
s. d.		s. d.	s. d.
If under 16 years of age 40 8	Winding and haulage engine-drivers—		
16 and under 18 years of age 51 0	(a) If they sometimes or always raise or	117 0	114 0
18 and under 19 years of age 64 0	lower human beings		
19 and under 20 years of age 82 0	(b) If they do not raise or lower human	111 0	108 0
20 years of age, minimum rate for class of work done.	beings		
If under the control of an engine-driver they start	Winch drivers—		
or stop an engine, 6s. per week extra shall be paid.	(a) If working underground or on sur-		
	face of mines, and they raise or	107 0	104 0
	lower human beings		
	(b) If working underground or on sur-		
	face of mines, and they do not	104 0	101 0
	raise or lower human beings		
	(c) On dredges	104 0	101 0
PROPORTION.	Other drivers—		
Apprentices.	(a) Attending to a steam engine with		
One apprentice to every three or fraction of three	condenser attached	107 0	104 0
workers receiving not less than 87s. 6d. per week of	Attending to a steam engine without		
44 hours.	condenser	104 0	101 0
Improvers.	(b) Operating a suction gas engine, other		
One improver to every three workers receiving not	internal combustion engine, or		
less than 87s. 6d. per week of 44 hours.	electrically-driven plant—		
	(i) if 50 h.p. or over	104 0	101 0
	(ii) if under 50 h.p.	101 0	98 0
	Motor Drivers or Attendants	95 0	92 0
	Firemen—		
	(a) Attending one boiler	95 0	92 0
	(b) Attending two boilers	96 6	93 6
	(c) Attending three or more boilers		
	developing 1,000 i.h.p. in the		
	aggregate	98 0	95 0
	Greasers	93 0	90 0
	All others	90 6	87 6

JUVENILE WORKERS.

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

DAY SHIFT.

	s. d.
17 years of age 62 9 per week	
18 " " 74 0 "	
19 " " 81 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 87s. 6d. per week of 44 hours.

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

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 300 of 15th August, 1940, shall remain in force.

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 220 of the 4th August, 1941, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

Apprentices.						Improvers.				

SCHEDULE—continued.

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.			
<p>Males. Females. <i>s. d. s. d.</i> 1st year 18 10 18 3 2nd " 28 9 27 8 3rd " 38 3 31 11 4th " 57 1 41 6 5th " 75 6 47 7 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females. One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Males. Females. <i>s. d. s. d.</i> Under 16 years of age .. 17 0 15 3 16 years of age, and under 17 years 18 10 18 3 17 " " " 18 " 28 9 27 8 18 " " " 19 " 38 3 31 11 19 " " " 20 " 57 1 41 6 20 " " " 21 " 75 6 47 7 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p>Females One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p>Males.</p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer presser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } Persons employed in making or repairing brass or reed musical instruments or parts thereof .. } All others .. } <p>Females. Veneer matcher .. } All others .. }</p> </p>	<p><i>£ s. d.</i> 5 18 0 5 17 6 5 15 6 4 18 0 5 16 0 5 10 0 5 5 0 5 10 0 5 2 0 6 2 0 5 13 0 5 10 0 5 5 0 6 2 0 4 15 0 4 12 0 2 17 0 2 9 0</p>	<p><i>£ s. d.</i> 5 15 0 5 14 6 5 12 6 4 15 0 5 13 0 5 7 0 5 2 0 5 7 0 4 19 0 5 19 0 5 10 0 5 7 0 5 2 0 5 19 0 4 12 0 4 9 0 2 15 6 2 7 6</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 "92s." shall be substituted for "90s." and "49s." 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.

(A2) Leaders—

(i) Week's work	£	s.	d.
.. .. .	9	12	0
(ii) Each performance not included in week's work	1	2	6 extra

(A3) Principals—

(i) Week's work	£	s.	d.
.. .. .	7	12	0
(ii) Each performance not included in week's work	0	18	0 extra

(A4) Other performers—

(i) Week's work	£	s.	d.
.. .. .	6	12	0
(ii) Each performance not included in week's work	0	15	9 extra

Casual Employees.

(A5) Leaders—each performance	£	s.	d.
.. .. .	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.

(B2) Week's work of six performances	£	s.	d.
.. .. .	5	6	6
(B3) Week's work of twelve performances	8	6	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.	0	14	0 extra

Casual Employees.

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

(C2) Week's work of six performances	£	s.	d.
.. .. .	5	3	0
(C3) Week's work of twelve performances	8	3	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.

(C6) One performance per week	£	s.	d.
.. .. .	1	1	0
(C7) Two performances per week	1	19	6
(C8) Three performances per week	2	13	0
(C9) Four performances per week	3	9	6
(C10) Five performances per week	4	8	0
(C11) Each extra performance over five	0	15	0 extra
(C12) Pianist employed additionally for voice trials or similar work 6s. extra per hour of such work, with a minimum payment as for one hour.			

Casual Employees.

(C13) Each performance	£	s.	d.
.. .. .	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.

(D2) Week's work	£	s.	d.
.. .. .	3	14	0†
(D3) Each performance not included in week's work	0	12	0* extra

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(D) STAGE BAND—continued.

Casual Employees.

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

(E) BROADCASTING AND RELAYING.

Weekly Employees.

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

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

	£	s.	d.
(E2) Week's work of 18 hours	5	11	6
(E3) Week's work of 36 hours	9	11	6
(E4) Each performance not included in a week's work and not exceeding three hours	0	15	0 extra
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—			
(i) For 36 hours in a week not including Sunday	6	8	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

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

Relaying.

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

(F) CIRCUSES.

(F1) Musicians employed in circuses shall be paid at the rate of £6 15s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

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

(G) BRASS OR REED BANDS.

Casual Employees.

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

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

Weekly Employees.

	£	s.	d.
(H1) For six performances, each not exceeding one hour and being one performance a day	2	12	6
(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	7	0
(H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	4	17	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	12	6
(H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	4	13	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	13	0
(H7) An employee who has an engagement under (H3) or (H6) may during the period of that engagement be engaged at the following rate:—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	3	6
(H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	12	6
(H9) An employee who has an engagement under (H1) and (H4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	17	0
(H10) For six performances, each not exceeding three hours	5	0	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	6	0
(H12) For an extra performance under (H1) to (H3) not exceeding one hour	0	10	0 extra
(H13) For an extra performance under (H4) to (H6) not exceeding one and one-half hours	0	10	0 extra
(H14) For extra performances under (H10) not exceeding three hours	0	12	6 extra
(H15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (H) are performances all held within seven consecutive days and none on a Sunday.			
(H16) The performances for which the rates are prescribed in the foregoing sub-clauses (H1) to (H6) inclusive, (H10), (H12), (H13), and (H14) are performances all held between the hours of 11 a.m. and 7.30 p.m.			

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

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

SCHEDULE—continued.

MUSICIANS BOARD—continued.

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

Casual Employees.

(H17) An employee employed on a week day between 11 a.m. and 7.30 p.m. shall be paid 6s. 6d. an hour, with a minimum payment of 16s. 3d. for each performance.

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

Playing for Dancing.

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

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

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

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

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

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

(i) By any one (other than a pianist playing alone)	..	..	..	..	..	..	..	£	s.	d.
(ii) By pianist playing alone	..	..	..	..	..	..	..	5	3	0
	..	..	..	..	..	..	..	6	0	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)	..	..	..	..	..	..	..	£	s.	d.
(ii) By pianist playing alone	..	..	..	..	..	..	..	5	8	0
	..	..	..	..	..	..	..	6	5	0

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

(i) By any one (other than a pianist playing alone)	..	..	..	..	..	..	..	£	s.	d.
(ii) By pianist playing alone	..	..	..	..	..	..	..	8	3	0
	..	..	..	..	..	..	..	9	1	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)	..	..	..	..	..	..	..	£	s.	d.
(ii) By pianist playing alone	..	..	..	..	..	..	..	8	8	0
	..	..	..	..	..	..	..	9	6	0

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

..	..	..	..	..	..	..	..	£	s.	d.
								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	..	..	..	..	..	..	..	£	s.	d.
(ii) For each hour over 30 in a week	..	..	..	..	..	..	..	0	5	0 extra

Casual Employees.

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

(i) Pianist playing alone	..	..	..	..	..	..	..	£	s.	d.
(ii) Others	..	..	..	..	..	..	..	0	11	0
	..	..	..	..	..	..	..	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	..	..	..	..	..	..	..	£	s.	d.
(ii) Others	..	..	..	..	..	..	..	0	6	6
	..	..	..	..	..	..	..	0	5	6

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

Weekly Employees.

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

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

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

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

(J2) Week's work of six performances

..	..	..	..	..	..	..	..	£	s.	d.
								4	19	0

(J3) Week's work of twelve long performances

..	..	..	..	..	..	..	..	£	s.	d.
								7	19	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

..	..	..	..	..	..	..	..	£	s.	d.
								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.

..	..	..	..	..	..	..	..	£	s.	d.
								5	13	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

..	..	..	..	..	..	..	..	£	s.	d.
								0	10	0 extra

Casual Employees.

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

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

Casual Employees.

(K1) Pianist playing alone, each performance on a week day, not to exceed three hours in duration

..	..	..	..	..	..	..	..	£	s.	d.
								1	13	0

(K2) Employee (not being pianist playing alone)—

(i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m.

..	..	..	..	..	..	..	..	£	s.	d.
								1	4	0

(ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments

..	..	..	..	..	..	..	..	£	s.	d.
								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

..	..	..	..	..	..	..	..	£	s.	d.
								2	6	6

(L) GRAMOPHONE RECORDING.

Casual Employees.

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

..	..	..	..	..	..	..	..	£	s.	d.
								0	10	6

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

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

Intermittent Weekly Employees.

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

(N) LEADERS.

Weekly or Casual Employees.

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

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

Weekly Employees.

		£	s.	d.	
(O1)	If any extra instrument supplied by employee: each performance during week of employment—	0	4	0†	extra
(i)	If three performances or less	0	3	6†	extra
(ii)	If four	0	3	0†	extra
(iii)	If five	0	2	6†	extra
(iv)	If six or more	0	2	6†	extra

(O2) If no extra instrument supplied by employee: For each performance

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.*

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

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

Other Employees.

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

		£	s.	d.	
(i)	Weekly employee for 36 hours in a week, excluding Sunday	5	8	0	
(ii)	Weekly employee for each hour over 36 in the week	0	5	5	extra
(iii)	Casual employee for each hour on a week day, with a minimum payment as for three hours	0	4	6	

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

(i)	Weekly employee for 36 hours in a week, excluding Sunday	5	3	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.

		£	s.	d.	
(Q1)	Where an orchestra is required to perform on the stage in view of the audience—	0	2	6†	extra
	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—	0	3	0†	extra
	For such musician—per performance	0	3	0†	extra

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

Weekly Employees.

		£	s.	d.	
(R1)	Employee required to supply music	0	10	6†	extra
	<i>Casual Employees.</i>	0	3	6†	extra
(R2)	Employee so required—per performance	0	3	6†	extra

(S) HIGHER DUTIES.

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

(T) LOWER RATES MAY BE AGREED TO.

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

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

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

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

Clauses (3) to (18) inclusive of the Determination, as published in *Government Gazette* No. 330 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.				
1st year's experience	..	16 0	Under 16 years of age 16 and under 17 years of age 17 and under 18 years of age 18 and under 19 years of age 19 and under 21 years of age	18 0	19 6	Nail or tack tool maker	..	109 0	
2nd year's experience	..	22 9		28 9	30 5	Nail machinist	..	103 0	
3rd year's experience	..	40 0		51 0	54 9	Tack machinist	..	103 0	
4th year's experience	..	64 9		64 9	68 9	Roofing nail heading machinist	..	97 0	
5th year's experience	..	81 6		78 3	83 0	Barb wire tool maker or machinist	..	103 0	
Number.						Clipper or tier-up on concertina barbed wire	..	97 0	
One apprentice to every three or fraction of three workers receiving not less than 89s. per week of 44 hours.						Rumbler	..	92 0	
One improver to every four or fraction of four workers receiving not less than 89s. per week of 44 hours.						Galvanizer	..	108 0	
						Pickler—Head, or where only one pickler is employed	..	102 0	
						Assistant pickler	..	96 0	
						Assistant working over metal pot	..	99 0	
						Swinger	..	92 0	
						Wiredrawing plate setter	..	101 0	
						Wiredrawing block operator	..	95 0	
						Storeman, packer, or sorter	..	97 0	
						All others	..	89 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—						55 6	58 8
If of less than 12 months' experience						62 9	66 4
If of 12 months' or more experience							
Junior females—						14 6	15 6
1st year's experience						19 3	20 7
2nd year's experience						32 9	34 8
3rd year's experience						41 0	43 5
4th year's experience						46 9	49 6
5th year's experience						52 6	55 6
Thereafter until reaching 21 years of age							

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 5s. 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.				Improvers.			
				</			

SCHEDULE—continued.

ORGAN BOARD.

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

(2)

Apprentices.			Improvers.			Other Employees.		
WEEKLY WAGES.			WEEKLY WAGES.			WEEKLY WAGES.		
	Per Week of 44 Hours.	s. d.		Per Week of 44 Hours.	s. d.		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
1st year	18	1	Under 16 years of age ..	16	3	Organ builder or persons erecting, dismantling, or repairing organs ..	£ s. d.	£ s. d.
2nd "	27	4	16 and under 17 ..	18	1	Woodworkers ..	5 16 0	5 13 0
3rd "	36	8	17 " " 18 ..	27	4	Polisher required to spirit and/or acid off ..	5 16 0	5 13 0
4th "	54	10	18 " " 19 ..	36	8	Other polishers ..	5 7 0	5 4 0
5th "	72	5	19 " " 20 ..	54	10	Voicer ..	5 16 0	5 13 0
			20 " " 21 ..	72	5	Tuner ..	5 16 0	5 13 0
						Metal pipe maker ..	5 16 0	5 13 0
						All others ..	4 9 0	4 6 0
<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.					

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 89s.

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

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.
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
15 years of age .. ..	..	..	..	25 0	1 0	26 0	..	..	..
16 " " .. ..	..	..	..	30 0	1 3	31 3	30 0	1 3	31 3
17 " " .. ..	..	..	..	35 3	1 3	36 6	35 3	1 3	36 6
18 " " .. ..	..	..	..	43 6	1 6	45 0	37 9	1 3	39 0
19 " " .. ..	..	..	..	53 0	2 0	55 0	43 6	1 6	45 0
20 " " .. ..	..	..	..	70 3	2 6	72 9	48 3	1 9	50 0

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

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.

SCHEDULE—continued.

PAINT AND COLOUR BOARD—continued.

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 ..	97 2	3 0	100 2	44
Shift workers ..	97 0	3 0	100 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.
Males—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Varnish maker or natural gum runner	116 6	3 0	119 6
Varnish maker's assistant	101 0	3 0	104 0
Tinter of paint, lacquer or enamel	104 0	3 0	107 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)	99 0	3 0	102 0
All others	96 0	3 0	99 0
Females	55 3	2 0	57 3

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.

PAINTERS BOARD.

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

(2)

(a)				(b)			
*Apprentices or Improvers.				Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.			

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

SCHEDULE—continued.

PAINTERS BOARD—continued.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne ; (ii) Within 5 Miles of the Post Office at Mildura ; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	WAGES.	WAGES.	WAGES.
	Per hour. Per week of 44 hours.	Per hour. Per week of 44 hours.	Per hour. Per week of 44 hours.
	s. d. s. d.	s. d. s. d.	s. d. s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) . . .	2 9 ¹³ / ₂₂ 123 6	2 11 ⁵ / ₁₁ 130 0	2 8 ¹⁹ / ₂₂ 120 6
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils . . . (ii) Any other work specified in (B) . . .	2 9 ¹³ / ₂₂ 123 6 2 1 ¹ / ₁₁ 92 0	2 11 ⁵ / ₁₁ 130 0 2 2 ¹⁹ / ₂₂ 98 6	2 8 ¹⁹ / ₂₂ 120 6 2 0 ³ / ₁₁ 89 0
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen . .	1s. per day in addition to the ordinary rate.	1s. per day in addition to the ordinary rate.	1s. per day in addition to the ordinary rate.

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

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

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.	
	s. d.	s. d.	
First Year	18 0	25 0	
Second Year	25 0	33 6	
Third Year	33 6	48 6	
Fourth Year	48 6	66 3	
Fifth Year	66 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 107s. per week of 44 hours, and thereafter one improver to every six additional such workers.

SCHEDULE—continued.

PASTRYCOOKS BOARD—continued.

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.	
	s. d.	s. d.	s. d.
14 years of age	21 3	.. ..	.. ..
15 " "	23 9	19 9	23 9
16 " "	27 6	21 9	27 6
17 " "	32 0	27 6	32 0
18 " "	36 3	29 6	36 9
19 " "	40 3	32 6	41 9
20 " "	47 9	35 0	46 0

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	s. d.
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge	120 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	115 0
All other males	107 0
Females engaged in general work	89 0
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work	47 0
	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.

PLASTIC MOULDING BOARD.

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

(2) WAGES PER WEEK OF 44 HOURS.

Males—Improvers or Juvenile Workers.						Females—Improvers.					

SCHEDULE—continued.

PLATE GLASS BOARD.

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

(2)		APPRENTICES AND IMPROVERS.	
Apprentices.*		Improvers.	
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
	Males. s. d.		Males. s. d.
1st year	18 10	Under 16 years of age ..	17 0
2nd "	28 9	16 and under 17 years of age ..	18 10
3rd "	38 3	17 " 18 " " "	28 9
4th "	57 1	18 " 19 " " "	38 3
5th "	75 6	19 " 20 " " "	57 1
and thereafter the minimum wage.		20 " 21 " " "	75 6
			Females.† s. d.
			15 3
			18 3
			27 8
			31 11
			41 6
			47 7

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

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

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

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

Females.

Safety Glass Section—

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

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

(3)

OTHER EMPLOYEES.

		Wages per Week of 44 Hours.	
		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
SAFETY GLASS SECTION.			
Males.		£ s. d.	£ s. d.
Cutters		5 17 0	5 14 0
Bevellers		5 17 0	5 14 0
Packers		5 2 0	4 19 0
Autoclave attendants		5 3 0	5 0 0
Leading hand in laminating room		5 0 0	4 17 0
Edge sealers		4 17 0	4 14 0
Furnace attendants		4 18 0	4 15 0
Operator of edge grinding machine		5 0 0	4 17 0
Person rounding corners of glass		5 3 0	5 0 0
Females.			
Females engaged on scratch polishing machines		2 17 0	2 15 6
Females engaged in inspecting and testing		2 13 0	2 11 6
OTHER GLASS SECTION.			
Painter and designer on glass		6 9 0	6 6 0
Brilliant cutter			
Other cutters			
Glazier		5 17 0	5 14 0
Plate glass beveller			
Silverer			
Pencil hand embosser		6 2 0	5 19 0
Persons assisting in glazing			
Persons packing or unpacking glass		5 2 0	4 19 0
Persons assisting plate glass cutter			
Rubber-out embosser		4 18 0	4 15 0
Cementor		4 17 0	4 14 0
Persons turning out lead from mill for lead-light glazier			
All others		4 12 0	4 9 0

Clauses (4) to (21) inclusive of the Determination published in *Government Gazette* No. 181 of the 30th June, 1941, 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.		Persons employed—	Wages Per Week of 44 Hours.	Wages Per Hour.	
Per Week of 44 Hours. s. d.			Per Week of 44 Hours. s. d.			£ s. d.	s. d.	
1st year ..	..	18 5	1st year ..	..	(a) Where the artificial temperature is—		
2nd „ ..	..	25 10	2nd „ ..	..	Over 130° F. ..	10 17 5	4 11 ¹³ / ₆₄
3rd „ ..	..	34 0	3rd „ ..	..	115° F., but not exceeding 130° F. ..	10 0 7	4 6 ³¹ / ₆₄
4th „ ..	..	46 3	4th „ ..	..	50° F. or lower ..	10 17 5	4 11 ¹³ / ₆₄
5th „ ..	..	61 2	5th „ ..	..	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower ..	8 18 11	4 0 ³⁵ / ₆₄
6th „ ..	..	84 4	6th „ ..	..	105 0		
and thereafter the minimum wage.			and thereafter the minimum wage.		(c) Lead burning or at lead work connected therewith ..	8 2 1	3 8 ⁹ / ₆₄	
PROPORTION (within any factory or place).			PROPORTION (within any factory or place).		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	6 17 10	3 1 ¹² / ₃₂	
One apprentice to every two or fraction of two workers receiving not less than £6 17s. 10d. per week of 44 hours.			One improver to four		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	6 17 10	3 1 ¹³ / ₃₂	
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.			Two improvers to fifteen		(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) ..	6 17 10	3 1 ¹³ / ₃₂	
			Three improvers to thirty		NOTE.—See clause 10 re casual rate, and clause 12 re ship work.			
			and thereafter one additional im- prover to every seven additional					

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

(2A) 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 1¹/₁₁d. in the case of rates per hour.

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

POSTERHANGERS 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 .. ..	..	..	34	6	Posterhangers or Billposters .. ..	..	94
2nd „ .. ..	..	..	40	0			
3rd „ .. ..	..	..	51	0			
4th „ .. ..	..	..	60	6			
5th „ .. ..	..	..	63	0			
6th „ .. ..	..	..	70	0			
PROPORTION.							
Apprentices.							
One apprentice to every three or fraction of three workers receiving not less than 94s. per week of 44 hours.							
Improvers.							
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 94s. 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 (17) of the Determination published in *Government Gazette* No. 203 of the 18th July, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.*				Improvers.*			
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	36 9	2 3	39 0	Carting and Driving—			
2nd year	43 3	2 6	45 9	Under 18 years	68 3	4 0	72 3
3rd year	49 9	3 0	52 9	18 and under 19 years ..	78 9	4 6	83 3
				19 and under 20 years ..	87 6	5 0	92 6
				20 and under 21 years ..	95 0	5 6	100 6
And thereafter the minimum wage.				All other improvers—			
				1st year	54 6	3 3	57 9
				2nd year	57 3	3 3	60 6
				3rd year	65 3	3 9	69 0
				4th year	78 9	4 6	83 3
Proportion (within any place).				And thereafter the minimum wage.			
One apprentice to every three or fraction of three workers receiving not less than 108s. per week.				Proportion (within any place).			
An indenture of apprenticeship prescribed was approved on 6th August, 1923.				(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 120s. per week.			
				(b) Where spall quarrying is carried on:—			
				One improver to every twenty or fraction of twenty workers receiving not less than 108s. 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 †	124 0	6 0	130 0	2 11 ⁵ / ₁₁	152 0	6 0	158 0	3 6 ⁷ / ₁₁	
Assistant powder monkey † ..	113 6	6 0	119 6	2 8 ¹³ / ₂₂	139 0	6 0	145 0	3 3 ⁶ / ₁₁	
Hammerman	118 0	6 0	124 0	2 9 ² / ₁₁	145 3	6 0	151 3	3 5 ¹ / ₁₁	
Dresser of pitchers or cubes, or scabblers	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Spaller	114 0	6 0	120 0	2 8 ⁸ / ₁₁	139 6	6 0	145 6	3 3 ¹⁵ / ₂₂	
Faceman	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Feeder of a stone crushing machine	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Dust hole man	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Persons boring holes by hand or machine	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Borer's assistant	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	136 6	6 0	142 6	3 2 ¹⁹ / ₂₂	
Blacksmith	124 0	6 0	130 0	2 11 ⁵ / ₁₁	149 6	6 0	155 6	3 6 ⁹ / ₂₂	
Tool sharpener	113 0	6 0	119 0	2 8 ⁵ / ₁₁	138 6	6 0	144 6	3 3 ⁹ / ₂₂	
Carters or drivers driving—									
One horse	106 0	6 0	112 0	2 6 ⁴ / ₁₁	129 3	6 0	135 3	3 0 ³⁹ / ₄₄	
Two horses	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	135 6	6 0	141 6	3 2 ¹³ / ₂₂	
Three horses	115 0	6 0	121 0	2 9	140 0	6 0	146 0	3 3 ⁹ / ₁₁	
Four or five horses	117 0	6 0	123 0	2 9 ² / ₁₁	142 0	6 0	148 0	3 4 ⁶ / ₁₁	
And 6d. extra per day for each additional horse.									
Drivers of motor vehicles of the following carrying capacity:—									
Not exceeding 25 cwt. ..	102 0	6 0	108 0	2 3	126 6	6 0	132 6	2 9 ¹ / ₂	
Exceeding 25 cwt., but not exceeding 3 tons ..	103 3	6 0	109 3	2 3 ⁵ / ₁₈	128 3	6 0	134 3	2 9 ⁹ / ₁₈	
Exceeding 3 tons	108 3	6 0	114 3	2 4 ⁹ / ₁₈	134 9	6 0	140 9	2 11 ³ / ₁₈	
All others	102 0	6 0	108 0	2 5 ⁴ / ₁₁	125 3	6 0	131 3	2 11 ³⁵ / ₄₄	

* See clause 3 re hours.

† See clause 8 re definition.

‡ See clause 9 re definition.

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

SCHEDULE—continued.

QUARRY BOARD—continued.

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

	Dressing. per hundred.	Knocking Out and Dressing. per hundred.
Pitchers—	<i>s. d.</i>	<i>s. d.</i>
9 inches wide × 9 inches deep × 10 to 14 inches long	14 6	24 8
9 " " × 9 " " × 10 " 13 " "	12 5	22 11
9 " " × 8 " " × 10 " 13 " "	11 7	21 1
9 " " × 4 to 6 inches deep × 10 to 14 inches long	9 9	18 6
Cubes—		
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	11 10	21 10
3½ " 6 " " × 7 inches " × 10 " 14 " "	10 10	18 8
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	9 11	16 7
Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.		
Pitchers or cubes <i>tied</i> to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.		
Pitchers or cubes <i>tied</i> to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.		
All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.		
	Knocking Out and Dressing. <i>s. d.</i>	
Monumental stone—		
All stone up to 4 feet long by 12 inches wide by 7 inches deep	0 7	per lineal foot.
All stone exceeding 4 feet to 8 feet long by 12 inches wide by 7 inches deep	0 10	" "
Pitcher kerb	0 3	" "
Kerbing stones—Hammer dressed—		
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length	0 5½	" "
All radial stone	0 9	" "
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length	0 6½	" "
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet	0 6½	per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	0 10	" "
	When the Material is removed in a wheelbarrow to a distance of more than 50 yards. Per superficial yard. <i>s. d.</i>	In all Other Cases. Per superficial yard. <i>s. d.</i>
Stripping—		
Not exceeding 18 inches in depth	2 3	2 2
Exceeding 18 inches, but not exceeding 30 inches in depth	2 6	2 3
	Per cubic yard. <i>s. d.</i>	Per cubic yard. <i>s. d.</i>
Exceeding 30 inches in depth	2 6	2 0
Spalling, but not including spalls produced on the banker from cut stone or pitchers	2 5	—
The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.		

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

SCHEDULE—continued.

RADIO BOARD.

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

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.	<i>Apprentices.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 89s. per week of 44 hours.	
1st year	16 1	1st year	16 1	One female apprentice to every three or fraction of three female workers receiving not less than 52s. 9d. per week of 44 hours.	
2nd "	21 2	2nd "	21 2	<i>Improvers.</i>	
3rd "	34 2	3rd "	29 11	One male improver to every three or fraction of three male workers receiving not less than 89s. per week of 44 hours.	
4th "	42 9	4th "	36 11	One female improver to every three or fraction of three female workers receiving not less than 52s. 9d. per week of 44 hours.	
5th "	55 2	5th "			
6th " and until 21 years of age	64 5	5th " and until 21 years of age	41 5		

(3)

JUVENILE WORKERS.

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

WAGES PER WEEK OF 44 HOURS.

Males.							Females.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	16 11	16 11	20 11	28 6	37 7	49 10	1st year	16 11	19 1	23 5	31 11	34 4	
2nd „ ..	20 11	21 6	29 5	38 10	51 9	..	2nd „	19 10	30 6	32 11	37 3	..	
3rd „ ..	33 8	36 10	43 5	52 4	..	..	3rd „	29 6	32 8	37 11	..	..
4th „ ..	42 7	46 0	52 5	..	..	..	4th „	37 0	40 0	..	..	..
5th „ ..	55 2	61 7	..	..	..	..	5th year and until 21 years of age ..	41 5	..	..	..	..
6th year and until 21 years of age ..	64 5	..	..	..	..	..		

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 89s. per week of 44 hours, or if a female is receiving not less than 52s. 9d. per week of 44 hours.

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

(4)

OTHER EMPLOYEES.

Adult Males.

	Wages Per Week of 44 Hours.					
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; and at Warrnambool.			Other Parts of Victoria where this Determination Applies.		
	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
Servicemen	5 16 6	6 0	6 2 6	5 13 6	6 0	5 19 6
Repairs (Factory)	5 4 0	3 0	5 7 0	5 1 0	3 0	5 4 0
Wired, i.e., employee wiring a complete set from a circuit diagram or model other than on production line ..	4 19 0	3 0	5 2 0	4 16 0	3 0	4 19 0
Process workers	4 17 0	3 0	5 0 0	4 14 0	3 0	4 17 0
All others	4 9 0	3 0	4 12 0	4 6 0	3 0	4 9 0

The following additional rates shall be paid to servicemen:—

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

SCHEDULE—continued.

RADIO BOARD—continued.

Adult Females.

	Per Week of 44 Hours.	
	Weekly Hiring.	Hourly Hiring.
	£ s. d.	£ s. d.
If of less than twelve months' experience	2 12 9	2 15 9
If of twelve months' or more experience	2 14 6	2 17 7

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

RETAIL DAIRY BOARD.

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

(2)

(27)

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 ..	..	40 4	Manager ..	116 6	2 0	118 6	110 6	2 0	112 6
16-17 years ..	..	47 6	Foreman ..	116 6	2 0	118 6	110 6	2 0	112 6
17-18 " ..	..	53 5	Operator of—						
18-19 " ..	68 3	61 0	Separator, pasteurizer, or milk cooler ..	104 6	2 0	106 6	98 6	2 0	100 6
19-20 " ..	75 1	68 0	Washer or sterilizer of cans of bottles ..	104 6	2 0	106 6	98 6	2 0	100 6
20-21 " ..	80 9	73 7	All others ..	103 6	2 0	105 6	97 6	2 0	99 6

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 99s. 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. 193 of the 3rd July, 1941, shall be replaced by the following clauses:—

(2)		APPRENTICES OR IMPROVERS.	
		Wages per Week of 44 Hours.	
		Males.	Females.
		s. d.	s. d.
Under 16 years of age	.. .. .	17 0	16 0
16 years of age	.. .. .	26 0	20 3
17 "	.. .. .	34 3	25 3
18 "	.. .. .	43 0	29 6
19 "	.. .. .	51 9	34 6
20 "	.. .. .	60 0	39 0

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

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 89s. 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 89s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 47s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 47s. 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 47s. 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 47s. 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 9 0
2. Sifter and/or drier of compounding ingredients	.. .. .	4 11 0
3. Operator in charge of drying machine	.. .. .	4 13 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	.. .. .	4 16 0
5. Wrapper of goods made by wrapped process	.. .. .	4 11 0
6. Operator in charge of lead-covered hose stripping machine	.. .. .	4 13 0
7. Operator in charge of hose-making machine (wrapped process)	.. .. .	4 15 0
8. Helper on hose-making machine (wrapped process)	.. .. .	4 13 0
9. Lead-covering machine helper	.. .. .	4 13 0
10. Operator in charge of lead-covering machine (hose)	.. .. .	4 19 6
11. Maker of wrapped hose by hand-made process	.. .. .	5 2 0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement	.. .. .	4 13 0
13. Operator on washing mill and/or grinding waste	.. .. .	4 13 0
14. Operator on warming and/or masticating mill and/or reclaim refining mill	.. .. .	4 15 0
15. Operator on cracker mill	.. .. .	4 13 0
16. Operator on mixing mill	.. .. .	5 2 0
17. Reclaimer or employee engaged on acid tank	.. .. .	4 13 0
18. Employee on digester machine	.. .. .	4 15 0
19. Spreader in charge of machine (not otherwise classified)	.. .. .	4 16 0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	.. .. .	5 2 0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	.. .. .	4 12 0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	.. .. .	4 13 0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	.. .. .	4 15 0
24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	.. .. .	4 11 0
25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	.. .. .	4 19 6

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

	Wages per Week of 44 Hours.
	£ s. d.
26. Inspector and/or examiner and/or tire tester	4 15 0
27. Tester with water	4 9 0
28. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	4 15 0
29. Operator in charge of cotton creels	4 15 0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	4 13 0
31. Maker of packing	4 15 0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	4 15 0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	4 13 0
Second and third year	4 19 6
Thereafter	5 4 0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	4 17 0
35. Operator employed fitting pneumatic tire to rim and/or wheel	4 13 0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	4 15 0
37. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	4 15 0
38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	4 19 6
39. Operator on lathe engaged fashioning biased bowls	4 19 6
40. Operator dipping balloons and/or other dipped goods	4 15 0
41. Operator of rubber thread cutting lathe	4 17 0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	4 15 0
43. Helper on self-contained mould and/or curing pan and/or dry heater	4 9 0
44. Operator in charge of vulcanizing press, more than 4 feet in length	4 19 6
45. Operator in charge of vulcanizing press, not more than 4 feet in length	4 17 0
46. Helper on vulcanizing press, more than 4 feet in length	4 15 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 2 0
48. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	4 19 6
49. Operator in charge of person engaged in making and/or moulding solid motor tires	4 19 6
50. Operator engaged in making and/or moulding solid motor tires	4 13 0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	4 15 0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	4 17 0
53. Operator in charge hand making transmission conveyor and/or elevator belting	4 19 6
54. Operator engaged hand making transmission conveyor and/or elevator belting	4 16 0
55. Operator engaged on belt making machine	4 13 0
56. Operator laying mats, tiles, or rubber flooring	5 2 0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	5 2 0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube	4 15 0
59. Operator re-treading new tires	4 13 0
60. Maker of air bags with extruded material	4 15 0
61. Maker of air bags (not otherwise classified)	5 2 0
62. Operator in charge of forcing machine	4 17 0
63. Operator in charge of forcing machine straining rubber	4 13 0
64. Operator in charge of textile cutting machine	4 15 0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	4 13 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 4 0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	4 15 0
68. First assistant on calender 48 inches and over	4 19 6
69. First assistant on calender under 48 inches	4 13 0
70. Operator in charge of calender 72 inches and under	5 11 0
71. Operator in charge of calender over 72 inches	5 16 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 0 0
73. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	4 15 0
74. Storeman in charge of moulds	4 11 0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4 13 0

ADULT FEMALES.

	Wages per Week of 44 Hours.
	£ s. d.
76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2 12 6
77. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2 11 6
78. Adult female employee employed on sewing machine	2 12 6
79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2 10 0
80. Adult female employee employed on dipped goods	2 10 0
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 8 6
82. Adult female employee employed on wire or bead making	2 11 6
83. Adult female employees not specially provided for	2 7 0

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.
Adult males	s. d. 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.
Journeyman	5 6 0	5 0	4 0	5 15 0
Journeywomen	2 13 9	2 6	2 0	2 18 3

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

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

SALTWORKERS BOARD.

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

(2) (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
MALES.	MALES.	MALES.	
Per Week of 44 Hours.	Per Week of 44 Hours.		Per Hour. Per Week of 44 Hours.
14 years of age .. s. d. 15 " " .. 22 0 16 " " .. 23 0 17 " " .. 34 0 18 " " .. 43 6 19 " " .. 54 6 20 " " .. 68 0 21 " " .. 79 6	14 years of age .. s. d. 15 " " .. 22 0 16 " " .. 23 0 17 " " .. 34 0 18 " " .. 43 6 19 " " .. 54 6 20 " " .. 68 0 21 " " .. 79 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men Truckman or brakeman— (a) Power trucks (b) Horse trucks or wagons Employees in charge of movement of sea water and engaged in preparation of brine Thatcher of salt stacks Stack builder, where mechanical stackers are used All others	s. d. s. d. 2 6 110 0 2 3 ¹¹ / ₃₂ 102 6 2 3 ¹¹ / ₃₂ 101 6 2 2 ⁷ / ₃₂ 96 6 2 3 ³ / ₃₂ 99 6 2 3 ³ / ₃₂ 99 6 2 3 ³ / ₃₂ 99 6 2 2 ⁷ / ₃₂ 98 6
FEMALES.	FEMALES.	Shed and Factory Hands.	
Per Week of 44 Hours.	Per Week of 44 Hours.	Persons employed treating, crushing, or refining salt:— Shed hand in charge of seven or more men Shed hand in charge of six or less men Shed hand who is required to stack Shift Foreman— In charge of a wet and dry plant In charge of a dry plant In charge of a wet plant Millwrights Hydro Operator All Others	
16 years of age .. 19 0 17 " " .. 22 0 18 " " .. 27 0 19 " " .. 33 0 20 " " .. 39 0	16 years of age .. 19 0 17 " " .. 22 0 18 " " .. 27 0 19 " " .. 33 0 20 " " .. 39 0	2 5 ¹⁹ / ₃₂ 109 6 2 3 ¹¹ / ₃₂ 102 6 2 2 ⁷ / ₃₂ 96 6 2 8 ¹ / ₃₂ 117 6 2 5 ¹⁴ / ₃₂ 109 6 2 5 ¹⁴ / ₃₂ 109 6 2 5 ¹⁴ / ₃₂ 109 6 2 1 ¹⁰ / ₁₁ 95 0 2 1 ¹ / ₂ 93 6	
PROPORTION (in any place). One apprentice to every three or fraction of three workers receiving not less than the minimum wage. One improver to each worker receiving not less than the minimum wage.	Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.	FEMALES. Per week of 44 hours	
		1 2 ⁷ / ₃₂ 52 6	

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

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

SCHEDULE—continued.

SAND PIT BOARD.

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

(2)		WAGES.	
Apprentices and Improvers.		Other Employees.	
	Wages per Week of 44 Hours. s. d.		Wages per Week of 44 Hours. s. d.
Under 16 years of age	28 9	Leading hand in charge of five or more employees ..	100 0
" 17 " "	34 6	Powder monkey employed in sand pit	102 0
" 18 " "	42 3	Nozzleman	93 0
" 19 " "	50 6	Ploughman	93 0
" 20 " "	59 0	Tipman	93 0
" 21 " "	66 9	Scoopman	93 0
PROPORTION.		Shoveller	93 0
(Within any factory or place.)		Shaft sinker	100 0
Apprentices.		Pneumatic pickman	98 0
One apprentice to every three or fraction of three workers		Jumperman	98 0
receiving not less than the minimum wage.		Pickman	93 0
An indenture of apprenticeship prescribed by the Board		Drivers—	
was approved on 18th June, 1924.		One horse	92 0
Improvers.		Two horses	95 0
One improver to every five or fraction of five workers		Three horses	98 0
receiving not less than the minimum wage.		Motor vehicle having maker's capacity of—	
		25 cwt. or less	98 0
		Over 25 cwt., but not over 3 tons	102 0
		Over 3 tons, but under 6 tons	105 0
		All others	89 0

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.	
Juvenile Workers.		Wages per Week of 44 Hours.	
		s. d.	
15 years of age and under 17 years of age		36 6	
17 " " " " 18 " " " "		46 3	
18 " " " " 19 " " " "		56 6	
19 " " " " 20 " " " "		66 0	
20 " " " " 21 " " " "		88 0	

Other Employees.		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		117 0	4 0	121 0
All others		117 0	4 0	121 0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade—				
Pullers-off and strippers		111 0	3 0	114 0
All others		111 0	3 0	114 0

		Wages per Day.				
		Monday to Friday.			Saturday.	
		Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.	Daily Rate.	Total Daily Wage.
		s. d.	d.	s. d.	s. d.	s. d.
Persons employed at Casing Factories in Freezing Works—						
Pullers-off and strippers		21 2	9	21 11	11 2	11 5
All others		21 2	9	21 11	11 2	11 5
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade—						
Pullers-off and strippers		21 2	9	21 11	11 2	11 5
All others		21 2	9	21 11	11 2	11 5

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

SCHEDULE—continued.

SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 305 of the 3rd November, 1941, shall be replaced by the following:—

(2)

WAGES PER WEEK OF 44 HOURS.

	Adjustable Wage.	War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Ganger, i.e., a man in charge of over six men	110 0	3 0	113 0
Leading waterman	107 0	3 0	110 0
Leading hand, i.e., a man in charge of from three to six men	102 0	3 0	105 0
Waterman, i.e., a man who distributes sewage from channels over land	99 0	3 0	102 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	99 0	3 0	102 0
Sewage tank attendant	99 0	3 0	102 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers	99 0	3 0	102 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	99 0	3 0	102 0
Tide gate attendant, i.e., a man who keeps channels open at seafont	97 0	3 0	100 0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 8s. 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. 305 of the 3rd November, 1941, shall remain in force.

SHOP BOARD No. 2 (BOOT REPAIRERS).

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

(2)

APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					
	s. d.	s. d.	s. d.	s. d.					
1st year	14 6	21 9	21 9	32 0	Under 16 years of age .. .. .	..	..	..	23 3
2nd year	21 9	32 0	32 0	41 0	16 and under 17 years of age .. .. .	..	..	..	25 9
3rd year—					17 and under 18 years of age .. .. .	..	..	..	28 6
1st 6 months	32 0	41 0	41 0	58 0	18 and under 19 years of age .. .. .	..	..	..	31 6
2nd 6 months	32 0	41 0	41 0	66 6	19 and under 20 years of age .. .. .	..	..	..	35 0
4th year—					20 and under 21 years of age .. .. .	..	..	..	37 9
1st 6 months	41 0	50 0	58 0	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months	41 0	50 0	66 6	Minimum wage					
5th year—					<i>Apprentices.</i>				
1st 6 months	50 0	58 0	Minimum wage		One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
2nd 6 months	50 0	66 6	Minimum wage		<i>Improvers.</i>				
6th year—					Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.				
1st 6 months	58 0	Minimum wage							
2nd 6 months	66 6	Minimum wage							
Thereafter	Minimum wage								
PROPORTION (IN ANY PLACE).									
<i>Apprentices.</i>									
One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.									
<i>Improvers.</i>									
One improver to every four workers receiving not less than 110s. 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.	
		s. d.	s. d.	s. d.	
Female Receiver, Despatcher, or Saleswoman—					
21 years of age .. .. .	..	..	..	..	41 6
22 years of age .. .. .	..	..	..	..	48 6
23 years of age .. .. .	..	..	..	..	55 3
	Males	107 0	3 0	110 0	

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

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 335 of the 4th December, 1941, shall be replaced by the following:—

(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.				
					APPRENTICES.				
					Five-Year Terms.				
1st year's experience	..	..	..	..	First year	..	..	..	..
2nd "	"	"	"	"	Second year	..	..	..	..
3rd "	"	"	"	"	Third year	..	..	..	..
4th "	"	"	"	"	Fourth year	..	..	..	..
5th year	..	..	..	..	Fifth year	..	..	..	..
					Four Year Terms.				
					First year	..	..	..	..
					Second year	..	..	..	..
					Third year	..	..	..	..
					Fourth year	..	..	..	..
PROPORTION (BY ANY EMPLOYER).					EMPLOYMENT OF MALE JUNIORS.				
Apprentices.					(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.				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.					(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.				
Improvers.					The wage rates of unapprenticed junior labour shall be as follows:—				
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.									
Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.									
IMPROVERS.									
Under 18 years	..	..	..	..	First year's experience	..	..	..	..
18 years and under 19 years	..	..	..	..	Second year's experience	..	..	..	..
19 years and under 20 years	..	..	..	..	Third year's experience	..	..	..	..
20 years	..	..	..	..	Fourth year's experience	..	..	..	..
					Fifth year's experience and until reaching the age of 21 years	..	..	..	..
No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.					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.				
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.					Juniors under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.				
PROPORTION (BY ANY EMPLOYER).					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.				
One improver to every five drivers receiving not less than the minimum wage.					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 8 0	6 0	6 14 0
Slaughterman	5 19 0	6 0	6 5 0
Head and Feet Boners	5 5 0	3 0	5 8 0
Scalders	5 5 0	3 0	5 8 0
Meat Lumpers	5 2 6	3 0	5 5 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 19 0	3 0	5 2 0
General labourers	4 16 6	3 0	4 19 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.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	(c) Within the Mildura and Gippsland Districts.		
	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 0 6	6 7 0	5 17 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 0 6	6 7 0	5 17 6
Whilst employed on other 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 5 0	6 11 6	6 2 0
General butcher in charge of branch shop	5 19 0	6 5 6	5 16 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 13 0	5 19 6	5 10 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	5 10 0	5 16 6	5 7 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	5 10 0	5 16 6	5 7 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	4 17 0	5 3 6	4 14 0
All others	4 15 0	5 1 6	4 12 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 butchers' shop or small goods factory for more than 24 hours per week	6 0 6	6 7 0	5 17 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house house associated with a butchers' shop or small goods factory—			
Whilst employed on such work	6 0 6	6 7 0	5 17 6
Whilst employed on other work			
Men employed principally on mixing machines and/or responsible for making of small goods	5 13 0	5 19 6	5 10 0
Fillermen	5 6 0	5 12 6	5 3 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 10 0	5 16 6	5 7 0
Packing-room hands	5 0 0	5 6 6	4 17 0
Linkers and table hands	4 19 0	5 5 6	4 16 0
All others	4 15 0	5 1 6	4 12 0
At the rates prescribed for such work.			

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 Warrnambool. (c) Within the Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
	Per Week of 48 Hours. £ s. d.	Per Week of 48 Hours. £ s. d.	Per Week of 48 Hours. £ s. d.
CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	4 18 6	5 5 0	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	5 2 6	5 9 0	4 19 6
Exceeding 3 tons capacity	5 6 6	5 13 0	5 3 6
Horse Drivers—			
One horse	4 16 0	5 2 6	4 13 0
Two horses	4 18 6	5 5 0	4 15 6
Three horses	5 0 6	5 7 0	4 17 6
Head stableman (if more than one employed)	4 14 0	5 0 6	4 11 0
Other stablemen or grooms	4 10 0	4 16 6	4 7 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
	Per Week of 44 Hours. £ s. d.	Per Week of 44 Hours. £ s. d.	Per Week of 44 Hours. £ s. d.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	4 18 6	5 5 0	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons	5 2 6	5 9 0	4 19 6
Exceeding 3 tons capacity	5 6 6	5 13 0	5 3 6
Horse Drivers—			
One horse	4 16 0	5 2 6	4 13 0
Two horses	4 18 6	5 5 0	4 15 6
Three horses	5 0 6	5 7 0	4 17 6

Clauses (3) to (52) inclusive of the Determination published in *Government Gazette* No. 335 of the 4th December, 1941, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY).

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

PART ONE.

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

(1)	APPRENTICES OR IMPROVERS.					
	Wages per Week of 44 Hours.					
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	26 0	0 9	26 9	25 0	0 9	25 9
16 years of age	34 9	1 0	35 9	27 0	0 9	27 9
17 years of age	42 3	1 3	43 6	30 0	0 9	30 9
18 years of age	55 3	1 6	56 9	33 0	1 0	34 0
19 years of age	73 6	2 0	75 6	40 0	1 3	41 3
20 years of age	77 6	2 3	79 9	46 0	1 3	47 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 107s. 6d. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 107s. 6d. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 54s. 6d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 54s. 6d. per week of 44 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	109 6	3 0	112 6
Grader who grades for the export trade	115 0	3 0	118 0
Females employed filling cartons with boned meat	53 0	1 6	54 6
All others	104 0	3 0	107 0

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

	Within the hours fixed in Clause (2).	Outside the hours fixed in Clause (2).
Skinning rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } plus
Skinning rabbits (heads on)	3s. 3d. per 100 } 2 per cent.	4s. 7½d. per 100 } 2 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } Plus	
Skinning hares	9s. 3d. per 100 } 14 per cent.	

PART TWO.

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

(1)

APPRENTICES OR IMPROVERS.

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	24 0	0 9	24 9	19 9	0 9	20 6
16 years of age	31 6	1 0	32 6	23 9	0 9	24 6
17 years of age	42 0	1 3	43 3	29 3	1 0	30 3
18 years of age	51 9	1 9	53 6	37 3	1 3	38 6
19 years of age	59 9	2 0	61 9	40 6	1 3	41 9
20 years of age	71 3	2 3	73 6	44 9	1 6	46 3

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 95s. 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 95s. 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 51s. 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 51s. 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	122 6	3 0	125 6	117 6	3 0	120 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) ..	63 0	2 0	65 0	59 6	2 0	61 6
Foreman having the supervision of four or more workers ..	112 6	3 0	115 6	107 6	3 0	110 6
Shop hands (males) or salesmen ..	99 6	3 0	102 6	94 6	3 0	97 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers ..	102 6	3 0	105 6	98 6	3 0	101 6
Wet chain pluckers ..	110 0	3 0	113 0	110 0	3 0	113 0
Labourers assisting—						
(a) Wholesale fish salesmen ..	107 6	3 0	110 6	102 6	3 0	105 6
(b) Wholesale poultry salesmen ..	97 6	3 0	100 6	94 6	3 0	97 6
Persons employed grading and/or placing plucked poultry in boxes ..	102 6	3 0	105 6	98 6	3 0	101 6
Females employed—						
(a) As shop hands ..	52 6	1 9	54 3	49 6	1 6	51 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry ..	52 6	1 9	54 3	49 6	1 6	51 0
All others ..	92 6	3 0	95 6	92 6	3 0	95 6

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

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

- (i) Roughing fowls by hand .. 3½d. per pair
 Roughing fowls by machine .. 3d. per pair
 Stumping fowls the same day as they are roughed by hand .. 3½d. per pair
 Stumping fowls, which have been put away overnight, or for a longer period, after being roughed .. 4d. per pair
 Stumping fowls which have been roughed by a machine .. 4d. per pair
 Plucking fowls .. 7d. per pair
 Plucking ducks, where wings are not plucked right out .. 7½d. per pair
 Plucking ducks, where wings are required to be plucked right out .. 11½d. per pair
 Plucking Muscovy drakes (redheads) .. 1s. 3d. per pair
 Plucking turkey hens .. 8½d. per pair
 Plucking turkey cocks .. 1s. 1d. per pair
 Plucking geese .. 1s. 1d. per pair
 Plucking teal .. 4d. per pair
 Plucking black duck .. 5d. per pair
 Plucking blue wing .. 4d. per pair
 Plucking mountain duck .. 5d. per pair
 Plucking pigeons and small birds .. 3d. per pair
 Plucking quail .. 3d. per pair
 Plucking pheasants .. 7d. per pair
 Drawing and trussing fowls or ducks .. 3d. per pair extra
 Drawing and trussing geese .. 6d. per pair extra
 Drawing and trussing turkeys .. 9d. per pair extra
 (ii) *Blooding cotta .. 9d. per large box
 *Splitting cotta .. 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 27 per cent.

* Including washing.

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

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

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.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
	(a) <i>In Hay, Corn, or Chaff Stores.</i> (b) <i>Employed handling or distributing brewers' or distillers' grains</i> 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	<i>s. d.</i> 104 0 per week of 44 hours 98 0 " 44 " 103 0 " 44 " 109 0 " 44 " 94 0 " 44 " 99 0 " 44 " 0 6 extra per day .. 97 0 per week of 44 hours	<i>s. d.</i> 107 0 per week of 44 hrs. 101 0 " 44 " 106 0 " 44 " 112 0 " 44 " 97 0 " 44 " 102 0 " 44 " 0 6 extra per day .. 100 0 per week of 44 hrs.
Under 17 years of age .. 39 0 17 years of age .. 45 6 18 " .. 56 3 19 " .. 62 3 20 " .. 68 9			See also Clauses (2) (ii) and (3)

Improvers.	Other Employees.		
PROPORTION.	WAGES—continued.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
One improver to the first four or fraction of four workers receiving not less than 92s. per week of 44 hours, and thereafter one improver to each additional four such workers.	<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i> 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 .. 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 <i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i> 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 <i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).</i> 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	<i>s. d.</i> 97 0 per week of 44 hours 98 0 " 44 " 103 0 " 44 " 109 0 " 44 " 94 0 " 44 " 99 0 " 44 " 0 6 extra per day .. 92 0 per week of 44 hours .. 98 0 per week of 44 hours 103 0 " 44 " 109 0 " 44 " 94 0 " 44 " 99 0 " 44 " 0 6 extra per day .. 108 0 per week of 44 hours .. 97 0 per week of 44 hours 98 0 " 44 " 103 0 " 44 " 109 0 " 44 " 94 0 " 44 " 99 0 " 44 " 0 6 extra per day .. 93 0 per week of 44 hours	<i>s. d.</i> 100 0 per week of 44 hours 101 0 " 44 " 106 0 " 44 " 112 0 " 44 " 97 0 " 44 " 102 0 " 44 " 0 6 extra per day .. 95 0 per week of 44 hours .. 101 0 per week of 44 hours 106 0 " 44 " 112 0 " 44 " 97 0 " 44 " 102 0 " 44 " 0 6 extra per day .. 111 0 per week of 44 hours .. 100 0 per week of 44 hours 101 0 " 44 " 106 0 " 44 " 112 0 " 44 " 97 0 " 44 " 102 0 " 44 " 0 6 extra per day .. 96 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 6	

(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 piece worker, shall be added the sum of one shilling.

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.				Per Week of 44 Hours.				Per Hour. Per Week of 44 Hours.			
s. d.				s. d.				s. d.			
1st year	..	..	24 9	1st year	..	..	24 9	Slaters or Tilers	..	3 1 ¹ / ₁₁	137 8
2nd "	..	..	37 6	2nd "	..	..	37 6				
3rd "	..	..	50 3	3rd "	..	..	50 3				
4th "	..	..	62 3	4th "	..	..	62 3				
5th "	..	..	81 0	5th "	..	..	81 0				
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 137s. 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 137s. 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. 180 of the 27th June, 1941, shall be replaced by the following:—

(2) APPRENTICES AND IMPROVERS.

Wages Per Week of 44 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.		
					Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	63 9	21 3	23 9	22 9	21 3	APPRENTICES. 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. MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 98s. per week. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 98s. per week. FEMALE IMPROVERS. <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 60s. 3d. per week. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 58s. 6d. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 55s. 3d. per week.
16 to 17 years of age		28 3	27 3	29 3	27 9	
17 to 18 years of age		36 6	32 0	33 3	30 6	
18 to 19 years of age		50 9	36 0	39 3	35 9	
19 to 20 years of age		81 6	42 0	43 0	40 3	
20 to 21 years of age	100 6	79 9	47 9	49 0	45 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.

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

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

(4) (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	s. d.
Head storeman, i.e., an employee in charge of a store or a special department in a store	106 6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	101 6
All others	96 6

SCHEDULE—continued.

STOREMEN, PACKERS AND SORTERS BOARD—continued.

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

Column No.	Males employed in (or on) or in connexion with—													Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).
	Storemen employed in Figured, Roll, and Sheet Glass Stores.	Storemen employed in Engineering Establishments or who are in charge of or issue Stores and Tools for use in such Establishments.	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Used or Fire Stores or Establishments used in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Book Factories, or Wholesale Chemists' or Manufacturers' Establishments.	Bulk Paper Stores or Rubber Goods Manufacturers' Stores.	Iron Yards in which Steel or Iron Bars, Pipes, or Sheets black or galvanized are handled.	Hardware Stores.	Electrical Goods Manufacturers' Stores.	Retail Establishments.	Other than Retail Establishments.
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—														
(a) Works singly	106 6	106 6	118 0	109 8	103 0	105 0	102 0	104 6	106 6	106 6	106 6	106 6	106 6	106 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	108 9	108 9	118 0	109 8	103 0	107 6	104 3	106 9	108 9	108 9	108 9	108 9	108 9	108 9
(b) 7 or more such persons	122 9	122 9	118 0	109 8	103 0	121 6	118 9	121 6	122 9	122 9	122 9	122 9	122 9	122 9
Storeman in charge of a bulk store removed from the main place of business	106 6	106 6	..	..	..	..	102 0	104 6	106 6	106 6	106 6	106 6	106 6	106 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	105 3	..	..	..
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for	102 0	102 0	118 0	109 8	103 0	102 0	99 0	100 0	102 0	102 0	102 0	102 0	102 0	102 0

Males employed in (or on) or in connexion with—													
Column No.													
	Bread-making Establishments.	Match Factory Stores.	Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Bulk Salt Stores, Stores in which Stores are Stocked (except Store or Oven Manufacturers' Stores), and Stores in which Sausage Casings are Stored, Packed or Sorted.	Machinery Stores.	Stove, Oven or other Metal Goods Manufacturers' Stores.	Dye Stores.		Seed Stores.	Any Other Place.		
								Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Other Dye Stores.				
15	16	17	18	19	20	21	22	23	24	25			
WAGES PER WEEK OF—													
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)—	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.		
(a) Works singly	115 0	106 6	106 6	104 6	106 6	106 6	106 6	106 6	106 6	114 0	102 0		
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—													
(a) 1, 2, 3, 4, 5, or 6 such persons	121 3	108 9	108 9	106 9	108 9	113 9	108 9	108 9	108 9	116 3	104 3		
(b) 7 or more such persons	135 9	122 9	122 9	121 6	122 9	122 9	122 9	122 9	122 9	130 3	126 9		
Storeman in charge of a bulk store removed from the main place of business		106 6	106 6	104 6	106 6	106 6	106 6	106 6	106 6	114 0	102 0		
Packers of crockery, china, or glassware											105 3		
Packers of metal window frames											102 0		
Persons handling pianos, piano-players, or organs											102 0		
Egg packers, sorters or testers with six months' or more experience											100 0		
All male adults not otherwise provided for	115 0	102 0	102 0	100 0	102 0	102 0	102 0	102 0	102 0	110 0	100 0		

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

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

(4) (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Wages per Week of—	Wages per Week of—	Wages per Week of—	Wages per Week of—
	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	57 9	64 6	69 3	57 9
(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	61 6	69 3	78 6	61 6
(ii) 7 or more such persons	69 9	76 0	81 6	69 9
Females employed packing or sorting laundry work .. .. .	..	..	..	60 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	59 3	..
With eight weeks' or more experience .. .. .	..	..	66 0	..
All female adults not otherwise provided for	55 3	60 3	58 6	55 3

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

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks, shall be paid at the rate of 2s. 11½d. 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 2s. 11½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses (6) to (16) and (18) to (45) inclusive of the Determination as published in *Government Gazette* No. 180 of 27th June 1941, shall remain in force.

SUGAR REFINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 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	20 6	2 0	3 0	25 6	Under 16 years	20 6	2 0	3 0	25 6
16 years	26 9	2 3	3 0	32 0	16 years	22 0	2 3	3 0	27 3
17 "	37 2	2 3	3 0	42 5	17 "	24 11	2 6	3 0	30 5
18 "	47 8	3 0	3 0	53 8	18 "	29 7	3 0	3 0	35 7
19 "	56 3	3 6	3 0	62 9	19 "	36 0	3 6	3 0	42 6
20 "	66 6	3 6	3 0	73 0	20 "	44 2	3 6	3 0	50 8
PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
Males.					Females.				
One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."					One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."				

SCHEDULE—continued.

SUGAR REFINERS BOARD—continued.

JUVENILE WORKERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years ..	20 6	2 0	3 0	25 6	Under 16 years ..	20 6	2 0	3 0	25 6
16 years ..	26 9	2 3	3 0	32 0	16 years ..	22 0	2 3	3 0	27 3
17 " ..	37 2	2 3	3 0	42 5	17 " ..	24 11	2 6	3 0	30 5
18 " ..	47 8	3 0	3 0	53 8	18 " ..	29 7	3 0	3 0	35 7
19 " ..	56 3	3 6	3 0	62 9	19 " ..	36 0	3 6	3 0	42 6
20 " ..	66 6	3 6	3 0	73 0	20 " ..	44 2	3 6	3 0	50 8

(3)

OTHER EMPLOYEES.

Wages per Week of 44 Hours.				
	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
Adult Males.	s. d.	s. d.	s. d.	s. d.
Raw Sugar Store—				
Men unstoring ..	90 0	11 0	5 0	106 0
Men cutting in ..	91 0	11 0	5 0	107 0
Elevator attendant ..	89 0	11 0	5 0	105 0
Wash tank hands ..	86 0	11 0	5 0	102 0
Riggers ..	91 0	11 0	5 0	107 0
Melting House—				
Washing fugalmen ..	89 6	11 0	5 0	105 6
Melter attendant ..	86 0	11 0	5 0	102 0
Mixer ..	86 0	11 0	5 0	102 0
Carbonation House—				
Men on liquor filter presses ..	87 0	11 0	5 0	103 0
Men on mud ..	87 0	11 0	5 0	103 0
Leading hand ..	92 0	11 0	5 0	108 0
Men on gas tank ..	88 0	11 0	5 0	104 0
Men on crushing and stacking lime ..	86 0	11 0	5 0	102 0
Men on washing and checking filterpress sheets ..	86 0	11 0	5 0	102 0
Char End—				
Kiln repairers ..	86 0	11 0	5 0	102 0
Kiln firemen ..	92 0	11 0	5 0	108 0
Wet charmen ..	92 0	11 0	5 0	108 0
Char runners ..	92 0	11 0	5 0	108 0
Pan Floor—				
First sugar boilers ..	107 0	11 0	5 0	123 0
Second sugar boilers ..	100 0	11 0	5 0	116 0
Pan attendant, attending triple effect ..	86 0	11 0	5 0	102 0
Refined sugar fugalmen ..	89 6	11 0	5 0	105 6
Refined sugar fugalmen—Leading hands ..	92 6	11 0	5 0	108 6
Jelly House—				
Leading hand ..	89 6	11 0	5 0	105 6
Jelly fugalmen ..	86 0	11 0	5 0	102 0
Refined Sugar Store—				
Receiving at truck yard (leading hands) ..	89 0	11 0	5 0	105 0
Iceing mill attendant ..	86 0	11 0	5 0	102 0
Driers (leading hand) ..	89 0	11 0	5 0	105 0
Driers (others) ..	86 0	11 0	5 0	102 0
Automatic scale attendant ..	89 0	11 0	5 0	105 0
Leading hand packing floor ..	89 0	11 0	5 0	105 0
Hand packing sugar ..	86 0	11 0	5 0	102 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk) ..	86 0	11 0	5 0	102 0
Golden syrup and treacle mixer ..	88 0	11 0	5 0	104 0
Liquor runners ..	92 0	11 0	5 0	108 0
Liquor runners—assistants ..	86 0	11 0	5 0	102 0
Distillery—				
Stillman ..	102 0	11 0	5 0	118 0
Mashman ..	90 0	11 0	5 0	106 0
Spirit and Methylating Rooms—				
Leading hand ..	99 6	11 0	5 0	115 6
Assistants ..	89 6	11 0	5 0	105 6
Leading hand cleaning gang ..	89 0	11 0	5 0	105 0
All others ..	83 0	11 0	5 0	99 0
Adult females ..	46 8	5 3	3 0	54 11

Clauses (4) to (18) inclusive of the Determination as published in the *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. 161 of 10th June, 1941, shall be replaced by the following:—

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

	Wages per Week of 44 Hours.
	s. d.
14 to 15 years of age	17 9
15 to 16 years of age	25 3
16 to 17 years of age	34 6
17 to 18 years of age	42 9
18 to 19 years of age	51 9
19 to 20 years of age	61 3
20 to 21 years of age	68 6

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	5 17 0
Person classing or sorting green hides or sides or skins after being unhaired	5 12 0
Hand flesher	5 9 0
Hand fleshing after machining	5 7 0
Machine flesher	5 7 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	5 2 0
Lime jobber	5 0 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	4 19 0
Bark bagger	4 19 0
Extract worker in tannery	4 15 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	4 15 0
Splitting machinist—	
Operator of big machine	5 15 0
Operator of other machines	5 13 0
Man behind splitting machine	4 19 0
Machine shaver—	
New machine—double width	5 7 0
Old machine—single width	5 8 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 3 6
Roller, striker and setter out of sole leather	5 2 6
Shedman who applies dressing to sole leather	4 18 0
Whitening machinist and buffing machinist	5 7 6
Fluffing machinist	5 2 0
Fluffing machinist on suede wheel	5 6 0
Leather dresser (table hand)	5 2 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	5 1 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	5 0 0
Table hand setting out harness leathers	5 2 6
Table hand and knee staker	5 2 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	4 15 0
Strainer (over the age of 18 years)	4 18 0
Employee unhairing either on beam or by sweeping	5 2 0
Person classing or sorting hides, sides or skins or splits of leather after tanning	5 11 0
Employee operating measuring machine	4 18 0
Employee operating setting out machine	5 2 0
Employee operating graining machine	5 0 0
Employee operating ironing machine	5 0 0
Employee operating embossing machine	5 0 0
Employee operating squeezing machine	5 0 0
Employee operating bark grinding machine	4 19 0
Assistant on any of the machines 30 to 35	4 18 0
Operator or assistant on any machine used in the industry not otherwise provided for	4 18 0
Glazer	5 2 0
Staker	5 2 0
Person lime jobbing on mechanical reels	5 0 0
Hair washer	4 16 0
All others	4 13 0

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

Clauses (3) to (27) inclusive of the Determination as published in *Government Gazette* No. 161 of 10th June, 1941, shall remain in force.

SCHEDULE—continued.

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 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	64 6	3 0	67 6	Bitumen emulsion maker ..	104 0	3 0	107 0
19 years and under 20 years	76 3	3 0	79 3	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	104 0	3 0	107 0
20 years and under 21 years	80 9	3 0	83 9	Tar distiller and/or maker of pitch (T.I.C. type of plant)	103 0	3 0	106 0
				Tar distiller and/or maker of pitch (other types of plants)	106 0	3 0	109 0
				Tar acid still attendant ..	106 0	3 0	109 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	104 0	3 0	107 0
				Pitch enamel maker (closed type of plant) ..	106 0	3 0	109 0
				Pitch enamel maker (open type of plant) ..	For rate see clause 7 (c)		
				All others ..	101 6	3 0	104 6

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.

TENNIS STRINGS BOARD.

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

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years ..	29 3	29 3	29 3	29 3	Males .. 107 6
17 years and under 18 years ..	39 3	34 3	39 3	34 3	Females .. 55 3
18 " " 19 " ..	49 3	39 6			
19 " " 20 " ..	59 0	44 3			
20 " " 21 " ..	68 9	49 3			
PROPORTION (IN ANY PLACE).			Definition of Juvenile Workers.		
Apprentices.			Persons other than apprentices or improvers under—18 years of age doing general work, i.e., all work except—		
One apprentice to every three or fraction of three workers receiving not less than 107s. 6d. per week of 44 hours.			(a) picking out or selecting.		
Improvers (Males).			(b) making in the raw state.		
Four improvers to each male worker receiving not less than 107s. 6d. per week of 44 hours.			(c) twisting in the dry state.		
Females.			PROPORTION (IN ANY PLACE).		
Two improvers to each female worker receiving not less than 55s. 3d. per week of 44 hours.			Males.		
			Six juvenile workers to each worker receiving not less than 107s. 6d. per week of 44 hours.		
			Females.		
			Three juvenile workers to each worker receiving not less than 55s. 3d. per week of 44 hours.		

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

SCHEDULE---continued.

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.
Journeyman engaged in the manufacture or repair of canvas goods of all descriptions	5 0 0	5 0	4 0	5 9 0
All other Journeymen	5 6 0	5 0	4 0	5 15 0
Journeywomen	2 13 9	2 6	2 0	2 18 3

Clauses (3) to (30) of the Determination published in *Government Gazette* No. 310 of 7th November, 1941, shall remain in force.

TILE LAYERS BOARD.

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

(2)

Apprentices.		Improvers if employed prior to 30th September, 1939. (See Clause 3.)		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.		Per Hour. s. d.
1st year	23 9	Under 16 years of age	28 9	Adults	2 11 ⁴ / ₁₁
2nd "	36 0	Between 16 years and 17 years	40 0		
3rd "	48 3	" 17 " " 18 "	53 0		
4th "	66 0	" 18 " " 19 "	66 0		
5th "	84 3	" 19 " " 20 "	79 6		
		" 20 " " 21 "	92 3		
PROPORTION (WITHIN ANY PLACE).		PROPORTION (WITHIN ANY PLACE).			
One apprentice to every three or fraction of three workers receiving not less than 129s. 8d. per week of 44 hours.		One improver to every three workers receiving not less than 129s. 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. 3d. per area.
Under three square yards	8s. 3d. per square yard.
Three square yards or over	7s. 3d. per square yard.
Loose moravian	12s. 0d. per square yard.
Steps of marble, slate, or material other than tiles with tile risers	9d. per foot run respectively for each step fixed or riser tiled.
Any step with nosing tread or riser tiles	3s. per foot run.

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

Wall Tiling.

Wall tiling	7s. 9d. per square yard.
Kitchen stove recesses	10s. 6d. per square yard.
Splash tiling under 1 square yard to basin and/or bath	10s. 6d. per room.
Ceiling or soffits	15s. 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. per fitting.
Soap and toilets with mitre surrounds	3s. each.
Tiled recesses in walls up to 6 in. x 6 in. square	6s. 3d. each.
Sills and reveals which occur in isolated cases	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	6d. per lineal foot.

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

Open Joint Tiling.

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

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

Clauses (3) to (11) inclusive and 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.

Adults.	Per Week of 44 Hours.		
	The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	At Yallourn.	All other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.	£ s. d.
First-class bench hand	6 5 0	6 11 6	6 2 0
Second-class bench hand	5 13 0	5 19 6	5 10 0
Metal spinner setting up and making his own dies	5 17 0	6 3 6	5 14 0
Other spinners	5 4 0	5 10 6	5 1 0
Die setters	5 4 0	5 10 6	5 1 0
Press operators (heavy)	5 2 0	5 8 6	4 19 0
Press operators (light)	5 0 0	5 6 6	4 17 0
Solderers and dippers	5 2 0	5 8 6	4 19 0
Drop hammer stampers	5 2 0	5 8 6	4 19 0
Guttering machinists	5 0 0	5 6 6	4 17 0
Other power machinists	5 0 0	5 6 6	4 17 0
(a) Welding Division.			
Welder—			
First class, other than when using Cutler machine	6 8 0	6 14 6	6 5 0
First class, using Cutler machine	5 17 0	6 3 6	5 14 0
Second class	5 6 0	5 12 6	5 3 0
Third class	5 2 0	5 8 6	4 19 0
Tack welder	5 4 0	5 10 6	5 1 0
(b) Canister-making.			
Die setter and/or leading press hand	5 4 0	5 10 6	5 1 0
Canister-makers by hand and riveters by hand	5 4 0	5 10 6	5 1 0
Solderers and dippers	5 0 0	5 6 6	4 17 0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over	5 4 0	5 10 6	5 1 0
Operators of power capping machines or metal pots on automatic machines	5 2 0	5 8 6	4 19 0
Operators of power presses and other power machines	5 0 0	5 6 6	4 17 0
Other cap solderers	5 0 0	5 6 6	4 17 0
(c) Galvanizing.			
Galvanizer	5 11 0	5 17 6	5 8 0
Tinners and grease tinners	5 11 0	5 17 6	5 8 0
Assistant working over metal pot	5 2 0	5 8 6	4 19 0
All other male adults	5 0 0	5 6 6	4 17 0
(d) Painting and Enamelling.			
Stencil cutter	5 11 0	5 17 6	5 8 0
Mixer	5 0 0	5 6 6	4 17 0
Fuser	5 0 0	5 6 6	4 17 0
Pickler	5 0 0	5 6 6	4 17 0
Liquidizer	5 0 0	5 6 6	4 17 0
(e) Japanning.			
Artistic japanners and goldworkers	5 13 0	5 19 6	5 10 0
Spray operators	5 4 0	5 10 6	5 1 0
Grainers, liners, and fillers	5 0 0	5 6 6	4 17 0
Painters and lacquerers	5 0 0	5 6 6	4 17 0
Dippers	5 0 0	5 6 6	4 17 0
All others	4 9 0	4 15 6	4 6 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 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.

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 Chilwell.	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	..	..	..	..	..	19 3	20 9	18 9
2nd year	..	..	..	..	..	27 0	29 0	26 0
3rd year	..	..	..	..	..	40 6	43 6	39 0
4th year	..	..	..	..	..	66 3	71 3	64 3
5th year	..	..	..	..	..	84 0	90 0	81 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>								
1st year	..	..	..	..	..	22 3	24 3	21 9
2nd year	..	..	..	..	..	40 0	43 0	38 6
3rd year	..	..	..	..	..	66 3	71 3	64 3
4th year	..	..	..	..	..	84 0	90 0	81 0

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 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

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 Warrnambool, and the Town of Newtown and Chilwell.	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	56 0	60 6	54 0
Twelve months' experience or more	63 6	68 6	61 6
<i>II.—Junior Females.</i>			
Under 16 years of age	21 0	23 0	20 6
16 years of age	25 9	27 9	24 9
17 years of age	32 0	34 6	31 0
18 years of age	38 9	41 9	37 3
19 years of age	45 0	48 6	43 6
20 years of age	52 0	55 6	50 0
<i>III.—Male Junior Labour.</i>			
Under 16 years of age	21 0	23 0	20 6
16 years of age	29 9	32 3	28 9
17 years of age	40 6	43 6	39 0
18 years of age	51 0	54 6	49 0
19 years of age	64 0	69 0	62 0
20 years of age	76 6	82 6	74 0

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.

Clause (2) of the Determination published in *Government Gazette* No. 22 of 12th January, 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... 29 6	Under 18 years of age 44 6	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	126 0	121 6	44
2nd " " " 41 6	18-19 years of age .. 59 6	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	113 0	109 0	44
3rd " " " 52 0	19-20 " " .. 76 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	112 6	109 0	44
4th " " " 68 0	20-21 " " .. 98 0	Other chauffeurs ..	107 0	103 6	44
5th " " " 90 0		Workers engaged in driving, washing vehicles, or placing the remains of deceased persons in coffins, or persons who, at branch shops or agencies within 20 miles of G.P.O., Melbourne, or at Ballarat, Bendigo, and Geelong, are engaged in collecting monies, soliciting orders, or canvassing for the business of undertakers	107 0	103 6	46*
Proportion (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 103s. 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 103s. 6d. per week of 46 hours.	Provided that persons who live at either principal or branch establishments or agencies shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. The wife of any such person living on such premises shall in no case be deemed to be an employee.			

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Clauses (3) to (22) of the Determination published in *Government Gazette* No. 22 of 12th January, 1942, shall remain in force.

WHARFS AND JETTIES BOARD.

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

(2)

APPRENTICES AND IMPROVERS.				
Wages.				PROPORTION (in any place).
—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	
Under 16 years of age	30 0	2 0	32 0	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 98s. per week of 44 hours.
" 17 " "	38 9	2 6	41 3	
" 18 " "	47 3	3 0	50 3	
" 19 " "	59 3	3 9	63 0	
" 20 " "	68 9	4 6	73 3	<i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 98s. per week of 44 hours.
" 21 " "	79 9	5 3	85 0	

SCHEDULE—continued.

WHARVES AND JETTIES BOARD—continued.

OTHER EMPLOYEES.

Wages.						
	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Foreman	129 3	6 0	135 3	134 3	6 0	140 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	123 3	6 0	129 3	128 3	6 0	134 3
(b) eleven nor more than fifteen employees	126 3	6 0	132 3	131 3	6 0	137 3
Pile-driver	120 3	6 0	126 3	125 3	6 0	131 3
Pile-driver's offsider	103 0	6 0	109 0	108 0	6 0	114 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	117 3	6 0	123 3	122 3	6 0	128 3
Oxy acetylene burner on demolition work	117 3	6 0	123 3	122 3	6 0	128 3
Saw sharpener	116 6	6 0	122 6	121 6	6 0	127 6
Machine borer	103 0	6 0	109 0	108 0	6 0	114 0
Cleater	100 0	6 0	106 0	105 0	6 0	111 0
Cradler or squarer	98 0	6 0	104 0	103 0	6 0	109 0
Hand borer	98 0	6 0	104 0	103 0	6 0	109 0
Wharf carpenter's assistant	95 6	6 0	101 6	100 6	6 0	106 6
Dumper	92 0	6 0	98 0	97 0	6 0	103 0
Other demolition workers	92 0	6 0	98 0	97 0	6 0	103 0
All others	92 0	6 0	98 0	97 0	6 0	103 0
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	101 0	6 0	107 0	106 0	6 0	112 0
Concrete floater	100 0	6 0	106 0	105 0	6 0	111 0
Mixer operator	100 0	6 0	106 0	105 0	6 0	111 0
Men filling moulds	98 0	6 0	104 0	103 0	6 0	109 0
Gaugers, i.e., persons filling gauged barrows or boxes	98 0	6 0	104 0	103 0	6 0	109 0
Other mixers	98 0	6 0	104 0	103 0	6 0	109 0
Men employed on reinforcements	92 0	6 0	98 0	97 0	6 0	103 0
Barrowmen or general labourers	92 0	6 0	98 0	97 0	6 0	103 0

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

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 21 3	s. d. 35 9	Section 1.—Baby Carriages, Dolls' Carriages, or Parts Thereof.
2nd „ 26 9		MALES.
3rd „ 37 3		Foremen in charge of four or more workers 110 3 6 6 116 9
4th „ 42 6		Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 103 6 6 6 110 0
5th „ 48 0		Sprayers 89 0 3 0 92 0
6th „ 55 9		All others 89 0 3 0 92 0
PROPORTION (IN ANY FACTORY OR PLACE).		FEMALES.
Apprentices.		Machinists, sewers, or cutters 51 0 2 3 53 3
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.		Folding hood makers 57 6 2 6 60 0
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 110 3 6 6 116 9
One improver to every five workers receiving not less than 92s. per week of 44 hours.		Persons employed—
		(a) Making baskets 108 9 6 6 115 3
		(b) Repairing baskets 108 9 6 6 115 3
		(c) Fitting, lining, or lettering baskets .. 108 9 6 6 115 3
		(d) Making furniture 103 6 6 6 110 0
		(e) Making road tex, hy-tex, or similar materials 103 6 6 6 110 0

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 5s.

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD.

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

(*2) (a)				Apprenticeship.					
Four-Year Term.				Per Week.	Five-Year Term.				Per Week.
				s. d.					s. d.
1st year's experience	..	..	..	22 9	1st year's experience	..	..	..	19 3
2nd "	"	"	"	40 3	2nd "	"	"	"	28 0
3rd "	"	"	"	67 0	3rd "	"	"	"	41 6
4th "	"	"	"	84 3	4th "	"	"	"	67 0
					5th "	"	"	"	84 3

(b) Unapprenticed Male Juniors.

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

	Weekly Hiring.			Hourly Hiring.		
	Weekly Rate.	Constant Loading Non-Adjustable.	Total Weekly Wage.	Weekly Rate.	Constant Loading Non-Adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	21 0	0 6	21 6	22 0	0 6	22 6
16 years of age	29 0	0 9	29 9	31 0	0 9	31 9
17 "	39 6	1 0	40 6	42 0	1 0	43 0
18 "	50 0	1 0	51 0	53 0	1 0	54 0
19 "	62 6	2 0	64 6	66 0	2 0	68 0
20 "	74 6	2 0	76 6	79 0	2 0	81 0

(c)

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

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

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

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

(d) Adults.

	Wages per week of 44 hours.	Plus wartime loading.
	£ s. d.	s. d.
Welder—		
First-class (other than when using Cutler machine)	6 2 0	6 0
First-class, using Cutler machine	5 11 0	4 0
Second-class	5 2 0	3 0
Third-class	4 10 0	3 0
Tack Welder	5 1 0	3 0
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	5 3 0	3 0
Paint Spray Operators	4 10 0	3 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	5 0 6	3 0
Scroll makers or tubular frame makers	5 0 6	3 0
Persons engaged in erecting woven wire fence or tubular gates	5 3 0	3 0
Stump hands	4 14 0	3 0
All other adult employees	4 9 0	..

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 94s. plus 3s. per week of 44 hours for the first six weeks of such employment.

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

SCHEDULE--continued.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 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.
	Wages per week of 44 hours. Apprentices and Improvers.		
	s. d.		
Under 16 years	22 6	(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—	
16 to 17 years	29 6	Wages per week of 44 hours.	
17 to 18 "	36 6	s. d.	
18 to 19 "	46 6	Under 16 years	22 0
19 to 20 "	58 0	16 to 17 years	29 6
20 to 21 "	73 6	17 to 18 "	36 6
Thereafter	Minimum Wage	18 to 19 "	46 6
		19 to 20 "	58 0
		20 to 21 "	73 6
		PROPORTION.	
		One juvenile worker to every six workers receiving not less than 107/- per week of 44 hours.	
		(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—	
		Wage per week of 44 hours.	
		s. d.	
		Under 16 years	22 0
		16 to 17 years	29 6
		17 to 18 "	36 6
		18 to 19 "	46 6
		19 to 20 "	58 0
		20 to 21 "	73 6
		PROPORTION.	
		One juvenile worker to every adult weaver receiving not less than 107/- per week of 44 hours.	

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 Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith	5 18 0	5 19 0	5 16 0
Driver of caterpillar tractor	5 9 6	.. .. .	.. .. .
Glazier (first class)	5 15 0	5 16 0	5 13 0
Glazier (other than first class)	5 4 0	5 5 0	5 2 0
Painter	5 4 0	5 5 0	5 2 0
Mantelpiece maker	5 12 0	5 13 0	5 10 0
Millwright	6 1 0	6 2 0	5 19 0
Watchman	4 19 0	.. .. .	.. .. .
Storeman and packer	4 15 0	4 16 0	4 13 0
Truck builder and/or repairer	5 11 0	.. .. .	.. .. .
Broad axeman and/or Adzeman	6 0 0	6 1 0	5 18 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 11 0	.. .. .	.. .. .
Brakeman on log or timber truck	5 4 0	.. .. .	.. .. .
Leading hand (see definition, Clause 23) .. .. .	.. .. .	.. .. .	.. .. .
Splitter, packing	4 17 0	4 18 0	4 15 0
Splitter of billets for staves	4 18 0	4 19 0	4 16 0
Splitter, spoke stove and piling	5 1 0	5 2 0	4 19 0
Pulp Wood Cutters and/or Splitters	5 1 0	5 2 0	4 19 0
Other splitters	5 1 0	5 2 0	4 19 0
Spotter at spot mills	5 11 0	.. .. .	.. .. .
Timber bender by hand	5 4 0	5 5 0	5 2 0
Timber or log trucker on haulage by winch on tram line	5 2 0	.. .. .	.. .. .
Timber or log trucker on haulage by winch on tram line (where permanently employed as such)	5 4 0	.. .. .	.. .. .
Loading or turning sleepers over 5 feet long or loading logs	4 18 6	.. .. .	.. .. .

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.
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof	5 7 0	5 8 0	5 5 0
Platelayer	4 19 0	..	..
Carter and driver—bullock team—bush	5 13 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses	4 19 0	..	..
(b) driver of three horses	5 3 0	..	..
(c) driver of more than three horses	5 6 0	..	..
(d) driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday.			
(e) driver grooming and feeding more than two horses outside ordinary hours—2s. per day extra and 2s. for Sunday.			
Crane attendant or dogman—			
(a) working up to a height of 40 feet	4 17 0	4 18 0	4 15 0
(b) working at a height over 40 feet	4 19 0	5 0 0	4 17 0
Head Faller	6 0 0	..	..
Other Fallers	5 11 0	..	..
Hookman and/or log yardman and/or log chuteman	4 19 0	5 0 0	4 17 0
Landing builder or repairer	4 19 0	5 0 0	4 17 0
Landing builder or repairer—man in charge of	5 6 0	5 7 0	5 4 0
Orderman	5 5 0	5 6 0	5 3 0
Tallyman and/or measurer	5 5 0	5 6 0	5 3 0
Ropeman or shoeman	5 11 0	5 12 0	5 9 0
Offsider to ropeman or shoeman	4 17 0	4 18 0	4 15 0
Saw doctor	6 7 0	6 8 0	6 5 0
Saw sharpener (exclusively employed as such)	5 9 0	5 10 0	5 7 0
Grinder (whose principal duty is grinding knives and cutters)	5 16 0	5 17 0	5 14 0
Water dogman	5 3 0	..	..
River logman	4 17 0	..	..
Stacker for seasoning by means of stripping	4 18 0	4 19 0	4 16 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet	4 13 0	4 14 0	4 11 0
Tramway builder or repairer	4 18 0	..	..
Tramway builder or repairer—man in charge of	5 5 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber	4 18 0	4 19 0	4 16 0
Sawing employees—			
(a) Log band sawyer	6 1 0	6 2 0	5 19 0
(b) Twin or vertical sawyer who breaks down logs and cuts planks to finished sizes	6 1 0	6 2 0	5 19 0
(c) Stave cutting sawyer	5 13 0	5 14 0	5 11 0
(d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	..	5 12 0	5 9 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere)	5 10 0	..	5 8 0
(e) Flitching frame sawyer	5 9 0	5 10 0	5 7 0
(f) No. 1 Benchman	6 1 0	6 2 0	5 19 0
(g) No. 2 Benchman	5 13 0	5 14 0	5 11 0
(h) No. 3 Benchman	5 5 0	5 6 0	5 3 0
(i) No. 4 Benchman	4 17 0	4 18 0	4 15 0
(j) Gang frame sawyer	5 6 0	5 7 0	5 4 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main dockerman	5 2 0	5 3 0	5 0 0
(ii) Dockerman, other than main	4 16 0	4 17 0	4 14 0
(iii) Responsible man at main dockerman	5 5 0	5 6 0	5 3 0
(iv) Responsible man at dockerman other than main	4 19 0	5 0 0	4 17 0
(l) Dockerman and/or tallyman where only one dockerman	4 19 0	5 0 0	4 17 0
(m) Steam or other power-driven crosscut sawyer	5 4 0	5 5 0	5 2 0
(n) Ripper or crosscut cutting wood blocks	4 17 0	4 18 0	4 15 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	5 11 0	5 12 0	5 9 0
(ii) On dead or manually operated roller where not single handed	5 2 0	5 3 0	5 0 0
(iii) Power driven (other than manual power) or friction feed	4 18 0	4 19 0	4 16 0
(p) Leverman No. 1 Bench	4 18 0	4 19 0	4 16 0
(p1) Handleman No. 1 Bench	5 2 0	5 3 0	5 0 0
(b) Puller out No. 2 Bench—			
(i) Single handed on dead roller	5 4 0	5 5 0	5 2 0
(ii) On dead or manually operated roller where not single handed	4 18 0	4 19 0	4 16 0
(iii) Power driven (other than manual power) or friction feed	4 16 6	4 17 6	4 14 6
(r) Leverman No. 2 Bench	4 16 6	4 17 6	4 14 6
(r1) Handleman No. 2 Bench	4 18 0	4 19 0	4 16 0
(s) Setter on log band saw carriage	4 19 0	5 0 0	4 17 0
(t) Setter on other saw carriage	4 18 0	4 19 0	4 16 0
(u) Puller out or assistant, No. 3 Bench	4 15 0	4 16 0	4 13 0
(v) Roller re-cut band sawyer using blade over 3 inches in width	5 14 0	5 15 0	5 12 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 13 0	5 14 0	5 11 0
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	5 6 0	5 7 0	5 4 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	5 14 0	5 15 0	5 12 0
(z) Circular sawyer if cutting a depth of under 7½ inches	5 6 0	5 7 0	5 4 0
(aa) Edger sawyer to log band sawyer	5 13 0	5 14 0	5 11 0
(ab) Breaking down bench sawyer (Cities and Towns) .. .. .	..	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 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.
Sawing employees—continued.			
(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 6 0	5 7 0	5 4 0
(ac) Other breaking down bench sawyers	5 9 0	5 10 0	5 7 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 7 0	5 8 0	5 5 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	5 3 0	5 4 0	5 1 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 13 0	5 14 0	5 11 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw	5 6 0	5 7 0	5 4 0
(ah) Sawyer cutting detail work	5 13 0	5 14 0	5 11 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 7 0	5 8 0	5 5 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	5 6 0	5 7 0	5 4 0
(ak) Crosscut sawyer not provided for elsewhere herein	4 19 0	5 0 0	4 17 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness	4 16 0	4 17 0	4 14 0
(am) Puller out at log band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	4 18 0	4 19 0	4 16 0
(an) Puller out, dogger or wedger up—any breaking down saw	4 18 0	4 19 0	4 16 0
Machinists operating the following:—			
(a) Shaper, Boulton's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer	5 18 0	5 19 0	5 16 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 7 0	5 8 0	5 5 0
(b) Slicer or any automatic lathe (including variety turning, copying, spoke turning or any other) machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 18 0	5 19 0	5 16 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 14 0	5 15 0	5 12 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 7 0	5 8 0	5 5 0
(e) Moulding machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	4 17 0	4 18 0	4 15 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 12 0	5 13 0	5 10 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 5 0	5 6 0	5 3 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 9 0	5 10 0	5 7 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 11 0	5 12 0	5 9 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 5 0	5 6 0	5 3 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 2 0	5 3 0	5 0 0
(j) Relisher or Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	4 17 0	4 18 0	4 15 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 9 0	5 10 0	5 7 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 5 0	5 6 0	5 3 0
(m) Any machine in the preceding paragraphs (k) or (l) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(n) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine where the machinist is ever required to set up his machine or to grind his knives and cutters and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 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 Ovens and Glenelg Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Machinists operating the following—continued.			
(o) Any machine in the preceding paragraphs (a1), (b), (f), (k) or (n) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	4 15 0	4 16 0	4 13 0
(p) Timber bending machine	5 3 0	5 4 0	5 1 0
(q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	5 3 0	5 4 0	5 1 0
(r) Belt sander in the making of plywood	4 19 0	5 0 0	4 17 0
(s) Plywood machine—press operator on	4 18 0	4 19 0	4 16 0
(t) Equalizer cutting plywood with parallel saws	4 18 0	4 19 0	4 16 0
(u) Box lacing and/or wiring machine	4 19 0	5 0 0	4 17 0
(v) Box nailing machine	4 18 0	4 19 0	4 16 0
(w) Box printing machine	4 17 0	4 18 0	4 15 0
(x) Box or crate cleating, spraying, or splicing machine	4 17 0	4 18 0	4 15 0
Box, case or crate finisher	5 1 0	5 2 0	4 19 0
Box, case or crate maker and/or repairer (manual)	5 5 0	5 6 0	5 3 0
Employee breaking up boxes, cases and/or crates	4 17 0	4 18 0	4 15 0
Bench hand hoopirng and/or wiring boxes, cases or crates	5 5 0	5 6 0	5 3 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer	4 18 0	4 19 0	4 16 0
Rigger or tree climber	5 19 0	..	..
Meal grinder	4 16 6	4 17 6	4 14 6
Persons not elsewhere included employed in the manufacture of munition boxes	4 19 0	5 0 0	4 17 0
All others	4 8 0	4 9 0	4 6 0
2 (b) Adult Employees—(engaged in the making of sporting goods)—			
(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer	5 6 0	5 7 0	5 4 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer	5 3 0	5 4 0	5 1 0
(c) Sawyer, band or jig, using saw of 1 inch width or under	4 17 0	4 18 0	4 15 0
(d) Such band or jig sawyer who sharpens and brazes his own saws	5 4 0	5 5 0	5 2 0
(e) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 18 0	5 19 0	5 16 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 6 0	5 7 0	5 4 0
(g) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	4 19 0	5 0 0	4 17 0
(h) Wood turner	5 18 0	5 19 0	5 16 0
(i) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 18 0	5 19 0	5 16 0
(j) Such wood turner machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 6 0	5 7 0	5 4 0
(k) Such wood turner machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator, and any adult wood turner machinist turning only small plugs for golf shafts	4 15 0	4 16 0	4 13 0
(l) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 18 0	5 19 0	5 16 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 6 0	5 7 0	5 4 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 6 0	5 7 0	5 4 0
(o) Such router machinist where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator	4 15 0	4 16 0	4 13 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 9 0	5 10 0	5 7 0
(q) Such buzzer or jointer machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(r) Such buzzer or jointer machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	4 15 0	4 16 0	4 13 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 12 0	5 13 0	5 10 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 2 0	5 3 0	5 0 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (b)

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

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

Clauses 2 (c) to 32 of the Determination as published in *Government Gazette* No. 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
1st six months	s. d. 20 6	s. d. 24 0	s. d. 27 0	s. d. 32 6	s. d. 38 6	s. d. 45 0	1st six months	s. d. 19 6	s. d. 20 0	s. d. 21 0	s. d. 23 0	s. d. 27 0	s. d. 28 6
2nd "	23 0	26 0	30 0	36 6	42 6	71 6	2nd "	20 0	21 6	23 0	25 6	29 6	40 0
3rd "	24 6	27 6	33 6	39 6	47 0	..	3rd "	22 6	24 0	27 6	30 0	31 6	..
4th "	27 0	31 0	37 6	45 0	72 0	..	4th "	24 0	27 6	29 6	31 6	43 0	..
5th "	29 6	35 0	40 0	49 6	..	..	5th "	27 6	29 6	31 6	34 6	..	..
6th "	33 6	39 0	47 0	74 0	..	..	6th "	29 6	31 6	33 6	44 6	..	..
7th "	37 6	45 0	56 6	..	..	..	7th "	31 6	33 6	37 0	..	..	..
8th "	43 6	52 6	78 0	..	..	..	8th "	33 6	36 6	47 6	..	..	..
9th "	49 0	61 0	..	..	..	..	9th "	35 6	40 6	..	..	..	..
10th "	58 0	79 6	..	..	..	..	10th "	37 6	48 0	..	..	..	..
11th "	66 0	..	..	..	..	..	11th "	43 0	..	..	..	..	..
12th "	74 6	..	..	..	..	..	12th "	45 6	..	..	..	..	..
7th year ..	83 0	..	..	..	..	..	7th year ..	48 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.

Woollen and Worsted Sections.

	ADULT MALES.		s. d.
Assistant foreman or overlocker, when or where employed	111 6
Wool Sorting and Scouring Departments—			
Wool sorters	115 0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	104 0
All other machine operators or attendants	98 0
Dye House—			
Leading hand employed on dye machines or vats	102 0
Men on wet crabbers	100 0
All other machine operators or attendants	98 0
Wiley House—			
Leading hand in wiley operations where more than four hands engaged	104 0
Leading hand in wiley operations where three or four hands are engaged	101 6
All other machine operators or attendants	98 0
Carding Department—			
Head fettler (leading hand in carding room)	103 0
Card fettlers	99 0
All other machine operators or attendants	97 0
Spinning Department—			
Man in charge of one pair of spinning mules	99 0
All other machine operators or attendants	97 0
Combing Department—			
Jobber in charge or comb mechanic in charge	109 0
Jobber or comb mechanic	99 0
All other machine operators or attendants	97 0
Pinsetter—			
First year's experience	99 0
Second year's experience	104 0
Thereafter	115 0
Roller coverer—			
First year's experience	98 0
Second year's experience	102 0
Thereafter	110 0
Gill Box Reducing, Intermediate, Roving and Spinning Departments—			
Man in charge of one pair of spinning mules	99 0
All machine operators or attendants	97 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	99	0
Sizing machine hand	98	0
All other machine operators or attendants	97	0
Weaving Department—		
Twister-in	98	
Warp drawers-in	98	0
Warp tiers	97	0
Box loom tuners—		
First year's experience	100	0
Second year's experience	106	0
Thereafter	115	0
Plain loom tuners—		
First year's experience	98	0
Second year's experience	104	0
Thereafter	109	0
Oilers and cleaners	97	0
Card or chain makers	99	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	97	0
Weavers	100	0
Perchers	97	0
Finishing Department—		
Man in charge of milling scouring, or washing machines (where milling and scouring foreman is not employed)	101	6
Sulphur house workers (for time employed as such)	104	0
Man piece carbonizing	100	0
Man examining finished cloth	102	0
Men engaged on unshrinkable finishing processes	100	0
All other machine operators or attendants	97	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed	101	6
All other adult males	91	6

ADULT FEMALES.

[illegible]

Cotton Section.

ADULT MALES.

Assistant foreman or overlocker when or where employed ..	..	..	..	..	..	111	6
Dye House and Bleach Craft—							
Leading hand employed on dye or bleaching machines or vats ..	..	..	..	..	..	102	0
All other machine operators or attendants ..	..	..	..	..	..	98	0
Waste Department—							
Leading hand in Waste Department where more than four hands engaged	..	..	..	..	..	104	0
Leading hand in Waste Department where three or four hands are engaged	..	..	..	..	..	101	6
All other machine operators or attendants ..	..	..	..	..	..	97	0
Blowing Room—							
Blow room major ..	..	..	..	..	..	104	0
Scutching machine hand ..	..	..	..	..	..	100	0
All other machine operators or attendants ..	..	..	..	..	..	98	0
Carding Department—							
Head stripper and grinder (leading hand in carding room)	..	..	..	..	..	103	0
Stripper and grinder ..	..	..	..	..	..	100	0
All other machine operators or attendants ..	..	..	..	..	..	98	0
Combing Department—							
Jobber in charge or comb mechanic in charge ..	..	..	..	..	..	109	0
Jobber or comb mechanic ..	..	..	..	..	..	101	6
All other machine operators or attendants ..	..	..	..	..	..	98	0
Pin Setting Department—							
Pinsetter—							
First year's experience ..	..	..	..	..	..	99	0
Second year's experience ..	..	..	..	..	..	104	0
Thereafter ..	..	..	..	..	..	115	0
Roller coverer—							
First year's experience ..	..	..	..	..	..	98	0
Second year's experience ..	..	..	..	..	..	102	0
Thereafter ..	..	..	..	..	..	110	0

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

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—*continued.*

	s.	d.
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	97	0
Mule Spinning Department—		
Man in charge of one pair of spinning mules	99	0
All other machine operators or attendants	97	0
Twisting, Winding, Reeling and Warping Departments—		
Warpers	99	0
Slasher sizer hand	98	0
Ring jobber	100	0
All other machine operators or attendants	97	0
Weaving Department—		
Twisters-in	98	0
Warp drawers-in	98	0
Warp tiers	97	0
Box loom tuners—		
First year's experience	100	0
Second year's experience	106	0
Thereafter	115	0
Plain loom tuners—		
First year's experience	98	0
Second year's experience	104	0
Thereafter	109	0
Card or chain makers	99	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	97	0
Weavers	100	0
Perchers	97	0
Finishing Department—		
Man in charge of finishing machines	101	6
Man examining finished cloth	102	0
All other machine operators or attendants	97	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed	101	6
All other adult males	91	0

ADULT FEMALES.

Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	55	3
Twisting, Winding, Reeling and Warping Departments—		
Warpers	57	3
All machine operators or attendants	55	3
Weaving Department—		
Weavers	58	3
Mending and Darning Departments—		
Menders and darners—		
First six months' experience	54	3
Thereafter	57	3
Examiners or passers of pieces after mending	58	3
Other examiners and passers	56	3
All other adult females	49	3

Clauses (3) to (35) inclusive of the Determination published in *Government Gazette* No. 331 of 28th November, 1941, shall remain in force.