



VICTORIA

## GOVERNMENT GAZETTE.

Published by Authority.

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

No. 95]

MONDAY, MAY 17.

[1943

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 May, 1943, as set out in the Schedule hereto:—

Dated at Melbourne, this  
10th day of May, 1943.

R. H. BEERS,  
Secretary for Labour.

## SCHEDULE.

## CARDBOARD BOX TRADE BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 188 of the 25th May, 1942, shall be replaced by the following clauses:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.			Table "A"—Adult Males—continued.		
<i>(All Sections other than Corrugated Board and Fibre Board Container Section.)</i>					£ s. d.
1	Guillotine machine operator ..	5 18 6	10	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size ..	5 16 6
2	Carton cutting and creasing forme setter ..	6 2 6	11	Two-way or double cutter and scorer machinist ..	5 13 0
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department) ..	5 18 6	12	One-way rotary cutter and scorer machinist ..	5 13 0
4	Combination tube and shell machinist ..	5 18 6	13	Gang slitting machinist ..	5 13 0
5	Employee operating automatic carton gluing machine ..	5 13 0	14	Mounting machinist ..	5 13 0
6	Employee operating scoring and double-folding automatic tube gluing machine ..	5 14 0	15	Cylindrical tube winding machinist ..	5 13 0
7	Twin or single die-scoring, cutting and printing slide machinist ..	5 13 0	16	Cylindrical tube cutting machinist ..	5 13 0
8	Carton cylinder press machinist ..	6 0 6	17	Employee working any other kind of machine ..	5 10 0
9	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size ..	5 18 6	18	Storeman ..	5 10 0
			19	Packer and/or despatcher ..	5 10 0
			20	Feeder on carton cylinder machine ..	5 4 0
			21	Any other adult male ..	5 1 0
			22	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

SCHEDULE—continued.  
 CARDBOARD BOX TRADE BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	<b>TABLE "A"—ADULT MALES—continued.</b>			<b>TABLE "B"—ADULT FEMALES—continued.</b>	<b>£ s. d.</b>
	<i>Corrugated Board and Fibre Board Container Section.</i>		9	Female employees in charge of, or who supervises, directs, or is responsible for the work of—	
1	Corrugated board machinist making two-faced boards	£ s. d. 5 16 6		(a) from three to eight employees (both inclusive)	3 8 0
2	Corrugated board machinist making one-faced boards	5 10 0		(b) from nine to fifteen employees (both inclusive)	3 15 6
3	Corrugated board machinist's assistant	5 6 0		(c) over fifteen employees	4 1 6
4	Fibre board (paster) machinist	5 16 6	10	Female employee not otherwise specified	2 16 0
5	Fibre board (paster) machinist's assistant	5 3 0			
6	Corrugated board printing machinist	5 13 0			
7	Corrugated board printing machinist's assistant	5 4 0			
8	Fibre board printing machinist	5 13 0			
9	Fibre board printing machinist's assistant	5 4 0			
10	Corrugated board cutter and/or slotter	5 9 0			
11	Corrugated board sawyer	5 10 0			
12	Corrugated board scorer and slitter	5 9 0			
13	Corrugated board automatic scorer and slotter and slitter	5 9 0			
14	Fibre board automatic scorer and slotter and slitter	5 9 0			
15	Fibre board and/or slotter and/or bender	5 9 0			
16	Employee in charge of silicate dissolving plant	5 9 0			
17	Employer on wire-stitching machine used in connexion with corrugated and/or fibre board work	5 7 0			
18	Corrugated board taping machinist	5 9 0			
19	Employee working any other kind of machine	5 7 0			
20	Storeman	5 10 0			
21	Packer and/or despatcher	5 10 0			
22	Any other adult male	5 1 0			
23	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				
	<b>TABLE "B"—ADULT FEMALES.</b>				
	<i>(Including non-adult females of at least five years' experience.)</i>				
1	Female head packer when employed as such	3 4 0			
2	Packer	3 1 0			
3	Female feeder employed on carton cylinder machine	3 2 0			
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—				
	(a) When covered with paper	3 2 0			
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	3 7 0			
5	Female employee—				
	(a) Controlling Stokes and Smith (or similar) covering machine	3 4 0			
	(b) Controlling and/or setting up automatic carton gluing machine	3 4 0			
	(c) Employed on any other machine used in cardboard box making container making or carton making	3 1 0			
6	Female carton maker, including puller out and stripper	3 0 0			
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	3 1 0			
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	3 1 0			

**FEMALE TO BE PAID MALE RATE.**

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

**RATES FOR JUNIORS.**

(4) Where the work is performed by a male junior, not being an apprentice—

	<i>Per week.</i>
	<b>£ s. d.</b>
1. Under 15 years of age	1 1 6
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 " "	1 14 6
4. " 17 " 18 " "	2 6 6
5. " 18 " 19 " "	2 18 6
6. " 19 " 20 " "	3 10 6
7. " 20 " 21 " "	4 3 0

8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

	<i>Per week.</i>
	<b>£ s. d.</b>
1. First year's experience	1 1 6
2. Second year's experience	1 6 0
3. Third year's experience	1 12 6
4. Fourth year's experience	1 18 6
5. Fifth year's experience	2 10 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses (5) to (33) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 188 of the 25th May, 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 16s. 3d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 21s. 4d. 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.  
CLOTHING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 84 of the 6th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES OR IMPROVERS.  
(a) *Wages.*  
*Males.*

Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
Experience.		Per Week of 44 Hours.	Experience.		Per Week of 44 Hours.	Experience.		Per Week of 44 Hours.
		<i>s. d.</i>			<i>s. d.</i>			<i>s. d.</i>
1st 6 months	.. ..	13 0	1st 6 months	.. ..	18 0	1st 6 months	.. ..	18 0
2nd "	.. ..	18 0	2nd "	.. ..	21 6	2nd "	.. ..	21 6
3rd "	.. ..	22 0	3rd "	.. ..	27 6	3rd "	.. ..	27 6
4th "	.. ..	27 6	4th "	.. ..	31 0	4th "	.. ..	31 0
5th "	.. ..	35 6	5th "	.. ..	35 6	5th "	.. ..	35 6
6th "	.. ..	44 0	6th "	.. ..	44 0	6th "	.. ..	44 0
7th "	.. ..	53 6	7th "	.. ..	58 0	7th "	.. ..	58 0
8th "	.. ..	62 0	8th "	.. ..	71 0	8th "	.. ..	71 0
9th "	.. ..	71 0	9th "	.. ..	79 6	9th "	.. ..	79 6
10th "	.. ..	79 6	10th "	.. ..	90 0	10th "	.. ..	90 0

And thereafter the minimum wage or piece-work price.

*Females.*

Employed at Order Tailoring.					Employed at Ready-made Clothing.				
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.			Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		
Experience.	Per Week of 44 Hours.	Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.	Experience.	Per Week of 44 Hours.	Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.
		Experience.	Per Week of 44 Hours.	Experience.			Per Week of 44 Hours.	Experience.	Per Week of 44 Hours.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	33 6	1st 6 months	14 6	1st 6 months	14 6	1st 6 months	33 6	1st 6 months	14 6
2nd "	41 6	2nd "	17 6	2nd "	17 6	2nd "	41 6	2nd "	17 6
3rd "	50 6	3rd "	20 6	3rd "	20 6	3rd "	50 6	3rd "	20 6
4th "	56 6	4th "	25 6	4th "	25 6	4th "	56 6	4th "	25 6
		5th "	33 6	5th "	33 6			5th "	33 6
		6th "	41 6	6th "	41 6			6th "	41 6
		7th "	50 6					7th "	50 6
		8th "	56 6					8th "	56 6

And thereafter the minimum wage or piece-work price.

NOTE.—The above rates include the additional amounts prescribed by clauses (17) and (18).

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

(a) *Males.*  
*Apprentices.*

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

*Improvers.*

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

(b) *Females.*

One apprentice or improver to every journeywoman employed.

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

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

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

SCHEDULE—continued.

CLOTHING BOARD—continued.

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

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

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

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

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

	Per Week of 44 Hours.			
	Males.		Females.	
	£	s. d.	£	s. d.
Cutters, namely, persons employed marking-in or cutting out garments .. .. .	6	17 0	6	17 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands .. .. .	6	9 6	3	12 3
Trimmers, namely, persons employed marking or cutting out linings or trimmings .. .. .	6	7 0	6	7 0
Fitters-up, namely, persons employed fitting up garments .. .. .	6	7 0	6	7 0
Tailors, namely, males employed making or altering any part of a garment .. .. .	6	7 0	..	..
Machinists, namely, males employed machining any part of a garment .. .. .	6	7 0	..	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making .. .. .	6	7 0	6	7 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making .. .. .	5	12 0	5	12 0
All other under-pressers, namely, persons employed under-pressing on all garments other than coats .. .. .	5	10 6	5	10 6
Seam pressers, namely, persons employed pressing seams on all garments .. .. .	5	10 6	5	10 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments .. .. .	5	12 0	..	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	6	7 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	..	3	9 9
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	3	4 3
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	..	3	4 3
Hand sewers of buttons .. .. .	..	..	2	16 9
Persons not otherwise provided for .. .. .	5	4 0	2	16 9

(b) READY-MADE CLOTHING.

	Per Week of 44 Hours.			
	Males.		Females.	
	£	s. d.	£	s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments .. .. .	6	10 0	6	10 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands .. .. .	6	9 6	3	9 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings .. .. .	6	7 0	6	7 0
Fitters-up, namely, persons employed fitting-up garments .. .. .	6	7 0	6	7 0
Tailors, namely, males employed making or altering any part of a garment .. .. .	6	7 0	..	..
Machinists, namely, males employed machining any part of a garment .. .. .	6	7 0	..	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making .. .. .	6	7 0	6	7 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making .. .. .	5	12 0	5	12 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making .. .. .	5	10 6	5	10 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making .. .. .	5	10 6	5	10 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments .. .. .	5	10 6	3	0 3
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	6	7 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	6	7 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	..	3	7 3
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	3	2 3
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	..	3	2 3
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	3	1 3
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	..	3	1 3
Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	..	2	16 9
Persons not otherwise provided for .. .. .	5	4 0	2	16 9

NOTE.—The above rates INCLUDE the additional amounts proscribed by clauses (17) and (18).

Clauses (4) to (18) inclusive of the Determination, as published in *Government Gazette* No. 84 of the 6th March, 1942, shall remain in force provided that in clause (15) for the words "four per centum" shall be substituted the words "eleven and three-quarters per centum."

SCHEDULE —continued.  
COUNTRY PRINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 3 of 8th January, 1943, shall be replaced by the following:—  
2. TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.		
		A*.	B*.	C*.
		£ s. d.	£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 17 0	6 12 0	6 9 0
A2	Probationary machine compositor—			
	(a) For a first period of six months' probation	6 8 0	6 3 0	6 0 0
	(b) For a second period of six months' probation	6 11 0	6 6 0	6 3 0
	(c) Thereafter the rate for a machine compositor	6 17 0	6 12 0	6 9 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	6 17 0	6 12 0	6 9 0
A4	Proof reader and/or reviser—			
	(a) In newspaper and commercial printing offices	6 11 0	6 6 0	6 3 0
	(b) Commercial printing only	6 11 0	6 6 0	6 3 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine.			
A6	Hand compositor			
A7	Slugg			
A8	Bulk hand			
A9	Stonehand	6 8 0	6 3 0	6 0 0
A10	Electrotyper			
A11	Stereotyper			
A12	Letterpress Machinist			
A13	Machinist working a flat-bed machine printing from a reel			
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman	6 8 0	6 3 0	..
A15	Stone and/or plate preparer	5 6 0	5 4 0	..
A16	Ink grinder and/or varnisher	5 2 0	5 0 0	..
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	6 8 0	6 3 0	6 0 0
A18	Marbler	6 8 0	6 3 0	6 0 0
A19	Hand Indexer	6 8 0	..	..
A20	Finisher	6 8 0	..	..
A21	Pocket-book maker	6 8 0	..	..
A22	Loose-sheet cover maker	6 8 0	..	..
A23	Ticket maker, turned in work	6 8 0	..	..
A24	Blotting-pad maker	6 8 0	..	..
A25	Portfolio maker	6 8 0	..	..
A26	Map and plan moulder and/or varnisher	6 8 0	..	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	6 8 0	6 3 0	6 0 0
A28	Guillotine machine operator			
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 17 0	6 12 0	6 9 0
A30	Feeder of any kind of machine	5 1 0	..	..
A31	Storeman, packer and/or despatcher	5 7 0	..	..
A32	Male employee not otherwise specified	4 18 0	4 15 0	4 12 0

\* See Clause 3 for definition of grades.

TABLE B.

Adult Females.

	Per week.
	£ s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine
	3 4 0
B2	Female employee not otherwise specified
	2 14 0
<i>Female Supervisors.</i>	
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of—
	(a) Up to 8 employees
	3 6 0
	(b) From 9 to 15 employees (both inclusive)
	3 15 0
	(c) Over 15 employees
	4 1 0

TABLE C.

Male Juniors in all Sections.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Percentage Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
				Per week.
		£ s. d.	£ s. d.	£ s. d.
C1	Under 15 years of age	22	0 6 1 0	1 1 6
C2	Between 15 and 16 years of age	28	0 6 1 0	1 7 6
C3	Between 16 and 17 years of age	35	1 0 1 6	1 14 6
C4	Between 17 and 18 years of age	48	1 0 1 6	2 6 6
C5	Between 18 and 19 years of age	60	1 6 2 0	2 18 6
C6	Between 19 and 20 years of age	72	2 0 2 6	3 10 6
C7	Between 20 and 21 years of age	85	2 0 3 0	4 3 0

SCHEDULE--continued.  
COUNTRY PRINTERS BOARD--continued.

TABLE D.  
Apprentices.

Where the work is performed by a male apprentice:—

	Percentage of Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.	
				£	s. d.
				Per week.	
				£	s. d.
D1 First year .. .. .	22	0 6	1 0	1 1	6
D2 Second year .. .. .	28	0 6	2 0	1 8	6
D3 Third year .. .. .	35	1 0	3 0	1 16	0
D4 Fourth year .. .. .	48	1 0	4 0	2 9	0
D5 Fifth year .. .. .	60	1 6	5 0	3 1	6
D6 Sixth year .. .. .	85	2 0	6 0	4 6	0

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Clauses (3) to (42) inclusive and Schedule "A" of the Determination as published in *Government Gazette* No. 3 of 8th January 1943, shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 14s. for each full week worked" shall be altered to read "a pieceworker shall be paid 17s. for each full week worked".

TABLE E.

Female Juniors in all Sections.

Where the work is performed by a female employee under the age of 21 years:—

	Percentage of Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.	
				£	s. d.
				Per week.	
				£	s. d.
E1 First year's experience ..	22	0 6	1 0	1 1	6
E2 Second year's experience ..	26	0 6	1 6	1 6	0
E3 Third year's experience ..	32	1 0	2 0	1 12	6
E4 Fourth year's experience ..	38	1 0	2 6	1 18	6
E5 Fifth year's experience ..	50	1 6	3 0	2 10	6
E6 And thereafter the minimum wage prescribed for females for the class of work which she is doing.					

In the above provisions E1 to E6 "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

## SCHEDULE—continued.

## DRESS SHIRT AND UNDERCLOTHING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 125 of the 30th March, 1942, shall be replaced the following clauses :—

(2)

(a) WAGES.

## APPRENTICES OR IMPROVERS.

Experience.	Males employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring.			Males employed at Underclothing and Whitework, Collars, Shirts, and Pyjamas.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st six months .. .. .	0 17 0	1 0	0 18 0	0 17 0	1 0	0 18 0	0 13 6	1 0	0 14 6
2nd " " " " " " " "	1 0 6	1 0	1 1 6	1 0 6	1 0	1 1 6	0 16 6	1 0	0 17 6
3rd " " " " " " " "	1 6 0	1 6	1 7 6	1 6 0	1 6	1 7 6	0 19 6	1 0	1 0 6
4th " " " " " " " "	1 9 6	1 6	1 11 0	1 9 6	1 6	1 11 0	1 4 0	1 6	1 5 6
5th " " " " " " " "	1 14 0	1 6	1 15 6	1 14 0	1 6	1 15 6	1 11 6	2 0	1 13 6
6th " " " " " " " "	2 2 0	2 0	2 4 0	2 2 0	2 0	2 4 0	1 19 6	2 0	2 1 6
7th " " " " " " " "	2 15 0	3 0	2 18 0	2 15 0	3 0	2 18 0	2 8 0	2 6	2 10 6
8th " " " " " " " "	3 7 6	3 6	3 11 0	3 7 6	3 6	3 11 0	2 13 6	3 0	2 16 6
9th " " " " " " " "	3 15 6	4 0	3 19 6	..	..	..	..	..	..
10th " " " " " " " "	4 5 6	4 6	4 10 0	..	..	..	..	..	..

And thereafter the minimum weekly wage or piecework price.

Experience.	Females commencing at the Trade between the ages of 18 and 21 years.			Male juveniles employed at Seam pressing. (Definition Clause (4)).		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st six months .. .. .	1 11 6	2 0	1 13 6	1 5 6	1 6	1 7 0
2nd " " " " " " " "	1 19 6	2 0	2 1 6	1 5 6	1 6	1 7 0
3rd " " " " " " " "	2 8 0	2 6	2 10 6	1 13 6	1 6	1 15 0
4th " " " " " " " "	2 13 6	3 0	2 16 6	1 13 6	1 6	1 15 0
5th " " " " " " " "	..	..	..	2 11 0	2 6	2 13 6
6th " " " " " " " "	..	..	..	2 11 0	2 6	2 13 6
7th " " " " " " " "	..	..	..	3 15 6	4 0	3 19 6
8th " " " " " " " "	..	..	..	3 15 6	4 0	3 19 6
9th " " " " " " " "	..	..	..	4 12 6	4 6	4 17 0
10th " " " " " " " "	..	..	..	4 12 6	4 6	4 17 0

And thereafter the minimum weekly wage or piecework price.

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS SHIRT AND UNDERCLOTHING BOARD—continued.

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

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

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<b>JOURNEYMEN.</b>						
Cutters employed marking in or cutting out garments ..	6 12 0	5 0	6 17 0	..	..	..
Heads of tables in charge of four or more persons employed as table hands ..	6 4 6	5 0	6 9 6	..	..	..
Tailors employed making, and/or machining, and/or altering any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
Machinists employed machining any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
Pressers-off employed pressing off any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
All others ..	4 19 0	5 0	5 4 0	..	..	..
<b>JOURNEYWOMEN.</b>						
Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials ..	..	..	..	6 5 0	0	6 10 0
All other cutters employed marking in or cutting out any material of wearing apparel other than such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials ..	..	..	..	3 16 9	3 0	3 19 9
Fitters-on employed trying on to a customer unfinished or finished garments ..	..	..	..	3 14 3	3 0	3 17 3
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. ..	..	..	..	6 2 0	5 0	6 7 0
Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less ..	..	..	..	3 3 9	3 0	3 6 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	..	..	3 5 9	3 0	3 8 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	..	..	3 1 9	3 0	3 4 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel ..	..	..	..	3 6 9	3 0	3 9 9
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters ..	..	..	..	2 13 9	3 0	2 16 9
All others ..	..	..	..	2 13 9	3 0	2 16 9

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.



SCHEDULE—continued.

DRESS SHIRT AND UNDERCLOTHING BOARD—continued.

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<b>JOURNEYMEN.</b>						
Cutters employed marking in or cutting out garments ..	6 5 0	5 0	6 10 0	..	..	..
Tailors employed making any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
Machinist employed machining any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
Pressers-off, employed pressing off any part of a garment ..	6 2 0	5 0	6 7 0	..	..	..
Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	5 7 0	5 0	5 12 0	..	..	..
All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	5 5 6	5 0	5 10 6	..	..	..
Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments ..	5 5 6	5 0	5 10 6	..	..	..
All others ..	4 19 0	5 0	5 4 0	..	..	..
<b>JOURNEYWOMEN.</b>						
Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials ..	..	..	..	6 5 0	5 0	6 10 0
All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials ..	..	..	..	3 9 9	3 0	3 12 9
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. ..	..	..	..	6 2 0	5 0	6 7 0
Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less ..	..	..	..	3 3 9	3 0	3 6 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	..	..	3 5 9	3 0	3 8 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs ..	..	..	..	3 1 9	3 0	3 4 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel ..	..	..	..	3 6 9	3 0	3 9 9
Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters ..	..	..	..	2 13 9	3 0	2 16 9
All others ..	..	..	..	2 13 9	3 0	2 16 9

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<b>JOURNEYMEN.</b>						
Cutters employed marking in or cutting out any article of any description ..	6 2 0	5 0	6 7 0	..	..	..
All others ..	4 19 0	5 0	5 4 0	..	..	..
<b>JOURNEYWOMEN.</b>						
Cutters employed marking in or cutting out any article of any description ..	..	..	..	3 9 9	3 0	3 12 9
Table hands or finishers ..	..	..	..	2 19 3	3 0	3 2 3
Machinists employed machining any part of articles or underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age ..	..	..	..	3 0 9	3 0	3 3 9
Machinists employed machining any part of articles of whitework other than underclothing ..	..	..	..	2 19 3	3 0	3 2 3
Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight ..	..	..	..	2 19 3	3 0	3 2 3
Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight ..	..	..	..	5 7 0	5 0	5 12 0
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, and thread cutters ..	..	..	..	2 13 9	3 0	2 16 9
All others ..	..	..	..	2 13 9	3 0	2 16 9

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS SHIRT AND UNDERCLOTHING BOARD—continued.

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<b>JOURNEYMEN.</b>						
Cutters employed marking in or cutting out garments ..	6 0 0	5 0	6 5 0	..	..	..
All others .. .. .	4 19 0	5 0	5 4 0	..	..	..
<b>JOURNEYWOMEN.</b>						
Cutters employed marking in or cutting out garments ..	..	..	..	3 11 9	3 0	3 14 9
Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. .	..	..	..	2 19 3	3 0	3 2 3
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	..	..	2 13 9	3 0	2 16 9
All others .. .. .	..	..	..	2 13 9	3 0	2 16 9

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 125 of the 30th March, 1942, shall remain in force.

DIYERS AND CLOTHES CLEANERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette*, No. 126 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experiences.	Males.			Females.			Female Improvers commencing at the Trade between the ages of 18 and 21 years.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st six months .. .. .	0 17 0	1 0	0 18 0	0 13 6	1 0	0 14 6	1 11 6	2 0	1 13 6
2nd " " .. .. .	1 0 6	1 0	1 1 6	0 16 6	1 0	0 17 6	1 19 6	2 0	2 1 6
3rd " " .. .. .	1 6 0	1 6	1 7 6	0 19 6	1 0	1 0 6	2 8 0	2 6	2 10 6
4th " " .. .. .	1 9 6	1 6	1 11 0	1 4 0	1 6	1 5 6	2 13 6	3 0	2 16 6
5th " " .. .. .	1 14 0	1 6	1 15 6	1 11 6	2 0	1 13 6	..	..	..
6th " " .. .. .	2 2 0	2 0	2 4 0	1 19 6	2 0	2 1 6	..	..	..
7th " " .. .. .	2 15 0	3 0	2 18 0	2 8 0	2 6	2 10 6	..	..	..
8th " " .. .. .	3 7 6	3 6	3 11 0	2 13 6	3 0	2 16 6	..	..	..

And thereafter the minimum weekly wage or piecework price.

	Male Juveniles.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
16 years of age .. .. .	1 5 6	1 6	1 7 0
17 " " .. .. .	1 13 6	1 6	1 15 0
18 " " .. .. .	2 11 0	2 6	2 13 6
19 " " .. .. .	3 15 6	4 0	3 19 6
20 " " .. .. .	4 12 6	4 6	4 17 0

And thereafter the minimum weekly wage or piecework price.

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

## SCHEDULE—continued.

## DYERS AND CLOTHES CLEANERS BOARD—continued.

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

*Males.*

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

*Females.*

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

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

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

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

*Juveniles.*

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

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions ..	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	5 14 0	5 0	5 19 0	..	..	..
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine ..	5 14 0	5 0	5 19 0	..	..	..
Other dry cleaners ..	5 10 0	5 0	5 15 0	..	..	..
All other cleaners, finishers, or spotters ..	5 7 0	5 0	5 12 0	..	..	..
Hat blockers employed blocking hats ..	5 13 0	5 0	5 18 0	..	..	..
All others ..	4 19 0	5 0	5 4 0	..	..	..
<i>Journeywomen.</i>						
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material ..	..	..	..	5 14 0	5 0	5 19 0
Pressers, employed pressing-off any part of male outer garments ..	..	..	..	5 14 0	5 0	5 19 0
Pressers, employed pressing any article using an iron exceeding 9 lb. in weight ..	..	..	..	5 14 0	5 0	5 19 0
Pressers employed pressing any article using an iron not exceeding 9 lb. in weight ..	..	..	..	3 2 3	3 0	3 5 3
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine ..	..	..	..	5 14 0	5 0	5 19 0
Other dry cleaners ..	..	..	..	2 19 3	3 0	3 2 3
Wet cleaners, spotters, glove-cleaners or steamers ..	..	..	..	2 19 3	3 0	3 2 3
Repairers, employed repairing articles of all descriptions ..	..	..	..	3 3 9	3 0	3 6 9
Receivers or despatchers ..	..	..	..	2 19 3	3 0	3 2 3
Feather dressers and hat trimmers ..	..	..	..	2 19 3	3 0	3 2 3
All others ..	..	..	..	2 13 9	3 0	2 16 9

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 126 of the 30th March, 1942, shall remain in force.

SCHEDULE—*continued.*

FUR TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 82, of the 6th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

(a) WEEKLY WAGES.

	Experience.	Males.		Females.		Females Commencing at the Trade between the Ages of 18 and 21 Years.	
		£ s. d.		£ s. d.		£ s. d.	
		£	s. d.	£	s. d.	£	s. d.
Note.—These rates INCLUDE the additional amounts prescribed by clauses (16) and (17).	1st six months .. .. .	0	18 0	0	14 6	1	13 6
	2nd " " .. .. .	1	1 6	0	17 6	2	1 6
	3rd " " .. .. .	1	7 6	1	0 6	2	10 6
	4th " " .. .. .	1	11 0	1	5 6	2	16 6
	5th " " .. .. .	1	15 6	1	13 6	..	..
	6th " " .. .. .	2	4 0	2	1 6	..	..
	7th " " .. .. .	2	18 0	2	10 6	..	..
	8th " " .. .. .	3	11 0	2	16 6	..	..
	9th " " .. .. .	3	19 6	..	..	..	..
	10th " " .. .. .	4	10 0	..	..	..	..
and thereafter the minimum wage or piecework price.							

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

*Males.*

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

*Females.*

Three female apprentices or improvers to every journeywoman.

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

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

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

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

JOURNEYMEN.

	Weekly Wages.	
	£	s. d.
Cutters .. .. .	6	10 0
Nailers or Blockers .. .. .	5	4 0
All others .. .. .	5	4 0

JOURNEYWOMEN.

	£ s. d.	
Machinists .. .. .	3	8 9
Finishers .. .. .	3	8 9
Table hands .. .. .	3	8 9
All others .. .. .	2	16 9

Note.—The above rates INCLUDE the additional amounts prescribed by Clauses (16) and (17).

Clauses (4) to (17) inclusive of the Determination published in *Government Gazette* No. 82, of the 6th March, 1942, shall remain in force.

## SCHEDULE—continued.

## HEADWEAR AND STRAW HAT BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 124 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

## (a) WAGES.

## APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.			Female Improvers commencing at the Trade between the ages of 18 and 21 years.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st six months .. .. .	0 17 0	1 0	0 18 0	0 13 6	1 0	0 14 6	1 11 6	2 0	1 13 6
2nd " " " " " " " "	1 0 6	1 0	1 1 6	0 16 6	1 0	0 17 6	1 19 6	2 0	2 1 6
3rd " " " " " " " "	1 6 0	1 6	1 7 6	0 19 6	1 0	1 0 6	2 8 0	2 6	2 10 6
4th " " " " " " " "	1 9 6	1 6	1 11 0	1 4 0	1 6	1 5 6	2 13 6	3 0	2 16 6
5th " " " " " " " "	1 14 0	1 6	1 15 6	1 11 6	2 0	1 13 6			
6th " " " " " " " "	2 2 0	2 0	2 4 0	1 19 6	2 0	2 1 6			
7th " " " " " " " "	2 15 0	3 0	2 18 0	2 8 0	2 6	2 10 6			
8th " " " " " " " "	3 7 6	3 6	3 11 0	2 13 6	3 0	2 16 6			

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

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

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

## APPRENTICES OR IMPROVERS.

## Males.

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

## Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

(3)

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Journeymen.</i>						
Cutters employed marking-in or cutting out articles of headwear	6 0 0	5 0	6 5 0	..	..	..
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear .. .. .	5 17 6	5 0	6 2 6	..	..	..
Helmet makers employed making, shaping, blocking, and stiffening helmets .. .. .	5 17 6	5 0	6 2 6	..	..	..
Pressers employed pressing off articles of headwear .. .. .	5 11 0	5 0	5 16 0	..	..	..
All others .. .. .	4 19 0	5 0	5 4 0	..	..	..
<i>Journeywomen.</i>						
Machinists employed machining any part of articles of headwear	..	..	..	2 19 3	3 0	3 2 3
Milliners, table hands or finishers .. .. .	..	..	..	2 19 3	3 0	3 2 3
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office .. .. .	..	..	..	2 19 3	3 0	3 2 3
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .	..	..	..	2 13 9	3 0	2 16 9
All others .. .. .	..	..	..	2 13 9	3 0	2 16 9

\* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 124 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.

JAM TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 26 of the 15th January, 1942, shall be replaced by the following clause:—

		Wages per Week of 44 Hours.
		£ s. d.
(2)	ADULT EMPLOYEES.	
(a)	<i>Males—Weekly Hands—</i>	
(1)	Foreman (first jam maker) .. .. .	6 13 0
(2)	Assistant jam maker, i.e., a competent jam maker, one who is capable of taking off .. .. .	6 3 0
(3)	Foreman packer in charge of despatch and packing department .. .. .	6 3 0
(4)	Foreman sauce, chutney, pickles or condiment maker, i.e., one who is competent to mix ingredients and make sauce, chutney or other condiment, and who is actually in charge of the making thereof in any factory .. .. .	6 3 0
(5)	Fruit preserver (man in charge) .. .. .	6 3 0
(6)	Fruit crystallizing department—	
	(a) Fruit crystallizers .. .. .	5 10 6
	(b) All others .. .. .	5 12 0
(7)	Candy peel maker in charge .. .. .	5 18 0
(8)	Foreman, bottle department .. .. .	5 13 0
(9)	Foreman, packer's assistant .. .. .	5 13 0
(10)	Foreman, pulp department .. .. .	5 13 0
(11)	Man working in dehydrating tunnel .. .. .	5 13 0
(12)	Operator of labelling machine labelling canned goods .. .. .	5 13 0
(13)	Operator of lye machine .. .. .	5 13 0
(14)	Syrup maker, i.e., a person who actually boils the syrup .. .. .	5 13 0
(15)	Tapper .. .. .	5 13 0
(16)	Storeman and packer—as defined .. .. .	5 11 0
(17)	All other adult employees, i.e., 21 years of age or over .. .. .	5 7 0

Provided that—

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

(b)	<i>Females—Weekly Hands—</i>	£ s. d.
(1)	Head forewoman .. .. .	3 19 9
(2)	Forewoman's assistant .. .. .	3 9 9
(3)	Head woman supervisor .. .. .	3 9 9
(4)	Supervisor .. .. .	3 7 9
	<i>Females engaged in—</i>	£ s. d.
(a)	clipping piecework tickets .. .. .	} 3 7 9
(b)	cutting or pulping lemons or pineapples .. .. .	
(c)	lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb. .. .. .	
(d)	operating a pear preparing machine .. .. .	
(e)	operating can closing machine .. .. .	
(f)	packing clear mixed pickles into glass containers .. .. .	
(g)	pouring out or filling jam by hand .. .. .	
(h)	pouring out pulp by hand .. .. .	
(i)	stirring jam, sauce or pulp .. .. .	
(j)	washing bags .. .. .	
(k)	working at a fruit press .. .. .	
	All other adult females, i.e., females 18 years of age or over .. .. .	3 1 9

Provided that—

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

Clauses (3) to (25) inclusive and the Schedule of piecework prices of the Determination, as published in *Government Gazette* No. 26 of the 15th January, 1942, shall remain in force.

SCHEDULE—continued.

PAPER BAG TRADE BOARD

Clauses (2, 3 & 4) of the Determination published in *Government Gazette* No. 196 of the 27th, May 1942, shall be replaced by the following clauses:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Guillotine machine operator .. .. .	5 13 0
2	Paper bag machinist .. .. .	5 18 6
3	Employee working a paste-making machine	5 4 0
4	Storeman .. .. .	5 10 0
5	Packer and/or despatcher .. .. .	5 10 0
6	Any other adult male .. .. .	5 1 0
7	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
<i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	3 2 0
2	Female packer .. .. .	2 19 0
3	Female hand-made paper bag maker .. .	2 19 0
4	Female bag machine minder, and female threading paper, looking after paste boxes or catching and stacking paper bags ..	3 1 0
5	Female bag machine minder, if with stringing attachment and without assistance .. .. .	3 2 0
6	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive) .. .. .	3 5 6
	(b) from nine to fifteen employees (both inclusive) .. .. .	3 13 0
	(c) over fifteen employees .. .. .	3 19 0
7	Female employee not otherwise specified ..	2 16 0

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

Clauses (5) to (33) of the Determination as published in *Government Gazette* No. 196 of the 27th May, 1942, shall remain in force.

RATES FOR JUNIORS.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age .. .. .	1 1 6
2. Between 15 and 16 years of age .. .	1 7 6
3. .. 16 .. 17 .. .. .	1 14 6
4. .. 17 .. 18 .. .. .	2 6 6
5. .. 18 .. 19 .. .. .	2 18 6
6. .. 19 .. 20 .. .. .	3 10 6
7. .. 20 .. 21 .. .. .	4 3 0
8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience .. .. .	1 1 6
2. Second year's experience .. .. .	1 6 0
3. Third year's experience .. .. .	1 12 6
4. Fourth year's experience .. .. .	1 18 6
5. Fifth year's experience .. .. .	2 10 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

SCHEDULE—continued.  
PRINTERS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 198 of the 27th May, 1942, shall be replaced by the following clauses:—

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ 7 0 0
2	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	6 11 0 6 14 0 7 0 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid	7 0 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	6 11 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 16 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	6 11 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 16 6
8	Proof reader and/or reviser	6 14 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	6 11 0
10	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes)	6 11 0
11	Stereotyper	6 11 0
12	Letterpress machinist	6 11 0
13	Operator of a writer-press, multigraph machine, rosetype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	6 11 0
14	Railway ticket printer—single machine	6 0 6
15	Railway ticket printer—multiple machine	6 2 6
16	Machinist working a flat-bed machine printing from a reel	6 11 0
17	Rotary machinist	6 11 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	5 18 6
19	Collapsible tube printing machinist	6 11 0
20	Universal process machine operator	6 11 0
21	Lithographic and/or photo-lithographic artist and/or designer	6 16 6
22	Photo-lithographic camera operator	6 16 6
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	5 10 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferor, and/or photo-lithographic metal plate coater, and/or photo-lithographic photo composer, and/or contact printer-down on lithographic metal plate, and/or lithographic machinist, including lithographic tin printer	6 11 0
25	Gravure machinist	6 11 0
26	Bookbinder	6 11 0
27	Marbler	6 11 0
28	Hand indexer	6 11 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	6 11 0
30	Finisher	6 11 0
31	Pocket-book maker	6 11 0
32	Ticket-maker, turned-in work	6 11 0
33	Blotting pad maker	6 11 0
34	Portfolio maker	6 11 0
35	Person engaged in sawing and/or rolling books	6 11 0
36	Loose sheet cover maker	6 11 0
37	Edge gilder	6 11 0
38	Leather cutter	6 11 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	5 13 0
40	Map and plan mounter and/or varnisher	6 11 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	6 11 0
42	Guillotine machine operator	6 11 0
43	Employee operating a milk bottle wad-making machine	5 16 0
44	Waxer	5 14 0
45	Sheet varnishing and/or sheet gumming machinist	5 10 0
46	Rotary reel gumming machinist	5 13 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 7 0
48	Printing ink mixer and/or maker	5 8 0
49	Bronzing machine operator	5 10 0
50	Roller maker	5 8 0
51	Feeder on any kind of machine	5 4 0
52	Storeman	5 10 0
53	Packer and/or despatcher	5 10 0
54	Any other adult male	5 1 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	



SCHEDULE—continued.

PRINTERS BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Thrd Column. Weekly Wage.
TABLE "B"—ADULT FEMALES:		
(Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, roncotype machine, or a similar machine printing from movable type, stereotypes, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	£ 6 11 0
2	Female head packer when employed as such	3 6 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 103 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	3 6 0 3 5 0
(Including Non-Adult Females of at least Five Years' Experience.)		
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 4 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 5 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 4 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	3 4 0
8	Female copy holder	3 4 0
9	Female embosser	3 5 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 0 3 15 6 4 1 6
12	Female employees not otherwise specified	2 16 0

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

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	1 1 6
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 " "	1 14 6
4. " 17 " 18 " "	2 6 6
5. " 18 " 19 " "	2 18 6
6. " 19 " 20 " "	3 10 6
7. " 20 " 21 " "	4 3 0

Where the work is performed by a male apprentice—

8. First year	1 1 6
9. Second year	1 8 6
10. Third year	1 16 0
11. Fourth year	2 9 0
12. Fifth year	3 1 6
13. Sixth year	4 6 0

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

SCHEDULE—*continued.*

PRINTERS BOARD—*continued.*

15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate to the year of his apprenticeship.

Where the work is performed by a female junior—

		<i>Per week.</i>
		<i>£ s. d.</i>
1. First year's experience	.. .. .	1 1 6
2. Second year's experience	.. .. .	1 6 0
3. Third year's experience	.. .. .	1 12 6
4. Fourth year's experience	.. .. .	1 18 6
5. Fifth year's experience	.. .. .	2 10 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses (8) to (36) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 198 of the 27th May, 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 1s. 1d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 10s. 1d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

PROCESS ENGRAVERS' BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 361 of the 24th December, 1941, shall be replaced by the following clauses:—

(2)

(i)

APPRENTICES AND IMPROVERS.

Wages per Week.							PROPORTION.	
(Other than those subject to the Apprenticeship Commission).							Apprentices.	
(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.							(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.	
Commencing Age.							(b) Apprentices other than those provided for in sub-clause (a) hereof.	
	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	(i) Females doing work for which a rate has been provided for females in clause (3) of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	(ii) Other apprentices. One apprentice to every three or fraction of three male adults receiving not less than the minimum wage.	
1st year—								
1st six months	23 6	23 6	28 0	34 9	40 0	42 6		
2nd six months	23 6	23 6	28 0	34 9	40 0	48 3		
2nd year ..	26 6	28 0	33 9	37 6	45 6	..		
3rd year ..	31 3	32 9	36 6	42 0	..	..		
4th year ..	39 0	41 0	45 6	..	..	..		
5th year ..	48 3	53 0	..	..	..	..		
6th year ..	56 9	..	..	..	..	..		
(b) Other apprentices or improvers:—								
Apprentices.			Improvers.					
		s. d.			s. d.			
1st year ..	..	18 3	1st year ..	..	27 6	..		
2nd year ..	..	22 9	2nd year ..	..	36 0	..		
3rd year ..	..	31 0	3rd year ..	..	50 6	..		
4th year ..	..	41 9	4th year ..	..	60 6	..		
5th year ..	..	54 6	5th year ..	..	80 0	..		
6th year ..	..	72 9						
Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—								
		s. d.						
1st year ..	..	22 9						
2nd year ..	..	31 0						
3rd year ..	..	41 9						
4th year ..	..	54 6						
5th year ..	..	72 9						

NOTE.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited.  
One male improver to every four adult male employees receiving not less than the minimum wage.  
One female improver to every adult female employee receiving not less than the minimum wage.

(ii) JUVENILE WORKERS.—Wages per week—First six months, 12s. 6d.

(3)

OTHER EMPLOYEES.

Photolithography.		Wages per Week.
		s. d.
Operator ..	..	..
Half-tone colour negative separator and/or dot etcher ..	..	..
Step and repeat printing-down Machine operative ..	..	..
Printer ..	..	..
Proofer ..	..	..
Negative opaquer, retoucher, and/or plate worker ..	..	..
	21 years of age ..	131 0
	Thereafter ..	136 0
	Males ..	131 0
	Females ..	126 0
		73 0
Photogravure.		
Operator employed in connexion with photogravure or rotogravure work ..	..	..
Retouchers of negatives or positives ..	..	..
All others ..	..	..
	21 years of age ..	131 0
	Thereafter ..	136 0
	Females ..	73 0
	21 years of age ..	131 0
	Thereafter ..	136 0
Process Engraving.		
Operator ..	..	..
Half-tone etcher ..	..	..
Printer ..	..	..
Line etcher ..	..	..
Engraver ..	..	..
Router ..	..	..
Mounter ..	..	..
Proofer ..	..	..
Negative retoucher, opaquer, and/or plate worker ..	..	..
	21 years of age ..	131 0
	Thereafter ..	136 0
	..	131 0
	..	131 0
	..	131 0
	..	126 0
	..	73 0

Clause (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 361 of the 24th December, 1941, shall remain in force.

## SCHEDULE—continued.

## PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 197 of the 27th May, 1942, clauses (1, 2 and 3) of Part I. and clauses (1, 2 and 3) of Part II. shall be replaced by the following clauses:—

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

First Column. — Number of Rate.	Second Column. — Description of Employment.	Third Column. — Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 6 13 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	6 4 0 6 7 0 6 13 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid .. .. .	6 13 0
A4.	Proof reader .. .. .	6 7 0
A5.	Proof reader and reviser .. .. .	6 7 0
A6.	Proof reader's assistant .. .. .	5 0 0
A7.	Hand compositor .. .. .	6 4 0
A8.	Sluggler .. .. .	6 4 0
A9.	Bulk hand .. .. .	6 4 0
A10.	Stone hand .. .. . (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	6 7 0
A11.	(An employer shall have the right to allot to any hand compositor, sluggler, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper .. .. .	6 4 0
A13.	Stereotyper's assistant .. .. .	5 12 0
A14.	Rotary machinist or rotary machine minder .. .. .	6 10 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily .. .. .	5 15 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening .. .. .	5 6 0
A17.	Machinist working a flat bed machine printing from a reel .. .. .	6 4 0
A18.	Publishing employee .. .. .	5 9 0
A19.	(a) Working mechanic of slug-casting machine, if in charge .. .. . (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic .. .. .	6 4 0 6 0 0
A20.	Cleaner of slug-casting machine .. .. .	5 0 0
A21.	Galley puller .. .. .	5 0 0
A22.	Storeman .. .. .	5 3 0
A23.	Male employee not otherwise specified .. .. .	4 17 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B."—ADULT FEMALES.		
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine .. .. .	3 1 0
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to eight employees .. .. . (b) From nine to fifteen employees (both inclusive) .. .. . (c) Over fifteen employees .. .. .	3 3 0 3 10 6 3 16 6
B3.	Female employee not otherwise specified .. .. .	2 11 0

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

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described, or of the class mentioned in Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Per Week.
	£ s. d.
1. Under 15 years of age .. .. .	1 0 6
2. Between 15 and 16 years of age .. .. .	1 6 6
3. Between 16 and 17 years of age .. .. .	1 13 0
4. Between 17 and 18 years of age .. .. .	2 5 0
5. Between 18 and 19 years of age .. .. .	2 16 6
6. Between 19 and 20 years of age .. .. .	3 8 0
7. Between 20 and 21 years of age .. .. .	4 0 0

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year .. .. .	1 0 6
9. Second year .. .. .	1 6 6
10. Third year .. .. .	1 13 0
11. Fourth year .. .. .	2 5 0
12. Fifth year .. .. .	2 16 6
13. Sixth year .. .. .	4 0 0

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. extra for such night shift work if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female employee under the age of 21 years:—

	Per Week.
	£ s. d.
1. First year's experience .. .. .	1 0 6
2. Second year's experience .. .. .	1 4 6
3. Third year's experience .. .. .	1 10 6
4. Fourth year's experiences .. .. .	1 16 0
5. Fifth year's experience .. .. .	2 7 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.  
 7. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 7 0 0
2	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	6 11 0 6 14 0 7 0 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid .. .. .	7 0 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine .. .. .	6 11 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	5 16 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine .. .. .	6 11 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs) .. .. .	5 16 6
8	Proof reader and/or reviser .. .. .	6 14 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor) .. .. .	6 11 0
10	Electrotyper (which shall include an employee preparing Lead for Matrix Moulding purposes) .. .. .	6 11 0
11	Stereotyper .. .. .	6 11 0
12	Letterpress machinist .. .. .	6 11 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like .. .. .	6 11 0
14	Railway ticket printer—single machine .. .. .	6 0 0
15	Railway ticket printer—multiple machine .. .. .	6 2 0
16	Machinist working a flat-bed machine printing from a reel .. .. .	6 11 0
17	Rotary machinist .. .. .	6 11 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper .. .. .	5 18 6
19	Collapsible tube printing machinist .. .. .	6 11 0
20	Universal process machine operator .. .. .	6 11 0
21	Lithographic and/or photo-lithographic artist and/or designer .. .. .	6 16 6
22	Photo-lithographic camera operator .. .. .	6 19 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates .. .. .	5 10 0

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES—continued.		
24	Lithographic pressman, and/or lithographic manual or mechanical transferror; and/or photo-lithographic metal plate coater; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	£ 11 0
25	Gravure machinist	6 11 0
26	Bookbinder	6 11 0
27	Marbler	6 11 0
28	Hand indexer	6 11 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	6 11 0
30	Finisher	6 11 0
31	Pocket-book maker	6 11 0
32	Ticket-maker, turned-in work	6 11 0
33	Blotting pad maker	6 11 0
34	Portfolio maker	6 11 0
35	Person engaged in sawing and/or rolling books	6 11 0
36	Loose sheet cover maker	6 11 0
37	Edge gilder	6 11 0
38	Leather cutter	6 11 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	5 13 0
40	Map and plan moulder and/or varnisher	6 11 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	6 11 0
42	Guillotine machine operator	6 11 0
43	Employee operating a milk bottle wad-making machine	5 16 0
44	Waxer	5 14 0
45	Sheet Varnishing and/or sheet gumming machinist	5 10 0
46	Rotary reel gumming machinist	5 13 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 7 0
48	Printing ink mixer and/or maker	5 8 0
49	Bronzing machine operator	5 10 0
50	Roller maker	5 8 0
51	Feeder on any kind of machine	5 4 0
52	Storeman	5 10 0
53	Packer and/or despatcher	5 10 0
54	Any other adult male	5 1 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES. (Including Non-Adult Females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, rosetype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 11 0
2	Female head packer when employed as such	3 6 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	3 6 0 3 5 0
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 4 0 3 5 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 4 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are out flush and not turned in)	3 4 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 4 0
8	Female copy holder	3 4 0
9	Female Embosser	3 5 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 0 3 15 6 4 1 6
12	Female employees not otherwise specified	2 16 0

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

## SCHEDULE—continued.

## PROVINCIAL PRINTERS BOARD—continued.

## FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

## RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.	
	£	s. d.
1. Under 15 years of age .. .. .	1	1 6
2. Between 15 and 16 years of age .. .. .	1	7 6
3. " 16 " 17 " " .. .. .	1	14 6
4. " 17 " 18 " " .. .. .	2	6 6
5. " 18 " 19 " " .. .. .	2	18 6
6. " 19 " 20 " " .. .. .	3	10 6
7. " 20 " 21 " " .. .. .	4	3 0

Where the work is performed by a male apprentice—

8. First year .. .. .	1	1 6
9. Second year .. .. .	1	8 6
10. Third year .. .. .	1	16 0
11. Fourth year .. .. .	2	9 0
12. Fifth year .. .. .	3	1 6
13. Sixth year .. .. .	4	6 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.		
15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.		

Where the work is performed by a female junior—

	Per week.	
	£	s. d.
1. First year's experience .. .. .	1	1 6
2. Second year's experience .. .. .	1	6 0
3. Third year's experience .. .. .	1	12 6
4. Fourth year's experience .. .. .	1	18 6
5. Fifth year's experience .. .. .	2	10 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.		

The following clauses of the Determination as published in *Government Gazette* No. 197 of the 27th May, 1942, shall remain in force:—

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II, except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, 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 is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 11s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 10s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

STATIONERY BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 187 of the 25th May, 1942, shall be replaced by the following clauses:—  
(2)

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

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

Clauses (5) to (35) of the Determination as published in *Government Gazette* No. 187 of the 25th May, 1942, shall remain in force.

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age	1 1 6
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 "	1 14 6
4. " 17 " 18 "	2 6 6
5. " 18 " 19 "	2 18 6
6. " 19 " 20 "	3 10 6
7. " 20 " 21 "	4 3 0

Where the work is performed by a male apprentice—

	Per week. £ s. d.
8. First year	1 1 6
9. Second year	1 8 6
10. Third year	1 16 0
11. Fourth year	2 9 0
12. Fifth year	3 1 6
13. Sixth year	4 6 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week, beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience	1 1 6
2. Second year's experience	1 6 0
3. Third year's experience	1 12 6
4. Fourth year's experience	1 18 6
5. Fifth year's experience	2 10 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	



## SCHEDULE—continued.

## UMBRELLA BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 83 of the 6th March, 1942, shall be replaced by the following clause:—

## (2) (a) APPRENTICES OR IMPROVERS.

## (i) WAGES.

Experience.	Males.	Females.	Female Improvers commencing at the trade between the ages of 18 and 21 years.
	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	0 18 0	0 14 6	1 13 6
2nd .. .. .	1 1 6	0 17 6	2 1 6
3rd .. .. .	1 7 6	1 0 6	2 10 6
4th .. .. .	1 11 0	1 5 6	2 16 6
5th .. .. .	1 15 6	1 13 6	..
6th .. .. .	2 4 0	2 1 6	..
7th .. .. .	2 18 0	2 10 6	..
8th .. .. .	3 11 0	2 16 6	..

And thereafter the minimum weekly wage or piecework price.

NOTE.—These rates INCLUDE the additional amounts prescribed by Clauses (15) and (16).

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

## APPRENTICES OR IMPROVERS.

## Males.

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

## Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

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

Experience.	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters .. .. .	6 5 0	6 5 0
Frame makers or repairers .. .. .	5 17 0	5 17 0
Finishers .. .. .	5 15 0	5 15 0
Machinists, pressers, or tippers .. .. .	..	3 4 3
Persons not provided for otherwise .. .. .	5 4 0	2 16 9

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 83 of the 6th March, 1942, shall remain in force.

