

[1949]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 132]

MONDAY, AUGUST 14.

[1944

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1944, as set out in the Schedule hereto:—

Dated at Melbourne, this
7th day of August, 1944.

RAY. H. BEERS,
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

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

(2) JUNIORS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Males—		
Under 17 years of age	1 14 6	1 13 6
17 and under 18 years of age	2 3 6	2 2 0
18 " " 19 " "	2 10 0	2 9 0
19 " " 20 " "	3 2 0	3 0 0
20 " " 21 " "	3 12 6	3 10 6
Females—		
Under 18 years of age	1 11 0	1 10 0
18 and under 19 years of age	1 19 0	1 18 0
19 " " 20 " "	2 1 0	2 0 0
20 " " 21 " "	2 10 6	2 8 6
Proportion (within any factory or place)—		
The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.		

SCHEDULE—continued.

AERATED WATER TRADE BOARD—continued.

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	6 2 0	5 19 0
Employee who, under the direction of employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	5 12 0	5 9 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	5 7 0	5 4 0
Employee bottling aerated or carbonated waters	5 4 6	5 1 6
Employee engaged in handling Glauber Salts	5 4 6	5 1 6
Box repairer and wood worker	5 8 0	5 5 0
All others	5 2 0	4 19 0
Leading hand 1s. per day in addition to the above rates.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	2 16 6	2 15 0

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 113 of the 26th March, 1943, shall remain in force.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 86 of the 22nd May, 1944, shall be replaced by the following clauses:—

2.	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
<i>(a) Assembly, Fitting and Process Working.</i>		
Assembler	5 11 0	5 8 0
Assembler after two years' experience	5 15 0	5 12 0
Carpenter on agricultural implement making (including tool allowance)	6 8 0	6 2 0
Dismantler	5 10 0	5 7 0
Implement and/or comb fitter	5 19 0	5 18 0
Implement and/or comb fitter after two years' experience	6 2 0	5 19 0
Pattern fitter and finisher	6 2 0	5 19 0
Plough fitter	5 17 0	5 14 0
Process worker	5 9 0	5 6 0
Wheel rimmer	5 19 0	5 16 0
Windmill erector	5 19 0	5 16 0
Windmill maker other than fitter	5 18 0	5 15 0
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	5 10 0	5 7 0
Blacksmith's striker on double fires	5 12 0	5 9 0
Bulldozer operator	5 16 0	5 13 0
Hammer driver	5 12 0	5 9 0
Heater	5 10 0	5 7 0
Implement smith of five years' experience able to do all classes of implement work	6 5 0	6 2 0
Other smith (including iron bender)	6 2 0	5 19 0
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chipper	5 10 0	5 7 0
Dresser and fettler	5 12 0	5 9 0
Emery-wheel attendant	5 12 0	5 9 0
Grinder	5 12 0	5 9 0
Grinder using portable machine	5 14 0	5 11 0
Pickler	5 7 0	5 4 0
Shot and sand blast dresser	5 14 0	5 11 0
<i>(d) Furnacemen.</i>		
Cupols	5 19 0	5 16 0
Electric	5 18 0	5 15 0
All other furnaces (not including small rivet or bolt heating)	5 16 0	5 13 0
Small rivet or bolt heating	5 12 0	5 9 0
Assistant	5 10 0	5 7 0

SCHEDULE—continued.
 AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
(e) <i>Foundry.</i>		
Jobbing moulder and/or coremaker	6 14 0	6 11 0
Loose pattern moulder	6 7 0	6 4 0
Plate and machine moulder and/or coremaker	5 19 0	5 16 0
Employees in foundries not specified in this subdivision but classified in subdivisions (c) or (d) shall be paid an additional loading of 3s. per week in accordance with the provisions of DIVISION I. of clause 26 hereof.		
(f) <i>Inspection, &c.</i>		
Checker	5 12 0	5 9 0
Inspector	5 12 0	5 9 0
(g) <i>Machinists.</i>		
1st class	6 14 0	6 11 0
2nd class	6 2 0	5 19 0
3rd class	5 15 0	5 12 0
Driller	5 12 0	5 9 0
Process worker	5 9 0	5 6 0
(h) <i>Painting, &c.</i>		
Dipper	5 7 0	5 4 0
Painter (brush hand)	5 10 0	5 7 0
Paint mixer	5 7 0	5 4 0
Spray painter	5 11 0	5 8 0
Writer and liner	5 19 0	5 16 0
(i) <i>Sheet Metal.</i>		
Bench hand—1st class	6 14 0	6 11 0
Bench hand—2nd class	6 2 0	5 19 0
(j) <i>Stores.</i>		
Attendant at casting stores	5 7 0	5 4 0
Storeman and/or packer	5 10 0	5 7 0
(k) <i>Welders.</i>		
1st class	6 17 0	6 14 0
2nd class	5 15 0	5 12 0
3rd class	5 11 0	5 8 0
Tack welder	5 13 0	5 10 0
(l) <i>Wire Workers.</i>		
Wire drawer	5 10 0	5 7 0
Wire weaver	5 10 0	5 7 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	6 14 0	6 11 0
Shift electrician	6 14 0	6 11 0
Tradesman, electrical fitter	6 14 0	6 11 0
Tradesman's and electrical mechanic's assistant	5 10 0	5 7 0
DIVISION III.—ENGINEERING.		
Electrical fitter	6 14 0	6 11 0
Machinist—1st class	6 14 0	6 11 0
Machinist—2nd class	6 2 0	5 19 0
Machinist—3rd class	5 15 0	5 12 0
Motor mechanic	6 11 0	6 8 0
Patternmaker	7 2 0	6 19 0
Toolmaker	7 4 0	7 1 0
Tradesman	6 14 0	6 11 0
Tradesman the greater part of whose time is occupied in marking off	6 17 0	6 14 0
Tradesman, wet stone grinder and glazier	6 14 0	6 11 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith	6 15 0	6 12 0
Forger and/or faggoter	7 6 0	7 3 0
Forgeman's assistant	5 12 0	5 9 0
Other smith	6 15 0	6 12 0
Toolsmith	6 17 0	6 14 0
DIVISION V.—WOOD MILL.		
Band sawyer	5 16 0	5 13 0
Bending machinist	5 13 0	5 10 0
Boring and drilling machinist	5 9 0	5 6 0
Buzzer machinist (only operating or feeding machines)	5 5 0	5 2 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	5 19 0	5 16 0
Casemaker	5 15 0	5 12 0
Casemaking sawyer	5 6 0	5 3 0
Circular sawyer	5 16 0	5 13 0
Crosscut sawyer	5 9 0	5 6 0
Morticing machinist	5 9 0	5 6 0
Moulding machinist (where the machinists set up their machines only)	5 17 0	5 14 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	6 4 0	6 1 0

SCHEDULE—*continued.*
 AGRICULTURAL IMPLEMENTS BOARD—*continued.*

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION V.—WOOD MILL— <i>continued.</i>		
Pulling out machinist	£ 5 8 0	£ 5 5 0
Sanding machinist	5 13 0	5 10 0
Saw doctor	6 17 0	6 14 0
Shaper machinist	6 8 0	6 5 0
Stacker	5 8 0	5 5 0
Tenoning machinist (only operating or feeding machines)	5 7 0	5 4 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	6 1 0	5 18 0
Thickener machinist	5 12 0	5 9 0
Turner	6 8 0	6 5 0
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	5 18 0	5 15 0
Carpenter (other than agricultural implement making)	6 15 0	6 12 0
Currier	6 6 0	6 3 0
Employee not elsewhere classified	5 1 0	4 18 0

APPRENTICESHIP.

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

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

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

- Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.
- Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.
- Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.
- Smithing—one apprentice for every 3, or fraction of 3, tradesmen.
- Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

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

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

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

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

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

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

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

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

Wages.

(v) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loading specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages at not less than such rates.

	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne Within 10 miles of G.P.O., Geelong or at Warrambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—					
1st year	22½	0 0	0 9	21 6	21 0
2nd year	30	1 0	1 0	29 6	28 6
3rd year	45	1 6	1 6	44 6	43 0
4th year	75	2 0	2 3	73 0	71 0
5th year	95	2 0	3 0	92 6	89 6
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	26	0 0	0 9	24 6	24 0
2nd year	45	1 0	1 6	44 0	42 6
3rd year	75	2 0	2 3	73 0	71 0
4th year	95	2 0	3 0	92 6	89 6

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

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

The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

- (vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.
- (vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.
- (viii) No apprentice shall work under any system of payment by results.
- (ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (x) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed and in addition thereto the constant loadings specified.

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Loading, (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne Within 10 miles of G.P.O., Geelong or at Warrnambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		s. d.	Per Week. s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	..	63 0	61 0
All others	75	3 0	..	72 0	69 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	..	38 0	36 6
18 years of age	47½	1 3	..	45 0	43 6
19 years of age	55	1 6	..	52 0	50 6
20 years of age	62½	2 0	..	59 6	57 6
<i>III.—Male Juniors.</i>					
Under 16 years of age	25	0 6	..	23 6	22 6
16 years of age	35	0 9	..	33 0	32 0
17 years of age	47½	1 0	..	44 6	43 6
18 years of age	60	1 0	..	56 0	54 6
19 years of age	75	2 0	..	71 0	68 6
20 years of age	90	2 0	..	85 0	82 0
<i>IV. Junior Males (Foundries).</i>					
Under 16 years of age	25	0 6	1 0	24 6	23 6
16 years of age	33	0 9	1 9	33 0	32 0
17 years of age	60	1 0	3 0	59 0	57 6
18 years of age	75	2 0	4 0	75 0	72 6
19 years of age and over	90	2 6	4 6	90 0	87 0

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

The rates shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

Clauses other than clauses 2, 5, and 6 of the Determination as published in *Government Gazette* No. 86 of the 22nd May, 1944, shall remain in force.

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 57 of the 30th March, 1944, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	46 8	1 6	48 2	Carcass skimmers	125 0	4 0	129 0
16 years of age and under 17 years of age	50 5	1 8	52 1	All others	119 0	4 0	123 0
17 years of age and under 19 years of age	65 1	2 1	67 2	Afternoon shift employees shall receive an additional 5 per cent. per week.			
19 years of age and under 20 years of age	74 11	2 5	77 4	Night shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age	84 6	2 9	87 3	Leading hands on afternoon or night shift shall receive an additional 1s. per shift.			
PROPORTION (by any Employer).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 123s. per week.							
An indenture of apprenticeship has been prescribed by the Board.							
<i>Improvers.</i>							
One improver to every four workers receiving not less than 123s. per week.							

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

Clauses 3 to 15 inclusive of the Determination as published in *Government Gazette* No. 57 of the 30th March, 1944, shall remain in force.

ASBESTOS-CEMENT WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 76 of the 15th April, 1943, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
	Wages.				Wages.		
	Per Week of 44 Hours.				Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age ..	34 9	1 0	35 9	Wet Machine Leading Hand (where in sole charge of running)	109 0	5 0	114 0
17 and under 18 years of age ..	38 11	1 2	40 1	Mixer Attendant in Charge ..	108 0	5 0	113 0
18 and under 19 years of age ..	46 2	1 4	47 6	Asbestos Disintegrator (asbestos treatment) attendant ..	107 0	5 0	112 0
19 and under 20 years of age ..	56 8	1 7	58 3	Leading cutter-off	106 0	5 0	111 0
20 and under 21 years of age ..	71 6	2 1	73 7	Accessories moulders	106 0	5 0	111 0
No apprentices or improvers under the age of sixteen years to be engaged.				Wiremen in charge of Pressure Pipe Machine	106 0	5 0	111 0
PROPORTION (IN ANY PLACE).				Wet trimmer (Power Guillotine only)	105 6	5 0	110 6
<i>Apprentices and Improvers.</i>				Dry trimmer in charge of Power-Cutting Machines	105 6	5 0	110 6
Two apprentices or improvers to every three or fraction of three workers receiving not less than 108s. per week of 44 hours.				Cutters and turners Pressure Pipe	105 6	5 0	110 6
				Leading attendant Pressure Pipe	105 6	5 0	110 6
				Curing Tanks	105 6	5 0	110 6
				Men engaged in formation of corrugated sheets	104 0	5 0	109 0
				All others	103 0	5 0	108 0

Clauses (3) to (12) inclusive of the Determination, published in *Government Gazette* No. 76 of the 15th April, 1943, shall remain in force.

SCHEDULE—continued.

BAG MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 89 of the 3rd May, 1943, shall be replaced by the following clause:—
(2)

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours.							Wages—Per Week of 44 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	26 3	31 0	36 6	57 6	75 0	92 3	1st 6 months ..	26 0	30 9	36 3	43 0	47 3	53 6
2nd 6 months	31 0	36 6	57 6	75 0	92 3	..	2nd 6 months ..	30 9	36 3	43 0	47 3	53 6	..
2nd year ..	36 6	57 6	75 0	92 3	..	..	2nd year ..	36 3	43 0	47 3	53 6	..	..
3rd year ..	57 6	75 0	92 3	..	..	..	3rd year ..	43 0	47 3	53 6	..	..	..
4th year ..	75 0	92 3	..	..	..	..	4th year ..	47 3	53 6	..	..	..	..
5th year ..	92 3	..	..	..	..	..	5th year ..	53 6	..	..	..	..	..
PROPORTION.							PROPORTION.						
<i>Males.</i>							<i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 112s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 65s. 9d. per week of 44 hours.						
							JUVENILE WORKERS.						
							Not more than three juvenile workers to each adult female worker receiving not less than 65s. 9d. per week of 44 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

	Per Week of 44 Hours.	
	s.	d.
<i>Males.</i>		
Combination bag-making machine attendant	112	0
Repairers by hand	112	0
Repairers by machine	112	0
<i>Females.</i>		
Bag-making machinist	66	6
Repairers by hand	73	9
Repairers by machine	73	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—		
1st 3 months	52	0
2nd 3 months	57	6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—		
1st 3 months	52	0
All others	65	9

NOTE.—The Board determines that no person shall be employed as an apprentice.
Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 89 of the 3rd May, 1943, shall remain in force, provided that the percentage shown in the margin of clause (12) shall be altered from 32 per cent. to 35 per cent.

SCHEDULE—continued.

BEDSTEAD MAKERS BOARD.

Clauses (2) and (4) of the Determination published in *Government Gazette* No. 97 of the 5th June, 1944, shall be replaced by the following:—

2.	Wages per week of 44 hours.	
	Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smith	112 0	109 0
Chill fitter called on to design and model	125 0	122 0
Other chill fitter	112 0	109 0
Machinist	109 "	106 0
Plater in charge	122 0	119 0
Plater's assistant	110 0	107 0
Polisher and grinder	111 0	108 0
Chipper and caster	108 0	105 0
Bedstead fitter and mounter	112 0	109 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	111 0	108 0
Japanner and lacquerer	109 0	106 0
All others	101 0	98 0

(4.) JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

	Wages per week of 44 hours.
<i>(a) Junior Males.</i>	
Under 16 years of age	<i>s. d.</i> 17 0
16 and under 17 years of age	32 3
17 " " 18 " "	56 9
18 " " 19 " "	71 3
19 " " 21 " "	86 0
<i>(b) Adult Females.</i>	
If of less than 12 months' experience	61 0
Of 12 months' experience or more	66 3
<i>(c) Junior Females.</i>	
1st year's experience	14 0
2nd " "	18 9
3rd " "	36 0
4th " "	45 0
5th " "	51 6
Thereafter until reaching the age of 21 years	57 9

Clauses (3), and (5) to (24) inclusive of the Determination as published in *Government Gazette* No. 97 of 5th June, 1944, shall remain in force.

SCHEDULE—continued.

BISCUIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 223 of the 19th November, 1943, shall be replaced by the following clause:—

Apprentices or Improvers.			Other Employees.	
WAGES PER WEEK OF 44 HOURS.			WAGES.	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		Per week of 44 hours. s. d.
Under 16 years of age	s. d. 28 3	s. d. 32 9	Bakers (including Wafer Bakers and Branette Bakers)	113 0
16 years of age	35 0	32 9	Brakesman	109 6
17 "	48 6	36 3	Machine Attendant	107 0
18 "	55 6	42 6	Men carrying and stacking flour	115 0
19 "	65 3	46 3	Mixers (including Wafer Mixers and Sugar Cream Mixers)	113 0
20 "	73 9	50 3	Oven firemen	113 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.			Adult males operating "Enroba" chocolate dipping machine	106 0
			Despatch hands	106 0
			All other males	103 0
			All other females	59 6

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 103s. per week of 44 hours

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 59s. 6d. per week of 44 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 103s. per week of 44 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 59s. 6d. per week of 44 hours.

Clauses (3) to (19) inclusive of the Determination published in *Government Gazette* No. 223 of the 19th November, 1943, shall remain in force.

SCHEDULE—continued.

BOARDING HOUSES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 273 of the 28th August, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.							
	Wages per Week.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
During 1st 6 months' experience	<i>s. d.</i> 18 9	<i>s. d.</i> 0 9	<i>s. d.</i> 19 6	<i>s. d.</i> 18 0	<i>s. d.</i> 0 9	<i>s. d.</i> 18 9	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
" 2nd " "	24 3	1 0	25 3	21 6	1 0	22 6	
" 3rd " "	29 9	1 3	31 0	27 9	1 3	29 0	
" 4th " "	34 0	1 3	35 3	29 9	1 3	31 0	
" 5th " "	40 6	1 6	42 0	..	..	..
" 6th " "	47 6	2 0	49 6	..	..	..
4th Year's experience .. and thereafter the minimum wage.	65 9	2 9	68 6	

OTHER EMPLOYEES.		WAGES PER WEEK. †	
		*Minimum Wage, without Board and Lodging.	
		Metropolitan District: the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
<i>Males.</i>		<i>s. d.</i>	<i>s. d.</i>
Porter .. .. .	.. .. .	102 0	99 0
Head Waiter .. .. .	.. .. .	106 0	103 0
Other Waiters .. .. .	.. .. .	102 0	99 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	136 0	133 0
Five, six or seven .. .. .	.. .. .	121 0	118 0
Three or four .. .. .	.. .. .	111 6	108 6
Two or less .. .. .	.. .. .	107 0	104 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	.. .. .	116 0	113 0
Five, six, or seven .. .. .	.. .. .	107 0	104 0
Other Second Cooks .. .. .	.. .. .	104 6	101 6
Sweets Cook .. .. .	.. .. .	107 0	104 0
Grill, Relieving, or Assistant Cook .. .. .	.. .. .	104 6	101 6
Pantryman or Kitchenman .. .. .	.. .. .	102 0	99 0
Persons not otherwise provided for .. .. .	.. .. .	102 0	99 0
<i>Females.</i>		<i>s. d.</i>	<i>s. d.</i>
Housekeeper .. .. .	.. .. .	74 0	71 0
Laundress .. .. .	.. .. .	62 6	59 6
Housemaid, Parlourmaid, or General .. .. .	.. .. .	59 6	56 6
Head Waitress .. .. .	.. .. .	62 6	59 6
Other Waitresses .. .. .	.. .. .	59 6	56 6
First Cook .. .. .	.. .. .	74 0	71 0
Second Cooks .. .. .	.. .. .	66 0	63 0
Sweets Cook .. .. .	.. .. .	68 0	65 0
Grill, Relieving, or Assistant Cook .. .. .	.. .. .	64 6	61 6
Pantrymaid or Kitchenmaid .. .. .	.. .. .	59 6	56 6
Persons not otherwise provided for .. .. .	.. .. .	59 6	56 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 15s. per week less, or
 (b) boards and lodges the employee, 20s. per week less.

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

Males .. .. .	.. .. .	4s. 0d. per week
Females .. .. .	.. .. .	2s. 6d. ,,

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (7).

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 273 of the 28th August, 1942, shall remain in force.

SCHEDULE—continued.
BOILERMAKERS BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 64 of the 20th April, 1944, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	5 19 0	6 5 6	5 16 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	5 12 0	5 18 6	5 9 0
Blacksmith's striker	5 10 0	5 16 6	5 7 0
Blacksmith's striker on double fires and other assistant	5 12 0	5 18 6	5 9 0
Boiler (inside) chipper and cleaner	5 16 0	6 2 6	5 13 0
Boilermaker and/or structural steel tradesman	6 14 0	7 0 6	6 11 0
Boilersmith and/or angle iron smith	6 17 0	7 3 6	6 14 0
Cold saw operator	5 12 0	5 18 6	5 9 0
Dogman	5 12 0	5 18 6	5 9 0
Driller using portable machines	6 11 0	6 17 6	6 8 0
Driller using stationary machines	5 11 0	5 17 6	5 8 0
Employee assisting a ship plate bender or plate setter	5 12 0	5 18 6	5 9 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 10 0	5 16 6	5 7 0
Friction saw operator	5 10 0	5 16 6	5 7 0
Furnaceman on heavy angle iron or heavy plate	5 18 0	6 4 6	5 15 0
Furnaceman's assistant	5 10 0	5 16 6	5 7 0
Holder-up	5 12 0	5 18 6	5 9 0
Machinist—			
1st class	6 14 0	7 0 6	6 11 0
2nd class	6 2 0	6 8 6	5 19 0
3rd class	5 15 0	6 1 6	5 12 0
Machinist, steel construction—			
1st class	5 17 0	6 3 6	5 14 0
2nd class	5 11 0	5 17 6	5 8 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making)	6 18 0	7 4 6	6 15 0
Painter of ironwork using spray	5 11 0	5 17 6	5 8 0
Painter of ironwork (other than ship painter) using brush	5 10 0	5 16 6	5 7 0
Plate setter and frame bender	6 16 0	7 2 6	6 13 0
Press and block hand assisting a boiler or angle ironsmith	5 12 0	5 18 6	5 9 0
Process worker	5 9 0	5 15 6	5 6 0
Rigger and/or splicer	5 16 0	6 2 6	5 13 0
Rivet heater	5 12 0	6 18 6	5 9 0
Welder—			
1st class (other than when using Cutler machine)	6 17 0	7 3 6	6 14 0
1st class (using Cutler machine)	6 4 0	6 10 6	6 1 0
2nd class	5 15 0	6 1 6	5 12 0
3rd class	5 11 0	5 17 6	5 8 0
Welder-tack	5 13 0	5 19 6	5 10 0
Employee not elsewhere classified	5 1 0	5 7 6	4 18 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	5 12 0	5 18 6	5 9 0
Cement mixer	5 13 0	5 19 6	5 10 0
Cement liner	5 16 0	6 2 6	5 13 0
Cement liner operator	6 2 0	6 8 6	5 19 0
Employee in charge of ring making machines	5 16 0	6 2 6	5 13 0
Employee rounding and straightening steel pipes	5 15 0	6 1 6	5 12 0
Employee on tar dip and sand rolling	5 12 0	5 18 6	5 9 0
Faucet maker in charge of furnace	5 19 0	6 5 6	5 16 0
Faucet maker's assistant	5 12 0	5 18 6	5 9 0
Machine operator (in charge of machines)	5 16 0	6 2 6	5 13 0
Pipe builder	5 16 0	6 2 6	5 13 0

Leading Hands.

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

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

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

SCHEDULE—continued.
BOILERMAKERS BOARD—continued.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission).—(a) *Apprenticeship Trades*.—Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (i) First-class welding.
- (ii) Boilermaking and/or steel construction work and/or first-class welding.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

Cancellation or Suspension of Indentures.

(d) Subject to the approval of the Secretary for Labour but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

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

Proportion.

(f) (i) The proportion of apprentices who may be taken by an employer shall be one apprentice for every two or fraction of two tradesmen.

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

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22½	..	0 9	21 6	23 0	21 0
2nd year	30	1 0	1 0	29 6	31 6	28 6
3rd year	45	1 6	1 6	44 6	47 6	43 0
4th year	75	2 0	2 3	73 0	78 0	71 0
5th year	95	2 0	3 0	92 6	98 6	89 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	24 6	26 6	24 0
2nd year	45	1 0	1 6	44 0	47 0	42 6
3rd year	75	2 0	2 3	73 0	78 0	71 0
4th year	95	2 0	3 0	92 6	98 6	89 6

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

SCHEDULE—continued.

BOILERMAKERS BOARD—continued.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

UNAPPRENTICED JUNIOR LABOUR.

4. Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned:—

(i) Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	25	0 6	23 6	25 0	22 6
16 years of age	35	0 9	33 0	35 0	32 0
17 years of age	47½	1 0	44 6	48 0	43 6
18 years of age	60	1 0	56 0	60 0	54 6
19 years of age	75	2 0	71 0	76 0	68 6
20 years of age	90	2 0	85 0	90 6	82 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

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

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

- (a) Passing hot rivets in confined spaces.
- (b) Holding up rivets over ¼ inch diameter.
- (c) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (d) Carrying material to or from cupola, forge, or electric steel furnaces, or using the slicer, or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (e) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (f) Cutting out and punching rivets on plates.
- (g) Cutting plates by means of hammer and cold set.
- (h) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.
- (i) On punching machines, handling plates that weigh more than 84 lb.
- (j) On angle iron cropping where the material weighs more than 3½ lb. per foot, and is not clamped.
- (k) Breaking up pig iron.
- (l) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

Prohibited Occupations.

(iv) Junior employees shall not be employed—

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

Clauses other than clauses 2, 3, and 4 of the Determination as published in *Government Gazette* No. 64 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

BOTTLE COVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 61 of the 27th March, 1943, shall be replaced by the following clause:—

(2)

Improvers* (Male or Female).					Other Employees.								
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.								
Under 17 years of age	<i>s.</i>	<i>d.</i>	Male adults	..	..	..	..	<i>s.</i>	<i>d.</i>
17 years of age	32	6	Female adults—						
18 years of age	41	6	Under six weeks' experience	..	..	..	..	83	6
19 years of age	55	3	Thereafter	..	..	..	..	94	0
20 years of age	64	3							
					73	9							

PROPORTION (IN ANY PLACE).

Improvers.

Four improvers for every adult worker.

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

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 61 of the 27th March, 1943, shall remain in force, provided that, to the weekly earnings of each adult pieceworker, shall be added the sum of two shillings, with proportionate increases of two shillings for improvers. Where less than 44 hours is worked in any week by any pieceworker, a proportionate amount of such sum of two shillings shall be added in lieu thereof.

SCHEDULE—continued.
BRICKLAYERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 209 of the 11th October, 1943, shall be replaced by the following clause:—

2.

* WAGES.

Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	26 3	1 0	27 3	1st six months	21 9	1 0	22 9
2nd year	39 9	1 6	41 3	2nd six months	31 9	1 6	33 3
3rd year	64 0	2 6	66 6	2nd year	45 9	2 0	47 9
4th year	72 0	3 0	75 0	3rd year	74 3	3 0	77 3
5th year	89 9	3 6	93 3	4th year	95 9	4 0	99 9
				5th year	112 3	4 6	116 9

PROPORTION (IN ANY PLACE).
One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 148s. 10d. per week of 44 hours.
An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).
One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 148s. 10d. per week of 44 hours.

Other Employees.—PER WEEK OF 44 HOURS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
Foreman bricklayer in charge of three or more employees	150 5	6 0	156 5	3 6 ²⁵ / ₄₄
Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.				
Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction	150 5	6 0	156 5	3 6 ²⁵ / ₄₄
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit	166 11	6 0	172 11	3 11 ⁷ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	182 6	6 0	188 6	4 3 ⁹ / ₂₂
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit	166 11	6 0	172 11	3 11 ⁷ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	182 6	6 0	188 6	4 3 ⁹ / ₂₂
Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same	150 5	6 0	156 5	3 6 ²⁵ / ₄₄
Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork	182 6	6 0	188 6	4 3 ⁹ / ₂₂
Bricklayers laying glass bricks	142 10	6 0	148 10	3 4 ¹³ / ₂₂
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	148 2	6 0	154 2	3 6 ¹ / ₂₂
All other bricklayers	142 10	6 0	148 10	3 4 ¹³ / ₂₂
Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	142 10	6 0	148 10	3 4 ¹³ / ₂₂
Bricklayers employed building chimney stacks shall be paid—				
Over 50 feet to 100 feet, 1s. 0½d. per day extra.				
And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra.				

* NOTE.—Section 151 Act 3677 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

Clauses 3 to 17 inclusive of the Determination as published in *Government Gazette* No. 209 of the 11th October, 1943, shall remain in force.

SCHEDULE—continued.

BRICK TRADE BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 113 of the 16th June, 1943, shall be replaced by the following clauses:—

2. Improvers.		Other Employees.		Per Hour.	Wage per Week of 44 Hours.
WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per Week of 44 Hours.				
14 years of age ..	36 1	Burners ..	..	2 7 ⁷ / ₁₁	116 0
15 " " ..	37 5	Crusher attendants who also haul ..	..	2 6 ¹⁵ / ₂₂	112 6
16 " " ..	39 7	Crusher attendants who do not haul ..	..	2 6	110 0
17 " " ..	44 8	Wet or dry pan attendants who do not haul ..	..	2 6 ⁸ / ₁₁	113 0
18 " " ..	54 2	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	..	2 6 ¹⁵ / ₂₂	112 6
19 " " ..	71 4	Hand moulders, dressers and cutters ..	..	2 8 ⁵ / ₁₁	119 0
20 " " ..	74 7	Drawers ..	..	2 7 ¹ / ₂	115 6
		Setters ..	..	2 8 ⁵ / ₁₁	119 0
		Facemen working in a clayhole 25 feet or less in depth ..	..	2 9 ⁸ / ₁₁	123 0
		All other facemen ..	..	2 10 ¹ / ₁₁	125 0
		Wheelers of green or burnt bricks ..	..	2 6 ¹⁵ / ₂₂	112 6
		Clayhole men (employer to provide tools) ..	..	2 8 ⁸ / ₁₁	120 0
		Pressers ..	..	2 6 ⁸ / ₁₁	111 6
		Loftmen ..	..	2 6 ⁸ / ₁₁	111 0
		Yardmen and wastemen ..	..	2 6	110 0
		All others ..	..	2 4 ¹⁰ / ₁₁	106 0
		OTHER BRICKS.			
		Burners ..	..	2 7 ⁷ / ₁₁	116 0
		Machine drivers or machine riggers ..	..	2 7 ⁴ / ₁₁	115 0
		Wet or dry pan attendants who do not haul ..	..	2 6 ⁸ / ₁₁	113 0
		Crusher attendants who do not haul ..	..	2 6 ⁸ / ₁₁	111 6
		Crusher and wet or dry pan attendants who also haul ..	..	2 7 ¹⁰ / ₁₁	117 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	..	2 8 ⁸ / ₁₁	118 0
		Other drawers ..	..	2 8 ¹⁹ / ₂₂	120 6
		Other setters ..	..	2 8 ¹⁹ / ₂₂	120 6
		Facemen working in a clayhole 25 feet or less in depth ..	..	2 9 ⁸ / ₁₁	123 0
		All other facemen ..	..	2 11 ² / ₁₁	129 0
		Clayhole men (employer to provide tools) ..	..	2 8 ⁸ / ₁₁	120 0
		Hand moulders, lime grinders, lime crushers, pressors, sand and lime mixers or silomen ..	..	2 7 ¹ / ₂	115 6
		Off-bearers from wire cut machines ..	..	2 6 ¹⁵ / ₂₂	112 6
		Truckers ..	..	2 6 ¹⁵ / ₂₂	112 6
		Adults taking off brick machines ..	..	2 6 ¹⁵ / ₂₂	112 6
		Damperman or kiln cleaners ..	..	2 7 ¹ / ₂	114 0
		Loftmen ..	..	2 6 ⁸ / ₁₁	111 0
		Yardmen and wastemen ..	..	2 6	110 0
		All others ..	..	2 4 ¹⁰ / ₁₁	106 0

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 76s. 9d. per week of 44 hours.

Provided also that improvers trucking from a single brick machine or taking off or trucking from a double brick machine shall be paid not less than the rate fixed for truckers.

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 106s. per week of 44 hours.

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

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

16. The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards ..	3 0	3 3 ¹ / ₂	2 10 ¹ / ₂	3 2
26 to 36 yards ..	3 4 ¹ / ₂	3 8 ¹ / ₂	3 3	3 6 ¹ / ₂
36 to 46 yards ..	3 6 ¹ / ₂	3 9 ¹ / ₂	3 5 ¹ / ₂	3 8 ¹ / ₂
Over 46 yards ..	4 1	4 4 ¹ / ₂	3 11 ¹ / ₂	4 3

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards ..	4 2	4 5	4 5 ¹ / ₂	4 8 ¹ / ₂
26 to 36 yards ..	4 6 ¹ / ₂	4 9 ¹ / ₂	4 9 ¹ / ₂	5 0 ¹ / ₂
36 to 46 yards ..	4 8 ¹ / ₂	4 11 ¹ / ₂	5 0	5 2 ¹ / ₂
Over 46 yards ..	5 3 ¹ / ₂	5 6	5 6 ¹ / ₂	5 9 ¹ / ₂

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. 2s. 10d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks ..	18 10
" " " " in sheds ..	16 4
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) ..	13 3
" " " " from bowling stool in sheds (where material is placed on the table) ..	12 2
" " fancy bricks and off-bearing to hacks or in sheds ..	18 10
" " " " from bowling stool ..	17 0
Setting ..	3 1
Picking blues ..	20 0

Clauses (3) to (15) and (17) to (19) inclusive of the Determination as published in *Government Gazette* No. 113 of the 16th June, 1943, shall remain in force.

SCHEDULE—continued.

BRUSH. MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 56 of 30th March 1944, shall be replaced by the following clause:—

2. WAGES.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		
Experience.	Wages per week of 44 hours.		Experience.	Wages per week of 44 hours.	
	Males.	Females.			
1st year	<i>s. d.</i> 21 3	<i>s. d.</i> 21 3	1st year	<i>s. d.</i> 21 3	
2nd year	28 3	28 3	2nd year	28 3	
3rd year	40 6	39 6	3rd year	39 6	
4th year	} minimum wage or earnings on piecework	50 0	4th year	50 0	
5th year		and thereafter the minimum wage or full piecework prices.	and thereafter the minimum wage or full piecework prices.	and thereafter the minimum wage or full piecework prices.	
6th year				NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on— (a) Automatic boring and filling machines; (b) Punching and stamping machines; (c) Painting or varnishing brushware.	
<p>PROPORTION. (Within any factory or place.)</p> <p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piece-work prices not less than the minimum wage.</p> <p>IMPROVERS.</p> <p><i>Males.</i> One male improver to one or two Two to three Three to five Four to nine Six to twelve Seven to fifteen Nine to eighteen } Male workers receiving not less than 118s. per week of 44 hours or earning full piece-work prices.</p> <p><i>Females.</i> One female improver to one or two Two to three Three to five Four to nine Six to twelve Seven to fifteen Nine to eighteen } Female workers receiving not less than 59s. per week of 44 hours or earning full piece-work prices.</p>					

Other Employees.			Wages per week of 44 hours.
MALES.			<i>s. d.</i>
Persons employed at—			
Paint brush making .. ..	..	..	123 0
Hair pan work .. ..	..	..	118 0
Basin pan work .. ..	..	..	118 0
Hair dressing and mixing .. ..	..	..	118 0
Making twisted brushes .. ..	..	..	118 0
Making wire brushes .. ..	..	..	118 0
Basin broom drawing .. ..	..	..	118 0
Finishing .. ..	..	..	118 0
Boring .. ..	..	..	118 0
Lacquering or ducoing .. ..	..	..	118 0
Trimming machine (when employed solely at such machine) .. ..	..	..	108 0
FEMALES.			
Automatic boring and filling machinists .. ..	..	..	59 0
Filling machinists .. ..	..	..	59 0
Trimming machinists .. ..	..	..	59 0
Boring machinists .. ..	..	..	59 0
Bench drawing .. ..	..	..	61 0
Treadle knot-sizing machinists .. ..	..	..	59 0
Persons employed at lacquering or ducoing .. ..	..	..	59 0
Adult females employed on any work for which a classification is provided for adult males shall be paid the adult male rate for such work			

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 56 of the 30th March, 1944, shall remain in force provided that in clause (11) the Note be amended to:—“In addition to the piece-work prices set out in this clause a piece-worker shall be paid in the case of a male 10s. and in the case of a female 5s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked.”

SCHEDULE—continued.

BUILDERS' LABOURERS BOARD.

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

(2)

	Wages per Week—		
	Adjustable Rate.	Plus War Loading (Non Adjustable).	Total Wage.
	s. d.	s. d.	s. d.
WAGES OF WEEKLY EMPLOYEES.			
(a) Labourer employed as steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey, drainers, jackhammerman, and winch or hoist drivers. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	110 0	3 0	113 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a)	104 0	3 0	107 0

(3)

WAGES OF CASUAL EMPLOYEES.

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

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

	For a 44-hour week.		For a 49-hour week.	
	s. d.	s. d.	s. d.	s. d.
(a) If doing the work set out in (1) (a) above	2 11½	2 8½	2 8½	2 6½
(b) If doing the work set out in (2) (b) above	2 9½	2 6½	2 6½	2 6½

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

CARETAKERS BOARD.

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

(2)

IMPROVERS.

Wages per week of 46 hours.		
	s. d.	
Under 18 years of age	46 6	PROPORTION (in any place). One improver to every worker receiving not less than 103s. 6d. per week of 46 hours. NOTE.—The Board has determined that no apprentice shall be taken in the trade.
18 to 19 years of age	59 3	
19 to 20 years of age	73 3	
20 to 21 years of age	87 0	

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.		All Other Parts of Victoria where this Determination Applies.	
	s. d.	s. d.	s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—				
41 or more flats	107 0	104 0	104 0	100 0
21 to 40 flats	103 0	100 0	100 0	98 6
20 or less flats	101 6	98 6	98 6	95 0
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes				
Other caretakers of buildings in charge of—	98 0	95 0	95 0	95 0
11 or more cleaners	135 6	132 6	132 6	122 6
4 to 10 cleaners	125 6	122 6	122 6	111 6
1 to 3 cleaners	114 6	111 6	111 6	103 6
All others	106 6	103 6	103 6	103 6

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

SCHEDULE—continued.

CARPENTERS BOARD.

Clauses (2) of the Determination published in *Government Gazette* No. 121 of the 13th July, 1944, shall be replaced by the following clause:—

2. *Wages.*

(a) Adult Employees (other than Apprentices).	Total Wage Payable—		
	Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(i) Engaged on stock work, including 1s. tool allowance ..	£ s. d. 6 2 0 per week	£ s. d. 6 8 6 per week	£ s. d. 5 19 0 per week
(ii) Engaged on shop work (shop or joinery mills or mixed industry) including 2s. 6d. tool allowance ..	6 15 0 per week	7 1 6 per week	6 12 0 per week
(iii) The hourly wage is that amount obtained by dividing the relevant weekly wage set forth in sub-clauses (i) and (ii) hereof by 48 or 44 or such other weekly hours figure as the employee ordinarily works where employed			
(iv) Engaged on building construction work	7 1 0 per week or 3 2 ¹ / ₁₁ per hour	7 7 6 per week or 3 4 ¹ / ₂₂ per hour	6 18 0 per week or 3 17 ¹ / ₁₁ per hour

The amounts stated in this sub-clause include wartime loadings as follows. For work mentioned in—

(i) hereof, at the rate of 4s. per week.

(ii) and (iv) hereof, at the rate of 6s. per week.

These loadings are not to be taken into account in the calculation of overtime or other penalty rates prescribed by the Determination.

(b) Where an employee is employed in a "mixed industry" and does building construction work in connexion with such industry, he shall be paid the rate prescribed for shop work in sub-clause (a) hereof, provided that, if within three months after his first employment in such mixed industry his employment shall have been terminated for any other cause than misconduct or his voluntary act, he shall on such termination be entitled to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that payable under sub-clause (a) (iv) hereof for building construction work, the rate per hour being ascertained by dividing the total amount of the weekly rate therein prescribed by the number of standard hours per week then prevailing in that industry.

(c) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such employer's shop, he shall be paid for such work the rate prescribed for shop work in sub-clause (a) hereof, provided that, if within three months after his first employment in such shop his employment shall have been terminated for any other cause than misconduct or voluntary act of the employee, he shall on such termination be entitled to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that payable under sub-clause (a) hereof for building construction work.

APPRENTICES.

(Except those covered by the Apprenticeship Commission).

15. (i) All apprenticed boys employed in the trade shall be legally indentured for five years, in accordance with the form of indenture prescribed by the Board, but each boy shall be allowed three months' probation, which shall be reckoned portion of his apprenticeship should he be afterwards indentured.

(ii) The proportion of apprenticed boys to journeymen in shops or joinery mills shall not exceed two apprentices to three journeymen or fraction thereof.

The calculation of the above proportion shall be based, when a new apprentice is proposed to be taken on, upon the aggregate number of employees on full time employment for the six preceding months. If an employer is actually working in the trade, he shall count as one journeyman.

(iii) If an employer is unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, who may take and employ him as such apprentice, and for that purpose such employee, if required so to do, shall assign the deed of apprenticeship to such other employer.

(iv) No employer shall be entitled to take an apprentice unless he has been in business for, at least one year, but this shall not apply to joinery mills.

(v) Apprentices' wages shall be not less than the following:—

	Percentage of Total Basic Wage.	Total Wage Payable—		
		Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
1st six months	20	0 19 6	1 1 0	0 19 0
2nd " "	25	1 4 6	1 6 0	1 3 6
2nd year	30	1 9 6	1 11 6	1 8 6
3rd year	45	2 4 0	2 7 0	2 2 6
4th year	65	3 3 6	3 8 0	3 1 6
5th year	85	4 3 6	4 9 0	4 0 6

The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(v) (a) A tool allowance of 1s. a week shall be paid to apprentices in their third, fourth, and fifth year.

SCHEDULE—continued.

CARPENTERS BOARD—continued.

(vi) Every apprentice shall, during the second and third year of his apprenticeship, attend, at least two nights in each week, the classes in joinery and building construction and architecture provided at a Technical College, and the fees actually paid per quarter shall, unless such fees have been paid by the State Government, be refunded by the employer on production of a certificate from the Instructor that the apprentice has satisfactorily attended the classes during such quarter.

(vii) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages hereinbefore provided in sub-clause (v) hereof.

(viii) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners, that he has attended a two years' course and passed an examination at a Technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (v) hereof, and in addition to the 2s. 6d. prescribed in sub-clause (vii) hereof, where payable, for the remainder of the term of his apprenticeship.

(ix) Any employers having apprentices other than those in joinery mills shall provide all heads, hollows, rounds, ploughs, cash fillisters and moulding planes required for the use of the apprentices.

(x) No apprentice under nineteen years of age shall be allowed to attend winches, sling timber or work power-driven machinery.

(xi) Where apprentices are required to work overtime, or are sent to distant jobs, &c., all provisions covering journeymen shall, in regard to rates of pay, be proportionately and, in regard to travelling expenses, be equally applicable.

Clauses other than 2 and 15 of the Determination as published in *Government Gazette* No. 121 of the 13th July, 1944, shall remain in force.

CARRIAGE BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 57 of the 24th March, 1943, shall be replaced by the following clauses:—

(2)

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warramboul Post Offices; 8 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.	
MALES.						
<i>Development, Tool Room, Installation, and Maintenance.</i>						
Brass finisher, tradesman	s. d. 128 0	s. d. 6 0	s. d. 134 0	s. d. 125 0	s. d. 6 0	s. d. 131 0
Carpenter on maintenance work	128 0	6 0	134 0	125 0	6 0	131 0
Coremaker, jobbing	128 0	6 0	134 0	125 0	6 0	131 0
Die maker (see "toolmaker")	125 0	5 0	130 0	122 0	5 0	127 0
Die setter	125 0	5 0	130 0	122 0	5 0	127 0
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	131 0	6 0	137 0	128 0	6 0	134 0
Electrical fitters	128 0	6 0	134 0	125 0	6 0	131 0
Electrical mechanic	125 0	9 0	134 0	122 0	9 0	131 0
Fitter and/or turner, tradesman	128 0	6 0	134 0	125 0	6 0	131 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	107 0	3 0	110 0	104 0	3 0	107 0
Jigmaker, in wood or metal	128 0	6 0	134 0	125 0	6 0	131 0
Machinist (metal), first class	128 0	6 0	134 0	125 0	6 0	131 0
Machinist (metal), second class	118 0	4 0	122 0	115 0	4 0	119 0
Machinist (metal), third class	112 0	3 0	115 0	109 0	3 0	112 0
Machinist (wood) (see "wood machinist")	112 0	3 0	115 0	109 0	3 0	112 0
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")	125 0	5 0	130 0	122 0	5 0	127 0
Painter, on maintenance work	128 0	6 0	134 0	125 0	6 0	131 0
Panel worker, tradesman	128 0	6 0	134 0	125 0	6 0	131 0
Pattern maker	137 0	5 0	142 0	134 0	5 0	139 0

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance—continued.</i>						
	s.	d.	s.	d.	s.	d.
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a marginal rate of ..	131	0	6	0	128	0
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	128	0	6	0	125	0
Plumber on maintenance work	118	0	4	0	115	0
Saw doctor	128	0	6	0	125	0
Smith, tradesman	131	0	6	0	128	0
Template maker	129	0	6	0	126	0
Tool maker, tool hardener, and die maker (in wood or metal) ..	132	0	6	0	129	0
Tradesman, the greater part of whose time is occupied marking off	134	0	10	0	131	0
Trimmer, tradesman	131	0	6	0	128	0
Turner (see "Fitter and/or turner").	125	0	5	0	122	0
Welder, first class	130	0	5	0	127	0
Welder, second class	131	0	5	0	128	0
Welder, third class	120	0	4	0	117	0
Welder, fourth class	112	0	3	0	109	0
Wood machinist, first class	107	6	3	0	104	6
	122	0	5	0	119	0
<i>Production.</i>						
Acid washer and/or pickler	112	0	3	0	109	0
Air hammer operator	120	0	4	0	117	0
Assembler (aero engine)	128	0	6	0	125	0
Assembler and/or wiper, chassis	113	0	3	0	110	0
Assembler, cushion and squab spring	113	0	3	0	110	0
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman)	120	0	4	0	117	0
Assembler of bodies or parts of bodies "on the line"	125	0	5	0	122	0
Assembler of chassis parts independently of main assembly ..	112	0	3	0	109	0
Assembler of prepared parts in glass section (not being a process worker)	116	0	3	0	113	0
Assembler, windscreen frame	113	0	3	0	110	0
Axle maker	128	0	6	0	125	0
Axle turner	128	0	6	0	125	0
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim)	112	0	3	0	109	0
Band sawyer (metal)	118	0	4	0	115	0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	112	0	3	0	109	0
Body maker, first class	128	0	6	0	125	0
Body maker, second class	125	0	5	0	122	0
Body moulder	112	0	3	0	109	0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine	118	6	4	0	115	6
(b) Not setting up machine	112	0	3	0	109	0
Chassis assembler (see "Assembler").						
Cold setter	115	0	3	0	112	0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	118	6	4	0	115	6
Cutter, Electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	125	0	5	0	122	0
Dipper and hanger (paint)	106	0	3	0	103	0
Dipper, solder or tin	112	0	3	0	109	0
Drier	108	0	3	0	105	0
Driller, not using jigs (panel)	110	0	3	0	107	0
Driller, not using jigs (other)	112	0	3	0	109	0
Driller, using jigs (panel)	106	0	3	0	103	0
Driller, using jigs (other)	108	0	3	0	105	0
Drop hammer smith— (a) When dies are not used	129	0	6	0	126	0
(b) When dies are used	112	0	3	0	109	0

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
Drop hammer stamper	s. d. 107 6	s. d. 3 0	s. d. 110 6	s. d. 104 6	s. d. 3 0	s. d. 107 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	120 0	4 0	124 0	117 0	4 0	121 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	128 0	6 0	134 0	125 0	6 0	131 0
Electroplater, second class	118 0	4 0	122 0	115 0	4 0	119 0
Electroplater, third class	105 0	3 0	108 0	102 0	3 0	105 0
Enameller, bow socket	109 6	3 0	112 6	106 6	3 0	109 6
Enameller in colours and/or varnisher (finishing coat brush)	125 0	5 0	130 0	122 0	5 0	127 0
Folding machine operator	113 0	3 0	116 0	110 0	3 0	113 0
Frame operative (cushion and squabs)	113 0	3 0	116 0	110 0	3 0	113 0
Furnace brazer	118 6	4 0	122 6	115 6	4 0	119 6
Furnaceman	112 0	3 0	115 0	109 0	3 0	112 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	117 0	3 0	120 0	114 0	3 0	117 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	107 6	3 0	110 6	104 6	3 0	107 6
Grinder and/or buffer (metal) using portable machine	112 0	3 0	115 0	109 0	3 0	112 0
Guillotine machinist	113 0	3 0	116 0	110 0	3 0	113 0
Hammer driver, steam, pneumatic, or other power	107 6	3 0	110 6	104 6	3 0	107 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	102 0	3 0	105 0	99 0	3 0	102 0
Labourer assisting without using tools (chassis assembly)	102 0	3 0	105 0	99 0	3 0	102 0
Liner	125 0	5 0	130 0	122 0	5 0	127 0
Machinist (metal), first class	128 0	6 0	134 0	125 0	6 0	131 0
Machinist (metal), second class	118 0	4 0	122 0	115 0	4 0	119 0
Machinist (metal), third class	112 0	3 0	115 0	109 0	3 0	112 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	118 6	4 0	122 6	115 6	4 0	119 6
Marker-out or scriber (using patterns or templates)	111 0	3 0	114 0	108 0	3 0	111 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel-polisher	109 6	3 0	112 6	106 6	3 0	109 6
Painter, coach (brush)	125 0	5 0	130 0	122 0	5 0	127 0
Painter, spray (on coats other than priming)	125 0	5 0	130 0	122 0	5 0	127 0
Painter, spray and/or brush (on prime coats)	117 0	3 0	120 0	114 0	3 0	117 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	109 6	3 0	112 6	106 6	3 0	109 6
Painter's labourer	104 0	3 0	107 0	101 0	3 0	104 0
Panel beater, first class	128 0	6 0	134 0	125 0	6 0	131 0
Panel beater, second class	125 0	5 0	130 0	122 0	5 0	127 0
Panel edge turner	118 0	4 0	122 0	115 0	4 0	119 0
Panel fixer, metal	113 0	3 0	116 0	110 0	3 0	113 0
Panel machinist (other)	112 0	3 0	115 0	109 0	3 0	112 0
Panel worker and/or dent knocker	125 0	5 0	130 0	122 0	5 0	127 0
Paster (trim)—						
1st year's experience	110 0	3 0	113 0	107 0	3 0	110 0
2nd year's experience	112 0	3 0	115 0	109 0	3 0	112 0
Thereafter	114 0	3 0	117 0	111 0	3 0	114 0
Petrol tank operative	114 0	3 0	117 0	111 0	3 0	114 0
Pickler (see "Acid washer and/or pickler").						
Plate glass beveller	122 0	5 0	127 0	119 0	5 0	124 0
Plate glass cutter	122 0	5 0	127 0	119 0	5 0	124 0
Plate glass driller	122 0	5 0	127 0	119 0	5 0	124 0
Plate glass grinder	109 6	3 0	112 6	106 6	3 0	109 6
Pleat stuffer	112 0	3 0	115 0	109 0	3 0	112 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffa	118 0	4 0	122 0	115 0	4 0	119 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	119 0	4 0	123 0	116 0	4 0	120 0
Press operator assistant (over 400 tons pressure)	104 0	3 0	107 0	101 0	3 0	104 0
Press operator (light)	111 0	3 0	114 0	108 0	3 0	111 0
Process worker	106 0	3 0	109 0	103 0	3 0	106 0
Riveter on motor truck or wagon body	125 0	5 0	130 0	122 0	5 0	127 0
Riveter, chassis	112 0	3 0	115 0	109 0	3 0	112 0
Riveter, other (up to and including $\frac{1}{2}$ -in. rivet)	112 0	3 0	115 0	109 0	3 0	112 0
Rotary buff operator—						
(a) While doing dent knocking	125 0	5 0	130 0	122 0	5 0	127 0
(b) While not doing dent knocking	112 0	3 0	115 0	109 0	3 0	112 0
Rotary shearing machinist	113 0	3 0	116 0	110 0	3 0	113 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	108 0	3 0	111 0	105 0	3 0	108 0
Screwer and/or tapper	107 6	3 0	110 6	104 6	3 0	107 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sand blast operator (where adequately protected) ..	112 0	3 0	115 0	109 0	3 0	112 0
Smith tradesmen	129 0	6 0	135 0	128 0	6 0	132 0
Solderer, "on the line"	125 0	5 0	130 0	122 0	5 0	127 0
Solderer not "on the line"	120 0	4 0	124 0	117 0	4 0	121 0
Solderer (on other than body work)	120 0	4 0	124 0	117 0	4 0	121 0
Spotter and/or toucher-up	125 0	5 0	130 0	122 0	5 0	127 0
Spray painter (see "Painter, spray").						
Spring fitter	128 0	6 0	134 0	125 0	6 0	131 0
Spring maker, cushion (by hand) (see "Cushion spring maker").						
Spring maker, laminated	128 0	6 0	134 0	125 0	6 0	131 0
Spring maker, spiral (by hand)	118 6	4 0	122 6	115 6	4 0	119 6
Spring service worker	107 6	3 0	110 6	104 6	3 0	107 6
Squab and/or cushion maker	125 0	5 0	130 0	122 0	5 0	127 0
Stopper-up	116 0	3 0	119 0	113 0	3 0	116 0
Stove attendant, electric	113 0	3 0	116 0	110 0	3 0	113 0
Strap maker	112 0	3 0	115 0	109 0	3 0	112 0
Stretching machine operator	113 0	3 0	116 0	110 0	3 0	113 0
Striker	107 0	3 0	110 0	104 0	3 0	107 0
Tapper (see "Screw and/or tapper").						
Tester	112 0	3 0	115 0	109 0	3 0	112 0
Timber kiln attendant	104 0	3 0	107 0	101 0	3 0	104 0
Timber orderman	111 0	3 0	114 0	108 0	3 0	111 0
Timber stacker	105 0	3 0	108 0	102 0	3 0	105 0
Toucher-up (see "Spotter and/or toucher-up").						
Transfer grainer	115 0	3 0	118 0	112 0	3 0	115 0
Trimmer, sectional	116 0	3 0	119 0	113 0	3 0	116 0
Trimmer, tradesman (including cutter by hand)	125 0	5 0	130 0	122 0	5 0	127 0
Tube maker	109 6	3 0	112 6	106 6	3 0	109 6
Tire fitter	109 6	3 0	112 6	106 6	3 0	109 6
Uni-shear operator	112 0	3 0	115 0	109 0	3 0	112 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyoceman	115 0	3 0	118 0	112 0	3 0	115 0
Welder, "A" grade	131 0	5 0	136 0	128 0	5 0	133 0
Welder, "B" grade	126 0	5 0	131 0	123 0	5 0	128 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	120 0	4 0	124 0	117 0	4 0	121 0
Welder, electric spot and butt	113 0	3 0	116 0	110 0	3 0	113 0
Wet rubber and/or polisher (paint)	112 0	3 0	115 0	109 0	3 0	112 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	122 0	5 0	127 0	119 0	5 0	124 0
Wood machinist, second class	118 0	4 0	122 0	115 0	4 0	119 0
Writer	128 0	6 0	134 0	125 0	6 0	131 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	125 0	5 0	130 0	122 0	5 0	127 0
Axle turner	125 0	5 0	130 0	122 0	5 0	127 0
Grainer	125 0	5 0	130 0	122 0	5 0	127 0
Nave mortise and boring machinist	111 0	3 0	114 0	108 0	3 0	111 0
Nave turner	121 0	4 0	125 0	118 0	4 0	122 0
Signwriter	125 0	5 0	130 0	122 0	5 0	127 0
Spoke lather	121 0	4 0	125 0	118 0	4 0	122 0
Spoke planer	121 0	4 0	125 0	118 0	4 0	122 0
Spoke tenoner	121 0	4 0	125 0	118 0	4 0	122 0
Spoke throater	121 0	4 0	125 0	118 0	4 0	122 0
Timber bender	121 0	4 0	125 0	118 0	4 0	122 0
Wheelwright and wheel maker	125 0	5 0	130 0	122 0	5 0	127 0
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	128 0	6 0	134 0	125 0	6 0	131 0
Pitman	118 6	4 0	122 6	115 6	4 0	119 6
Wheel grinder	118 6	4 0	122 6	115 6	4 0	119 6
Wheel turner	128 0	6 0	134 0	125 0	6 0	131 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Driver of chassis and/or new vehicle	106 0	3 0	109 0	103 0	3 0	106 0
Case maker	109 6	3 0	112 6	106 6	3 0	109 6
Case repairer	106 0	3 0	109 0	103 0	3 0	106 0

SCHEDULE—continued.
CARRIAGE BOARD—continued.

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

	Adults. Per Week of 44 Hours.		Juniors. Per Week of 44 Hours.	
	£	s. d.	£	s. d.
First six months (without previous experience)	1	16 0	1	14 0
Second six months	2	10 0	2	8 0
Third six months	2	15 6	2	14 0
Thereafter	3	3 6	3	2 0

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

	Adults.		Juniors.	
	£	s. d.	£	s. d.
For the first six months	1	16 0	1	14 0
For the second six months	2	10 0	2	8 0
Thereafter	3	3 6	3	2 0

APPRENTICES.

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

- (4) (i) Minors may be taken as indentured apprentices to one or more of the trades of—
 (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
 (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
 (c) Painting (coach).
 (d) Trimming.
 (e) Axle-making.
 (f) Wood-turning and woodwork machining.
 (g) Panel-working, including panel beating, sheet metal working and welding.
 (h) Saw doctoring.
- (ii) "Minors other than indentured apprentices shall not be employed in the following occupations":—
 (a) Electrical fitting.
 (b) Electrical mechanic.
 (c) Electroplating (1st class).
 (d) Fitting and/or turning.
 (e) First class metal machinist.
 (f) Patternmaking.
 (g) Welder (1st class only).

(iii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XV. below).

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

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

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

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

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

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

(vii)—

Wages.

Apprentices—

Five-year terms—

	Per Week of 44 Hours.
	s. d.
First year	19 3
Second year	27 0
Third year	45 6
Fourth year	73 9
Fifth year	93 0

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

First year	22 9
Second year	44 6
Third year	73 9
Fourth year	93 0

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

(b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (17) (c) to the number of four days per annum.

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

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

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

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

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

(xiii) No employer shall, either directly or indirectly, or by any pretence or advice, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

SCHEDULE—*continued.*

CARRIAGE BOARD—*continued.*

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

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

MALE JUNIOR WORKERS.

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

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

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

	Wages Per Week of 44 Hours.		
	£	s.	d.
Under 16 years of age	1	3	6
16 years of age	1	12	9
17 " "	2	4	6
18 " "	2	16	0
19 " "	3	11	0
20 " "	4	5	0

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

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

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

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

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

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

Clauses (6) to (31) inclusive of the determination as published in *Government Gazette* No. 57 of the 24th March, 1943, shall remain in force.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 77 of the 3rd May, 1944, clauses 1 to 5 inclusive of Part I; clause 1 of Part II; clauses 1 and 2 of Part III; and clauses 1 and 2 of Part IV shall be replaced by the following clauses:—

PART I.

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

1. ADULT EMPLOYEES.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warramboul; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving jinker, boiler truck, V or float—	£ s. d.	£ s. d.	£ s. d.
One horse	5 10 0	5 16 6	5 7 0
Two or three horses	5 15 0	6 1 6	5 12 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	5 4 0	5 10 6	5 1 0
Two horses	5 9 0	5 15 6	5 6 0
Three horses	5 12 0	5 18 6	5 9 0
Four horses	5 14 0	6 0 6	5 11 0
Five horses	5 15 0	6 1 6	5 12 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Employee driving—			
Motor bicycle with side car	5 4 0	5 10 6	5 1 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	5 9 0	5 15 6	5 6 0
Over 25 cwt., but not over 3 tons	5 13 0	5 19 6	5 10 0
Over 3 tons but under 6 tons	5 18 0	6 2 6	5 13 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Employee driving mechanical horse, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time	5 18 0	6 4 6	5 15 0
Loader	5 7 0	5 13 6	5 4 0
Leading Loader	5 13 0	5 19 6	5 10 0
Stableman	5 1 0	5 7 6	4 18 0
Head stableman	5 5 6	5 12 0	5 2 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	5 6 0	5 12 6	5 3 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	5 4 0	5 10 6	5 1 0
Between 10 p.m. and 7 a.m.	5 5 0	5 11 6	5 2 0
Supervisor	5 10 0	5 16 6	5 7 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	5 9 0	5 15 6	5 6 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 18 0	5 4 6	4 15 0

WAGE FOR JUNIORS.

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

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

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

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

WAR LOADINGS.

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

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

Provided that any person driving a bulk milk vehicle or a gas-producer unit shall be paid the appropriate extra rates set out in clauses 4 (i) and 5 (i) respectively and shall not be entitled to war loadings.

SCHEDULE—continued.
CARTERS AND DRIVERS BOARD—continued.

PART I—(continued).

4. EXTRA RATES.		Per week.
		s. d.
(i) Further additional amount for a bulk milk carter whether carting milk in tanks and/or containers ..	..	7 0
(ii) Further additional amount for employee driving sanitary vehicle—		
Between 7 a.m. and 10 p.m. .. .. .	..	3 0
Between 10 p.m. and 7 a.m. .. .. .	..	6 0
(iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week		
(iv) Further additional amount for employee carting specially offensive material .. .. .	..	6 0
(v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material .. .. .	..	6 0

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

		Per week.
		s. d.
Further additional amounts for an employee driver (not a supervisor), who is required in any week to collect moneys and account for them as part of his duties:—		
If amount collected in a week is or exceeds £100 .. .. .	..	4 0
If amount collected in a week is under £100 but is or exceeds £30 .. .. .	..	3 0
If amount collected in a week is under £30 .. .. .	..	2 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle .. .. .	..	2 0

GAS PRODUCER UNITS.

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

PART II.

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

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 6¹²/₁₀₀d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

PART III.

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

1. ADULT EMPLOYEES.

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

2. EXTRA RATES.		Per week.
		s. d.
Further additional amount for employee driving retail milk vehicle .. .. .	..	11 0
Further additional amount for employee of retail dairyman driving bulk milk vehicle .. .. .	..	1 0
Further additional amount for a driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra .. .. .	..	1 0
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra .. .. .	..	1 0
Further additional amount for a cleaner of a gas producer unit who is not a driver—for each day or part thereof upon which he is called upon to clean such unit—an extra .. .. .	..	1 0

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD—continued.

PART IV.

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

1. ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons ..	5 19 0	6 5 6	5 18 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons ..	6 1 0	6 7 6	5 18 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Motor driver's assistant and any employee not elsewhere specified	4 19 6	5 0 0	4 18 6

2. EXTRA RATES. Per Week.

	Per Week. s. d.
Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages ..	3 0
Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets ..	6 0
Further additional amount for a driver who is required in any week to collect money—	
When the amount collected in a week is or exceeds £100 ..	4 0
When the amount collected in a week is under £100 but is or exceeds £30 ..	3 0
When the amount collected in a week is under £30 ..	2 0
Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle ..	5 0
Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart three or more drums of fuel oil, at the rate of ..	3 0

Clauses 6 to 36 inclusive of Part I; clauses 2 to 14 inclusive of Part II; clauses 3 to 33 inclusive of Part III; and clause 3 to 30 inclusive of Part IV, shall remain in force.

SCHEDULE—continued.

CEMENT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 104 of the 26th May, 1943, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age	s. d. 37 9	s. d. 2 0	s. d. 39 9	s. d. 43 3	s. d. 2 6	s. d. 45 9
" 17 " " "	47 9	2 9	50 6	53 6	3 0	56 6
" 18 " " "	55 3	3 3	58 6	62 6	3 6	66 0
" 19 " " "	67 3	4 0	71 3	73 6	4 3	77 9
" 20 " " "	76 9	4 3	81 0	82 6	4 9	87 3
" 21 " " "	87 6	5 0	92 6	92 0	5 3	97 3

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

(MALES.)

Cement Works.	Wages per week of 44 hours.					
	Employed Continuously on Day Shift.			Employed Alternately on Two or Three Shifts.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cement Burner .. .. .	..	..	..	121 9	6 0	127 9
Tester on Slurry Controls .. .. .	..	..	..	119 3	6 0	125 3
Miller (new plant) .. .. .	..	..	..	118 0	6 0	124 0
Miller (old plant) .. .. .	..	..	..	116 0	6 0	122 0
Fuller Coal Miller (old plant) .. .. .	..	..	..	118 0	6 0	124 0
Coal Drier (old plant) .. .. .	..	..	..	118 0	6 0	124 0
Potash plant attendant .. .. .	..	..	..	118 0	6 0	124 0
Loader in railway trucks at bagging sheds	115 0	6 0	121 0	..	..	..
Machine Bag Filler	115 0	6 0	121 0	..	..	..
Stacker	107 0	6 0	113 0	..	..	..
Electrostatic Precipitator Attendant (new plant) .. .. .	..	..	..	116 3	6 0	122 3
Electrostatic Precipitator Attendant (old plant) .. .. .	..	..	..	111 9	6 0	117 9
Rubber Band Attendant	107 0	6 0	113 0	109 9	6 0	115 9
Slurry Tank Attendant (new plant) .. .. .	..	..	..	115 9	6 0	121 9
Mammoth Crusher Attendant (new plant)	112 0	6 0	118 0	114 9	6 0	120 9
Truck Cleaner	106 0	6 0	112 0	..	..	..
Truck Tarpaper	107 0	6 0	113 0	..	..	..
Mill Room Helper	108 3	6 0	114 3	111 0	6 0	117 0
All Others	104 0	6 0	110 0	106 9	6 0	112 9

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

Quarries.	Batesford.						Elsewhere within the Area to which the Determination Applies.		
	Day Shift.			Afternoon or Night Shift.			Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.			
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder Monkey	123 0	6 0	129 0	128 0	6 0	134 0	116 0	6 0	122 0
Jack Hammerman	123 0	6 0	129 0	128 0	6 0	134 0	116 0	6 0	122 0
Platelayer	120 0	6 0	126 0	125 0	6 0	131 0	113 0	6 0	119 0
Bankman	118 0	6 0	124 0	122 9	6 0	128 9	111 0	6 0	117 0
Underground Drainer	147 6	6 0	153 6	148 3	6 0	154 3	..	..	..
Underground Quarryman	126 0	6 0	132 0	126 9	6 0	132 9	..	..	..
Pump Attendant	123 0	6 0	129 0	123 9	6 0	129 9	..	..	..
Signal Attendant	116 6	6 0	122 6	117 3	6 0	123 3	..	..	..
Leverman	114 0	6 0	120 0	118 6	6 0	124 6	..	..	..
All others	111 0	6 0	117 0	115 6	6 0	121 6	104 0	6 0	110 0

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 104 of the 26th May, 1943, shall remain in force.

SCHEDULE—continued.

CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 22nd April, 1942, shall be replaced by the following clause:—

(a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	28 6	0 9	29 3	Moulders on centrifugal or vibrator pipe machines ..	114 0	3 0	117 0
" 17 " " ..	38 3	1 0	39 3	Man operating a machine mixing cement or concrete ..	111 0	3 0	114 0
" 18 " " ..	47 9	1 6	49 3	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	110 0	3 0	113 0
" 19 " " ..	59 9	1 9	61 6	Repairers or renderers of cement or concrete articles ..	110 0	3 0	113 0
" 20 " " ..	69 3	2 0	71 3	Operator of machine making concrete or cinder-concrete blocks or bricks ..	110 0	3 0	113 0
" 21 " " ..	80 0	2 3	82 3	Crusher feeder or attendant where bricks are crushed ..	109 6	3 0	112 6
PROPORTION (in any Factory or Place).				Tile or ridge makers and the takers off of same ..	108 6	3 0	111 6
<i>Apprentices.</i>				Other mixers of cement or concrete ..	108 0	3 0	111 0
One apprentice to every three or fraction of three workers receiving not less than 105s. per week of 44 hours.				Mould assemblers ..	107 6	3 0	110 6
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.				Operator of cement sprayer ..	107 6	3 0	110 6
<i>Improvers.</i>				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	106 6	3 0	109 6
Cement Tilemakers' Section.				Strippers ..	106 6	3 0	109 6
Three improvers to four workers ..	Receiving not less than 105s. per week of 44 hours.			Pipe tester (i.e., person operating a pump or pressure apparatus)	106 0	3 0	109 0
Four improvers to five or six workers ..				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	105 6	3 0	108 6
Five improvers to seven workers ..				Where the load carried per man is of a greater average weight than 70 lb.:—			
Six improvers to eight workers, and thereafter one improver to every two workers ..				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	105 6	3 0	108 6
All Other Sections.				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	105 6	3 0	108 6
One improver to every three or fraction of three workers receiving not less than 105s. per week of 44 hours.				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	105 6	3 0	108 6
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.				Wires on drums or mandrils for pipe-making ..	104 6	3 0	107 6
				Finisher of pipes made on vibrator ..	103 0	3 0	106 0
				All others ..	102 0	3 0	105 0

NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.

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

SCHEDULE—continued.

CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 42 of the 9th March, 1944, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.						
					Wages.						
Wages per Week of 44 Hours.					Within the Metropolitan District.		All other Parts of Victoria.				
s. d.					Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.			
					s. d.	s. d.	s. d.	s. d.			
1st year	..	..	..	..	24	6		
2nd	"	..	..	..	28	6		
3rd	"	..	..	..	33	0		
4th	"	..	..	..	39	6		
5th	"	..	..	..	50	6		
PROPORTION (WITHIN ANY PLACE).											
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.											
					Grave diggers	2 9 ⁸ / ₃₂	122 6	2 8 ⁷ / ₃₂	118 6
					All others	2 5 ⁸ / ₁₁	109 0	2 5 ² / ₁₁	107 0

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 42 of the 9th March, 1944, shall remain in force.

SCHEDULE—continued.

CHAR WORKERS BOARD.

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

(2)

Improvers.			Other Employees.		
MALES.			WAGES.*		
WAGES.			Males.		
		Per week of 44 hours.			Per week of 44 hours.
		s. d.			s. d.
Under 19 years of age .. .. .	..	..	..	..	..
19 and under 20 years of age .. .. .	..	..	..	..	..
20 years of age .. .. .	..	..	..	..	..
		44 6			129 0
		53 0			117 6
		60 0			108 6
PROPORTION.			Females.		
<i>Improvers.</i>			WAGES.*		
One male improver to every five male workers receiving not less than 108s. 6d. per week of 44 hours.			Males.		
			WAGES.		
					Per week of 44 hours.
					s. d.
Under 19 years of age .. .. .	..	..	..	..	..
19 and under 20 years of age .. .. .	..	..	..	..	..
20 years of age .. .. .	..	..	..	..	..
		38 0			115 1
		45 6			104 1
		53 0			99 11
PROPORTION.			<i>Improvers.</i>		
<i>Improvers.</i>			One female improver to every ten female workers receiving not less than 99s. 11d. per week of 44 hours.		
One female improver to every ten female workers receiving not less than 99s. 11d. per week of 44 hours.			* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.		
			NOTE.—The employer shall supply all necessary tools and materials free.		

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

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

CIGAR TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 84 of the 15th May, 1944, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.						Number (in any place).												
Making cigars or sorting and packing cigars:—						APPRENTICES.												
APPRENTICES.						One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.												
Experience—				s. d.	*Percentage.	One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.												
1st year—						(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)												
1st six months .. .. .	..	..	..	16 0	14	IMPROVERS.									
2nd six months .. .. .	..	..	..	18 6	16½	One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.									
2nd year .. .. .	..	..	..	26 8	23½	One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.									
3rd year .. .. .	..	..	..	39 7	34½										
4th year .. .. .	..	..	..	50 2	44										
or in lieu of weekly wages the work may be paid at the following piece-work prices:—																		
Making Cigars.																		
2nd year ..	One-third of the piece-work prices.					} See also clause 9 sub-clause (m)												
3rd year ..	Two-thirds of the piece-work prices.																	
4th year ..	Three-quarters of the piece-work prices.																	
Sorting and Packing Cigars.																		
In Boxes of—																		
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	} See also clause 9 sub-clause (m).											
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.												
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.												
1st year ..	1 0	1 0	1 0	1 3	1 6	2 0												
2nd year ..	1 3	1 3	1 3	1 6	2 3	2 6												
3rd year ..	1 6	1 6	1 9	2 0	2 9	3 0												
4th year ..	2 0	2 0	2 3	2 6	3 3	3 6												
IMPROVERS.																		
				s. d.	*Percentage.													
18 years ..	..	..	..	39 7	34½										
19 years ..	..	..	..	55 3	48½										
20 years ..	..	..	..	68 8	60½										

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Males)."

SCHEDULE—continued.
CIGAR TRADE BOARD—continued.

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) Males.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Turning bunches	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Stripping fillers	18 6	16½	18 6	16½	21 1	18½	23 8	20½

Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.		Wages.	*Per-centage.	Wages.	*Per-centage.
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	31 8	27½	34 2	30	47 0	41½	60 8	53½
Turning bunches	31 8	27½	34 2	30	47 0	41½	60 8	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 114s. per week of 44 hours ..	23 4	20½	25 11	22½	31 8	27½	39 11	35	49 10	43½	65 0	57	82 4	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	15 10	26	18 5	30½	21 2	34½	23 9	39
Stripping and booking cigar bunch wrapper leaf	34 4	56½	34 4	56½	34 4	56½	34 4	56½
Ringing cigars	15 10	26	18 5	30½	21 2	34½	23 9	39
Stripping fillers	15 10	26	18 5	30½	21 2	34½	23 9	39
Packing cigars, viz. :—								
Havanette	15 10	26	18 5	30½	21 2	34½	23 9	39
Royal Bengals	15 10	26	18 5	30½	21 2	34½	23 9	39
Bonanzas	15 10	26	18 5	30½	21 2	34½	23 9	39
Gem of East Cigarillos	15 10	26	18 5	30½	21 2	34½	23 9	39
Swiss	15 10	26	18 5	30½	21 2	34½	23 9	39
Cartons or parcels	15 10	26	18 5	30½	21 2	34½	23 9	39
Machine work, viz. :—								
Making bunches	15 10	26	18 5	30½	21 2	34½	23 9	39
Covering cigars	15 10	26	18 5	30½	21 2	34½	23 9	39
Swiss	15 10	26	18 5	30½	21 2	34½	23 9	39
Lucky Hit	15 10	26	18 5	30½	21 2	34½	23 9	39
Havanettes	15 10	26	18 5	30½	21 2	34½	23 9	39
Senoritas	15 10	26	18 5	30½	21 2	34½	23 9	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

SCHEDULE—continued.
CIGAR TRADE BOARD—continued.
Females—continued.

Employed in—	Wages per Week of 44 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	<i>s. d.</i> 26 5	% 43½	<i>s. d.</i> 31 9	% 52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	44 10	73½	47 7	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—						
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—						
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"
	} Making throughout		}			

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 61s. per week of 44 hours ..	<i>s. d.</i> 20 0	% 32½	<i>s. d.</i> 25 0	% 41	<i>s. d.</i> 30 1	% 49½	<i>s. d.</i> 33 7	% 55	<i>s. d.</i> 38 6	% 63	<i>s. d.</i> 44 1	% 72½	<i>s. d.</i> 50 0	% 82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 44 Hours. £ s. d.
Strippers and bookers of cigar covering leaf (males)	5 17 6
Strippers and bookers of cigar covering leaf (females)	3 19 0
Strippers and bookers of cigar bunch wrapper leaf (females)	3 8 6
Cigar box makers (males)	6 0 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 4 6
Stripping fillers (males)	5 14 0
All others (males)	5 14 0
(females) 53½ per cent. of the above rate for "All Others (Males.)"	2 1 0

Clauses (5) to (9) inclusive of the Determination published in *Government Gazette* No. 84 of the 15th May, 1944, shall remain in force except that for sub-clause (m) of clause (9) the following shall be substituted :—

9. (m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this determination are payable shall be increased by the following amounts :—

Age.	Males.		Females.	
	<i>s. d.</i>	per week	<i>s. d.</i>	per week
Adults	6 0	per week	3 3	per week
14 years of age	1 3	" "	1 1	" "
15 " "	1 4	" "	1 4	" "
16 " "	1 8	" "	1 7	" "
17 " "	2 1	" "	1 9	" "
18 " "	2 6	" "	2 1	" "
19 " "	3 5	" "	2 4	" "
20 " "	4 4	" "	2 8	" "

The weekly earnings of all piece-workers who work on piece-work less than the full working hours shall be increased by a proportionate part of the above-mentioned amounts prescribed according to age.

SCHEDULE—continued.

COAL MINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 144 of the 17th July, 1943, shall be replaced by the following clauses:—

2. WAGES.

Minors.				Adult Persons.			
Surface Workers.				Surface Workers.			
Age.	Per Day Shift.			All adults—*22s. 5d. per day shift.			
	Wages.	War-time Loading.	Total.	Underground Workers.			
	s. d.	d.	s. d.	Per Day Shift.			
				s. d.			
14 years	7 2	3	7 5	Shaft sinkers .. .. .	..	..	26 1
15 "	8 10	4	9 2	Timber drawers .. .. .	..	..	26 11
16 "	10 8	5	11 1	Shiftmen .. .. .	..	..	24 10
17 "	12 11	6	13 5	Platmen .. .. .	..	..	24 10
18 "	15 0	7	15 7	Assistant platmen .. .. .	..	..	23 6
19 "	17 3	8	17 11	Set runners (riding or walking)	..	..	24 6
20 "	19 5	9	20 2	Jigmen .. .. .	..	..	24 6
				Wheelers (hand wheeling or using one horse)	..	..	23 6
				Wheelers (using two horses) ..	..	..	25 1
				Examiners .. .. .	..	..	26 11
				Contract miners' minimum wage	..	..	25 3
				Miners working on coal and/or brushing	..	..	25 3
				Persons employed in stone-drives	..	..	24 10
				Probationary miners .. .. .	..	..	24 10
				Machine-men (including assistant)	..	..	26 7
				Shiftmen acting as examiners ..	..	..	25 10
				Ventilation stopping builders ..	..	..	24 10
				Ventilation stopping builders' assistants	..	..	23 6
				Persons not provided for otherwise	..	..	23 6

Underground Workers.

1s. per shift in addition to the rates prescribed above for surface workers.

* Including 1/- war-time loading.

3. SHIFTS.—That work performed except on a day shift as defined in Clause 16 herein shall be paid for at the rate prescribed for day-shift work, with the addition of 7½ per cent.

Clauses (4) to (18) inclusive of the Determination published in *Government Gazette* No. 144 of the 17th July, 1943, shall remain in force.

COMMERCIAL CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 122 of the 13th July, 1944, shall be replaced by the following clause:—

2. * APPRENTICES OR IMPROVERS.

MALES.					FEMALES.			
Wages per Week.					Wages per Week.			
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typistes, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	26 0	26 0	28 6	30 6	1st year	26 0	34 0	26 0
2nd year	34 0	34 0	40 9	49 3	2nd year	30 6	39 0	30 6
3rd year	40 9	43 9	53 0	66 3	3rd year	39 6	47 9	39 6
4th year—					4th year	49 3	55 0	49 3
1st six months	53 9	60 3	68 3	84 0	5th year and until 21			
2nd six months	53 9	60 3	84 0	85 6	years of age	60 3	65 0	60 3
5th year—								
1st six months	72 6	76 0	99 9	105 6				
2nd six months	72 6	96 9	99 9	105 6				
6th year and until 21 years of age	99 9	105 6	..	..		

SCHEDULE—*continued.*

COMMERCIAL CLERKS BOARD—*continued.*

PROPORTION (in any place).

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

} Workers receiving not less than minimum wage.

* NOTE.—The Board has determined that as from the 7th July, 1944, no apprentices shall be taken to the trade.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

		Wages per Week.	
		<i>s. d.</i>	
1st year	—	27 9
2nd year	32 9
3rd year	41 9
4th year	51 0
5th year and until 21 years of age	62 6

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	119 0	79 6	116 0	73 6	113 6	68 0
telephone switchboard attendants	119 0	78 0	116 0	73 6	113 6	68 0
All other adults	119 0	76 0	116 0	71 9	113 6	68 0

Clauses (3) to (20) inclusive of the Determination as published in *Government Gazette* No. 122 of the 13th July, 1944, shall remain in force.

COMMERCIAL TRAVELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 33 of the 12th February, 1943, shall be replaced by the following clause:—

2. WEEKLY WAGES.

	Town Travellers.		Country Travellers.	
	£ <i>s. d.</i>	<i>s. d.</i>	£ <i>s. d.</i>	<i>s. d.</i>
Probationary Travellers	5	12 0	6	15 0
Special Travellers ..	6	12 0	7	15 0
Other Travellers ..	6	12 0	7	15 0

An additional amount of £1 shall be paid to a Traveller required by his employer to be away from his home or headquarters for any week-end.

(See Clause 12 for Definitions.)

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 33 of the 12th February, 1943, shall remain in force.

SCHEDULE—continued.

CONDENSERIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 110 of the 3rd July, 1944, shall be replaced by the following clause:—

2. Apprentices or Improvers.			Juvenile Workers.			Other Employees.							
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.							
		Shift Workers.	All Others.			Males.	Females.	Shift Workers.	All Others.				
		<i>s. d.</i>	<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>				
Under 16 years	..	45	6	Under 16 years	38	3	33	6	Milk or cream grader, tester or neutralizer	128	0	117	0
16-17 years	..	53	0	16-17 years	42	9	36	9	Foreman of shift or department ..	128	0	117	0
17-18 "	..	60	3	17-18 "	53	0	41	6	Operator of any of the following machines:—				
18-19 "	79	9	68	18-19 "	58	6	48	9	Milk drier (roller system) ..	121	0	110	0
19-20 "	88	9	76	19-20 "	68	9	53	0	Milk drier (spray system) ..	122	0	111	0
20-21 "	94	9	82	20-21 "	78	3	58	9	Assistant to milk drier (spray system)	121	0	110	0
									Sugar boiler	116	0	105	0
									Vacuum pan—condensery ..	123	0	112	0
									Vacuum pan-dried milk ..	122	0	111	0
									Vacuum pan-milk sugar ..	122	0	111	0
									Evaporator	121	0	110	0
									Homogenizer or visiolizer ..	119	6	108	6
									Cream retort	116	0	106	0
									Powder sifter	114	0	104	0
									Tubular heater or ejector ..	116	0	105	0
									Separator	114	0	103	0
									Pasteurizer	114	0	103	0
									Weighing machine (milk receiving)	121	0	110	0
									Wire-hoopers, storeman, stackers or packers	115	0	104	0
									Washers of vacuum pan, vacuum holding vats, or evaporator ..	116	0	105	0
									Male adult washing or sterilizing cans or bottles	115	0	104	0
									All other male adults not covered by a Determination of any other Wages Board	113	0	102	0
									Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. .	..		74	0
									Females operating dried milk automatic filler .. .. .	..		71	3
									All other females .. .. .	..		69	0

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 102s. per week.

One improver to every eight or fraction of eight workers receiving not less than 102s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 69s. per week.

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Other Employees.

WAGES PER WEEK OF 44 HOURS.

Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 3s. 6d. per week for mid-clearance, or 2s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Clauses (3) to (27) inclusive of the Determination as published in *Government Gazette* No. 110 of 3rd July, 1944, shall remain in force.

SCHEDULE—continued.

CONFECTIONERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 199 of the 15th September, 1943, shall be replaced by the following clause:—

(2)

Apprentices and Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																																													
<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>18 years of age and under 19 years</td> <td>60</td> <td>6</td> </tr> <tr> <td>19 " " 20 "</td> <td>74</td> <td>3</td> </tr> <tr> <td>20 " " 21 "</td> <td>85</td> <td>3</td> </tr> </tbody> </table> <p><i>All Other Males.</i></p> <table> <tbody> <tr> <td>15 years of age and under</td> <td>26</td> <td>0</td> </tr> <tr> <td>16 years of age</td> <td>33</td> <td>3</td> </tr> <tr> <td>17 years of age</td> <td>42</td> <td>6</td> </tr> <tr> <td>18 years of age</td> <td>60</td> <td>0</td> </tr> <tr> <td>19 years of age</td> <td>72</td> <td>0</td> </tr> <tr> <td>20 years of age</td> <td>76</td> <td>6</td> </tr> </tbody> </table> <p><i>Females.</i></p> <table> <tbody> <tr> <td>16 years of age and under</td> <td>25</td> <td>9</td> </tr> <tr> <td>17 years of age</td> <td>31</td> <td>9</td> </tr> <tr> <td>18 years of age</td> <td>39</td> <td>9</td> </tr> <tr> <td>19 years of age</td> <td>46</td> <td>9</td> </tr> <tr> <td>20 years of age</td> <td>53</td> <td>6</td> </tr> </tbody> </table> <p>PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i> One male apprentice to every three or fraction of three male workers receiving not less than 107s. per week of 44 hours. One male improver to every four or fraction of four male workers receiving not less than 107s. per week of 44 hours.</p> <p><i>Other Male Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p><i>Other Male Improvers.</i> One male improver to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p><i>Females.</i> Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 63s. per week of 44 hours on day work or at piecework rates.</p>		s.	d.	18 years of age and under 19 years	60	6	19 " " 20 "	74	3	20 " " 21 "	85	3	15 years of age and under	26	0	16 years of age	33	3	17 years of age	42	6	18 years of age	60	0	19 years of age	72	0	20 years of age	76	6	16 years of age and under	25	9	17 years of age	31	9	18 years of age	39	9	19 years of age	46	9	20 years of age	53	6	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>General Hands.</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>15 years of age and under</td> <td>26</td> <td>0</td> </tr> <tr> <td>16 years of age</td> <td>33</td> <td>3</td> </tr> <tr> <td>17 years of age</td> <td>42</td> <td>6</td> </tr> <tr> <td>18 years of age</td> <td>60</td> <td>0</td> </tr> <tr> <td>19 years of age</td> <td>72</td> <td>0</td> </tr> <tr> <td>20 years of age</td> <td>76</td> <td>6</td> </tr> </tbody> </table> <p>PROPORTION.</p> <p>Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>		s.	d.	15 years of age and under	26	0	16 years of age	33	3	17 years of age	42	6	18 years of age	60	0	19 years of age	72	0	20 years of age	76	6	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males.</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Confectioners</td> <td>114</td> <td>0</td> </tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td> <td>114</td> <td>0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td>111</td> <td>0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store</td> <td>111</td> <td>0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td>107</td> <td>0</td> </tr> <tr> <td>Machinists</td> <td>106</td> <td>0</td> </tr> <tr> <td>General hand</td> <td>101</td> <td>0</td> </tr> <tr> <td>All other males</td> <td>98</td> <td>0</td> </tr> </tbody> </table> <p><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5)</p> <p>63 0</p>		s.	d.	Confectioners	114	0	Head storeman or packer having not less than three storemen or packers under his control	114	0	Storeman or packer in charge of one or two persons	111	0	Storeman or packer being the only person employed in the store	111	0	Storeman or packer engaged in the despatch or bulk receiving stores	107	0	Machinists	106	0	General hand	101	0	All other males	98	0
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Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 199 of the 15th September, 1943, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 36 of the 15th February, 1940, shall be replaced by the following clause:—

(2)

JUNIORS.

	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
			Males.	Females.
<i>Hard Fibre Department.</i>				
Males.				
Hand reelers	s. d. 67 9	Other Junior Workers.	s. d. 20 6	s. d. 19 6
Attendants to rope house machine—for under 2 inch circumference	59 3	Under 16 years of age	27 9	24 9
Lappers of clothes lines	58 0	From 16 to 17 years of age	34 0	29 9
Persons balling lashing	46 6	„ 17 to 18 „ „	40 0	34 6
Persons balling binder twine	42 6	„ 18 to 19 „ „	50 3	40 6
		„ 19 to 20 „ „	63 0	44 3
		„ 20 to 21 „ „		
Females.				
Balling binder twine	57 0			
Balling lashing	57 0			
Bagging binder twine	56 0			
All others	53 0			

PROPORTION OF JUNIOR EMPLOYEES.

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

	Wages per Week of 44 Hours.
(a) Adult Males.	
First rope layer on heavy type 12 strand machine	s. d. 120 0
Rope layer on heavy type 9 strand machine	115 0
Foreman in charge of spinning and preparing departments	116 0
Other rope layers in walk with travellers	111 0
Rope splicer on driving ropes and springs	110 0
Storeman in charge	108 0
Packer working press (hand or power), pressing over 28 lb. in weight	106 0
Rope house machinist making 2 inch up to and including 4 inch	106 0
Rope house machinist making over 4 inch	109 0
Power reeler or finisher in connexion with heavy type 12 strand machine	106 0
Feeder of 1st spreader	104 0
Traveller driver on heavy type 12 strand machine	104 0
Damp mixer or batcher	103 0
Feeder of softeners or batchers	103 0
Rope and binder twine packer	103 0
Winder and warper in tarring department	104 0
Winding, oiling, and tarring yarn	104 0
Oilier and/or belt repairer	104 0
Maker of rope fenders	104 0
Maker of pig nets	103 0
Power reeler or finisher in walk	103 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	101 0
Opening manila hemp	101 0
Scutcher	101 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	101 0
Feeder of tow breaker card	101 0
Lumping hemp, flax, or binder twine on wharf	104 0
Packing and balling shop twine	103 0
Mat finisher	103 0
Layer of lines or cords in walk	107 0
Twister or layer of yarn in walk	103 0
Maker of fishing lines	103 0
Hand reelers	101 0
Matting weavers	103 0
All other machine operators or employees feeding or taking from machines	101 0
All others	98 0
(b) Adult Females.	
Hard Fibre Department.	
Balling binder twine	57 0
Balling lashing	57 0
Bagging binder twine	56 0
All others	53 0
Soft Fibre Department.	
Feeding breaker card with clock	57 0
Feeding spreaders	56 0
Feeding finisher cards (hemp)	56 0
Spinning	57 0
Wet spinning	58 0
All other machine operators and employees feeding or taking from machines	56 0
All others	53 0

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 36 of the 15th February, 1940, shall remain in force.

SCHEDULE—continued.

CYCLE TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 356 of the 11th December, 1942, shall be replaced by the following clause:—

(2)

(a) *Apprentices.		(b) *Improvers.		(c) Other Employees.	
Weekly Wages.		Weekly Wages.		Weekly Wages. Day Shift.	
s. d.		s. d.		s. d.	
1st year	22 6	1st year	21 9	Foremen, where over five adults are employed ..	137 6
2nd	28 3	2nd	27 3	Foremen, where five adults or fewer are employed	135 3
3rd	44 6	3rd	43 0	Lathe hands	134 0
4th	64 9	4th	62 3	Builders and repairers of motor cycle frames and frames other than cycle frames ..	124 3
5th	85 9	5th	82 9	Builders or repairers or brazers of cycle frames ..	122 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.		And thereafter four-fifths of the journeyman's rate.		Other repairers of motor cycles (except lathe hands)	124 3
PROPORTION (IN ANY PLACE).		Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.		Other repairers (except lathe hands)	122 0
One apprentice to every three or fraction of three persons receiving not less than 112s. per week.		PROPORTION (IN ANY PLACE).		Assemblers of motor cycles	122 0
		One improver to one person receiving not less than 112s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.		Other assemblers	116 6
				Filers on motor and other cycles	116 6
				Wheel-builders on motor and other cycles ..	116 6
				Foremen in rim-making	126 6
				All others employed in rim-making	116 6
				Persons cleaning off joints by sand-blasting or by shot-blasting	116 6
				Handle-bar benders—	
				By the mandrel method	112 0
				By any other method	116 6
				Persons not provided for otherwise	108 0

* Except those covered by the Apprenticeship Act.

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 356 of the 11th December, 1942, shall remain in force.

DENTAL MECHANICS BOARD.

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

(2)

Dentist's Mechanic.		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.	Hours of Work per Week.	
Apprentices.	Improvers.						
Wages per week of 40 hours.		Wages per week of 44 hours.		s. d.			
s. d.		s. d.					
1st six months ..	11 6	1st six months	11 6	1st six months	17 0	Dentist's Surgical Assistant	40
2nd	16 6	2nd	16 6	2nd	20 0	Dentist's Mechanic	40
3rd	23 6	2nd year	58 6	2nd year	31 6	Dentist's Attendant	44
4th	28 0	3rd	107 0	3rd	50 6		
3rd year	37 0	And thereafter the minimum wage.					
4th	47 6						
5th	60 6						
6th	91 6						
And thereafter the minimum wage.							
PROPORTION (IN ANY PLACE).							
APPRENTICES.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.							
IMPROVERS.							
One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage.							

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

SCHEDULE—continued.

DISPENSARIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 15 of the 22nd January, 1943, shall be replaced by the following clause:—

(2) Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months' experience ..	13 6	0 6	14 0	Chief Pharmaceutical Chemist ..	164 6	6 0	170 6
2nd " " ..	21 0	1 0	22 0	Assistant Pharmaceutical Chemist ..	133 0	6 0	139 0
3rd " " ..	28 6	1 3	29 9	Female Shop Assistant 21 years, or over, or who has served a period of four years as an improver in a dispensary and is not engaged in dispensing or compounding medicines, drugs, or medicinal preparations ..	74 6	3 0	77 0
4th " " ..	35 6	1 9	37 3				
5th " " ..	43 0	2 0	45 0				
6th " " ..	50 0	2 3	52 3				
7th " " ..	57 0	2 6	59 6				
8th " " ..	70 6	3 0	73 6				

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 139s. per week.

Improvers.
One improver to every ten or fraction of ten workers receiving not less than 139s. per week.

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 15 of the 22nd January, 1943, shall remain in force.

DRY BATTERIES BOARD.

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

(2) IMPROVERS.												
WAGES PER WEEK OF 44 HOURS.												
<i>Males.</i>				<i>Females.</i>								
Experience.	Commencing Age.						Experience.	Commencing Age.				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	22 9	22 9	25 9	32 3	38 9	44 9	1st year ..	19 9	22 0	25 9	32 3	38 3
2nd " ..	25 9	26 9	33 3	41 3	48 0	..	2nd " ..	23 3	26 9	33 6	39 9	..
3rd " ..	32 3	35 0	44 0	51 3	..	..	3rd " ..	29 0	35 0	41 9	..	..
4th " ..	41 9	47 6	56 6	..	..	..	4th " ..	36 3	43 3	..	..	..
5th " ..	54 6	61 3	..	..	..	..	5th year and until 21 years of age ..	44 9	..	..	..	..
6th year and until 21 years of age ..	70 3	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 98s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 54s. per week of 44 hours.

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

SCHEDULE—continued.

DRY BATTERIES BOARD—continued.

(3) OTHER EMPLOYEES.		Per week of 44 hours.	
		s.	d.
(a) Males.			
Operator responsible for mixing .. .. .	.. .. .	168	0
Employees engaged on soldering connexions and terminals .. .. .	.. .. .	104	0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) .. .. .	.. .. .	104	0
Operator of power-driven machines .. .. .	.. .. .	102	0
Hand stamper .. .. .	.. .. .	101	0
All others .. .. .	.. .. .	98	0
(b) Females.			
Employees engaged on soldering connexions and terminals .. .. .	.. .. .	57	9
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) .. .. .	.. .. .	57	9
Operator of power-driven machines .. .. .	.. .. .	56	3
Hand wrapper .. .. .	.. .. .	56	3
All others .. .. .	.. .. .	54	0

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

ELECTRICAL TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 67 of the 20th April, 1944, shall be replaced by the following clauses:—

2.	Adults.	Wages per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warranboole, and within Mildura and Gippsland Districts	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
(a) General.				
Electrician in charge of electrical supply undertaking—				
(a) Where revenue exceeds £2,500 per annum	7 10 0	7 16 8	7 7 0
(b) Where revenue does not exceed £2,500 per annum	7 0 0	7 6 8	6 17 0
Installation inspector and/or tester	6 17 0	7 3 6	6 14 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,000 kilowatts	6 14 0	7 0 6	6 11 0
(b) In other plants	6 6 0	6 12 6	6 3 0
Assistant shift electrician	6 2 0	6 8 6	5 19 0
Electrician in charge of plant and/or installation	6 14 0	7 0 6	6 11 0
Electrical fitter and/or armature winder	6 14 0	7 0 6	6 11 0
Battery fitter	6 14 0	7 0 6	6 11 0
Cable jointer, on high tension (over 6,600 volts)	6 13 0	6 19 6	6 10 0
Cable jointer, on low tension (under 6,600 volts)	6 11 0	6 17 6	6 8 0
Cable jointer's mate	5 10 0	5 16 6	5 7 0
Electrical mechanic	6 14 0	7 0 6	6 11 0
Linesman	6 5 0	6 11 6	6 2 0
Linesman's assistant	5 10 0	5 16 6	5 7 0
Patrolman—				
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	6 5 0	6 11 6	6 2 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	5 12 6	5 19 0	5 9 6
Meter tester (1st grade)	6 4 0	6 10 6	6 1 0
Meter tester (2nd grade)	5 19 0	6 5 6	5 16 0
Meter fixer	5 19 0	6 5 6	5 16 0
Switchboard attendant	6 3 6	6 10 0	6 0 6
Battery attendant	5 11 0	5 17 6	5 8 0
Electrical fitters and mechanic's assistant	5 10 0	5 16 6	5 7 0
Process worker	5 9 0	5 15 6	5 6 0
(b) Wet Battery Manufacturing.				
Battery repairer (factory)	5 16 0	6 2 6	5 13 0
Mixing and pasting by hand	5 14 0	6 0 6	5 11 0
Charging and moulding of grids	5 14 0	6 0 6	5 11 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	5 13 0	5 19 6	5 10 0
Formation Process	5 11 0	5 17 6	5 8 0
All others in this subdivision	5 9 0	5 15 6	5 6 0

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

LEADING HANDS.

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

SHIP REPAIRING.

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

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

- Electrical fitting.
- Electrical mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

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

The exception is—

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

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

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

(ii) An employer who is adequately equipped to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, take on new apprentices up to the proportion of one to each journeyman employed.

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

Period of Apprenticeship.

(e) The periods of apprenticeship shall be as follows:—
If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(h) The minimum weekly rate of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

The total wages of apprentices shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

(i) WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	..	0 9	1 1 6	1 3 0	1 1 0
2nd year	30	1 0	1 0	1 9 6	1 11 6	1 8 6
3rd year	45	1 6	1 6	2 4 6	2 7 6	2 3 0
4th year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
5th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	1 4 6	1 6 6	1 4 0
2nd year	45	1 0	1 6	2 4 0	2 7 0	2 2 6
3rd year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
4th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	3 3 0	3 7 0	3 1 0
All others	75	3 0	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	1 18 0	2 0 6	1 16 6
18 years of age	47½	1 3	2 5 0	2 8 0	2 3 6
19 years of age	55	1 6	2 12 0	2 15 6	2 10 6
20 years of age	62½	2 0	2 19 6	3 3 6	2 17 6
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	1 3 6	1 5 0	1 2 6
16 years of age	35	0 9	1 13 0	1 15 0	1 12 0
17 years of age	47½	1 0	2 4 6	2 8 0	2 3 6
18 years of age	60	1 0	2 16 0	3 0 0	2 14 6
19 years of age	75	2 0	3 11 0	3 16 0	3 8 6
20 years of age	90	2 0	4 5 0	4 10 6	4 2 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations.

Junior employees shall not be employed—

if under the age of sixteen years on oil or gas burners or fires used for heating of small articles.

Clauses 5 to 25 inclusive of the Determination as published in *Government Gazette* No. 67 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

ELECTROPLATERS BOARD.

Clauses (2), (3), (4) and (5) as published in *Government Gazette* No. 147 of the 27th July, 1943, shall be replaced by the following clauses:—

2.

WAGES.

	ADULTS.		Per Week of 44 hours.
	Males.		
Grinder or polisher			s. d. 122 6
Electro-plater—			
1st Class			134 0
2nd Class			122 0
3rd Class			109 0
Liner or hand decorator			122 6
Coater			114 6
Spray operator			111 0
All others			98 0
	Females.		
Females employed at—			
(a) Hand burnishing, hand finishing, or lacquering			81 9
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length			122 6
All others			56 3

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

3. (a)

APPRENTICESHIP.

All Classes of Work other than First-Class Electroplating.

Experience.	Wages per Week of 44 Hours.	
	Males.	Females.
	s. d.	s. d.
1st year—1st six months	14 9	14 9
2nd	14 9	14 9
2nd year—1st	28 3	28 3
2nd	28 3	28 3
3rd year—1st	39 0	39 0
2nd	39 0	39 0
4th year	50 6	50 6
5th year	59 6	..
6th year	72 6	..

(b)

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 98s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 56s. 3d. per week of 44 hours.

(c) *First-Class Electroplating Only.*—Minors shall not be employed in the following occupation otherwise than under a contract of apprenticeship as hereinafter provided:—First-Class Electroplating.

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

(e) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall contain—

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

(f) *Cancellation or Suspension of Indenture.*—If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

(g) *Proportion.*—The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three electroplaters—1st class.

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

SCHEDULE --continued.
ELECTROPLATERS BOARD--continued.

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

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

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

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

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

(j) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto, the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates :—

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(k) WAGES PER WEEK OF 44 HOURS.

		Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>					
		Per Week.	Per Week.	Per Week.	
			s. d.	s. d.	s. d.
1st year	.. .. .	22½	..	0 9	21 6
2nd year	.. .. .	30	1 0	1 0	29 6
3rd year	.. .. .	45	1 6	1 6	44 6
4th year	.. .. .	75	2 0	2 3	73 0
5th year	.. .. .	95	2 0	3 0	92 6
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>					
1st year	.. .. .	28	..	0 9	24 6
2nd year	.. .. .	45	1 0	1 6	44 0
3rd year	.. .. .	75	2 0	2 3	73 0
4th year	.. .. .	95	2 0	3 0	92 6

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid four-fifths of the adult rate prescribed for that classification.

(l) *Hours.*—The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

(m) *Overtime and Shift Work.*—An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

(n) *Payment by Results.*—An apprentice shall not work under any system of payment by results.

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

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

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

(q) *Attendance at Technical Schools.*—Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(r) *Annual and Sick Leave.*—Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

4.

IMPROVERS.

All Classes of Work other than First-Class Electroplating.

Experience.	Males.						Wages per Week of 44 Hours.	Females.
	Wages per Week of 44 Hours.							
	Commencing Age—							
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year—1st six months	15 6	18 6	30 6	33 3	48 9	57 0	15 6
2nd	18 6	30 6	33 3	48 9	57 0	77 3	18 6
2nd year—1st	30 6	33 3	48 9	57 0	77 3	..	30 6
2nd	33 3	48 9	57 0	77 3	90 0	..	33 3
3rd year—1st	48 9	57 0	77 3	90 0	..	..	48 3
2nd	57 0	77 3	90 0	97 3	..	..	55 3
4th year	77 3	90 0	97 3	..	..	..	..
5th year	90 0	97 3	..	..	..	..	..
6th year	97 3	..	..	..	..	..	..

SCHEDULE—continued.
ELECTROPLATERS BOARD—continued.

PROPORTION (BY ANY EMPLOYEE).

Males.

One male improver to every three or fraction of three male workers receiving not less than 114s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 56s. 3d. per week of 44 hours.

5. JUVENILE WORKERS, I.E.—Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—

Experience.	Wages per Week of 44 Hours.					
	Commencing Age—					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
1st year—1st six months	15 6	18 6	30 6	33 3	48 9	57 0
2nd " "	18 6	30 6	33 3	48 9	57 0	77 3
2nd year—1st " "	30 6	33 3	48 9	57 0	77 3	..
2nd " "	33 3	48 9	57 0	77 3	90 0	..
3rd year—1st " "	48 9	57 0	77 3	90 0	..	..
2nd " "	57 0	77 3	90 0	97 3	..	..
4th year	77 3	90 0	97 3	..	..	..
5th year	90 0	97 3	..	..	..	..
6th year	97 3	..	..	..	..	..

Clauses (6) to (26) inclusive of the Determination as published in *Government Gazette*, No. 147 on the 27th July, 1943 shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination as published in *Government Gazette* No. 60 of the 5th April, 1944, shall be replaced by the following clauses:—

2. *Wages per Week of 44 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith	6 17 0	7 3 6	6 14 0
Annealer and/or case hardener	6 7 0	6 13 6	6 4 0
Brassfinisher (tradesman)	6 14 0	7 0 6	6 11 0
Brassfinisher (2nd class)	6 2 0	6 8 6	5 19 0
Brass polisher	5 17 0	6 3 6	5 14 0
Blacksmith's machinist	5 15 0	6 1 6	5 12 0
Brass-smith, copper-smith, or other smith	6 15 0	7 1 6	6 12 0
Fitter and/or turner	6 14 0	7 0 6	6 11 0
Fitter, turbine blade	6 17 0	7 3 6	6 14 0
Forger and/or faggoter	7 6 0	7 12 6	7 3 0
Heat treater	6 17 0	7 3 6	6 14 0
Key-seating machinist	6 2 0	6 8 6	5 19 0
Locksmith	6 14 0	7 0 6	6 11 0
Machine setter	6 14 0	7 0 6	6 11 0
Machinist—1st class	6 14 0	7 0 6	6 11 0
Machinist—2nd class	6 2 0	6 8 6	5 19 0
Machinist—3rd class	5 15 0	6 1 6	5 12 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	6 17 0	7 3 6	6 14 0
Motor cycle mechanic	6 11 0	6 17 6	6 8 0
Motor mechanic	6 11 0	6 17 6	6 8 0
Motor tuner and tester	6 11 0	6 17 6	6 8 0
Mould polisher	5 12 0	5 18 6	5 9 0
Patternmaker	7 2 0	7 8 6	6 19 0
Pipe fitter on low pressure work	6 2 0	6 8 6	5 19 0
Process worker	5 9 0	5 15 6	5 6 0
Safe maker and/or repairer (security work)	6 14 0	7 0 6	6 11 0
Scalemaker and/or adjuster	6 14 0	7 0 6	6 11 0
Scientific instrument maker	7 4 0	7 10 6	7 1 0
Toolmaker	7 4 0	7 10 6	7 1 0
Toolsmith	6 17 0	7 3 6	6 14 0
Wet stone grinder and glazier (tradesman)	6 14 0	7 0 6	6 11 0
Welder—1st class (other than when using Cutler machine)	6 17 0	7 3 6	6 14 0
Welder—1st class (using Cutler machine)	6 4 0	6 10 6	6 1 0
Welder—2nd class	5 15 0	6 1 6	5 12 0
Welder—3rd class	5 11 0	5 17 6	5 8 0
Welder—tack	5 13 0	5 19 6	5 10 0
Jobbing moulder and/or coremaker	6 14 0	7 0 6	6 11 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	5 13 0	5 19 6	5 10 0
2nd six months' experience	5 16 0	6 2 6	5 13 0
3rd six months' experience	5 19 0	6 5 6	5 16 0
Thereafter	6 4 0	6 10 6	6 1 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic	6 15 0	7 1 6	6 12 0
Cash register mechanic	6 15 0	7 1 6	6 12 0
Tradesman	6 14 0	7 0 6	6 11 0
First-class mechanic	6 7 0	6 13 6	6 4 0
Second-class mechanic	6 4 0	6 10 6	6 1 0
Process worker	5 9 0	5 15 6	5 6 0

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

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

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be

paid 6s. per week extra, and other apprentices and un-apprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

- (a) Patternmaker;
- (b) scientific instrument maker;
- (c) electrical fitting;

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

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

Proportion.

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

The exceptions are—

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

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

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

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

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

Period of Apprenticeship.

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

(j) Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—						
1st year	22½	0 0	0 9	1 1 6	1 3 0	1 1 0
2nd year	30	1 0	1 0	1 9 6	1 11 6	1 8 6
3rd year	45	1 6	1 6	2 4 6	2 7 6	2 3 0
4th year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
5th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	26	0 0	0 9	1 4 6	1 6 6	1 4 0
2nd year	45	1 0	1 6	2 4 0	2 7 0	2 2 6
3rd year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
4th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week	£ s. d.	£ s. d.	£ s. d.
1st year	22½	0 0	0 9	1 1 6	1 3 0	1 1 0
2nd year	30	1 0	1 0	1 9 6	1 11 6	1 8 6
3rd year	45	1 6	1 6	2 4 6	2 7 6	2 3 0
4th year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
5th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6

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

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	3 3 0	3 7 0	3 1 0
All others	75	3 0	..	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	1 18 0	2 0 6	1 16 6
18 years of age	47½	1 3	..	2 5 0	2 8 0	2 3 6
19 years of age	55	1 6	..	2 12 0	2 15 6	2 10 6
20 years of age	62½	2 0	..	2 19 6	3 3 6	2 17 6

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	..	1 3 6	1 5 0	1 2 6
16 years of age	35	0 9	..	1 13 0	1 15 0	1 12 0
17 years of age	47½	1 0	..	2 4 6	2 8 0	2 3 6
18 years of age	60	1 0	..	2 16 0	3 0 0	2 14 6
19 years of age	75	2 0	..	3 11 0	3 16 0	3 8 6
20 years of age	90	2 0	..	4 5 0	4 10 6	4 2 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.						
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	25	0 6	1 0	1 4 6	1 6 0	1 3 6
16 years of age	33	0 9	1 9	1 13 0	1 15 0	1 12 0
17 years of age	60	1 0	3 0	2 19 0	3 3 0	2 17 6
18 years of age	75	2 0	4 0	3 15 0	4 0 0	3 12 6
19 years of age and over	90	2 6	4 6	4 10 0	4 15 6	4 7 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of

the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses 6 to 26 of the Determination as published in *Government Gazette* No. 60 of the 5th April, 1944, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 68 of the 20th April, 1944, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 44 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) Ironworking and General—	£ s. d.	£ s. d.	£ s. d.
Assembler (leading hand)	5 12 0	5 18 6	5 9 0
Assembler (assistant)	5 7 0	5 13 6	5 4 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	5 12 0	5 18 6	5 9 0
Belt repairer	5 10 0	5 16 6	5 7 0
Blacksmith's striker	5 10 0	5 16 6	5 7 0
Blacksmith's striker on double fires and other assistant	5 12 0	5 18 6	5 9 0
Block and tackle hand	5 12 0	5 18 6	5 9 0
Boiler (inside) chipper and cleaner	5 16 0	6 2 6	5 13 0
Cold saw operator	5 12 0	5 18 6	5 9 0
Dogman	5 12 0	5 18 6	5 9 0
Dresser and grinder using portable machine	5 14 0	6 0 6	5 11 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	5 10 0	5 16 6	5 7 0
(b) other	6 0 0	6 6 6	5 17 0
Dresser and grinder (other)	5 12 0	5 18 6	5 9 0
Emery wheel attendant	5 12 0	5 18 6	5 9 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 10 0	5 16 6	5 7 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	5 14 0	6 0 6	5 11 0
Forger's assistant	5 12 0	5 18 6	5 9 0
Friction saw operator	5 10 0	5 16 6	5 7 0
Furnaceman—forge	6 11 0	6 17 6	6 8 0
Furnaceman's assistant—forge	5 12 0	5 18 6	5 9 0
Furnaceman—electric	6 1 0	6 7 6	5 18 0
Furnaceman—other (excepting cupola furnaceman)	5 16 0	6 2 6	5 13 0
Furnaceman's assistant	5 10 0	5 16 6	5 7 0
Grinding machine or emery wheel operator	5 12 0	5 18 6	5 9 0
Hammer driver	5 12 0	5 18 6	5 9 0
Lagger	5 10 0	5 16 6	5 7 0
Machinist—3rd class (as defined)	5 15 0	6 1 6	5 12 0
Overhead oiler	5 10 0	5 16 6	5 7 0
Painter of ironwork, using spray	5 11 0	5 17 6	5 8 0
Painter of ironwork (other than ship painter) using brush	5 10 0	5 16 6	5 7 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	5 12 0	5 18 6	5 9 0
On bending and cutting machines (assistant)	5 9 0	5 17 6	5 6 0
On steel fabric machines	5 12 0	5 18 6	5 9 0
On steel fabric machines (assistant)	5 7 0	5 13 6	5 4 0
Person working with hammer 14 lb. weight or over—			
On repair work	6 0 3	6 6 9	5 17 3
On other work	5 12 3	5 18 9	5 9 3
Pickler	5 10 0	5 16 6	5 7 0
Piler	5 12 0	5 18 6	5 9 0
Process worker	5 9 0	5 15 6	5 6 0
Rigger and/or splicer	5 16 0	6 2 6	5 13 0
Tar dipper	5 10 0	5 16 6	5 7 0
Employee not elsewhere classified	5 1 0	5 7 6	4 18 0
(b) Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals—			
Press operator	5 12 0	5 18 6	5 9 0
Die attendant	5 12 0	5 18 6	5 9 0
Hexagon straightener	5 10 0	5 16 6	5 7 0
Draw bench operator	5 6 0	5 12 6	5 3 0
Pickler	5 6 0	5 12 6	5 3 0
Other machine operator	5 6 0	5 12 6	5 3 0
Hand straightener	5 4 0	5 10 6	5 1 0
Pointer	5 3 0	5 9 6	5 0 0
Die striker	5 2 0	5 8 6	4 19 0
All others	4 18 0	5 4 6	4 15 0
(c) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	6 3 0	6 9 6	6 0 0
Roller	5 18 0	6 4 6	5 15 0
Extrusion press operator	5 17 0	6 3 6	5 14 0
Melter of lead alloys	5 10 0	5 16 6	5 7 0
Lead wool machinist	5 9 0	5 15 6	5 6 0
Molten metal feeder and/or mixer for shot	5 9 0	5 15 6	5 6 0
Roller's assistant	5 10 0	5 16 6	5 7 0
Pipe trap machine operator's assistant	5 10 0	5 16 6	5 7 0
Extrusion press operator's assistant	5 9 0	5 15 6	5 6 0
All others	5 1 0	5 7 6	4 18 0

Leading Hands.

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD—continued.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 2s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows:—

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.		
				Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 3 0	3 7 0	3 1 0
All others	75	3 0	..	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	..	1 18 0	2 0 6	1 16 6
18 years of age	47½	1 3	..	2 5 0	2 8 0	2 3 6
19 years of age	55	1 6	..	2 12 0	2 15 6	2 10 6
20 years of age	62½	2 0	..	2 19 6	3 3 6	2 17 6
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	..	1 3 6	1 5 0	1 2 6
16 years of age	35	0 9	..	1 13 0	1 15 0	1 12 0
17 years of age	47½	1 0	..	2 4 6	2 8 0	2 3 6
18 years of age	60	1 0	..	2 16 6	3 0 0	2 14 0
19 years of age	75	2 0	..	3 11 0	3 16 0	3 8 6
20 years of age	90	2 0	..	4 5 0	4 10 6	4 2 0
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	25	0 6	1 0	1 4 6	1 6 0	1 3 6
16 years of age	33	0 9	1 9	1 13 0	1 15 0	1 12 0
17 years of age	60	1 0	3 0	2 19 0	3 3 0	2 17 6
18 years of age	75	2 0	4 0	3 15 0	4 0 0	3 12 6
19 years of age and over	90	2 6	4 6	4 10 0	4 15 6	4 7 0

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

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

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

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

- (5) Assisting steel furnace lademen, other than in daubing or repairing ladles.
- (6) Cutting out and punching rivets on plates.
- (7) Cutting plates by means of hammer and cold set.
- (8) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.
- (9) On punching machines, handling plates that weigh more than 84 lb.
- (10) On angle iron cropping where the material weighs more than 3½ lb. per foot, and is not clamped.
- (11) Breaking up pig iron.
- (12) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

PROHIBITED OCCUPATIONS.

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

Clauses 4 to 24 inclusive of the Determination as published in *Government Gazette* No. 68 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

ENGRAVERS BOARD.

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

(2)

Apprentices or Improvers.							PROPORTION (IN ANY PLACE).					
WAGES PER WEEK OF 44 HOURS.							<i>Apprentices.</i>					
Apprentices.				Improvers.			One apprentice to every three or fraction of three workers receiving not less than 100s. per week.					
—	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	An indenture of apprenticeship prescribed was approved on 13th March, 1914.					
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Improvers.</i>					
1st year's experience ..	14 3	0 6	14 9	24 6	0 9	25 3	One improver to every four workers receiving not less than 124s. per week.					
2nd " " ..	20 3	0 9	21 0	30 9	1 0	31 9						
3rd " " ..	31 3	1 0	32 3	37 0	1 3	38 3						
4th " " ..	40 3	1 3	41 6	43 3	1 6	44 9						
5th " " ..	47 6	1 6	49 0	55 9	1 9	57 6						
6th " " ..	68 9	2 3	71 0	68 3	2 3	70 6						
and thereafter the minimum wage.												
Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, planing up, soldering, or press working.							Other Employees.					
WAGES PER WEEK OF 44 HOURS.							WAGES PER WEEK OF 44 HOURS.					
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		£ <i>s. d.</i>	<i>s. d.</i>	£ <i>s. d.</i>		£ <i>s. d.</i>	<i>s. d.</i>	£ <i>s. d.</i>	
1st year	21 3	0 9	22 0	Die-sinkers by hand ..	6 11 0	6 0	6 17 0	Engravers by hand ..	6 0 0	4 0	6 4 0	
2nd " " ..	25 6	0 9	26 3	Engravers, copper plate ..	6 0 0	4 0	6 4 0	Steel stamp cutters ..	6 4 6	4 0	6 8 6	
3rd " " ..	31 3	1 0	32 3	Pantagraph operators ..	5 11 0	3 0	5 14 0	Badge tool-makers ..	5 7 0	3 0	5 10 0	
4th " " ..	41 9	1 6	43 3	Stencil plate cutters ..	5 1 0	3 0	5 4 0	All others	4 18 0	2 0	5 0 0	
5th " " ..	52 0	1 9	53 9									
6th " " ..	63 0	2 0	65 0									

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

SCHEDULE—continued.

EXCAVATION OR ROADWORK BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 101 of the 20th May, 1943, shall be replaced by the following clause:—

2.		IMPROVERS.
Wages.		Proportion (by any Employer).
Per hour.		IMPROVERS.
s. d.		
Under 18 years of age	1 0	One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."
18 years of age and under 20	1 10	
20 years of age and under 21	2 0	

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

OTHER EMPLOYEES.

	WAGES.
	Per Hour.
	s. d.
Man operating power rammer	2 10
Pitcher setter, cube setter, or pavior	
Weigher and/or mixer on hot asphaltic mixing plant	
Rigger	2 10
Splicer of Wire Rope or Hemp Rope	
Bitumen pourer or kettle attendant	
Tunnel man or shaft sinker	
Timber man in tunnel or shaft	
Pipe jointer, or pipe layer	
Powder monkey	
Sinker in trenches for storm-water drain	
Finisher in concrete work	
Leading tackle hand	
Skid scoop (tumbling Tommy), filler, and/or driver	2 9
Guard:—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work	
Attendant on steam or power-driven navy or crane:—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute	
Jack hammer man	
Mixer, gauger, spreading or layer on of concrete	
Tar, bitumen or emulsion sprayer operator	
Faceman in gravel pit	
Tramline layer or repairer:—i.e., an employee engaged in laying or maintaining a tram track or locomotive track	
Bitumen or asphaltic worker:—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion	
Batterman using batter rule	
Boodler in tunnel	2 8
Fencer	
Sanitary or garbage attendant	
Scabler in tunnel	
Metal or gravel spreader	
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter	
Filler of monkey-tail scoop	
Setter out of reinforcements	
Points man on tram or locomotive line	
Tipman:—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level	
Cold asphaltic shoveller or forker	2 8
Ploughman's offsider	
Tipper of monkey-tail scoop	
Slurry filler	
All others	

Clauses (3) to (40) of the Determination as published in *Government Gazette* No. 101 of the 20th May, 1943, shall remain in force.

SCHEDULE—continued.
FARRIERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 143 of the 17th July, 1943, shall be replaced by the following clause:—
 2.

Wages.

Apprentices and Improvers.				TOTAL WAGE.		Other Employees.	
Percentage of Needs Basic Wage.	War Loading.	Per Week of 44 Hours.		s. d.	s. d.	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	All Employees *132s. per week of 44 hours
		s. d.	s. d.				
1st year's experience .. 38·4	2 6	38	0	38	0	(b) Employed outside the areas specified in paragraph (a):—	All Employees *129s. per week of 44 hours * Including a War Loading of 6s. per week.
2nd year's experience .. 41·9	2 6	41	0	41	0		
3rd year's experience .. 45·9	3 0	45	0	45	0		
4th year's experience .. 52·9	3 0	51	6	51	6		
5th year's experience .. 64·5	4 0	63	6	63	6		

PROPORTION (within any place).
 One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 143 of the 17th July, 1943, shall remain in force.

FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 322 of the 24th November, 1941, shall be replaced by the following clause:—
 (2)

* Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
—	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.	s. d.	s. d.		A.	B.	s. d.	s. d.
1st year's experience ..	24 0	0 9	0 9	25 6	Under 17 years of age	24 0	0 9	0 9	25 6
2nd " " ..	36 0	1 0	1 3	38 3	17 years of age ..	36 0	1 0	1 3	38 3
3rd " " ..	47 6	1 4	1 6	50 4	18 " " ..	47 6	1 4	1 6	50 4
4th " " ..	60 9	1 9	1 9	64 3	19 " " ..	60 9	1 9	1 9	64 3
5th " " ..	72 9	2 1	2 3	77 1	20 " " ..	72 9	2 1	2 3	77 1

and thereafter the minimum wage.

PROPORTION (by any employer).
 One apprentice to every three or fraction of three workers receiving not less than 109s. per week of 44 hours.

PROPORTION (by any employer).
 (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
 One improver to every three workers receiving not less than 140s. 5d. per week of 44 hours.
 (ii) Any other class of work—
 One improver to every six workers receiving not less than 140s. 5d. per week of 44 hours.

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

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.
 No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

(a) Except those covered by the *Apprenticeship Act* 1928.
 (b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	130	8	3 9	140 5
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	103	0	3 0	109 0
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others				

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

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

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 322 of 24th November, 1941, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 155 of the 12th August, 1943, shall be replaced by the following clause:—

(2)

IMPROVERS.					OTHER EMPLOYEES	
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.	
Age.	Males.		Females.		—	
	s.	d.	s.	d.	MALES.	
Under 16 years..	26	6	23	9	Persons employed in the cotton wool bleaching department	119 0
16 years ..	33	6	26	6	Woolen pickers	116 0
17 " ..	45	0	30	9	Feeders of—	
18 " ..	50	0	37	0	Rag machines	114 0
19 " ..	65	8	44	6	Other machines	114 0
20 " ..	74	0	50	3	Rippers	114 0
					Person in charge of milling machine	114 0
					Persons in charge of hardening machine	114 0
					Persons in charge of tentering machine	114 0
					Assistant to persons in charge of milling machine	112 0
					Assistant to person in charge of hardening machine	112 0
					Assistant to person in charge of tentering machine	112 0
					Cotton pickers	111 0
					All others	110 0
					Leading hands, if in charge of four or more workers	5s. a week extra
					FEMALES.	
					Feeders of rag machines	78 0
					Feeders of machines other than rag machines	67 9
					Rippers	65 0
					Woolen pickers	69 0
					Cotton pickers	65 0
					Weighers and wrappers of cotton wool	65 0
					All others	65 0
					Leading hands, if in charge of four or more workers	5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

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

Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.

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

Clauses (3) to (20) inclusive of the Determination published in *Government Gazette* No. 155 of the 12th August, 1943, shall remain in force.

FROZEN GOODS BOARD.

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

(2)

WAGES.

Improvers and Juvenile Workers.					Other Employees.				
—	Weekly Rate.	*War Loading.	Total Weekly Wage.		Per Hour.	Per Week.			
			£	s. d.		Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
16 years of age and under 17	2 0 4	0 11	2 1 3	0 11½	Chamber hands	6 8 0	4 0	6 12 0	3 0
17 " " " 18	2 3 1	0 11	2 4 0	1 0					
18 " " " 19	2 11 4	1 10	2 13 2	1 2½					
19 " " " 20	2 18 5	1 10	3 0 3	1 4½					
20 " " " 21	3 15 10	2 9	3 18 7	1 9½	All others	6 0 10	4 0	6 4 10	2 10½/12

For definition of juvenile workers see clause (11).

PROPORTION OF IMPROVERS.

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

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

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

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

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

SCHEDULE—continued.

FURNITURE BOARD.

(BEDDING SECTION.)

Clauses (2), (3) and (24) of the Determination published in *Government Gazette* No. 120 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
		<i>Males.</i>		<i>Females.</i>	
		<i>s. d.</i>		<i>s. d.</i>	
First year	20 9	..	20 0	<p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p> <p><i>IMPROVERS.</i> <i>Males.</i> One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.</p>
Second year .. .. .	..	31 7	..	30 4
Third year .. .. .	..	42 0	..	34 11
Fourth year .. .. .	..	62 10	..	45 5
Fifth year .. .. .	..	83 1	..	52 0
And thereafter the minimum wage.					
IMPROVERS.					
		<i>Males.</i>		<i>Females.</i>	
		<i>s. d.</i>		<i>s. d.</i>	
Under 16 years of age .. .. .	..	18 9	..	16 9
16 and under 17 .. .. .	..	20 9	..	20 0
17 and under 18 .. .. .	..	31 7	..	30 4
18 and under 19 .. .. .	..	42 0	..	34 11
19 and under 20 .. .. .	..	62 10	..	45 5
20 and under 21 .. .. .	..	83 1	..	52 0

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>Males.</i>	
	<i>£ s. d.</i>	<i>£ s. d.</i>
Bedding hands engaged in tufting or quilting, including repairers	5 15 6	5 12 6
All others	5 1 0	4 18 0
	<i>Females.</i>	
Females	3 3 0	3 1 6

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

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 10s. and in the case of females not less than 6s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.		Males.	
	<i>s. d.</i>	<i>s. d.</i>			
First year	20 9	20 0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		
Second year	31 7	30 4			
Third year	42 0	34 11			
Fourth year	62 10	45 5			
Fifth year	83 1	52 0			
And thereafter the minimum wage.					
				Females.	
			One female apprentice to every female worker receiving not less than the minimum wage.		
				IMPROVERS.	
				Males.	
			One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.		
				Females.	
			One female improver to every six or fraction of six female workers receiving not less than the minimum wage.		
IMPROVERS.					
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	18 9	16 9			
16 and under 17	20 9	20 0			
17 and under 18	31 7	30 4			
18 and under 19	42 0	34 11			
19 and under 20	62 10	45 5			
20 and under 21	83 1	52 0			

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boul's carver or shaping machine	6 11 0	6 8 0
Moulding machinist—		
(a) who grinds his own cutters	6 11 0	6 8 0
(b) who does not grind his own cutters	6 2 0	5 19 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	6 11 0	6 8 0
Stuffover chair or couch frame maker	5 19 0	5 16 0
Polishers required to spirit off or acid off	6 11 0	6 8 0
Other polishers	6 2 0	5 19 0
Upholsterer	6 6 0	6 3 0
Wood turner, painter, assembler	6 2 0	5 19 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 19 0	5 16 0
Persons setting up or operating copying or automatic lathe	5 19 0	5 16 0
Persons cramping furniture or chairs	5 19 0	5 16 0
Persons rubbing down, filling, varnishing, or staining	5 14 0	5 11 0
Sprayhands, staining or lacquering	5 10 0	5 16 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	5 19 0	5 16 0
Persons cramping, or gluing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 19 0	5 16 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 11 0	5 8 0
Stackers, yardmen	5 1 0	4 18 0
Female employed as upholstress	3 3 0	3 1 6
Female employed as veneer matcher	3 3 0	3 1 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	3 3 0	3 1 6
(b) domestic woodware	3 3 0	3 1 6
(c) walking sticks	3 3 0	3 1 6
All others	5 1 0	4 18 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 101s., and in the case of females not less than 63s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
First year	20	9	20	0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year	31	7	30	4	
Third year	42	0	34	11	
Fourth year	62	10	45	5	
Fifth year	83	1	52	0	
And thereafter the minimum wage.					
IMPROVERS				IMPROVERS.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
Under 16 years of age	18	9	16	9	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.
16 and under 17	20	9	20	0	
17 and under 18	31	7	30	4	
18 and under 19	42	0	34	11	
19 and under 20	62	10	45	5	
20 and under 21	83	1	52	0	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Hippaland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Males.		
Compo workers	5 11 0	5 8 0
Fitters up	5 11 0	5 8 0
Gilders or bronzers	5 14 0	5 11 0
Mount cutters	5 14 0	5 11 0
Mounters	5 11 0	5 8 0
Joiners	5 14 0	5 11 0
Persons working at—		
Band or jig saws	5 19 0	5 16 0
Other saws	5 14 0	5 11 0
Moulding machines	5 19 0	5 16 0
Shaping machines	6 5 0	6 2 0
Stainers who mix and apply stain and finish any kind of wood or compo	5 14 0	5 11 0
Wood turners	6 2 0	5 19 0
All others	5 1 0	4 18 0
Females.		
Females	3 3 0	3 1 6

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 10s. and in the case of females not less than 8s.

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

SCHEDULE—*continued.*

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	<i>Males.</i>	<i>Females.</i>		<i>Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>			
First year	20 9	20 0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	<i>Females.</i>	One female apprentice to every female worker receiving not less than the minimum wage.
Second year	31 7	30 4			
Third year	42 0	34 11			
Fourth year	62 10	45 5			
Fifth year	83 1	52 0			
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	<i>Males.</i>	<i>Females.</i>		<i>Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	18 9	16 9	One male improver to every six or fraction of six male workers receiving not less than the minimum wage.	<i>Females.</i>	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
16 and under 17	20 9	20 0			
17 and under 18	31 7	30 4	Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.		
18 and under 19	42 0	34 11			
19 and under 20	62 10	45 5			
20 and under 21	83 1	52 0			

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	£ s. d.	£ s. d.
Carpet planner	6 11 0	6 8 0
Cutter of loose covers or curtains or drapes	6 4 0	6 1 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	5 10 0	5 16 0
All others	5 1 0	4 18 0
<i>Females.</i>		
Females	3 3 0	3 1 6

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 10s., and in the case of females not less than 6s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
<p>APPRENTICES.</p> <p><i>s. d.</i></p> <p>First year 20 9</p> <p>Second year 31 7</p> <p>Third year 42 0</p> <p>Fourth year 62 10</p> <p>Fifth year 83 1</p> <p>And thereafter the minimum wage.</p>		<p>IMPROVERS.</p> <p><i>s. d.</i></p> <p>Under 16 years of age 18 9</p> <p>16 and under 17 .. 20 9</p> <p>17 and under 18 .. 31 7</p> <p>18 and under 19 .. 42 0</p> <p>19 and under 20 .. 62 10</p> <p>20 and under 21 .. 83 1</p>	
<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>			

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	<p>Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.</p>	<p>Elsewhere in Victoria.</p>
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine	6 11 0	6 8 0
Moulding machinist—		
(a) who grinds his own cutters	6 11 0	6 8 0
(b) who does not grind his own cutters	6 2 0	5 19 0
Cabinetmaker, woodcarver	6 11 0	6 8 0
Polishers required to spirit off or acid off	6 11 0	6 8 0
Other polishers	6 2 0	5 19 0
Woodturner, painter, assembler	6 2 0	5 19 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortisor, or glue jointer	5 19 0	5 16 0
Persons setting up or operating copying or automatic lathe	5 19 0	5 16 0
Persons cramping furniture	5 19 0	5 16 0
Persons rubbing down, filling, varnishing, or staining	5 14 0	5 11 0
Sprayhands staining or lacquering	5 19 0	5 16 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber	5 19 0	5 16 0
Persons cramping, or gluing, or cementing or fastening together partly prepared timber	5 19 0	5 16 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 11 0	5 8 0
Persons packing mantelpieces or overmantels	6 6 0	5 3 0
Stackers, yardmen	5 1 0	4 18 0
Female employed as veneer matcher	3 3 0	3 1 6
All others	5 1 0	4 18 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 101s. and in the case of females not less than 63s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
<p>APPRENTICES.</p> <p><i>s. d.</i></p> <p>First year 20 9</p> <p>Second year 31 7</p> <p>Third year 42 0</p> <p>Fourth year 62 10</p> <p>Fifth year 83 1</p> <p>And thereafter the minimum wage</p>		<p>IMPROVERS.</p> <p><i>s. d.</i></p> <p>Under 16 years of age 18 9</p> <p>16 and under 17 .. 20 9</p> <p>17 and under 18 .. 31 7</p> <p>18 and under 19 .. 42 0</p> <p>19 and under 20 .. 62 10</p> <p>20 and under 21 .. 83 1</p>	
		<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.</p> <p>Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>	

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine	6 11 0	6 8 0
Moulding machinist—		
(a) who grinds his own cutters	6 11 0	6 8 0
(b) who does not grind his own cutters	6 2 0	5 19 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser	5 19 0	5 16 0
Operator of sander, boring, or any other machine not otherwise specified	5 11 0	5 8 0
Wireweaver	5 15 6	5 12 6
Stretcher-up, tacker-on, splitter-up, or varnisher	5 14 0	5 11 0
Spray hands	5 19 0	5 16 0
All others	5 1 0	4 18 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 10s.

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

SCHEDULE—continued.

GARDEN EMPLOYEES BOARD.

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

(2)

Apprentices or Improvers.		Other Employees.		
	Wages per week of 44 hours.	Wages per Hour.	Wages per Week.*	Hours per Week.
	s. d.	s. d.	s. d.	
15 years of age or under	.. 25 0			
16 years of age	.. 28 0			
17 years of age	.. 31 6			
18 years of age	.. 44 6			
19 years of age	.. 53 6			
20 years of age	.. 63 9			
<p>PROPORTION (WITHIN ANY PLACE).</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>One improver to every three or fraction of three workers receiving not less than the minimum wage.</p>				
<p>JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—</p>				
	Wages per week of 44 hours.			
	s. d.			
15 years of age and under	.. 25 0			
16 years of age	.. 28 0			
17 years of age	.. 31 6			
		(a) Persons employed as gardeners or gardeners' labourers by a master gardener—		
		Foremen gardeners in charge of two or more employees	2 10 ³ / ₁₁	125 8
		Gardeners†	2 6 ¹⁷ / ₂₂	112 10
		Gardeners' labourers	2 5 ¹ / ₁₁	106 5
				44
		(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—		
		(1) Employed on Jobbing Work—		
		Gardeners†	2 6 ¹⁷ / ₂₂	112 10
		Gardeners' labourers	2 3 ³ / ₁₁	100 0
				44
		(2) All others—		
		Foremen gardeners in charge of two or more employees	2 9 ³ / ₁₁	122 0
		Gardeners†	2 5 ³ / ₁₁	107 4
		Gardeners' labourers	2 3 ³ / ₁₁	100 0
				44
		(c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—		
		Foremen gardeners in charge of two or more employees	2 9 ³ / ₁₁	122 0
		Gardeners†	2 5 ³ / ₁₁	107 4
		Gardeners' labourers	2 3 ³ / ₁₁	100 0
				44
		(d) Persons employed in the laying out, cultivation, or keeping in order of (1) a garden, lawn, fairway, or green, in connexion with a golf links or putting green (2) a tennis court or of a garden connected therewith	2 4 ² / ₁₁	103 8
		Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.		
		An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s. per day or portion of a day extra.		
		(e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith—		
		Greenkeeper solely responsible for preparation of greens	2 8 ¹ / ₂₂	..
		Greenkeeper working under supervision of green director	2 5 ³ / ₁₁	..
		Greenkeeper's assistant	2 3 ³ / ₁₁	..
				See clause 19 re hours.
		(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—		
		Foremen	2 10 ³ / ₁₁	125 8
		All others	2 6 ¹⁷ / ₂₂	112 10
				44
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—		
		On construction work	2 6 ¹⁷ / ₂₂	112 10
		On maintenance work	2 3 ³ / ₁₁	100 0
				44
		(h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—		
		(i) On racecourses and other sporting enclosures	2 4 ² / ₁₁	103 8
		(ii) At any other place—		
		On construction work	2 6 ¹⁷ / ₂₂	112 10
		On maintenance work	2 3 ³ / ₁₁	100 0
				44

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

Clauses (3) to (32) inclusive of the Determination published in *Government Gazette* No. 18 of the 7th January, 1942, shall remain in force.

SCHEDULE—continued.

GAS METER BOARD.

Clauses (2) and (11) of the Determination published in *Government Gazette* No. 108 of the 27th May, 1943, shall be replaced by the following clauses:—

2. Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	WAGES PER WEEK OF 44 HOURS.			
				£ s. d.	s. d.	£ s. d.	
1st year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men)	7 0 3	6 0	7 6 3
1st six months	23 2	0 9	23 11	Meter makers or repairs	6 6 0	6 0	6 12 0
2nd six months	26 6	0 9	27 3	Prepayment meter attachment maker	6 5 2	6 0	6 11 2
2nd year	32 0	1 0	33 0	Caster of gratings and covers	6 5 2	6 0	6 11 2
3rd year	45 0	1 6	46 6	Head tester—			
4th year	65 1	2 3	67 4	(a) where eight or more other testers are employed	7 0 0	6 0	7 6 0
5th year	81 9	3 0	84 9	(b) where four and not more than seven other testers are employed	6 16 2	6 0	7 2 2
PROPORTION (within any place).				Other testers	6 1 9	4 0	6 5 9
<i>Apprentices.</i>				Leading diaphragm tier (where two or more other diaphragm tiers are employed)	6 10 9	6 0	6 16 9
One apprentice to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.				Other diaphragm tiers, including persons banding, crimping, or wiring	5 11 5	3 0	5 14 5
<i>Improvers.</i>				Leading diaphragm cutter, where two or more cutters are employed	6 6 6	4 0	6 10 6
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.				Other diaphragm cutters	5 14 0	3 0	5 17 0
				Rim, disc, or pre-payment meter cash box makers	5 16 11	3 0	5 19 11
				Machinist (power press)	5 11 8	3 0	5 14 8
				Other machinist	5 5 4	3 0	5 8 4
				Assistant machinist	5 1 10	3 0	5 4 10
				All others	4 18 0	3 0	5 1 0

PIECEWORK PRICES.

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

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

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

"P. AND C." PATTERN.

	H.C. 1.		H.C. 2.		
	per doz. £ s. d.		per doz. £ s. d.		
<i>Ordinary Meters.</i>					
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	13 14 4		15 4 5		
	Lights.				
	2.	3.	5.	10.	20.
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	8 19 2	9 5 8	10 8 6	12 12 7	18 6 4
<i>High Capacity Meters.</i>					
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour; £9 18s. 10d. per doz. Capacity, 125 cubic feet per hour; £11 6s. 10d. per doz.				

SCHEDULE—continued.
GAS METER BOARD—continued.

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

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

£9 16s. 0d. per doz.

(b) MAKING TIN DRY PREPAYMENT METERS.

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

Capacity, 100 cubic feet per hour; £12 4s. 1d. per doz.

(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs ..	6 17 1	6 17 1	6 17 1	6 17 1	6 17 1	6 17 1	..	..
Making rims ..	..	6 17 1	6 17 1	6 17 1	per doz. discs.	per doz. discs.	..	..
					£ s. d.	£ s. d.		
Making discs ..	..	..	..	..	0 5 8½	0 8 4½	1 0 2	1 4 3
Making rims for circular crimped-on diaphragms	..	..	per job of 400 rims.	per job of 400 rims.	..	..	..	..
			6 1 10	6 6 7				

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen.	per dozen.
	£ s. d.	£ s. d.
Wiring or tying diaphragms ..	6 2	8 0

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ordinary Meters.					
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz. :— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by :— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work ..	37 2 6	28 13 9	30 14 0	20 16 3	20 16 3

SCHEDULE—continued.
GAS METER BOARD—continued.
(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	14 6½	14 6½	13 4½	16 2	22 8½	26 5
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 7 15 0 each meter. s. d. 1 8	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	..	..	..	..

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

} With 35 per cent. added.

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

(g) EXTRAS.

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

} With 35 per cent. added.

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

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

Clauses (3) to (10) inclusive and (12) and (13) of the Determination as published in *Government Gazette* No. 106 of the 27th May, 1943, shall remain in force.

SCHEDULE—continued.

GAS WORKS BOARD.

Clauses 2 (b) and 32 (b) of the Determination published in *Government Gazette* No. 103 of the 28th March, 1940, shall be replaced by the following clauses:—
2 (b)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo, and the Borough of Castlemaine.
Patching and scurfing retorts and cleaning flues—man continuously employed as such..	£ 5 19 0	£ 5 16 0
Stoker in charge of gas or steam engine, or other works plant	5 19 0	5 16 0
Stoker, vertical retort	5 16 0	5 13 0
Stoking machine driver	5 16 0	5 13 0
Stoker, horizontal retort (machine)	5 14 0	5 11 0
Stoker, hand charging	5 12 0	5 9 0
Retort (vertical) operator	5 16 0	5 13 0
Operator vertical retort	5 16 0	5 13 0
Fireman retort house	5 16 0	5 13 0
Machine and stage man	5 14 0	5 11 0
Hydraulic and tar main attendant	5 13 0	5 10 0
Augerer and pipe jumper	5 12 0	5 9 0
Coke and coal conveyor attendant (day worker)	5 7 0	5 4 0
Greaser and oiler (in retort house)	5 5 0	5 2 0
Elevator and coal crusher attendant	5 4 0	5 1 0
Coke and coal conveyor attendant (shift worker)	5 4 0	5 1 0
Oxide breaker—man attending and operating	5 4 0	5 1 0
Purifier—man opening up, or emptying, or filling	5 4 0	5 1 0
All others	4 18 0	4 15 0

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

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

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

Clauses 2 (a), 3 to 33 (a) inclusive and 34 to 47 inclusive of the Determination published in *Government Gazette* No. 103 of the 28th March, 1940, shall remain in force.

GENERAL BOARD.

(ABRASIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 242 of the 20th December, 1943, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
Males.	s. d.	Females.	s. d.	Abrasive Paper or Cloth.	
1st year's experience ..	20 6	1st six months' experience	16 6	Males.	
2nd " " ..	28 9	2nd " " ..	20 6	Machine operators	104 0
3rd " " ..	39 9	3rd " " ..	24 3	All others	98 0
4th " " ..	53 6	4th " " ..	28 3	Females.	
5th " " ..	68 3	5th " " ..	32 0	All adults	53 9
6th " " ..	79 0	6th " " ..	36 3	Abrasive Articles (other than Abrasive Paper or Cloth).	
7th " " ..	84 3	7th " " ..	40 3	Head burners	108 0
		8th " " ..	45 3	Other burners	104 0
				Surfacers of abrasive articles	101 0
				All others	98 0

and thereafter the minimum wage.

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

PROPORTION.

(a) Abrasive Paper or Cloth.

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

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

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

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 242 of the 20th December, 1943, shall remain in force.

SCHEDULE—*continued.*
GENERAL BOARD.
(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

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

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

(a) IMPROVERS.							(b) ADULTS.											
Males.			Females.															
1st year's experience..	2nd ..	3rd ..	4th ..	5th ..	6th ..	7th ..	Experience.	Commencing Age.										
								15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	Females ..	s. d.			
								s. d.										
							1st year	18 3	20 6	22 9	27 3	34 0	39 9					
							2nd "	26 6	28 6	31 9	39 0	43 3						
							3rd "	34 0	37 0	41 0	51 0							
							4th "	42 6	46 6	51 0								
							5th "	51 0	51 0									

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

GENERAL BOARD.
(ASBESTOS ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 71 of the 12th March, 1940, shall be replaced by the following clause:—

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

(a) Improvers.					(b) Other Employees.				
					Males.				
Under 17 years of age	..	..	..	21 9	Oven hands	..	..	..	102 0
17 years of age	..	..	..	32 9	Machine attendants	..	..	..	102 0
18 "	..	..	..	43 9	All others	..	..	..	98 0
19 "	..	..	..	59 3					
20 "	..	..	..	72 3					

Proportion (in any place).

One improver to every three adult employees.

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

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 71 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.
(BLUE PRINT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 276 of 28th August, 1942, shall be replaced by the following clause:—

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

(a) Improvers.					(b) Other Employees.			
Males.		Females.						
1st year's experience	20 6	1st six months' experience	16 6					
2nd "	28 9	2nd "	20 6					
3rd "	39 9	3rd "	24 3					
4th "	53 6	4th "	28 3					
5th "	68 3	5th "	32 0					
6th "	79 0	6th "	36 3					
7th "	84 3	7th "	40 3					
		8th "	45 3					

and thereafter the minimum wage.

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

PROPORTION.

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

		s. d.	s. d.
Operators of blue-printing machines—			
Males	.. ..	101 0	98 0
Females	.. ..	57 9	57 9
All other persons—			
Males	.. ..	98 0	95 0
Females	.. ..	53 9	53 9

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 276 of the 28th August, 1942, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 72 of the 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 19 9	1st six months' experience	16 6	..	..	..	.. 98 0
2nd "	.. 28 0	2nd "	20 3	..	..	..	.. 54 0
3rd "	.. 38 0	3rd "	24 3				
4th "	.. 52 3	4th "	28 3				
5th "	.. 66 3	5th "	32 3				
6th "	.. 76 6	6th "	36 3				
7th "	.. 81 6	7th "	40 0				
		8th "	45 3				

And thereafter the minimum wage prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 72 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 82 of the 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 20 6	1st six months' experience	.. 16 6				
2nd "	.. 28 9	2nd "	.. 20 6				
3rd "	.. 39 9	3rd "	.. 24 3				
4th "	.. 53 6	4th "	.. 28 3				
5th "	.. 68 3	5th "	.. 32 0				
6th "	.. 79 0	6th "	.. 36 3	Males	..	..	98 0
7th "	.. 84 3	7th "	.. 40 3	Females	..	..	53 9
		8th "	.. 45 3				

and thereafter the rate prescribed for adults.

PROPORTION.

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

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 82 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 278 of the 28th August, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
		s. d.				s. d.	
Under 16 years of age	..	..	22 0	Foreman in charge	..	..	124 0
16 years of age and under 17 years	..	..	32 6	All others	..	..	109 0
17 "	"	18 "	..				
18 "	"	19 "	..				
19 "	"	21 "	..				
			86 9				

Proportion (in any place).

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

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 278 of the 28th August, 1942, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 274 of the 28th August, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	20 6	1st six months' experience	16 6	Grinding mill attendant	102 0
2nd " "	28 9	2nd " "	20 6	Person engaged in testing and/or checking formulae	108 0
3rd " "	39 9	3rd " "	24 3	Person in charge of mixing ingredients and making chalks from given formulae	103 0
4th " "	53 6	4th " "	28 3	Persons not otherwise provided for—	
5th " "	68 3	5th " "	32 0	Males	98 0
6th " "	79 0	6th " "	36 3	Females	53 9
7th " "	84 3	7th " "	40 3		
		8th " "	45 3		

and thereafter the minimum wage.

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

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 274 of the 28th August, 1942, shall remain in force.

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

Clauses (2) and (9) of the Determination for this Section published in *Government Gazette* No. 89 of the 12th March, 1940, shall be replaced respectively by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
	s. d.		s. d.		s. d.
Under 17 years of age	21 9	All adults	98 0		
17 years of age	32 9				
18 " "	43 9				
19 " "	59 3				
20 " "	72 3				

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

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

(9) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	20 3	1st six months' experience	16 6	Males	100 0
2nd " "	28 9	2nd " "	20 3		
3rd " "	39 9	3rd " "	24 3		
4th " "	53 9	4th " "	28 3		
5th " "	68 6	5th " "	32 3	Females	53 9
6th " "	79 0	6th " "	36 3		
7th " "	84 0	7th " "	40 3		
		8th " "	45 6		
		9th " "	49 3		
		10th " "	53 3		

and thereafter the rate prescribed for adults.

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

PROPORTION.
Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.
Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

Clauses (3) to (8) inclusive and (10) to (18) inclusive of the Determination for this Section published in *Government Gazette* No. 89 of the 12th March, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.
(FLAX TREATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 88 of the 12th March, 1940, shall be replaced by the following clause:—

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

(i) Improvers.			(ii) Other Employees.			
Under 17 years of age	<i>s.</i>	<i>d.</i>	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.			
17 years of age	26	0				
18 " "	32	9				
19 " "	43	9				
20 " "	59	3				
PROPORTION (in any place).			Other Parts of Victoria where this Determination Applies.			
One improver to each adult employee.						
Foreman in charge	£	<i>s.</i>				<i>d.</i>
Scutcher (hand)	5	10				0
Scutcher (machine)	5	4				0
All others	5	1	0			
	4	18	0			
	4	15	0			

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

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 88 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.
(GOLD BEATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 80 of the 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s.</i>	<i>d.</i>	<i>Males.</i>		<i>s.</i>	<i>d.</i>
1st year's experience	20	6	1st six months' experience	16	6	Beaters	120
2nd " "	28	9	2nd " "	20	6	All Others	98
3rd " "	44	6	3rd " "	24	3		
4th " "	72	3	4th " "	28	0		
5th " "	90	6	5th " "	32	0		
			6th " "	36	6		
			7th " "	40	3		
			8th " "	45	3		
			9th " "	49	3		
			10th " "	53	0		
and thereafter the rate prescribed for adults.				<i>Females.</i>			
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.				Welding gold-leaf			
PROPORTION (IN ANY PLACE).				Cutting and/or booking gold-leaf			
<i>Males.</i>				All Others			
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.				.. .. .		
<i>Females.</i>				.. .. .		
Three female improvers to every two female workers receiving the adult rate.				.. .. .		

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 80 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.
(INDUSTRIAL GASES SECTION.)

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

2. WAGES PER WEEK.

(a) Juniors.			(b) Other employees.			
Under 16 years of age	<i>s.</i>	<i>d.</i>				
16 years of age to 17 years of age	17	0				
17 " " 18 " "	32	0				
18 " " 19 " "	56	9				
19 " " 21 " "	71	9				
	86	6	Operators of dry-ice machines	£	<i>s.</i>	<i>d.</i>
			Cylinder testers .. .. .	..	..	*109 0
			Cylinder fillers .. .. .	..	..	*109 0
			Cylinder packers .. .. .	..	..	*109 0
			Valve hands .. .. .	..	..	*109 0
			Persons dealing with carbide refuse .. .. .	..	..	*103 0
			All others .. .. .	..	..	*101 0

* Including 3s. war loading.

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

SCHEDULE—continued.

GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 275 of the 28th August, 1942, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.				
Males.		Females.		Males.		Females.		
	s.	d.		s.	d.		s.	d.
1st year's experience ..	20	6	1st six months' experience ..	16	6	Printing-ink grinder and/or mixer ..	102	0
2nd " " ..	28	9	2nd " " " ..	20	6	All others ..	98	0
3rd " " ..	39	9	3rd " " " ..	24	3			
4th " " ..	53	6	4th " " " ..	28	3			
5th " " ..	68	3	5th " " " ..	32	0			
6th " " ..	79	0	6th " " " ..	36	3			
7th " " ..	84	3	7th " " " ..	40	3			
			8th " " " ..	45	3			
						All persons ..	53	9

and thereafter the minimum wage.

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

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

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

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 275 of the 28th August, 1942, shall remain in force.

GENERAL BOARD.

(LAMP SHADE SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 202 of the 16th July, 1941, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.				
Males.		Females.		Males.		Females.		
	s.	d.		s.	d.		s.	d.
1st year's experience ..	19	9	1st six months' experience ..	16	6	Persons engaged in cutting out material for parts of lampshades ..	100	0
2nd " " ..	28	0	2nd " " " ..	20	3	All others ..	98	0
3rd " " ..	38	6	3rd " " " ..	24	3			
4th " " ..	52	3	4th " " " ..	28	3			
5th " " ..	66	3	5th " " " ..	32	3			
6th " " ..	76	6	6th " " " ..	36	3			
7th " " ..	81	6	7th " " " ..	40	0			
			8th " " " ..	45	3			
						Persons engaged in sketching, painting or decorating by freehand or stencils ..	63	0
						Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) ..	55	3
						All others ..	54	0

And thereafter the minimum wage.

PROPORTION.

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

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

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

SCHEDULE—*continued.*

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 74 of 12th March, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience ..	20 6	1st six months' experience ..	16 6	All adults ..	102 0
2nd " " ..	28 9	2nd " " ..	20 6		
3rd " " ..	39 9	3rd " " ..	24 3		
4th " " ..	53 3	4th " " ..	28 3		
5th " " ..	68 6	5th " " ..	32 0		
6th " " ..	78 9	6th " " ..	36 6		
7th " " ..		7th " " ..	40 3		
7th " " and until 21		8th " " ..	45 6		
years of age ..	84 3	9th " " ..	49 0		
		10th " " ..			
		until 21 years of age ..	53 0		

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

PROPORTION (IN ANY PLACE).

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

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

(b) ADULTS.	
<i>Females.</i>	
	<i>s. d.</i>
(a) Designer of patterns to be used for producing articles of wearing apparel ..	136 3
(b) Assistant to (a) above ..	93 6
(c) Designers of patterns used for the production of transfers as applied to fabrics ..	93 6
(d) Assistants to (c) above ..	75 3
(e) Operator of perforating machine ..	69 0
(f) Any other adult ..	56 0

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 74 of 12th March, 1940, shall remain in force.

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 76 of the 12th March, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience ..	20 6	1st six months' experience ..	16 6		
2nd " " ..	28 9	2nd " " ..	20 6		
3rd " " ..	40 0	3rd " " ..	24 3		
4th " " ..	53 3	4th " " ..	28 0		
5th " " ..	68 3	5th " " ..	32 0		
6th " " ..	79 0	6th " " ..	36 6		
7th " " ..	84 3	7th " " ..	40 3		
and thereafter the rate prescribed for adults.		8th " " ..	45 3		

PROPORTION.

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

(b) ADULTS.	
	<i>s. d.</i>
Males ..	98 0
Females ..	53 9

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 76 of 12th March, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 87 of the 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	..	21	9	Persons engaged in making or preparing moulds	108 0
17 years of age	..	..	..	32	9	Persons engaged in coloring or decorating models—	
18 "	"	"	"	43	9	(a) by hand	122 0
19 "	"	"	"	59	3	(b) by spray, or otherwise than by hand	110 0
20 "	"	"	"	72	3	Persons engaged in assembling or finning models	
						when taken from moulds	103 0
						All others	98 0
<i>Proportion (in any place).</i>							
One improver to every three adult employees.							

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 87 of 12th March, 1940, shall remain in force.

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 75 of the 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	..	21	9	Males	102 0
17 years of age	..	..	..	32	9	Females	59 0
18 "	"	"	"	43	9		
19 "	"	"	"	59	3		
20 "	"	"	"	72	3		
<i>Proportion (in any place).</i>							
One improver to each adult employee.							

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 75 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 277 of the 28th August, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	..	21	9	All adults	102 0
17 years of age	..	..	..	32	9		
18 "	"	"	"	43	9		
19 "	"	"	"	59	3		
20 "	"	"	"	72	3		
<i>Proportion (in any place).</i>							
Two improvers to each fully paid worker.							

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 277 of 28th August, 1942, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(TOYS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 91 of 12th March, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	20 6	1st six months' experience ..	16 6	Designers ..	118 0		
2nd " " ..	28 9	2nd " " ..	20 6	Cutters-out ..	105 6		
3rd " " ..	40 0	3rd " " ..	24 3	Fillers and/or stuffers ..	102 0		
4th " " ..	53 3	4th " " ..	28 0	All others ..	98 0		
5th " " ..	68 3	5th " " ..	32 0				
6th " " ..	79 0	6th " " ..	36 6				
7th " " ..	84 3	7th " " ..	40 3				
		8th " " ..	45 3				
		9th " " ..	49 3				
		10th " " ..	53 0				

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 91 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.

(VINEGAR AND YEAST SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 169 of 7th May, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
Under 17 years of age ..	38 9	Under 17 years of age ..	38 6	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	110 0		
17 years of age ..	46 3	17 years of age ..	41 9	Man engaged in cleaning vinegar generator ..	108 0		
18 " " ..	62 3	18 " " ..	46 9	*Together with an additional 7s. 6d. for each generator cleaned.			
19 " " ..	78 0	19 " " ..	51 6	All others ..	108 0		
20 " " ..	85 0	20 " " ..	54 9				

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

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

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 169 of the 7th May, 1942, shall remain in force.

SCHEDULE—continued.
GLASSWORKERS BOARD.

Clauses (2) and (3) of the Flint Glass Section and Clauses (1) and (2) of the Glass Bottle Section of the Determination published in *Government Gazette* No. 151 of the 30th July, 1943, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

APPRENTICES.				IMPROVERS.		
				Improvers other than Flint Improver Blowers.		Flint Improver Blower.
				Wages per Week.		Wages per Day of 8 Hours.
				s. d.		s. d.
1st year's experience	..	..	..	50	6	
2nd "	"	"	"	57	0	
3rd "	"	"	"	65	3	
4th "	"	"	"	72	9	
5th "	"	"	"	78	9	
and thereafter the minimum adult wage or piecework price.				1st year's experience	..	..
				2nd "	"	..
				3rd "	"	..
				4th year's experience and until reaching the age of 21 years	..	..
				46	0	22 4
				61	3	
				70	6	
				82	9	

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 21).

Males.				Females.				
				Wages per Week.				
				s. d.				
Under 16 years of age	27	6	Under 15 years of age	..	..
16 years, but under 17 years of age	30	9	15 years, but under 16 years of age	..	..
17 " " " 18 " "	39	9	16 " " " 17 " "	..	..
18 " " " 19 " "	55	3	17 " " " 18 " "	..	..
19 " " " 20 " "	64	6	18 " " " 19 " "	..	..
20 " " " 21 " "	73	6	19 " " " 20 " "	..	..
and thereafter the minimum adult wage or piecework price.				and thereafter the minimum wage payable to adult females.				

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

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

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

	Per Week.
	£ s. d.
Furnaceman	..
Persons employed on sandblasting and acid work	..
Storeman	..
Packers in straw in headed-up packing	..
Lehrman	..
Batchmixers	..
Sorter and/or cutter	..
Packers of opal-ware in cartons	..
All other male adults	..
Female adults	..

Note.—All employees (other than skilled glassworkers) employed on afternoon or night-work shall receive 5 per cent. in addition to their ordinary rate.

SKILLED GLASSWORKERS (ADULTS).

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

Classification.	Size of Article to be Blown.	Per Day.
		s. d.
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	27 10
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	30 10
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	35 10

GLASS BOTTLE SECTION.

1. JUNIOR MALES—WAGES PER WEEK.				OTHER JUNIOR MALES—WAGES PER WEEK.			
				s. d.			
(a) Employed around the feeders.				Under 16 years of age	..	..	..
(b) Employed in the manufacturing section, but not employed in the yard.				Over 16, but under 17 years of age	..	..	..
15 years of age	..	..	..	Over 17, but under 18 years of age	..	..	..
16 "	"	"	"	Over 18, but under 19 years of age	..	..	..
17 "	"	"	"	Over 19, but under 20 years of age	..	..	..
18 "	"	"	"	Over 20, but under 21 years of age	..	..	..
19 "	"	"	"	and thereafter the minimum wage or piecework price.			
20 "	"	"	"				
and thereafter the minimum wage or piecework price.							

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

SCHEDULE—continued.

GLASSWORKERS BOARD—continued.

2.	ADULTS (other than skilled Glassworkers).	Wages per Week.	
		£	s. d.
	Furnacemen	5	10 0
	Salt cake burners	5	10 0
	Lehrmen	5	4 6
	Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	5	4 6
	Salt cake burners' assistants	5	4 6
	Packers packing in bags or straw	5	3 6
	Sorters	5	3 6
	Lister truck hands and assistants	5	2 6
	All others	5	1 0

NOTES.

(1) Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.

(2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.

(3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.

(4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses (4) to (24) inclusive in the Flint Glass Section and Clauses (3) to (47) inclusive in the Glass Bottle Section and the Schedule of Piecework prices of the Determination as published in *Government Gazette* No. 151, of the 30th July, 1943, shall remain in force.

GLUE AND GELATINE BOARD.

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

(2) ADULT MALES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	s. d.	s. d.	s. d.	s. d.
Men working in raw material stores	98 0	6 0	7 6	111 6
Men working raw material cutting machine	99 0	6 0	7 6	112 6
Men washing raw material and preparing limes and working at trotter plant	98 0	6 0	7 6	111 6
Men working at lime pits	100 0	6 0	7 6	113 6
Men in charge of and actually operating dollies	102 0	6 0	7 6	115 6
Men assisting in dolly shed	98 0	6 0	7 6	111 6
Men in charge of and actually working at boiling pans	100 0	6 0	7 6	113 6
Men assisting in boiling shed	98 0	6 0	7 6	111 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	102 0	6 0	7 6	115 6
Men assisting	98 0	6 0	7 6	111 6
Men operating glue and gelatine cutters	99 0	6 0	7 6	112 6
Men assisting	98 0	6 0	7 6	111 6
Men working at drying tunnels	98 0	6 0	7 6	111 6
Men engaged in grinding glue and gelatine	99 0	6 0	7 6	112 6
Men engaged treating frames	98 0	6 0	7 6	111 6
Glue and gelatine blenders, and store hands	98 0	6 0	7 6	111 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men working on vegetable glue dryers and grinders	99 0	6 0	7 6	112 6
Men in charge of and actually working at vegetable and prepared glue vats	100 0	6 0	7 6	113 6
Men assisting and store hands including calves feet jelly	98 0	6 0	7 6	111 6
Men operating residue dryers	100 0	6 0	7 6	113 6
Men crushing and/or bagging dried residues	99 0	6 0	7 6	112 6
Men receiving and passing on bones (Melbourne)	100 0	6 0	7 6	113 6
Men actually operating degreasing plant	102 0	6 0	7 6	115 6
Men assisting at degreasing plant and bone polishing	99 0	6 0	7 6	112 6
Men engaged in washing and neutralizing vats (Melbourne)	98 0	6 0	7 6	111 6
Men engaged in crushing bone residues	99 0	6 0	7 6	112 6
Men in charge of and actually operating pearl plant	99 0	6 0	7 6	112 6
Men assisting	98 0	6 0	7 6	111 6
Men actually operating dextrine plant	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men actually operating earth calcining plant	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men not elsewhere included	92 0	6 0	7 6	105 6

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

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

SCHEDULE—continued.

GLUE AND GELATINE BOARD—continued.

Wages of Shift Workers.

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

ADULT FEMALES.

Proportion of Needs Basic Wage and 1937 Loading for Adult Males.	Industry Allowance.	Special Loading 1941.	Total Basic Rate.
Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.
52 6	4 6	5 0	62 0

3.

JUNIORS.

Males.					Females.				
Age.	Adjustable Portion of Wage.	Loading (Constant)	War Loading.	Total to nearest 6d.	Age.	Base Rate and Constant Loading.	Industry Loading.	War Loading.	Total to nearest 6d.
	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.		Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.
14 to 15 years	18 7	0 6	1 6	20 6	14 years	23 8	2 0	2 2	28 0
15 to 16 "	26 10	0 6	2 2	29 6	15 "	26 6	2 3	2 5	31 0
16 to 17 "	35 7	1 0	2 11	39 6	16 "	29 7	2 6	2 9	35 0
17 to 18 "	48 0	1 0	3 8	50 0	17 "	32 3	2 9	3 1	38 0
18 to 19 "	53 8	1 6	4 5	59 6	18 "	35 6	3 0	3 4	42 0
19 to 20 "	62 11	2 0	5 2	70 0	19 "	40 10	3 5	3 9	48 0
20 to 21 "	71 2	2 0	5 10	79 0	20 "	48 2	3 8	4 1	54 0

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

GROCERS SUNDRIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 36 of the 9th March, 1944, shall be replaced by the following clause:—

2.

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

Age.	Wages per Week.	PROPORTION (within any Factory or Place).	
		Apprentices.	Improvers.
Males.			
Under 16 years of age	29 0	Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.	Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included. One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.
16 years of age and under 17 years of age	36 0		
17 years of age and under 18 years of age	44 3		
18 years of age and under 19 years of age	53 3		
19 years of age and under 20 years of age	62 6		
20 years of age and under 21 years of age	78 0		
Females.			
Under 16 years of age	29 6	Candle Section. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	Candle or Soap and Soda Sections. One improver to every five or fraction of five workers receiving not less than the minimum wage.
16 years of age and under 17 years of age	31 0		
17 years of age and under 18 years of age	37 9		
18 years of age and under 19 years of age	42 3		
19 years of age and under 20 years of age	48 6		
20 years of age and under 21 years of age	55 0		

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the industry—
 - At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.
- In the Starch, Starch Products and Cornflour section of the industry—
 - At any class of work except scraping and wrapping blocks or filling, weighing, labelling and casing starch.
- In the Soap and Soap Powders and Soap Extract sections of the industry—
 - At wrapping or packing washing soap or soap extract.
- In the Candles section of the industry—
 - At packing candles in boxes or wrapping or labelling candles.
- In the Polishing Materials section of the industry—
 - At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

SCHEDULE—continued.
GROCERS SUNDRIES BOARD—continued.
OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stone dressers and/or millers	6 5 6	6 2 6
Honey blenders	6 5 6	6 2 6
Employees roasting and/or grinding and who mix or blend, coffee or chicory ..	6 0 6	5 17 6
Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory ..	5 18 6	5 15 6
Roasters of other commodities than coffee or chicory	5 18 6	5 15 6
Coffee essence maker	5 18 0	5 15 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger	5 18 0	5 15 0
Bagged goods carriers and/or stackers	5 15 6	5 12 6
Cellarmen in charge and working at loading and despatching by-products	5 18 0	5 15 0
Mixers or blenders	5 17 0	5 14 0
Kilnmen and/or bleachers	5 13 0	5 10 0
Mill assistants	5 13 0	5 10 0
Employees engaged drawing off finished products and/or by-products in cereal mills..	5 13 0	5 10 0
Bag repairers	5 11 0	5 8 0
Employees engaged at oat cleaning and/or grading	5 13 0	5 10 0
Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—8d. per hour additional		
Leading hands—7s. 6d. per week additional		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stone dresser and/or miller	6 5 6	6 2 6
Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	5 18 0	5 15 0
Persons in charge of and actually working at starch draining boxes and/or cornflour runs	5 18 0	5 15 0
Steepmen	5 15 6	5 12 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	5 13 0	5 10 0
Employees grinding starch and/or cornflour	5 13 0	5 10 0
Mill assistants	5 13 0	5 10 0
Employees assisting the person in charge of starch draining boxes and/or cornflour runs	5 13 0	5 10 0
Starch and cornflour shovellers	5 13 0	5 10 0
Employees engaged on crusting stoves and/or drying rooms and/or tunnels	5 13 0	5 10 0
Leading hands—7s. 6d. per week additional		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stone dressers and/or millers	6 5 6	6 2 6
Mill assistants	5 13 0	5 10 0
Employees engaged drawing off broken rice, bran, straw, and/or rice	5 13 0	5 10 0
Employees engaged taking off and/or sewing and/or stacking rice	5 13 0	5 10 0
Rice meal rammers	5 11 0	5 8 0
Rice hull packers	5 11 0	5 8 0
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	5 18 0	5 15 0
Converter men	5 18 0	5 15 0
Flour mixers or employees feeding mixers and/or bagging dry gluten	5 16 0	5 13 0
Pumpmen	5 13 0	5 10 0
Employees on tanks, gluten washers, gluten squeezers, gluten dryers	5 13 0	5 10 0
Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers	5 13 0	5 10 0
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli, and allied products	6 8 0	6 5 0
Paste makers	5 14 0	5 11 0
Hydraulic press attendants	5 14 0	5 11 0
Women working in dough room and vermicelli twisting and spaghetti spreading	3 9 0	3 7 3
All other male adults	5 8 0	5 5 0
All other female adults	3 4 0	3 2 3

SCHEDULE—continued.
GROCERS SUNDRIES BOARD—continued.
OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	6 3 0	6 0 0
Men in charge of and working rollers	6 3 0	6 0 0
Men in charge of and working at toasting flakes or biscuits (oven men)	6 3 0	6 0 0
Grinding and milling machinists	5 14 0	5 11 0
Fillers and/or makers	5 14 0	5 11 0
Pressmen	5 14 0	5 11 0
Conveyor workers	5 14 0	5 11 0
Leading hands—10s. per week additional		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	6 5 6	6 2 6
Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration	5 18 0	5 15 0
All other male adults	5 11 0	5 8 0
All female adults	3 4 0	3 2 3
<i>Division 8.—Maize Products.</i>		
Millers and/or stone dressers	6 5 6	6 2 6
Employee engaged on cornflour packing machine	6 0 6	5 17 6
Converter men	5 18 0	5 15 0
Employee in charge of and working at macerators	5 18 0	5 15 0
Vacuum pan men	5 18 0	5 15 0
Men in charge of and working in drip rooms	5 18 0	5 15 0
Dextrine and/or custard mixer or blender	5 17 0	5 14 0
Weighbridge attendants	5 17 0	5 14 0
Steepmen	5 15 6	5 12 6
Silk reel repairers	5 15 6	5 12 6
Maize receiving and cleaning operators	5 13 0	5 10 0
Millers' assistants	5 13 0	5 10 0
Employees engaged on char filters	5 13 0	5 10 0
Char kilnmen	5 13 0	5 10 0
Samplemen	5 13 0	5 10 0
Oliver filter men	5 13 0	5 10 0
Liquor pressers	5 13 0	5 10 0
Feed press valvemmen	5 13 0	5 10 0
Feed dryers	5 13 0	5 10 0
Cones men	5 13 0	5 10 0
Oil expeller men	5 13 0	5 10 0
Reels and cracker men	5 13 0	5 10 0
Flushing system men	5 13 0	5 10 0
Neutralizer men	5 13 0	5 10 0
Drip room men	5 13 0	5 10 0
Paddlers	5 13 0	5 10 0
Pumpmen	5 13 0	5 10 0
Starch house kilnmen	5 13 0	5 10 0
Polly feed and/or oil meal baggers and sewers	5 13 0	5 10 0
Bulk cornflour baggers and sewers	5 13 0	5 10 0
Assistant operators on macerators	5 13 0	5 10 0
Women employed at scraping starch	3 9 0	3 7 3
Women employed on custard powder filling machines	3 9 0	3 7 3
Leading hands—7s. 6d. per week additional		
All other male adults	5 8 0	5 5 0
All other female adults	3 4 0	3 2 3
<i>Division 9.—Soap.</i>		
Employees engaged in the manufacture and preparation for sale of soap—		
Assistant soapmaker	6 5 6	6 2 6
Soap mixers	5 14 0	5 11 0
Belt makers and fitting U leathers	6 2 0	5 19 0
Milling room foremen	5 18 6	5 15 6
Caustic soda and/or silicate preparers	5 18 6	5 15 6
Soap crutcher by power	5 18 0	5 15 0
Soda crystal maker	5 15 0	5 12 0
Soap cutting machinists	5 15 0	5 12 0
Soap crutcher by hand	5 15 0	5 12 0
Head soap cutter by hand	5 15 0	5 12 0
Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines	5 13 0	5 10 0
Soap pumpmen	5 15 6	5 12 6
Stampers by foot or hand	5 11 0	5 8 0
Assistant soda crystal maker	5 10 6	5 7 6
Soap cutter by hand	5 10 6	5 7 6
Lye runner	5 10 6	5 7 6
Men in charge of and actually milling soap	5 18 0	5 15 0
Soap miller	5 11 0	5 8 0
Employees working at automatic driers	5 11 0	5 8 0
Leading hands—10s. per week additional		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3

SCHEDULE—continued.
GROCERS SUNDRIES BOARD—continued.
OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 10.—Soap Powders and Soap Extracts.</i>		
Employees engaged in the manufacture and preparation for sale of soap powders and soap extracts—		
Employees in charge of and actually working at power mixer	5 18 0	5 15 0
Employees milling soap powder	5 18 0	5 15 0
Assistants to employees milling soap powder	5 11 0	5 8 0
Leading hands—7s. 6d. per week additional		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 11.—Soap Section (General).</i>		
Employees engaged in the preparation of crude glycerine—		
Employees in charge of and actually working evaporator	6 2 6	5 19 6
Assistant evaporators	5 11 0	5 8 0
Employees engaged in press room—		
Oliver filter men	6 2 6	5 19 6
Press room ganger	6 1 6	5 18 6
Employees in charge of and working in oilene department	5 14 0	5 11 0
Pumpmen	5 13 0	5 10 0
Men in charge of and working at black acid presses	5 12 0	5 9 0
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
Employees engaged in preparation of tallow—		
Man in charge of liquefying tallow	6 0 0	5 17 0
Assistant liquefying tallow	5 16 6	5 13 6
Tallow bleachers	5 13 0	5 10 0
Tallow samplers	5 13 0	5 10 0
Tallow blowers by air	5 13 0	5 10 0
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 12.—Candles.</i>		
Employees engaged in the manufacture and preparation for sale of candles—		
Acidifiers	6 2 6	5 19 6
Stillmen	6 2 6	5 19 6
Glycerine distillers	6 2 6	5 19 6
Evaporators	6 2 6	5 19 6
Employees engaged on filter press and/or making chemicals	6 2 6	5 19 6
Candle moulders after 12 months' experience	5 17 0	5 14 0
Vatmen	5 17 0	5 14 0
Cupboard runners	5 16 0	5 13 0
Stillman's assistant and/or pumpmen	5 13 0	5 10 0
Employees preparing charcoal for refinery	5 13 0	5 10 0
Candle moulders with less than twelve months' experience	5 12 0	5 9 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100 deg. F. for more than half an hour continuously on any day—6d. a day extra		
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
<i>Division 13.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Employees in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	6 8 0	6 5 0
Mill hand	6 0 6	5 17 6
Employees working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	5 15 0	5 12 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
<i>Division 14.—Dried Fruits.</i>		
Employees engaged in the preparation for sale of dried fruits—		
All adult male employees	5 14 0	5 11 0
<i>Division 15.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Sawyers	6 1 0	5 18 0
Peelers	5 17 0	5 14 0
Compo-mixer's foreman	5 18 0	5 15 0
Tool grinders	5 15 0	5 12 0
Compo-mixers	5 13 0	5 10 0
Men in charge of and making cardboard inners	5 13 0	5 10 0
Paste makers	5 13 0	5 10 0
Men engaged on ½-in. cardboard inners	5 13 0	5 10 0
Employees hand dipping or hand dipping book matches	5 13 0	5 10 0

SCHEDULE—continued.

GROCERS SUNDRIES BOARD—continued.

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
<i>Division 15.—Matches—continued.</i>		
<i>£ s. d.</i>		
<i>£ s. d.</i>		
Employees engaged in the manufacture and preparation for sale of matches—continued.		
Wax mixers	5 13 0	5 10 0
Skillet and/or splint choppers	5 11 0	5 8 0
Logmen and assistant sawyers	5 14 0	5 11 0
Dippers on automatic match machines	5 13 0	5 10 0
Slitters	5 11 0	5 8 0
Fillers, emptiers, cleaners of compo kettles	5 13 0	5 10 0
Gum grinders	5 11 0	5 8 0
Dogmen	5 11 0	5 8 0
Employees packing outer skillets	5 11 0	5 8 0
Men working at painting machines	5 11 0	5 8 0
All other male adults	5 8 0	5 5 0
All female adults	3 4 0	3 2 3
Leading hands—7s. 6d. per week additional		
<i>Division 16.—General.</i>		
Storemen and packers shall be paid at the rates prescribed from time to time by the Determination of the Storemen, Packers and Sorters Wages Board in the Section—"any other place".		
The following additional rates shall be paid to the undermentioned classes of employees when employed at work specified in Divisions 9, 10, 11, or 12 hereof—		
Employees stacking soda ash from lorry to stack		0 6
Employees processing soda ash (i.e., during such period as they are actually-handling the soda ash)		0 3
Employees carrying pulverized pumice or silicate		0 3
Employees cleaning evaporator tubes		0 6
Employees mixing Coocoe cleaner by present methods		0 9

Clauses (3) to (33) inclusive of the Determination as published in *Government Gazette* No. 36 of the 9th March, 1944, shall remain in force

HORSEHAIR BOARD.

Clauses (2) and (14) of the Determination published in *Government Gazette* No. 87 of the 22nd May, 1944, shall be replaced by the following clauses:—

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		<i>Preparing Body Hair.</i>	
	Per Week.		Per Week.	WAGES.	
	<i>s. d.</i>		<i>s. d.</i>		Per Week.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year	29 6	1st year	29 6	Persons engaged on hair-washing machines	107 0
2nd "	36 3	2nd "	43 9	Persons engaged on hair-drying machines	107 0
3rd "	43 9	3rd "	73 0	Persons who press washed and dried hair into bales	107 0
4th "	52 9	4th "	84 0	All others	103 0
5th "	73 0			<i>Preparing any other kind of Hair.</i>	
PROPORTION (by any employer).		PROPORTION (by any employer).		WAGES.	
One apprentice to every three or fraction of three workers receiving not less than 103s. per week.		One improver to every five workers receiving not less than 103s. per week.		Per Week	
				<i>s. d.</i>	
		<i>Juvenile Workers</i>		Hand Spinners	
		One juvenile worker to every Hand Spinner.		Machine Spinners—	
				1st year	
				2nd "	
				And thereafter	
				Drafters	
				Wet or dry hacklers	
				Teasers and tail pullers	
				Dyers or Scalders	
				All others	

SCHEDULE—*continued*.
HORSEHAIR BOARD—*continued*.

PIECEWORK.

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

Mixing, spinning, and curling hair with use of power	.. ..	..	..	..	14s. 6¼d. per 100 lb.
Hand spinning and/or curling of hair with use of power	.. ..	..	..	..	12s. 5¼d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	.. ..	..	..	..	1s. 0¼d. per lb.
" " " " " " " " " " " " "					under 18 inches in length
" " " " " " " " " " " "					1s. 1¼d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	.. ..	..	..	..	1s. 11¼d. per lb.
Wet hackling and drafting cowhair	.. ..	..	..	..	1s. 7¼d. per lb.
Drafting cowhair (tails) (already wet hackled)	.. ..	..	..	..	1s. 3¾d. per lb.
Pulling—taking long count	.. ..	..	..	..	5¼d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	.. ..	..	..	..	20s. 11d. per 100 lb.
" " " " " " " " " " " "					(including mane hair and mane hair knots)
" " " " " " " " " " " "					26s. 0d. " "
" " " " " " " " " " " "					38s. 6d. " "
" " " " " " " " " " " "					27s. 7¼d. " "
Sorting horsehair	.. ..	..	..	..	1s. 3d. " extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 3¼d. per 100 lb.

Employer to supply all tools and material.

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

Clauses (3) to (13) inclusive and (15) and (16) of the Determination as published in *Government Gazette* No. 87 of the 22nd May, 1944, shall remain in force.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 235 of the 10th December, 1943, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS.

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

	Employed at Clerical Work.		All Other Classes of Work.			
	Males.	Females.	Males.	Females.		
				Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong or Mildura; or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.	
	s.	d.	s.	s.	d.	
Under 16 years of age	31	0	27	6	44	0
16 years of age	36	0	32	6	49	0
17 "	41	0	37	6	55	6
18 "	46	0	42	6	62	6
19 "	61	0	49	6	70	6
20 "	81	0	57	6	83	0

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

A war loading of 2s. 6d. has been included in all rates for apprentices and improvers as shown above. Such war loading is not adjustable and shall not be taken into account when computing the penal rate payable for overtime or for work done on a public holiday mentioned in clause 11.

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
<p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 113s. per week of 48 hours.</p> <p>FEMALES.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 63s. per week of 48 hours.</p>	<p>MALES.</p> <p>One male improver to every eight or fraction of eight male workers receiving not less than 113s. per week of 48 hours.</p> <p>FEMALES.</p> <p>One female improver to every six or fraction of six female workers receiving not less than 63s. per week of 48 hours.</p>

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

OTHER EMPLOYEES.

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

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.	WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.
	s. d.		s. d.
Clerks	118 6	Clerks	72 6
Cooks—First	125 6	Cook; where there is only one employed	77 6
Other cooks	118 6	Cooks in charge of—	
Dresser, head, where five or more dressers are employed	142 0	One to three kitchen employees	77 6
Dressers doing venereal diseases work	136 0	Four to seven kitchen employees	85 0
Other dressers—		Eight or more kitchen employees	95 0
1st year's experience as such	116 0	Second cooks	75 0
2nd year's experience as such	121 0	Other cooks	72 6
Thereafter	126 0	Head housemaids	87 6
Foreman in charge of—		Housekeepers	82 6
One to nine employees	118 6	Head laundresses in charge of—	
Ten or more employees	126 0	One to three persons	75 0
Assistant foreman	116 0	Four or more persons	80 0
Gardeners in charge of one or more gardeners or where there is only one employed	115 6	Second laundresses	70 0
Other gardeners	113 0	Laundresses where only one employed	70 0
Incinerator attendants	113 0	Sorters	70 0
Kitchenmen or scullerymen	113 0	Washing machine hands	78 0
Laboratory assistants	121 6	Storekeeper in charge of one or more store hands or where there is only one employed	72 6
Laundrymen	116 0	Storekeeper's assistants—	
Mortuary-men employed solely on post-mortem work	131 0	1st year's experience as such	63 0
Other mortuary-men	116 0	2nd year's experience as such	64 0
And 10s. extra for each post-mortem.		Thereafter	65 0
Motor or motor ambulance drivers or assistants	120 6	Stenographers and typistes—	
Operating theatre attendants	116 0	1st year's experience as such	72 6
Casualty porters engaged on preparations and theatre work	116 0	2nd year's experience as such	75 0
Dispensary porters	116 0	Thereafter	77 6
Relieving porters	115 6	Telephone attendants	80 0
X-ray porters	113 0	Waitresses—	
Night porters who in the course of their duties patrol the hospital	116 6	1st year's experience as such	63 0
Other night porters	113 0	2nd year's experience as such	64 0
Recording attendants	118 6	Thereafter	65 0
Splint makers	128 0	Wardmaids—	
Splint makers' assistants	116 0	1st year's experience as such	63 0
Storemen in charge of one or more storemen or where there is only one employed	118 6	2nd year's experience as such	64 0
Other storemen	113 0	Thereafter	65 0
Telephone attendants	116 0	Registered X-ray technicians—	
Ward cleaners handling sputum mugs	126 0	1st year's experience as such	92 6
Other ward cleaners	113 0	2nd year's experience as such	97 6
X-ray attendants	121 0	Thereafter	102 6
X-ray technicians—		Laboratory assistants	78 0
1st year's experience as such	113 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
2nd year's experience as such	128 6	1st year's experience	68 0
Thereafter	138 6	2nd year's experience	69 0
All others	113 0	Thereafter	70 0
		Per Week of 44 Hours.	
		Seamstresses who out out and fit garments	77 0
		Other seamstresses—	
		1st year's experience as such	65 0
		2nd year's experience as such	66 0
		Thereafter	67 0
		Per Week of 48 Hours.	
		All others—	
		1st year's experience as such	63 0
		2nd year's experience as such	64 0
		Thereafter	65 0

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

SCHEDULE—*continued*.HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—*continued*.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per Week of 48 Hours.		Per Week of 48 Hours.
	s. d.		s. d.
Adults	113 0	Clerks	68 0
		Cooks—	
		First—where there is only one employed ..	77 6
		Second	72 6
		Head laundress; or where there is only one employed	70 0
		Other laundresses	65 0
		Stenographers and typistes	73 0
		Telephone attendants	68 0
		Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
		1st year's experience	68 0
		2nd year's experience	69 0
		Thereafter	70 0
		All others—	
		1st year's experience	63 0
		2nd year's experience	64 0
		3rd year's experience	65 0

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

A war loading of 5s. has been included in each wage rate shown in sub-clauses (a) and (b) of this clause. Such war loading is not adjustable and shall not be taken into account when computing the penal rate payable for overtime or for work done on a public holiday mentioned in clause 11.

Clauses, other than clause 2 of the Determination No. 235 as published in *Government Gazette* No. 235 of the 10th December, 1943, shall remain in force.

SCHEDULE—continued.

ICE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 225 of the 23rd November, 1943, shall be replaced by the following clause:—

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 years of age ..	48 3	1 6	49 9	Ice Pullers ..			
17 " " ..	52 6	1 9	54 3	Ice Stackers ..	121 5	4 0	125 5
18 " " ..	62 9	2 0	64 9	Ice Packers ..			
19 " " ..	71 3	2 3	73 6				

PROPORTION (in any factory or place).
One juvenile worker to every three or fraction of three workers employed and receiving not less than 125s. 5d. per week of 44 hours.

Clause 3, and clauses 5 to 18 inclusive of the Determination published in *Government Gazette* No. 225, of the 23rd November, 1943, and Clause 4 of the said Determination as amended by the Determination of the Industrial Appeals Court published in *Government Gazette* No. 9, of the 18th January, 1944, shall remain in force.

ICE CREAM BOARD.

Clauses (2) (3) and (4) of the Determination published in *Government Gazette* No. 54 of the 15th March, 1943, shall be replaced by the following clauses:—

(2)

ORDINARY WORKERS.

Apprentices and Improvers.				Juvenile Workers.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
<i>Males.</i>				<i>Males.</i>			
	Ordinary Wage.	War Loading (Not Adjustable).	Total Wage.		Ordinary Wage.	War Loading (Not Adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Apprentices.							
Under 16 years of age ..	22 6	1 0	23 6	Under 16 years of age ..	36 0	1 6	37 6
16-17 years of age ..	31 6	1 6	33 0	16-17 years of age ..	43 0	2 0	45 0
17-18 years of age ..	36 6	1 6	38 0	17-18 years of age ..	49 6	2 6	52 0
18-19 years of age ..	47 0	2 0	49 0				
19-20 years of age ..	65 6	3 0	68 6	Females.			
20-21 years of age ..	78 0	3 6	81 6	Under 16 years of age ..	31 6	1 6	33 0
Improvers.				16-17 years of age ..	35 6	1 6	37 0
Under 16 years of age ..	36 0	1 6	37 6	17-18 years of age ..	37 6	2 0	39 6
16-17 years of age ..	43 0	2 0	45 0	18-19 years of age ..	42 6	2 0	44 6
17-18 years of age ..	49 6	2 6	52 0	19-20 years of age ..	45 6	2 0	47 6
18-19 years of age ..	60 6	3 0	63 6	20-21 years of age ..	50 0	2 6	52 6
19-20 years of age ..	78 0	3 6	81 6				
20-21 years of age ..	92 0	4 6	96 6				

PROPORTION.
One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 100s. per week of 44 hours.

PROPORTION.
Three female juvenile workers to every two female workers receiving 63s. 6d. per week of 44 hours.

SCHEDULE—*continued.*

ICE CREAM BOARD—*continued.*

ADULT EMPLOYEES.

Wages per Week of 44 Hours.

		<i>Males.</i>		
		Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pasteurizer		114 0	5 0	119 0
Mixer				
Cooling, or	Machine operator			
Freezer				
Assistant to any of the above-mentioned operators		107 0	5 0	112 0
Dixie				
Cup, or	Machine operator	108 6	5 0	113 6
Chocolate bar				
Mould cutter, by machine		108 6	5 0	113 6
Mould cutter, by hand		112 0	5 0	117 0
Can washer, floor hand, chamber hand, or person handling ice		107 0	5 0	112 0
All others		104 0	5 0	109 0
<i>Females.</i>				
All adults		60 6	3 0	63 6

(3) SHIFT WORKERS.—Shift workers shall receive the wages prescribed in clause (2) for ordinary workers according to the class of work done plus an additional 1s. per shift.

(4) EMPLOYEES IN FREEZING CHAMBER.—(a) Notwithstanding the rates provided in clauses (2) and (3), any employee who is required to work in a freezing chamber, the temperature of which does not exceed 4° F., for an aggregate of time exceeding two hours on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 3s. per hour. If employed under such conditions for less than an aggregate of two hours on any day he shall receive 3s. per hour whilst so employed.

(b) An employee required to work in a temperature less than 4° F. shall receive 3d. per hour or part of an hour in addition to the rate provided in sub-clause (a) hereof.

(c) The total time worked by any employee in a chamber mentioned in sub-clause (a) hereof shall not exceed an aggregate of four hours in any shift and an employee shall not be employed in such a chamber for a continuous period of two hours without being allowed a rest period of fifteen minutes outside such chamber.

(d) An employer shall provide free of charge for the use of each employee required to work in temperatures below 4° F. a blanket, suit, helmet and gloves.

Clauses (5) to (22) inclusive of the Determination as published in *Government Gazette* No. 54 of the 15th March, 1943, shall remain in force.

IRONMOULDERS BOARD.

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 69 of the 20th April, 1944, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulders—			
5 and 6 inch, headman	6 9 0	6 15 6	6 6 0
5 and 6 inch, footman	5 18 0	6 4 6	5 15 0
4 inch and under, headman	6 2 0	6 8 6	5 19 0
4 inch and under, footman	5 14 0	6 0 6	5 11 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	5 12 0	5 18 6	5 9 0
Dresser of pipes, including dresser on emery wheels	5 15 0	6 1 6	5 12 0
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	6 9 0	6 15 6	6 6 0
5 and 6 inch, spigot	5 18 0	6 4 6	5 15 0
4 inch and under, faucet	6 2 0	6 8 6	5 19 0
4 inch and under, spigot	5 14 0	6 0 6	5 11 0
Finishers and casters—			
5 and 6 inch	6 9 0	6 15 6	6 6 0
4 inch and under	6 2 0	6 8 6	5 19 0

SCHEDULE—continued.
IRONMOULDERS BOARD—continued.

Adults.	Per Week of 44 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	6 14 0	7 0 6	6 11 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	5 13 0	5 19 6	5 10 0
2nd six months' experience	5 16 0	6 2 6	5 13 0
3rd six months' experience	5 19 0	6 5 6	5 16 0
Thereafter	6 4 0	6 10 6	6 1 0
Dresser and grinder (when using portable machine)	5 17 0	6 3 6	5 14 0
Dresser and grinder (other)	5 15 0	6 1 6	5 12 0
Furnaceman—cupola	6 2 0	6 8 6	5 19 0
Furnaceman—electric	6 1 0	6 7 6	5 18 0
Furnaceman—other	5 19 0	6 5 6	5 16 0
Assistant furnaceman	5 13 0	5 19 6	5 10 0
Loader and unloader of annealing furnace	5 13 0	5 19 6	5 10 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	5 13 0	5 19 6	5 10 0
(b) other	6 3 0	6 9 6	6 0 0
*Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 13 0	5 19 6	5 10 0

(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)

* Upon its true construction this classification applies to employees in foundries employed:—

- (i) mixing of facing or ore and in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders Assistants";
- (ii) wheeling sand to moulders or core shop;
- (iii) conveying metal either by hand runway or wheel bogie to moulders;
- (iv) removing castings, runners, risers, scrap or pig;
- (v) knocking out boxes and castings;
- (vi) knocking off runners;
- (vii) returning sand to moulders; and
- (viii) cleaning up.

Leading Hands.

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

APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

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

JOBBING MOULDER AND/OR COREMAKER.

Contract of Apprenticeship.

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

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

Vanellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if, through lack of orders or financial difficulties, an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

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

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

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

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

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

SCHEDULE—continued.
 IRONMOULDERS BOARD—continued.
 (h) WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	s. d.	s. d.	1 1 6	1 3 0	1 1 0
2nd year	30	1 0	1 0	1 9 6	1 11 6	1 8 6
3rd year	45	1 6	1 6	2 4 6	2 7 6	2 3 0
4th year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
5th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	1 4 6	1 6 6	1 4 0
2nd year	45	1 0	1 6	2 4 0	2 7 0	2 2 6
3rd year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
4th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

Female and Unapprenticed Junior Labour.

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	3 3 0	3 7 0	3 1 0
All others	75	3 0	..	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	1 18 0	2 0 6	1 16 6
18 years of age	47½	1 3	..	2 5 0	2 8 0	2 3 6
19 years of age	55	1 6	..	2 12 0	2 15 6	2 10 6
20 years of age	62½	2 0	..	2 19 6	3 3 6	2 17 6
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	1 0	1 4 6	1 6 0	1 3 6
16 years of age	33	0 9	1 9	1 13 0	1 15 0	1 12 0
17 years of age	60	1 0	3 0	2 19 0	3 3 0	2 17 6
18 years of age	75	2 0	4 0	3 15 0	4 0 0	3 12 6
19 years of age and over ..	90	2 6	4 6	4 10 0	4 15 6	4 7 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded

SCHEDULE—continued.

IRONMOULDERS BOARD—continued.

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

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses 5 to 25 inclusive of the Determination as published in *Government Gazette*, No. 69 of the 20th April, 1944, shall remain in force.

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

- (1) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (2) Breaking up pig iron.

PROHIBITED OCCUPATION.

(d) Junior employees shall not be employed—

if under 18 years as furnacemen or assistants to furnacemen.

IRON AND STEEL ROLLING BOARD.

Clauses 2 and 16 of the Determination published in *Government Gazette* No. 142 of the 17th July, 1943, shall be replaced by the following clauses:—

2

WAGES.

Improvers.		Other Employees.	
	Wages per Week of 44 Hours. £ s. d.		Day Shift Wages per Week of 44 Hours. £ s. d.
17 to 19 years of age	3 17 0	Roller	8 6 3
19 to 21 years of age	4 12 6	Furnaceman	7 18 6
		Rougher	7 13 6
		Catcher (three high roughing Rolls)	7 13 6
		Catcher who is responsible for adjusting guards	6 1 0
		Other Catchers	5 18 0
		Annealer or Heat Treatment Hand	6 9 0
		Roller's Assistant	6 7 0
		Charger	5 19 0
		Shearsman of scrap (Crocodile Shears)	5 19 0
		Yard Shearsman	5 19 0
		Billet Shearsman	5 19 0
		Scrap Bar and Scrap Shearsman	5 15 6
		Shearsman (small mill Brooklyn)	5 15 6
		Other Shearsmen	5 10 6
		Setter Up	5 15 11
		Carrier Up (large mill)	5 13 0
		Carrier Up (small mill)	5 7 8
		Underhand, second, handling up to 300-lb. blooms	5 19 10
		Underhand who also assists to feed furnace	5 13 0
		Underhand	5 10 6
		Hookman	5 13 0
		Middleman	5 13 0
		Straightener	5 13 0
		Straightener's Assistant	5 10 6
		Chipper	5 13 0
		Assistant Furnaceman	5 13 0
		Plate Hand	5 10 6
		Furnaceman at electric furnace	6 11 0
		Pitman at electric furnace	6 2 0
		Ladleman at electric furnace	6 2 0
		Assistant at electric furnace	5 11 0
		Assistant to Shearsman	5 10 6
		All others	5 4 0

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

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 14 and 15, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence on or after the 1st July, 1943.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD—continued.

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

		s. d.	LABOR MILL.
Roller	.. .. .	3 7½	per ton of finished bars of iron and steel.
		3 5	per ton of scrap iron bars.
Rougher	.. .. .	2 8	per ton of finished bars of iron and steel.
		4 9½	per ton of scrap iron bars.
Catcher	.. .. .	1 10½	per ton of finished bars of iron and steel.
		2 9½	per ton of scrap iron bars.
Middleman	.. .. .	1 9½	per ton of finished bars of iron and steel.
Large Hook	.. .. .	1 8½	per ton of finished bars of iron and steel.
		2 6	per ton of scrap iron bars.
Small Hook	.. .. .	1 8½	per ton of finished bars of iron and steel.
Platehand	.. .. .	1 8½	per ton of finished bars of iron and steel.
Loading Platehand	.. .. .	1 9½	per ton of finished bars of iron and steel.
		2 7½	per ton of scrap iron bars.
Furnaceman	.. .. .	5 9	per ton of finished bars of iron and steel.
		8 4	per ton of scrap iron bars.
Underhand	.. .. .	3 7	per ton of finished bars of iron and steel.
		5 1½	per ton of scrap iron bars.
Carrier Up	.. .. .	1 9½	per ton of finished bars of iron and steel.
Carrier Up (Assistant)	.. .. .	1 8½	per ton of finished bars of iron and steel.
SMALL MILL.			
Roller	.. .. .	5 9	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		4 6½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		3 10	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
Rougher	.. .. .	4 11½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		3 10	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		3 5	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
		3 3½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Catcher	.. .. .	3 1	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		2 5	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		2 3	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
		2 1½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Middleman	.. .. .	2 9	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		2 3	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		2 1½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
		2 0½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Furnaceman	.. .. .	9 2½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		7 11½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		7 2½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
		5 9	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Underhand	.. .. .	5 6	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		4 8	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
		4 3	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
		4 1	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Platehand	.. .. .	3 1	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
		2 0	per ton of finished bars of iron and steel billets and iron piles over 30 lb. each.

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses 3 to 15 inclusive of the Determination as published in *Government Gazette* No. 142 of the 17th July, 1943, shall remain in force.

SCHEDULE—continued.

JEWELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).		Other Employees.	
APPRENTICES.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
WAGES. per week of 44 hours.			MALES.		MALES. <i>s. d.</i>	
			Engaged as Process Workers as defined in Clause (8).		Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker 125 6	
					Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—	
					During his 1st six months' experience 102 0	
					During his 2nd six months' experience 114 0	
					Thereafter 125 6	
					Plate roller, or wire roller and drawer, without previous experience—	
					During the 1st six months' experience 102 0	
					During the 2nd six months' experience 114 0	
					Thereafter 125 6	
					Process Worker—	
					During his 1st six months' experience 102 0	
					Thereafter 114 0	
					All others 114 0	
			PROPORTION.		FEMALES.	
			Three male juvenile workers to each four or fraction of four workers receiving not less than 114s. per week of 44 hours.		Bracelet and bangle maker, melter or refiner, boltring maker, lapper, mounter, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond mounter, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot 125 6	
					Maker of the following classes of chain by hand—	
					Up to 5 dwt. to the foot, 18 or 15 carat (solid) 125 6	
					Up to 4 dwt. to the foot, 9 carat (solid) 125 6	
					Up to 2 dwt. to the foot (hollow) .. 125 6	
					Examiner, tester, and solderer of machine-made chain (solid)—	
					Up to 5 dwt. to the foot, 18 carat .. 72 6	
					Up to 4 dwt. to the foot, 15 carat .. 72 6	
					Up to 3 dwt. to the foot, 9 carat .. 72 6	
					Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery—	
					* During 1st 3 months' experience 56 0	
					* Thereafter 61 0	
					Pressworker (weight of press not to exceed 3 cwt.)—	
					* During 1st 3 months' experience .. 60 0	
					* Thereafter 65 0	
					Pressworker (weight of press exceeding 3 cwt.)—	
					* During 1st 3 months' experience .. 72 0	
					* Thereafter 77 6	
					Process worker—	
					* During 1st 3 months' experience .. 60 0	
					* Thereafter 65 0	
					Female employed carding jewellery—	
					* During 1st 3 months' experience .. 56 0	
					* Thereafter 60 0	
					All others 114 0	
					* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.	
IMPROVERS.			FEMALES.			
WAGES. Per week of 44 hours.			(a) (1) Engaged at sandblasting, pinning-up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;			
			(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;			
			(3) Filling-in enamel work;			
			(4) Carding of jewellery— <i>s. d.</i>			
			1st year—			
			1st six months .. 16 0			
			2nd six months .. 21 0			
			2nd year .. 26 0			
			3rd year .. 31 0			
			4th year .. 36 6			
			5th year .. 41 6			
			6th year .. 46 6			
			(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker— <i>s. d.</i>			
			1st year—			
			1st six months .. 16 0			
			2nd six months .. 21 0			
			2nd year .. 26 0			
			3rd year .. 31 0			
			4th year .. 36 6			
			5th year .. 41 6			
			6th year .. 46 6			
PROPORTION (IN ANY PLACE).						
Apprentices.						
One male apprentice to every two or fraction of two male workers receiving not less than 114s. per week of 44 hours.						
One female apprentice to every three or fraction of three female workers receiving not less than 60s. per week of 44 hours.						
The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.						
Improvers.						
One male improver to every four male workers receiving not less than 114s. per week of 44 hours.						
One female improver to every four female workers receiving not less than 60s. per week of 44 hours.						

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

SCHEDULE—continued.

KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 236, of the 10th December, 1943, shall be replaced by the following clause:—

2. (a) JUNIORS.

Males.		Wages per Week of 44 Hours.	Females.		Wages per Week of 44 Hours.
Age.		£ s. d.	Age.		£ s. d.
Under 16 years of age	.. .. .	1 6 0	Under 16 years of age	.. .. .	1 5 6
16 years of age	.. .. .	1 8 6	At 16 years of age	.. .. .	1 8 6
16½ years of age	.. .. .	1 17 6	At 16½ years of age	.. .. .	1 11 6
17 years of age	.. .. .	2 2 6	At 17 years of age	.. .. .	1 14 6
17½ years of age	.. .. .	2 7 0	At 17½ years of age	.. .. .	1 17 6
18 years of age	.. .. .	2 11 6	At 18 years of age	.. .. .	2 0 6
18½ years of age	.. .. .	3 1 0	At 18½ years of age	.. .. .	2 3 6
19 years of age	.. .. .	3 6 6	At 19 years of age	.. .. .	2 7 0
19½ years of age	.. .. .	3 15 6	At 19½ years of age	.. .. .	2 9 6
20 years of age	.. .. .	4 0 0	At 20 years of age	.. .. .	2 12 6
20½ years of age	.. .. .	4 9 6	At 20½ years of age	.. .. .	2 16 0

Until further order junior employees engaged in the outer and under garment section shall be paid 1s. per week in addition to the abovementioned weekly rates as part compensation for lost time.

PROPORTION (within any factory).

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

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

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

The Board has prescribed a form of apprenticeship indenture.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d) OTHER EMPLOYEES.

Adult Males.	Wages per Week of 44 Hours.
	£ s. d.
Mechanics on full-fashioned machines	6 4 0
Mechanics on all other machines	5 18 0
Operators of single unit full-fashioned machines	6 4 0
Operators of other full-fashioned machines (leggers and footers)—	
First year	5 18 0
Thereafter	6 4 0
Pliers	5 18 0
Welt turners	5 9 0
Board and press hands	5 8 0
Electric machine cutters	5 13 0
Hand cutters	5 10 6
Warpers	5 8 0
Hand knitters on flat machines	5 10 6
Circular machine knitters	5 8 0
Millmen, scourers, bleachers, and shrinkers	5 7 0
Leading hand employed on dye machines or vats	5 11 0
All other employees in dye house operating and/or attending machines	5 6 0
All other machine operators and/or attendants	5 6 0
Warehousemen	5 6 0
Oilers and cleaners	5 6 0
Toppers	5 6 0
Adult males not elsewhere specified	5 0 0

SCHEDULE—continued.

KNITTING TRADE BOARD—continued.

Adult Females.	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Employees using Paramount or similar shapes	2 18 0	3 2 0	3 6 0
Operators of steam presses (excepting operatives of manual screw press) ..	2 18 0	3 1 6	3 5 0
Electric machine cutters	2 18 0	3 5 0	3 12 0
Hand cutters	2 18 0	3 2 0	3 6 0
Hand knitters on flat machines	2 18 0	3 2 6	3 7 0
Knitters on other machines	2 18 0	3 1 6	3 5 0
Linkers	2 18 0	3 2 6	3 7 0
Seamers, welters, overlockers, flat lockers, or interlockers	2 18 0	3 2 0	3 6 0
All other machine operators and/or attendants	2 18 0	3 1 6	3 5 0
Ironers	2 18 0	3 1 6	3 5 0
Clockers	2 18 0	3 2 6	3 7 0
Examiners, folders, graders, pairers, sorters, finishers, and parcellers; warehouse women in finished warehouse	2 18 0	3 1 0	3 4 0
Menders on full-fashioned hose	2 18 0	3 2 6	3 7 0
All other menders	2 18 0	3 1 6	3 5 0
Toppers	2 18 0	3 1 6	3 5 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0

Until further order all adult employees engaged in the outer and under garment section of the industry shall be paid 2s. per week in addition to the abovementioned weekly rate as part compensation for lost time.

Clauses (3) to (28) inclusive of the Determination published in *Government Gazette* No. 236 of the 10th December, 1943, shall remain force.

LAUNDRY WORKERS BOARD.

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

(2) WAGES.

Apprentices and Improvers.		Other Employees.			
		Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.	Hours per Week.
MALES.		MALES.			
	Wages per Week of 44 Hours.	s. d.	s. d.	s. d.	
15 years of age or under ..	28 0				
16 years of age ..	32 3				
17 " " ..	45 6	105 6	3 0	108 6	44
18 " " ..	49 3				
19 " " ..	61 0				
20 " " ..	72 3				
FEMALES.		FEMALES.			
	Wages per Week of 44 Hours.				
15 years of age or under ..	26 0	105 6	3 0	108 6	44
16 years of age ..	29 0	68 3	2 0	70 3	44
17 " " ..	36 0	67 9	2 0	69 9	44
18 " " ..	41 0	65 3	1 9	67 0	44
19 " " ..	45 6	65 3	1 9	67 0	44
20 " " ..	48 9	65 3	1 9	67 0	44
Washers employed on washing machine or hydro extractor		105 6	3 0	108 6	44
Glad ironers		68 3	2 0	70 3	44
Hand washers		67 9	2 0	69 9	44
Employees on treadle shirt or collar ironing machines		65 3	1 9	67 0	44
Employees on treadle press machines		65 3	1 9	67 0	44
Employees backing shirts off treadle shirt ironing machines		65 3	1 9	67 0	44
Starched clothes ironers who completely iron any starched clothes articles by hand		65 3	1 9	67 0	44
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor		60 9	1 9	62 6	44
Employees on automatic air-driven presses		54 6	1 6	56 0	44
All others		54 6	1 6	56 0	44

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).
Apprentices and Improvers.
 Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

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

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

SCHEDULE—continued.

LAW CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 247 of the 23rd December, 1943. shall be replaced by the following clause:—

2. *IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	Wages per Week.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
1st year	s. d. 26 0	s. d. 26 0	s. d. 28 6	s. d. 30 6	1st year	s. d. 26 0
2nd year	34 0	34 0	40 9	49 3	2nd year	30 6
3rd year	40 9	43 9	58 0	66 3	3rd year	39 6
4th year—					4th year	49 3
1st six months	53 9	60 3	68 3	84 0	5th year and until 21 years of age	60 3
2nd six months	53 9	60 3	84 0	85 6		
5th year—						
1st six months	72 6	76 0	99 9	105 6		
2nd six months	72 6	96 9	99 9	105 6		
6th year and until 21 years of age	99 9	105 6				

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

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

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
<i>Males.</i>		
With less than three years' experience in a solicitor's office—		
1st year's experience	5 7 6	5 4 6
2nd year's experience	5 12 6	5 9 6
3rd year's experience	5 17 6	5 14 6
All others	6 0 0	5 17 6
<i>Females.</i>		
All adults	4 0 0	3 18 0

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 247 of the 23rd December, 1943. shall remain in force.

LEATHER-GOODS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 71 of 28th April, 1944, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		1 Loading* Constant.	War-Time* Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting ..	5 8 0	5 0	4 0	5 17 0
All Other Journeymen	5 14 0	5 0	4 0	6 3 0
Journeywomen	2 18 3	2 6	2 0	3 2 9

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

Clauses (3) to (32) inclusive of the Determination as published in *Government Gazette* No. 71 of 28th April, 1944, shall remain in force.

SCHEDULE—continued.

LIME BURNERS BOARD.

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

(2)

Apprentices or Improvers. (Day Shift.)			Other Employees. (Day Shift.)		
Wages Per Week of 44 Hours.			Wages Per Week of 44 Hours.		
	s.	d.		s.	d.
16 years of age or under	42	0	Lime burners or feeders	112	0
17 years of age	48	6	Drawers	112	0
18 years of age	59	0	Crusher hands	107	6
19 years of age	74	0	Operator of a mechanical bagging machine	112	0
20 years of age	102	0	Hydrator attendant	121	8
			Lime screeners	110	6
			Attendant on an automatic feeder	113	0
			Drawers' assistants	107	6
			Slack lime workers	107	6
			All others	104	6

PROPORTION (WITHIN ANY PLACE).
 One apprentice and one improver to every three or fraction of three workers receiving not less than 10s. 6d. per week of 44 hours.
 An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

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

MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 214 of the 20th October, 1943, shall be replaced by the following clause:—

2.

WAGES.

Apprentices.							Improvers.						
Males.			Females.				Males.			Females.			
Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.		
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
1st year	22 0	0 9	22 9	22 0	0 9	22 9	Under 16 years of age	23 6	0 9	24 3	20 0	0 6	20 6
2nd "	28 6	0 9	29 3	24 9	0 9	25 6	16 years of age	28 6	0 9	29 3	22 0	0 9	22 9
3rd "	36 3	1 0	37 3	28 6	0 9	29 3	17 "	38 0	1 0	39 0	24 9	0 9	25 6
4th "	44 0	1 3	45 3	36 0	1 0	37 0	18 "	51 9	1 6	53 3	29 0	0 9	29 9
5th "	52 6	1 6	54 0	44 3	1 3	45 6	19 "	64 0	1 9	65 9	35 6	1 0	36 6
							20 "	80 0	2 3	82 3	44 3	1 3	45 6

NUMBERS (in any place).
 Male Apprentices. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
 Male Improvers. One male improver to every two male workers receiving 10s. per week.
 Female Improvers. Two female improvers to each female worker receiving 6s. 3d. per week.
 Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Males.			
Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	134 0	3 0	137 0
Foreman of any Department in which three to five workers are employed	125 0	3 0	128 0
First Assistant in any Department in which five or more workers are employed	117 0	3 0	120 0
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	110 0	3 0	113 0
Salesman in any Department under supervision	107 6	3 0	110 6
All others	103 0	3 0	106 0
EMPLOYEES IN FACTORIES AND ELSEWHERE.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	134 0	3 0	137 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	125 0	3 0	128 0
First Assistant where five or more workers are employed	117 0	3 0	120 0
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	110 0	3 0	113 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	103 0	3 0	106 0
Females.			
Forewoman in charge of one to five workers	75 9	2 3	78 0
Forewoman in charge of six or more workers	78 9	2 3	81 0
Other adults	59 6	1 9	61 3

Clauses (3) to (16) inclusive of the Determination published in the *Government Gazette* No. 214 of the 20th October, 1943, shall remain in force.

SCHEDULE—continued.

MARINE STORES BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 74 of the 1st May, 1944, shall be replaced by the following clause:—

2.		WAGES PER WEEK OF 44 HOURS.	
Apprentices or Improvers.		Adults.	
	£ s. d.		£ s. d.
Under 17 years of age	1 18 0	Leading hand	5 10 0
17 years and under 18 years of age	2 7 6	Bottle washer—machine or hand	5 7 0
18 years and under 19 years of age	2 18 3	Yardman or general hand	5 7 0
19 years and under 20 years of age	3 2 3	All other adult employees	5 7 0
20 years and under 21 years of age	3 18 3		

PROPORTION.

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

Improvers.—One improver to every three workers receiving not less than the minimum wage.

In the above amounts a special war allowance of 3s. per week is included in each.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 74 of the 1st May, 1944, shall remain in force.

MARKET GARDENERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 176 of the 25th August, 1943, shall be replaced by the following clause:—

(2)		Other Employees.	
Improvers.	Wages per Week. £ s. d.		Wages per Week. £ s. d.
15 years of age or under	1 4 9	Foreman gardener, i.e., a gardener in charge of two or more employees	6 4 0
16 years of age	1 14 6	All others	5 9 0
17 years of age	2 4 6		
18 years of age	2 19 3		
19 years of age	3 16 9		
20 years of age or over, the appropriate rate prescribed under the heading "Other Employees".			

PROPORTION.

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 176 of the 25th August, 1943, shall remain in force.

MEAT PRESERVERS BOARD.

Clauses 2 and 32 of the Determination published in *Government Gazette* No. 126 of the 27th July, 1944, shall be replaced by the following clauses:—

Persons other than those employed in connexion with dehydration of meat.

2.		WAGES.					
		Males.			Females.		
		Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years		33 3	1 3	34 6	31 9	1 0	32 9
16 years and under 17 years		38 9	1 3	40 0	36 0	1 3	37 3
17		47 0	1 6	48 6	40 0	1 3	41 3
18		55 9	2 0	57 9	45 6	1 6	47 0
19		69 3	2 3	71 6	50 9	1 9	52 6
20		85 9	3 0	88 9	58 0	1 9	59 9

SCHEDULE—continued.

MEAT PRESERVERS BOARD—continued.

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 11s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 6s. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 11s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 6s. per week of 44 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 11s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 6s. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 11s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 6s. per week of 44 hours.

OTHER EMPLOYEES.

MEAT PRESERVING SECTION.				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	118 6	4 0	122 6	Leading Hand, i.e., a person in charge of a Department or shift	119 6	4 0	123 6
Assistant preserver	118 6	4 0	122 6	Mixer	120 6	4 0	124 6
Retort Hand, i.e., a person who loads and unloads retorts	116 6	4 0	120 6	Potman	120 6	4 0	124 6
Scaldor or braiser	116 6	4 0	120 6	Females engaged—			
Doughmaker	116 6	4 0	120 6	Patting, wrapping, stamping, or branding			
Females engaged—				Labelling, wiping tins, and carrying off from filling tables			
Stamping, or Branding				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	65 0	2 0	67 0
Labelling, keying, wiping tins, and carrying off from filling table				Taking away from automatic machines			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds	65 0	2 0	67 0	Wrapping premier jus for oleo presses			
Preparing for, placing in, taking away from machines and placing in trays				All others	113 6	4 0	117 6
Cutting Sausages							
All others	112 6	4 0	116 6				

Persons employed in connexion with dehydration of meat.

32.

† WAGES PER WEEK.

* IMPROVERS AND JUVENILE WORKERS.

	s. d.	PROPORTION OF IMPROVERS.
Under 17 years of age	43 0	One improver to every 25 or fraction of 25 workers receiving not less than the minimum wage.
17 years of age	54 9	
18 years of age	70 0	
19 years of age	96 0	
20 years of age	100 0	

* The Board has determined that no apprentices shall be employed in this section.

OTHER EMPLOYEES.

	£ s. d.
Leading hand, i.e., a person in charge of a department or shift (Provided that where four or less retorts are in operation, the leading hand shall perform mixed functions and take charge of shift.)	6 10 0
Retort hand	6 0 6
Band saw operator	6 0 6
All others	5 16 6

† The above rates include a war loading of 3s. per week for adults and proportionate amounts for juniors.

Clauses other than Clauses 2 and 32 of the Determination as published in *Government Gazette* No. 126 of the 27th July, 1944, shall remain in force.

SCHEDULE—continued.

MILLET BROOM BOARD.

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

(2)

(a) Apprentices or Improvers.				(b) Other Employees.	
Broom Section.		Feather Duster or Mop Sections.		Broom Making.	
	Wages per Week of 44 Hours. s. d.	MALES. Wages per Week of 44 Hours. s. d.	FEMALES. Wages per Week of 44 Hours. s. d.		Wages per Week of 44 Hours. s. d.
1st Year	22 9	1st Year	22 9	1st Year	22 9
2nd "	28 3	2nd "	28 3	2nd "	28 3
3rd "	37 0	3rd "	37 0	3rd "	31 3
4th "	51 0	4th "	51 0	4th "	37 0
5th "	62 6	5th "	62 6	5th "	42 6
6th "	79 6	6th "	79 6	6th "	51 0
And thereafter the minimum wage.		And thereafter the minimum wage.		And thereafter the minimum wage.	
PROPORTION IN ANY FACTORY OR PLACE.					
APPRENTICES.					
<i>Broom Section.</i>					
One apprentice to every three or fraction of three workers receiving not less than 111s. per week of 44 hours, or the prescribed piecework prices.					
APPRENTICES.					
<i>Feather Duster or Mop Sections.</i>					
One apprentice to every three or fraction of three workers receiving not less than 111s. per week of 44 hours.					
IMPROVERS.					
<i>Feather Duster Making Section.</i>					
Two male improvers to every worker receiving not less than 111s. per week of 44 hours;					
Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.					
IMPROVERS.					
<i>Mop Making Section.</i>					
Two male improvers to every worker receiving not less than 111s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.					
IMPROVERS.					
<i>Broom Section.</i>					
One improver to every three or fraction of three workers receiving not less than 111s. per week of 44 hours, or the prescribed piece-work prices.					
<i>Feather Duster Making.</i>					
Males					
Females					
<i>Mop Making.</i>					
Males					
Females					
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)					
Second sorter					
Maker or sewer					
Cutter off					
All others					

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 11s.

MINERAL EARTHS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 109 of the 3rd July, 1944, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.		(b) OTHER EMPLOYEES.	
	s. d.		s. d.
Under 17 years of age	32 3	Mill attendants	113 0
17 to 18 years of age	56 6	Persons not otherwise provided for, including mill feeders, baggers, and crusher hands	106 0
18 to 19 years of age	71 9	Leading Hands—	
19 to 21 years of age	86 9	Leading hands in charge of not fewer than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.	
<i>Proportion (in any place).</i>			
One improver to every six adult employees.			

Clauses 3 to 18 inclusive of the Determination published in *Government Gazette* No. 109 of the 3rd July, 1944, shall remain in force.

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

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

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

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harriestville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If under 16 years of age	45 0		
16 and under 18 years of age	57 0		
18 and under 19 years of age	70 0		
19 and under 20 years of age	91 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 96s. 6d. per week of 44 hours.			
Improvers.			
One improver to every three workers receiving not less than 96s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	120 0
		(b) If they do not raise or lower human beings	120 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	116 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	113 0
		(c) On dredges	113 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	116 0
		Attending to a steam engine without condenser	113 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	113 0
		(ii) if under 50 b.h.p.	110 0
		Motor Drivers or Attendants	104 0
		Firemen—	
		(a) Attending one boiler	104 0
		(b) Attending two boilers	105 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	107 0
		Greasers	102 0
		All others	99 6

JUVENILE WORKERS.

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

DAY SHIFT.		<i>s. d.</i>
17 years of age		68 6 per week
18 " "		81 6 "
19 " "		90 6 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 96s. 6d. per week of 44 hours.

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

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

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 166 of the 19th August, 1943, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Apprentices.	Wages per Week.	Improvers.
	<i>s. d.</i>	
1st year's experience	23 6	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—
2nd " "	30 0	1st year's experience as such 79s. 6d. per week.
3rd " "	38 6	Thereafter The rate provided in Clause 2 "Other Employees" for the class of vehicle driven.
4th " "	45 0	
And thereafter the minimum wage.		(b) Other Improvers—
	PROPORTION.	Wages per Week.
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Commencing Age—
		17 years or under. 18 years. 19 years. 20 years.
		<i>s. d. s. d. s. d. s. d.</i>
		1st year's experience 30 0 38 6 51 0 59 0
		2nd " " 38 6 51 0 59 0
		3rd " " 51 0 59 0
		4th " " 59 0
		And thereafter the minimum wage.
		PROPORTION.
		One improver to every seven or fraction of seven workers receiving not less than the minimum wage.

OTHER EMPLOYEES.

Employees operating exclusively within a radius of 15 miles of the General Post Office, Melbourne.	"A"	"B"
		Employees operating exclusively outside a radius of 15 miles of the General Post Office, Melbourne, or operating partly within and partly outside such radius.
	<i>s. d.</i>	<i>s. d.</i>
(i) Vehicles Engaged on Regular Services.		
(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 19 persons	124 0*	119 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons	120 6*	115 6*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	116 6*	111 6*
In which the licensed passenger seating capacity does not exceed 7 persons	114 6*	109 0*
* These rates include a special war loading of 3s. per week.		
(ii) Vehicles Not Engaged on Regular Services.		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 22 persons	114 6	109 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons	112 6	107 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons	110 6	105 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	107 6	102 6
All other drivers	105 0	100 0
(iii) Employees Not Provided for in (i) and (ii) hereof.		
Conductors (including females)	108 6	103 6
Greasers	106 6	101 6
Cleaners	103 0	98 0
All others—		
Males	103 0	98 0
Females	61 0	54 0

Clauses 3 to 15 inclusive of the Determination as published in *Government Gazette* No. 166 of the 19th August, 1943, shall remain in force.

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 167 of the 17th June, 1941, shall be replaced by the following clause:—

(2)

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

(a) Apprentices.	(b) Improvers.	(c) All other Employees.	Weekly Wages.	
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Weekly Wages.	Weekly Wages.		£ s. d.	£ s. d.
<p>Males. Females. s. d. s. d.</p> <p>1st year 20 9 20 0 2nd " 31 7 30 4 3rd " 42 0 34 11 4th " 62 10 45 5 5th " 83 1 52 0 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females. One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 18 9 16 9 16 years of age, and under 17 years 20 9 20 0 17 " " " 18 " 31 7 30 4 18 " " " 19 " 42 0 34 11 19 " " " 20 " 62 10 45 5 20 " " " 21 " 83 1 52 0 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p>Females. One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p>Males.</p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer presser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } Persons employed in making or repairing brass or reed musical instruments or parts thereof .. } All others .. } Females. Veneer matcher .. } All others .. }</p>	<p>£ s. d.</p> <p>6 7 0 6 6 6 6 4 6 5 7 0 6 5 0 5 19 0 5 14 0 5 19 0 5 11 0 6 11 0 6 2 0 5 19 0 5 14 0 6 11 0 5 4 0 5 1 0 3 1 6 2 13 6</p>	<p>£ s. d.</p> <p>6 4 0 6 3 6 6 1 6 5 4 0 6 2 0 5 16 0 5 16 0 5 8 0 6 8 0 5 19 0 5 16 0 5 11 0 6 8 0 5 1 0 4 18 0 3 0 0 2 12 0</p>

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 167 of 17th June, 1941, shall remain in force, provided that in Clause (17) of the said Determination "101s." shall be substituted for "90s." and "53s. 6d." substituted for "48s."

SCHEDULE—*continued.*

NAIL MAKERS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 73 of the 14th April, 1943, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Nail or tack tool maker	122	0
Nail or tack machinist	115	0
Assistant to nail or tack machinist	110	0
Roofing nail heading machinist	112	0
Barbed wire tool maker or machinist	115	0
Assistant to barbed wire machinist	110	0
Clipper or tier-up on concertina barbed wire	109	0
Rumbler	109	0
Galvanizer	120	0
Pickler—Head, or where only one pickler is employed	114	0
Assistant pickler	108	0
Assistant working over metal pot	114	0
Swinger	106	0
Wire-drawing plate setter	113	0
Wire-drawing block operator	109	0
Storeman, packer, or sorter	112	0
All others	101	0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 13s. per week extra.

3.

APPRENTICESHIP.

Work to be Taught.

- (a) An apprentice shall be taught the work of each of the following occupations:—
- (1) Tool making;
 - (2) Setting-up; and
 - (3) Machining.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

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

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

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

SCHEDULE—continued.
NAIL MAKERS BOARD—continued.

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

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.	
				Per Week.	Per Week.
<i>Four and Five-year Terms.</i>					
1st year	22½		0 9	s. d.	21 6
2nd year	30	1 0	1 0	s. d.	29 6
3rd year	45	1 6	1 6	s. d.	44 6
4th year	75	2 0	2 3	s. d.	73 0
5th year	95	2 0	3 0	s. d.	92 6
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>					
1st year	26		0 9	s. d.	24 6
2nd year	45	1 0	1 6	s. d.	44 0
3rd year	75	2 0	2 3	s. d.	73 0
4th year	95	2 0	3 0	s. d.	92 6

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

4. FEMALE, MALE JUVENILE WORKERS, AND IMPROVERS.—Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.	
			s. d.	s. d.
<i>I.—Adult Females.</i>				
Under three months' experience	65	3 0	s. d.	63 0
All others	75	3 0	s. d.	72 0
<i>II.—Junior Females.</i>				
17 years of age and under	40	1 0	s. d.	38 0
18 years of age	47½	1 3	s. d.	45 0
19 years of age	55	1 6	s. d.	52 0
20 years of age	62½	2 0	s. d.	59 6
<i>III.—Improvers and Junior Males.</i>				
Under 16 years of age	25	0 6	s. d.	23 6
16 years of age	35	0 9	s. d.	33 0
17 years of age	47½	1 0	s. d.	44 6
18 years of age	60	1 0	s. d.	56 0
19 years of age	75	2 0	s. d.	71 0
20 years of age	90	2 0	s. d.	85 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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

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

Clauses (5) to (23) inclusive, of the Determination as published in *Government Gazette* No. 73 of the 14th April, 1943, shall remain in force.

SCHEDULE—continued.

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 158 of the 16th August, 1943, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Apprentices.	Wages per Week of 44 Hours.	Improvers.	Wages per Week of 44 Hours.
	s. d.		s. d.
1st year—1st six months' experience	13 4	1st year—1st six months' experience	14 0
2nd six months' experience	14 4	2nd six months' experience	15 0
2nd year—1st six months' experience	17 1	2nd year—1st six months' experience	17 11
2nd six months' experience	18 7	2nd six months' experience	19 7
3rd year—1st six months' experience	39 6	3rd year—1st six months' experience	41 6
2nd six months' experience	42 9	2nd six months' experience	45 0
4th year's experience	58 0	4th year's experience	61 3
5th year's experience	78 9	5th year's experience	82 9
6th year's experience	93 6	6th year's experience	97 9
and thereafter the minimum wage.		and thereafter the minimum wage.	

Proportion (in any place).—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.

3 (a). OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
	s. d.
Stamper who puts in die and makes force	131 0
Repairer	131 0
Maker-up	131 0
Spinner, 1st class	126 0
Spinner (other)	113 0
Die setter	113 0
Drop hammer stamper (other than one who puts in die and makes force)	111 0
Press operator (heavy)	111 0
Press operator (light)	109 0
Pickler	110 0
Hand blanker	109 0
All others	101 0

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

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 158 of the 16th August, 1943, shall remain in force.

NURSERYMEN'S BOARD.

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

(2)

Apprentices or Improvers.			Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings.	Other Employees.		
WAGES.	Per week of 44 hours.		WAGES.	Per week of 44 hours.	WAGES.	
	Males.	Females.				
	s. d.	s. d.				
15 years of age or under	15 9	15 9	1st year	15 9	Propagators in charge of one or more employees working under glass	115 0
16 years of age	21 0	19 9	2nd year	19 3	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting	104 6
17 years of age	30 0	25 3	3rd year	22 3	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	90 6
18 years of age	39 0	34 0			Nursery labourers	98 0
19 years of age	51 0	41 3				
20 years of age	64 6	46 6				
<p>PROPORTION.</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.</p>						

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

SCHEDULE—continued.

OPTICIANS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 41 of the 4th March, 1943, shall be replaced by the following clause:—

(2)

Apprentices.				Improvers.				Other Employees.			
Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.			
Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	19 9	0 9	20 6	1st year ..	19 9	0 9	20 6	Foreman, i.e., man in charge of two or more employees ..	137 6	3 0	140 6
2nd year ..	24 6	0 9	25 3	2nd year ..	27 3	1 0	28 3				
3rd year ..	34 0	1 0	35 0	3rd year ..	36 6	1 3	37 9				
4th year ..	45 0	1 6	46 6	4th year ..	51 9	1 9	53 6				
5th year ..	65 9	2 3	68 0	5th year ..	72 9	2 3	75 0				
6th year ..	91 0	3 0	94 0	6th year ..	97 0	3 0	100 0					Optical workers and repairers ..	125 0	3 0	128 0
<p>PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 128s. per week of 44 hours. An indenture of apprenticeship prescribed was approved on 15th December, 1914.</p>				<p>PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 128s. per week of 44 hours. Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.</p>							

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

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 41 of the 4th March, 1943, shall remain in force.

ORGAN BOARD.

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

(2)

Apprentices.		Improvers.		Other Employees.		
WEEKLY WAGES.		WEEKLY WAGES.		WEEKLY WAGES.		
Per Week of 44 Hours.		Per Week of 44 Hours.		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.		
s. d.		s. d.		£ s. d.		Elsewhere in Victoria.
1st year ..	20 9	Under 16 years of age	18 9	Organ builder or persons erecting dismantling, or repairing organs ..	6 11 0	6 8 0
2nd ..	31 7	16 and under 17 ..	20 9	Woodworkers ..	6 11 0	6 8 0
3rd ..	42 0	17 ..	31 7	Polisher required to spirit and/or acid off ..	6 11 0	6 8 0
4th ..	62 10	18 ..	42 0	Other polishers ..	6 2 0	5 19 0
5th ..	83 1	19 ..	62 10	Voicer ..	6 11 0	6 8 0
		20 ..	83 1	Tuner ..	6 11 0	6 8 0
		21 ..	83 1	Metal pipe maker ..	6 11 0	6 8 0
				All others ..	5 1 0	4 18 0
<p>Proportion (in any place). One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.</p>		<p>Proportion (in any place). One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>				

Clauses (3) to (24) inclusive of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall remain in force.

SCHEDULE—continued.

OVENMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 98 of the 5th June, 1944, shall be replaced by the following:—

2. WAGES PER WEEK OF 44 HOURS.

	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other Parts of Victoria.
	s. d.	s. d.
OVENMAKING SECTION.		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	115 0	112 0
Between 3 ft. 6 in. and 5 feet in width	118 0	115 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	129 0	126 0
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	118 0	115 0
Tester not engaged as fitter	107 0	104 0
Pattern and moulding box fitter and filer	118 0	115 0
Painter, brush	108 0	105 0
Painter, spray	111 0	108 0
Press operator	109 0	106 0
Other power machinist	106 0	103 0
Polisher and grinder	115 0	112 0
Stove blacksmith	112 0	109 0
Electroplater in charge	122 0	119 0
Electroplater's assistant	110 0	107 0
Labourer delivering material to and taking finished articles from fitters	104 0	101 0
Stove blacksmith's striker	107 0	104 0
Labourer directly assisting workmen whose margins exceed 15s. per week	110 0	107 0
All others	101 0	98 0
PORCELAIN ENAMELLING SECTION.		
Fuser	119 0	116 0
Mill hand and mixer	110 0	107 0
Sprayer	111 0	108 0
Shot and sand-blast dresser	116 0	113 0
Other dresser	111 0	108 0
Swiller, gripper, and brusher	107 0	104 0
Pickler	107 0	104 0
Rackman	105 0	102 0
All others	101 0	98 0

3. UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.
	s. d.
Junior Males—	
Under 16 years of age	17 0
16 and under 17 years of age	32 3
17 and under 18 years of age	56 9
18 and under 19 years of age	71 3
19 and under 21 years of age	86 0
Adult Females—	
If of less than twelve months' experience	61 0
Of twelve months' experience or more	69 3
Junior Females—	
1st year's experience	14 0
2nd year's experience	18 9
3rd year's experience	36 0
4th year's experience	45 0
5th year's experience	51 6
Thereafter until reaching 21 years	57 9

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 98, of the 5th June, 1944, shall remain in force.

SCHEDULE—continued.

PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 291 of the 17th of September, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS.*

	Wages Per Week of 44 Hours.					
	Male.			Female.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age	27 6	1 0	28 6	..	..	..
16 " "	33 0	1 3	34 3	33 0	1 3	34 3
17 " "	39 0	1 3	40 3	39 0	1 3	40 3
18 " "	48 3	1 6	49 9	41 9	1 3	43 0
19 " "	59 0	2 0	61 0	48 3	1 6	49 9
20 " "	78 0	2 6	80 6	53 3	1 9	55 0

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

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

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

OTHER EMPLOYEES.

Persons employed in manufacturing titanium white—

	Wages.			
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Hours.
Day workers ..	106 2	3 0	109 2	44
Shift workers ..	106 0	3 0	109 0	48

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

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Males—			
Varnish maker or natural gum runner	125 6	3 0	128 6
Varnish maker's assistant	110 0	3 0	113 0
Tinter of paint, lacquer or enamel	113 0	3 0	116 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner)	108 0	3 0	111 0
All others	105 0	3 0	108 0
Females	61 3	2 0	63 3

A shift worker employed on afternoon or night shift shall be paid an allowance of 1s. per shift in addition to the ordinary rate.

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified.

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 291 of the 17th of September, 1942, shall remain in force.

SCHEDULE—continued.

PAINTERS BOARD.

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

(2)

(a) *Apprentices or Improvers.		(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.	
	WAGES. Per week of 44 hours. s. d.		WAGES. Per week of 44 hours. s. d.
1st year's experience	17 0	1st year's experience	17 0
2nd " "	24 11	2nd " "	24 11
3rd " "	34 4	3rd " "	34 4
4th " "	47 10	4th " "	47 10
5th " "	59 11	5th " "	59 11
PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i> One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.		PROPORTION. (a) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 132s. 6d. per week of 44 hours. (b) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 131s. 6d. per week of 44 hours.	
<i>Improvers.</i> One improver to three Two improvers to six Three improvers to twelve and there- after one additional improver to every twelve additional		} workers receiv- ing not less than 132s. 6d. per week of 44 hours.	

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

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.		
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A)	3 0 ⁹ / ₃₂	132 6	3 1 ¹⁰ / ₁₁	139 0	2 11 ⁷ / ₃₂	129 6				
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils (ii) Any other work specified in (B)	3 0 ⁹ / ₃₂	132 6	3 1 ¹⁰ / ₁₁	139 0	2 11 ⁷ / ₃₂	120 6				
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen	} 1s. per day in addition to the ordinary rate		} 1s. per day in addition to the ordinary rate		} 1s. per day in addition to the ordinary rate					

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

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

SCHEDULE—continued.

PASTRYCOOKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 221 of 19th November, 1943, shall be replaced by the following clause:—

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

Wages Per Week of 44 Hours.

Experience.	Commencing Age.		Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.	17 Years and Over.	
	<i>s.</i>	<i>d.</i>	
First Year	20	0	
Second Year	27	9	
Third Year	37	0	
Fourth Year	53	9	
Fifth Year	73	9	

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

PROPORTIONATE NUMBERS.

Apprentices.

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

Improvers.

One improver to the first three workers receiving not less than 116s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 44 Hours.

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

	Persons Engaged in General Work for the Whole of Their Working Time.		Females Engaged Decorating Christmas and New Year Cakes.
	Males.	Females.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>
14 years of age	23	0	
15 " "	26	3	26 3
16 " "	30	6	30 6
17 " "	35	3	35 3
18 " "	40	0	40 9
19 " "	44	6	46 3
20 " "	53	0	51 0

OTHER EMPLOYEES.

Wages Per Week of 44 Hours.

Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	129	0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge	124	0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	116	0
All other males	98	0
Females engaged in general work	60	0
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work	2	7

Clause (3) to (23) inclusive of the Determination as published in *Government Gazette* No. 221 of 19th November, 1943, shall remain in force.

SCHEDULE—continued.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 170 of 19th August, 1943, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.			OTHER EMPLOYEES.		
Wages per Week.			Wages per Week.		
	Males.	Females.		Males.	Females.
	s. d.	s. d.		s. d.	s. d.
16 years of age or under	30 0	30 0	Operator of a camera other than—		
17 years of age	40 0	35 0	(i) An operator of an enlarging camera, and/or		
*18 years of age	55 0	40 0	(ii) An operator making copy negatives from flat originals—		
*19 years of age	70 0	46 0	*21 years of age	98 0	67 6
*20 years of age	86 0	52 6	*22 years of age	110 6	86 0
			23 years of age or over	127 0	107 6
			Artists colouring or working up	112 6	67 6
			Retouchers	112 6	66 6
			Printers or developers—		
			(a) Developing plates or films exposed by amateurs, or		
			(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	114 6	65 0
			Other printers, developers, and enlargers or operators making copy negatives from flat originals	114 6	73 0
			All others (including spotters)	108 0	60 0

PROPORTION.
Apprentices.
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.
Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

Clauses 3 to 16 inclusive of the Determination as published in *Government Gazette* No. 170 of the 19th August, 1943, shall remain in force.

PHOTOGRAPHIC GOODS BOARD.

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.		
Age.	Males.	Females.			
	s. d.	s. d.		s. d.	
Under 16 years of age	26 9	26 6	Adult Males—		
16 and under 17 years of age	34 6	33 0	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	114 6	
17 .. 18	44 0	38 0	All others	106 6	
18 .. 19	53 0	42 9	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.		
19 .. 20	69 9	46 6	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.		
20 .. 21	85 6	52 9	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.		
			Adult females	62 9	
			Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".		
			Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."		
			Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."		

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).
Apprentices or Improvers.
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

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

SCHEDULE—*continued.*

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 345 of the 4th December, 1942, shall be replaced by the following clauses:—

(2)				(3)			
WAGES PER WEEK OF 44 HOURS.				FEMALE AND UNAPPRENTICED JUNIOR LABOUR.			
Adults, Males.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—			
	£	s.		d.	WAGES PER WEEK OF 44 HOURS.		
	£	s.	d.	£	s.	d.	
Operators engaged on calendars over 72 inches	6	9	6	..	6	6	6
Operators engaged on calendars 72 inches and under	6	4	6	..	6	1	6
First assistant on calendars 48 inches or over	5	13	0	..	5	10	0
First assistant on calendars under 48 inches	5	6	6	..	5	3	6
Operators engaged on two-roll mills 18 inches or over	5	15	6	..	5	12	6
Process worker	5	9	0	..	5	6	0
All others	5	1	0	..	4	18	0
<i>Casein Industry Only.</i>							
Machinist	6	2	0	..	5	19	0
Process worker	5	9	0	..	5	6	0
All others	5	1	0	..	4	18	0
LEADING HANDS.							
Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.							
				(i) <i>Adult Females.</i>			
				s. d.			
				s. d.			
				Under three months' experience			
				All others			
				(ii) <i>Junior Females.</i>			
				17 years of age and under			
				18 years of age			
				19 years of age			
				20 years of age			
				(iii) <i>Male Junior Labour.</i>			
				Under 16 years of age			
				16 years of age			
				17 years of age			
				18 years of age			
				19 years of age			
				20 years of age			
Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.							

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 345, of the 4th December, 1942, shall remain in force.

SCHEDULE—continued.

PLATE GLASS BOARD.

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

(2)		APPRENTICES AND IMPROVERS.		
Apprentices.*		Improvers.		
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.		
		Males.	Males.	Females.†
		£. d.	£. d.	£. d.
1st year	.. .. .	20 9	Under 16 years of age ..	18 9
2nd "	.. .. .	31 7	16 and under 17 years of age ..	20 9
3rd "	.. .. .	42 0	17 " 18 " " "	31 7
4th "	.. .. .	62 10	18 " 19 " " "	42 0
5th "	.. .. .	83 1	19 " 20 " " "	62 10
and thereafter the minimum wage.			20 " 21 " " "	83 1

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

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

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

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

Females.

Safety Glass Section—

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

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

(3) OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£. s. d.	£. s. d.
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutters	6 6 0	6 3 0
Bevellers	6 6 0	6 3 0
Packers	5 11 0	5 8 0
Autoclave attendants	5 12 0	5 9 0
Leading hand in laminating room	5 9 0	5 6 0
Edge sealers	5 6 0	5 3 0
Furnace attendants	5 7 0	5 4 0
Operator of edge grinding machine	5 9 0	5 6 0
Person rounding corners of glass	5 12 0	5 9 0
<i>Females.</i>		
Females engaged on scratch polishing machines	3 1 6	3 0 0
Females engaged in inspecting and testing	2 17 6	2 16 0
OTHER GLASS SECTION.		
Painter and designer on glass	6 18 0	6 15 0
Brilliant cutter	6 6 0	6 3 0
Other cutters		
Glazier		
Plate glass beveller		
Silverer	6 11 0	6 8 0
Pencil hand embosser		
Persons assisting in glazing	5 11 0	5 8 0
Persons packing or unpacking glass		
Persons assisting plate glass cutter		
Rubber-out embosser	5 7 0	5 4 0
Cementer		
Persons turning out lead from mill for lead-light glazier	5 6 0	5 3 0
All others		
	5 1 0	4 18 0

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

SCHEDULE—continued.

PLUMBERS BOARD.

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

(2A)

Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Other Employees.		
WAGES.		WAGES.		Persons employed—	Wages Per Week of 44 Hours.	Wages Per Hour.
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.			£ s. d.	s. d.
1st year	19 7	1st year	29 6	(a) Where the artificial temperature is—		
2nd "	27 7	2nd "	36 11	Over 130° F.	11 6 5	5 1½
3rd "	36 3	3rd "	44 4	115° F., but not exceeding 130° F.	10 9 7	4 9 ⁷ / ₁₁
4th "	49 4	4th "	66 4	50° F. or lower	11 6 5	5 1½
5th "	65 3	5th "	88 6	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	9 7 11	4 3¼
6th "	89 11	6th "	114 0	(c) Lead burning or at lead work connected therewith	8 11 1	3 10 ²⁹ / ₄₄
and thereafter the minimum wage.		and thereafter the minimum wage.		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	7 6 10	3 4 ¹ / ₂₂
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	7 6 10	3 4 ¹ / ₂₂
One apprentice to every two or fraction of two workers receiving not less than £7 6s. 10d. per week of 44 hours.		One improver to four		(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	7 6 10	3 4 ¹ / ₂₂
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.		Two improvers to fifteen		NOTE.—See clause 10 re casual rate, and clause 12 re ship work.		
		Three improvers to thirty				
		and thereafter one additional improver to every seven additional				

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

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

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

SCHEDULE—continued.

POSTER HANGERS BOARD.

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

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
Per Week of 44 Hours.				Per Week of 44 Hours.			
s. d.				s. d.			
1st six months' experience	..	..	38 6	Posterhangers or billposters	..	..	108 0
2nd "	"	"	44 6				
3rd "	"	"	56 6				
4th "	"	"	67 6				
5th "	"	"	70 0				
6th "	"	"	76 0				

PROPORTION.

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 103s. per week of 44 hours.

Improvers.
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 103s. per week of 44 hours.

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

POTTERY BOARD.

Clauses 2 and 16 of The Determination published in *Government Gazette* No. 43 of the 9th March, 1944, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
Under 15 years of age	..	s. d. 23 3	s. d. 1 3	s. d. 24 6
15 years of age	..	27 0	1 6	28 6
16 "	..	31 0	1 6	32 6
17 "	..	36 9	1 9	38 6
18 "	..	49 9	2 6	52 3
19 "	..	58 6	3 0	61 6
20 "	..	72 0	3 9	75 9

At the Rates prescribed for Adults

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	22 9	1 3	24 0	..	..	..	..	..	..
2nd 6 months	26 6	1 3	27 9	..	..	..	..	..	..
1st year	..	..	..	26 6	1 3	27 9	31 0	1 6	32 6
2nd "	30 0	1 6	31 6	32 3	1 9	34 0	36 3	1 9	38 0
3rd "	32 3	1 9	34 0	36 3	1 9	38 0	41 6	2 0	43 6
4th "	36 3	1 9	38 0	41 6	2 0	43 6	46 0	2 3	48 3
5th "	41 6	2 0	43 6	46 0	2 3	48 3	..	..	..
6th "	46 0	2 3	48 3	..	..	..	..	..	..

and thereafter the minimum wage

SCHEDULE—continued.
POTTERY BOARD—continued.
FEMALES—continued.

Wages per Week of 44 hours.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	32 3	1 9	34 0	36 3	1 9	38 0	43 0	2 3	45 3
2nd	41 6	2 0	43 6	46 0	2 3	48 3	..	..	..
3rd	46 0	2 3	48 3	..	..	..	..	..	..
4th .. .. .	..	..	..	..	..	..	..	..	..
5th .. .. .	..	..	..	..	..	..	..	..	..
6th .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age .. .. .	..	22 6	1 3	23 9
15 years of age .. .. .	..	24 6	1 3	25 9
16	} At the Rates prescribed for Adults.	30 0	1 6	31 6
17		33 9	1 9	35 6
18		48 3	2 6	50 9
19		56 0	3 0	59 0
20		69 0	3 9	72 9

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	22 6	1 3	23 9	..	..	..	..	..	..
2nd 6 months	26 3	1 3	26 6	..	..	..	..	..	..
1st year .. .. .	..	..	..	25 3	1 3	26 6	26 6	1 3	27 9
2nd	28 3	1 6	29 9	31 3	1 9	33 0	33 0	1 9	34 9
3rd	31 3	1 9	33 0	33 6	1 9	35 3	39 3	2 0	41 3
4th	33 6	1 9	35 3	39 3	2 0	41 3	44 9	2 3	47 0
5th	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
6th	44 9	2 3	47 0	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	31 0	1 9	32 9	34 0	1 9	35 9	39 3	2 0	41 3
2nd	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
3rd	44 9	2 3	47 0	..	..	..	..	..	..
4th .. .. .	..	..	..	..	..	..	..	..	..
5th .. .. .	..	..	..	..	..	..	..	..	..
6th .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

SCHEDULE—continued.
POTTERY BOARD—continued.
ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder: such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferrislee Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
All Departments.								
Head burner	108 0	5 0	113 0	2 6 ⁸ / ₁₁	105 0	5 0	110 0	2 6
All other burners	104 0	5 0	109 0	2 5 ⁸ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Mouldmakers	110 0	5 0	115 0	2 7 ⁴ / ₁₁	107 0	5 0	112 0	2 6 ⁸ / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	114 0	5 0	119 0	2 8 ⁵ / ₁₁	114 0	5 0	119 0	2 8 ⁵ / ₁₁
All other clayhole men (employers to provide tools)	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ² / ₁₁
Men boring or using explosives	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6 ³ / ₁₁
FEMALES.								
Females	55 9	2 9	58 6	1 3 ² / ₂₂	52 9	2 9	55 6	1 3 ² / ₂₂
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6
Man in charge of plunger	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 0	5 0	105 6	2 4 ¹⁷ / ₂₂
Pressors	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Setters	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Junction sticker	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	2 5 ⁵ / ₁₁
Man working pipe flanging machine	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Bitumen jointers	101 0	5 0	106 0	2 4 ¹³ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Drawers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Feeders of pipe machine	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Man sorting pipes	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Pipe dressers	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Packers of goods into railway trucks	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ³ / ₁₁
Dust Tile Making.								
Leading hand slip making	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Slip house attendants	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Head placer inside a kiln	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Man dipping tiles and in charge of dipping room	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man hand-pressing dust tiles with 6-in. press	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Sagger maker	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁
Man operating lever on sagger machine	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Head packer	104 0	5 0	109 0	2 5 ⁸ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Other packers	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	2 3 ³ / ₁₁
General Pottery and Insulator Making.								
Sanitary ware presser	104 0	5 0	109 0	2 5 ⁸ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Head packer	104 0	5 0	109 0	2 5 ⁸ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Other packers	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
Leading hand slip making	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Slip house attendants	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
Tea-pot hand pressors	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Man fixing handles or spouts	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ¹ / ₁₁
Hollow ware presser or head dipper	103 0	5 0	108 0	2 5 ⁸ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Turner	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ² / ₁₁
Caster	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Stoneware thrower—								
4th year's experience	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	2 3 ⁸ / ₁₁
5th year's experience	104 0	5 0	109 0	2 5 ⁸ / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
and thereafter	110 0	5 0	115 0	2 7 ¹ / ₁₁	107 0	5 0	112 0	2 6 ⁸ / ₁₁
Head placer inside a kiln	103 0	5 0	108 0	2 5 ⁸ / ₁₁	100 0	5 0	105 0	2 4 ⁷ / ₁₁
Other placers	101 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ⁴ / ₁₁

SCHEDULE—continued.
POTTERY BOARD—continued.
All Other Employees—continued.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Wages per Hour.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Wages per Hour.
General Pottery and Insulator Making —continued.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Sagger maker	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Jolly and jigger hands	104 0	5 0	109 0	2 5 ² / ₁₁	101 0	5 0	106 0	
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	
Man carrying into or out of kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Grinders of burnt ware	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	
Potter's printer	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Man operating lever on sagger machine ..	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	107 0	5 0	112 0	2 6 ⁸ / ₁₁	104 0	5 0	109 0	
Facemen	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 ¹³ / ₂₂	100 6	5 0	105 6	
Setters	108 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	
Vent makers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Man in charge of plunge	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Drawers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Hand feeders of raw or burnt clay into crusher or grinding pan	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Man feeding tile press	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Man taking off roofing tile press	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Man carrying or wheeling into or out of kiln or to or away from kiln	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Man sorting roofing tiles	100 0	5 0	105 0	2 4 ⁷ / ₁₁	97 0	5 0	102 0	
Packers of goods into railway trucks ..	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	

PIECEWORK.

16. That the lowest piecework prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder, such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	2s. 1 ¹ / ₂ d. per trap
Boundary traps, 4 inches	1s. 6d. "
Gully traps (flanged)	1s. 3 ¹ / ₂ d. each
Disconnectors	1s. 3 ¹ / ₂ d. "
Basins	1s. 3 ¹ / ₂ d. "
Junctions	17s. 11d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).	Bed Slippers and Bed Pans (Hand Pressed).
7 inches	13s. 1 ¹ / ₂ d. per gross
8	17s. 11d. "
9	21s. 9d. "
10	26s. 8 ¹ / ₂ d. "
11	30s. 9 ¹ / ₂ d. "
12	34s. 2d. "
or 23s. 10d. per gross all round.	
Chambers (Hand Pressed).	
12's	45s. 1d. per gross
9's	58s. 11d. "
6's	65s. 8d. "
Fluted chambers, finishing and handling ..	25s. 2d. "
6s. 0 ¹ / ₂ d. per gross extra to be allowed for embossed chambers.	
Chambers (Jiggered).	
Jiggering	Turning
per gross	per gross
12's	14s. 11 ¹ / ₂ d.
9's	17s. 11d.
6's	20s. 6 ¹ / ₂ d.
6s 2d. per gross extra to be allowed for embossed chambers.	
	Handling
	per gross
	12s. 3d.
	14s. 7d.
	16s. 7 ¹ / ₂ d.
	18s. 7 ¹ / ₂ d.
	6s 2d. per gross extra to be allowed for embossed chambers.
	Bed slippers, large and small
	12s. 8 ¹ / ₂ d. per dozen
	Bed pans
	12s. 8 ¹ / ₂ d. "
	Ewers (Hand Pressed).
	9's
	8s. 4 ¹ / ₂ d. per dozen
	6's
	8s. 10 ¹ / ₂ d. "
	Lip Bowls (Hand Pressed).
	No. 1 (11 inches or under)
	40s. 2 ¹ / ₂ d. per gross
	No. 2 (12 inches)
	45s. 0d. "
	No. 3 (13 inches)
	51s. 2 ¹ / ₂ d. "
	No. 4 (14 inches or over)
	57s. 11d. "
	Oval Cover Dishes, with Raised Foot (Hand Pressed).
	7 and 8 inches
	9s. 0 ¹ / ₂ d. per dozen
	9 and 10 inches
	10s. 3d. "
	Soap Dishes.
	3-piece soap dishes
	38s. 7 ¹ / ₂ d. per gross
	1-piece soap dishes
	21s. 11 ¹ / ₂ d. "
	Male and Female Urinals.
	Male and female urinals
	7s. 11 ¹ / ₂ d. per dozen

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—continued.

PIECEWORK—continued.

Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

Cottage Pans and Traps.		White.
Pans ..	20s. 10½d. per dozen	22s. 8½d. per dozen
Traps ..	20s. 10½d. "	22s. 8½d. "
Pans (Throwing).		
Bread or Cream—		
Not more than 1½ gallons ..	52s. 1½d.	per 100 gallons
More than 1½ gallons ..	48s. 4½d.	"
Padding Bowls.		
9's ..	22s. 2½d.	per gross
12's ..	16s. 2½d.	"
18's ..	12s. 2½d.	"
24's ..	7s. 5d.	"
Jelly Moulds.		
1, 1½, and 2 pinte ..	47s. 8½d.	per gross
Jars (Throwing).		
Squat jars—		
Under 2 gallons ..	38s. 1d.	per 100 gallons
2 gallons and over ..	34s. 9½d.	"
Spittoons (Hand Pressed).		
Large ..	36s. 8½d.	per gross
Small ..	30s. 5½d.	"
Vases.		
Vases ..	30s. 0½d.	per gross
Bottles (Throwing).		
Acid bottles, including stopping and stamping (3 gallon) ..		
	13s. 1½d.	per dozen bottles
Bung Jars and Demijohns (Throwing).		
1 gallon ..	2s. 8½d.	per dozen
2 gallon ..	4s. 7½d.	"
3 gallon ..	8s. 5½d.	"
5 gallon ..	18s. 4½d.	"
11½d. per dozen extra for handle bottles.		
Pedestal Pans (Hand Pressed).		
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—		
Straight fronts—		
Cane ..	5s. 10½d.	each
White ..	6s. 0½d.	"

Hollow fronts—	
Cane ..	4s. 11½d. "
White ..	5s. 7½d. "
Sizes exceeding the above dimensions—	
Cane ..	6s. 3½d. "
White ..	7s. 3½d. "
State pattern—	
Cane ..	5s. 6½d. "
White ..	6s. 0d. "
Jugs (Throwing).	
39's ..	12s. 0½d. per gross
36's ..	12s. 10d. "
30's ..	15s. 10½d. "
24's ..	17s. 5½d. "
12's ..	24s. 4½d. "
Barrels (Throwing).	
Barrels ..	52s. 1½d. per 100 gallons
Washing or Toilet Bowls (Hand Pressed).	
Plain ..	52s. 0d. per gross
Embossed ..	57s. 9½d. "
Foot Warmers (Hand Pressed).	
Plain ..	8s. 9½d. per dozen
Plain, with screw top ..	10s. 9d. "
Embossed, with screw top ..	8s. 7d. "
Jam Jugs.	
Handling jam jugs ..	13s. 6½d. per gross
Syrup Jars.	
Large ..	16s. 3½d. per dozen
Small ..	12s. 1½d. "
Filter Shells (Throwing).	
Dripstone ..	53s. 2½d. per 100 gallons
Candles (making and shaving) ..	10½d. per gallon
Ginger Beer and Ale Bottles (Throwing).	
1 gallon (screwed) ..	38s. 7d. per gross
Ale bottles ..	12s. 11½d. "
Others ..	6s. 11½d. "
Jugs (Hand Pressed).	
30's ..	36s. 2½d. per gross
24's ..	42s. 8½d. "
12's ..	52s. 11d. "

TERRA COTTA.

Flower-pots (Throwing and Finishing).	
3 inches ..	2s. 10½d. per gross
4 " ..	3s. 10½d. "
5 " ..	5s. 9½d. "
6 " ..	7s. 7½d. "
7 " ..	9s. 2½d. "
8 " ..	15s. 2½d. "
9 " ..	18s. 10½d. "
10 " ..	23s. 5d. "
12 " ..	47s. 0½d. "
13 " ..	66s. 3d. "
14 " ..	90s. 6½d. "
15 " ..	112s. 1d. "
18 " ..	228s. 4d. "
Flower-pot Saucers (Throwing and Finishing).	
4 inches ..	2s. 9½d. per gross
5 " ..	3s. 10½d. "
6 " ..	5s. 10½d. "
7 " ..	7s. 9d. "
8 " ..	11s. 3½d. "
9 " ..	14s. 8½d. "
10 " ..	17s. 9½d. "
12 " ..	23s. 5½d. "
13 " ..	34s. 10½d. "
14 " ..	45s. 0½d. "
15 " ..	50s. 2½d. "
Ridging.	
Ridging made by hand from wood or plaster moulds ..	3s. 1½d. per dozen

Crimp-pots and Saucers (Throwing and Finishing).	
Crimp-pots.	
5 inches ..	10s. 6½d. per gross
6 " ..	13s. 4½d. "
7 " ..	16s. 10d. "
8 " ..	23s. 9d. "
9 " ..	26s. 10½d. "
10 " ..	33s. 8d. "
Crimp-pot Saucers.	
5 inches ..	6s. 7½d. per gross
6 " ..	8s. 10d. "
7 " ..	10s. 9½d. "
8 " ..	15s. 9½d. "
9 " ..	20s. 10d. "
10 " ..	26s. 1½d. "
Seed Pans.	
8 inches ..	15s. 1½d. per gross
9 " ..	18s. 10½d. "
10 " ..	20s. 11½d. "
12 " ..	31s. 5½d. "
13 " ..	39s. 1½d. "
14 " ..	49s. 2d. "
15 " ..	60s. 8½d. "
Butter Coolers and Butter-cooler Saucers.	
Butter Coolers.	
8's ..	6s. 6½d. per dozen
9's ..	7s. 4½d. "
Butter-cooler Saucers.	
8's ..	1s. 1½d. per dozen
9's ..	1s. 5d. "
Chimney-pots.	
16 inches and under ..	10s. 6½d. per dozen
Over 16 inches ..	13s. 1½d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work in order that the piecework prices above fixed may be net.

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—continued.
 Within all other parts of Victoria—continued.
 PIECEWORK—continued.

GLAZED PIPES AND SALT-GLAZED WARE.		GENERAL POTTERY.	
Boundary traps, 6 inches	2s. 0½d. per trap	Disconnectors	1s. 2½d. each
Boundary traps, 4 inches	1s. 4½d. "	Basins	1s. 2½d. "
Gully Traps (flanged)	11½d. each	Junctions	17s. 3d. per 100
GENERAL POTTERY.			
<i>Cane Bakers (Hand Pressed).</i>		<i>Oval Cover Dishes, with Raised Foot (Hand Pressed).</i>	
7 inches	12s. 5½d. per gross	7 and 8 inches	8s. 6½d. per dozen
8 "	17s. 1½d. "	9 and 10 inches	9s. 9½d. "
9 "	20s. 11½d. "	<i>Soap Dishes.</i>	
10 "	25s. 2½d. "	3-piece soap dishes	38s. 1½d. per gross
11 "	29s. 3½d. "	1-piece soap dishes	20s. 10½d. "
12 "	34s. 1½d. "	<i>Male and Female Urinals.</i>	
or 23s. 2½d. per gross all round.		Male and female urinals	7s. 7½d. per dozen
<i>Chambers (Hand Pressed).</i>		<i>Cottage Pans and Traps.</i>	
12's	44s. 0½d. per gross	<i>Cane. White.</i>	
9's	56s. 2½d. "	Pans	19s. 11½d. per dozen
6's	61s. 8½d. "	Traps	19s. 11½d. "
Fluted chambers, finishing and handling	23s. 11½d. "	<i>Pans (Throwing).</i>	
5s. 10½d. per gross extra to be allowed for embossed chambers.		Bread or Cream—	
<i>Chambers (Jiggered).</i>		Not more than 1½ gallons	49s. 2d. per 100 gallons
Jiggering. Turning. Handling.		More than 1½ gallons	44s. 10d. "
per gross. per gross. per gross.		<i>Spittoons (Hand Pressed)</i>	
12's	13s. 11½d. .. 11s. 8½d. .. 11s. 8½d.	Large	34s. 11½d. per gross
9's	17s. 1½d. .. 13s. 4½d. .. 13s. 4½d.	Small	29s. 4½d. "
6's	19s. 10d. .. 15s. 11½d. .. 15s. 11½d.	<i>Washing or Toilet Bowls (Hand Pressed).</i>	
5s. 10½d. per gross extra to be allowed for embossed chambers.		Plain	48s. 9d. per gross
<i>Bed Slippers and Bed Pans (Hand Pressed).</i>		Embossed	55s. 2½d. "
Bed slippers, large and small	12s. 1d. per dozen	<i>Foot Warmers (Hand Pressed).</i>	
Bed pans	12s. 1d. "	Plain	8s. 6½d. per dozen
<i>Ewers (Hand Pressed).</i>		Plain, with screw top	10s. 8½d. "
9's	8s. 0½d. per dozen	Embossed, with screw top	13s. 1d. "
6's	8s. 6½d. "	<i>Jam Jugs.</i>	
<i>Vases.</i>		Handling jam jugs	12s. 10½d. per gross
Vases	28s. 7½d. per gross	<i>Syrup Jars.</i>	
<i>Bottles (Throwing).</i>		Large	15s. 1½d. per dozen
Acid bottles, including stopping and stamp-		Small	11s. 2½d. "
ing (3 gallon)	12s. 3½d. per dozen bottles	<i>Pudding Bowls.</i>	
<i>Bung Jars and Demijohns (Throwing).</i>		9's	21s. 4½d. per gross
1 gallon	2s. 7d. per dozen	12's	15s. 7½d. "
2 "	4s. 5½d. "	18's	11s. 9½d. "
3 "	7s. 9½d. "	24's	7s. 0½d. "
5 "	17s. 5½d. "	<i>Jelly Moulds</i>	
10½d. per dozen extra for handle bottles.		1, 1½, and 2 pints	45s. 5½d. per gross
<i>Pedestal Pans (Hand Pressed).</i>		<i>Jars (Throwing)</i>	
Sizes whether in straight or hollow fronts not exceeding 2¼ in. x 16½ in. x 15 in., or its equivalent in cubic inches—			
<i>Straight fronts—</i>			
Cane	5s. 5½d. each	<i>Squat jars—</i>	
White	5s. 10½d. "	Under 2 gallons	36s. 4½d. per 100 gallons
<i>Hollow fronts—</i>			
Cane	5s. 1d. "	2 gallons and over	32s. 11½d. "
White	5s. 5½d. "	<i>Filter Shells (Throwing).</i>	
<i>Sizes exceeding above dimensions—</i>			
Cane	5s. 11½d. "	Dripstone	49s. 4½d. per 100 gallons
White	6s. 9½d. "	Candles (making and shaving)	9½d. per gallon
<i>State Pattern—</i>			
Cane	5s. 2½d. "	<i>Ginger Beer and Ale Bottles (Throwing).</i>	
White	5s. 9½d. "	1 gallon (screwed)	35s. 11d. per gross
<i>Jugs (Throwing).</i>		Ale bottles	4s. 4½d. "
30's	11s. 7d. per gross	Others	6s. 9½d. "
30's	12s. 0½d. "	<i>Jugs (Hand Pressed).</i>	
30's	15s. 1½d. "	30's	34s. 0d. per gross
24's	15s. 1½d. "	24's	41s. 6½d. "
12's	24s. 3d. "	12's	50s. 1½d. "
<i>Barrels (Throwing).</i>		<i>Lip Bowls (Hand Pressed).</i>	
Barrels	49s. 6½d. per 100 gallons	No. 1 (11 inches or under)	38s. 1½d. per gross
<i>Lip Bowls (Hand Pressed).</i>		No. 2 (12 inches)	42s. 3½d. "
No. 1 (11 inches or under)	38s. 1½d. per gross	No. 3 (13 inches)	48s. 11½d. "
No. 2 (12 inches)	42s. 3½d. "	No. 4 (14 inches or over)	55s. 1d. "
No. 3 (13 inches)	48s. 11½d. "		
No. 4 (14 inches or over)	55s. 1d. "		

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—*continued.*
 POTTERY BOARD—*continued.*
 Within all other parts of Victoria.

TERRA COTTA			
<i>Flower-pots (Throwing and Finishing).</i>			
3 inches	.. .. .	2s. 10½d.	per gross
4 "	.. .. .	3s. 7d.	"
5 "	.. .. .	5s. 5½d.	"
6 "	.. .. .	7s. 3d.	"
7 "	.. .. .	8s. 11½d.	"
8 "	.. .. .	14s. 6½d.	"
9 "	.. .. .	18s. 0½d.	"
10 "	.. .. .	22s. 6½d.	"
12 "	.. .. .	34s. 4½d.	"
13 "	.. .. .	66s. 5d.	"
14 "	.. .. .	86s. 11d.	"
15 "	.. .. .	107s. 7½d.	"
18 "	.. .. .	215s. 4½d.	"
<i>Flower-pot Saucers (Throwing and Finishing).</i>			
4 inches	.. .. .	2s. 7½d.	per gross
5 "	.. .. .	3s. 7d.	"
6 "	.. .. .	5s. 6½d.	"
7 "	.. .. .	7s. 1d.	"
8 "	.. .. .	10s. 10½d.	"
9 "	.. .. .	14s. 6½d.	"
10 "	.. .. .	17s. 0d.	"
12 "	.. .. .	22s. 3½d.	"
13 "	.. .. .	34s. 1½d.	"
14 "	.. .. .	43s. 2½d.	"
15 "	.. .. .	52s. 8½d.	"
<i>Ridging.</i>			
Ridging made by hand from wood or plaster moulds	.. .. .	2s. 11d.	per dozen
<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
<i>Crimp-pots.</i>			
5 inches	.. .. .	10s. 0½d.	per gross
6 "	.. .. .	12s. 9½d.	"
7 "	.. .. .	16s. 5½d.	"
8 "	.. .. .	23s. 2½d.	"
9 "	.. .. .	26s. 8½d.	"
10 "	.. .. .	32s. 8½d.	"
<i>Crimp-pot Saucers.</i>			
5 inches	.. .. .	6s. 8½d.	per gross
6 "	.. .. .	8s. 5½d.	"
7 "	.. .. .	10s. 0½d.	"
8 "	.. .. .	15s. 0½d.	"
9 "	.. .. .	19s. 9½d.	"
10 "	.. .. .	24s. 9½d.	"
<i>Seed Pans.</i>			
8 inches	.. .. .	14s. 5½d.	per gross
9 "	.. .. .	17s. 11½d.	"
10 "	.. .. .	20s. 0½d.	"
12 "	.. .. .	28s. 11d.	"
13 "	.. .. .	37s. 4d.	"
14 "	.. .. .	46s. 5½d.	"
15 "	.. .. .	56s. 5½d.	"
<i>Butter Coolers and Butter-cooler Saucers.</i>			
<i>Butter Coolers.</i>			
8's	.. .. .	6s. 4d.	per dozen
9's	.. .. .	6s. 9½d.	"
<i>Butter-cooler Saucers.</i>			
8's	.. .. .	1s. 0½d.	per dozen
9's	.. .. .	1s. 4½d.	"
<i>Chimney-pots.</i>			
16 inches and under	.. .. .	9s. 11d.	per dozen
Over 16 inches	.. .. .	12s. 2½d.	"

An amount of 6s. per week or a *pro rata* amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."
 In this Determination the expression "Good from hand" shall mean free from-maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.
 Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.
 Clauses 3 to 5 inclusive, and Clauses 17 to 19 inclusive of the Determination published in *Government Gazette* No. 133, of the 12th July, 1943, and Clause 6 of the said Determination as amended by the Determination of the Industrial Appeals Court published in *Government Gazette* No. 51 of the 23rd March, 1944, shall remain in force.

QUARRY BOARD.

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

Apprentices.*				Improvers.*			
Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	40 9	2 3	43 0	Carting and Driving—			
2nd year	47 9	2 6	50 3	Under 18 years	75 3	4 0	79 3
3rd year	54 9	3 0	57 9	18 and under 19 years	87 0	4 6	91 6
				19 and under 20 years	96 6	5 0	101 6
				20 and under 21 years	104 0	5 6	109 6
				All other improvers—			
				1st year	60 3	3 3	63 6
				2nd year	63 0	3 3	66 3
				3rd year	72 0	3 9	75 9
				4th year	87 0	4 6	91 6

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 117s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

And thereafter the minimum wage.

PROPORTION (within any place).

(a) Where a working crane is in operation for the production of pitchers or building stone:—
 One improver to every three or fraction of three workers receiving not less than 129s. per week.

(b) Where spall quarrying is carried on:—
 One improver to every twenty or fraction of twenty workers receiving not less than 117s. per week.

SCHEDULE—continued.
QUARRY BOARD—continued.
Other Employees.*

	Day Shift.				Afternoon or Night Shift.			
	Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder monkey †	133 0	6 0	139 0	3 1 ¹⁰ / ₁₁	161 0	6 0	167 0	3 9 ⁶ / ₁₁
Assistant powder monkey ‡	122 6	6 0	128 6	2 11 ¹ / ₂₂	148 0	6 0	154 0	3 6
Hammerman	127 0	6 0	133 0	3 0 ³ / ₁₁	154 3	6 0	160 3	3 7 ³¹ / ₄₄
Dresser of pitchers or cubes, or scabblers								
Spaller	120 0	6 0	126 0	2 10 ⁴ / ₁₁	145 6	6 0	151 6	3 5 ⁷ / ₂₂
Faceman	123 0	6 0	129 0	2 11 ² / ₁₁	148 6	6 0	154 6	3 6 ³ / ₂₂
Feeder of a stone crushing machine	120 0	6 0	126 0	2 10 ⁴ / ₁₁	145 6	6 0	151 6	3 5 ⁷ / ₂₂
Dust hole man	120 0	6 0	126 0	2 10 ⁴ / ₁₁	145 6	6 0	151 6	3 5 ⁷ / ₂₂
Persons boring holes by hand or machine	120 0	6 0	126 0	2 10 ⁴ / ₁₁	145 6	6 0	151 6	3 5 ⁷ / ₂₂
Borer's assistant	120 0	6 0	126 0	2 10 ⁴ / ₁₁	145 6	6 0	151 6	3 5 ⁷ / ₂₂
Blacksmith	133 0	6 0	139 0	3 1 ¹⁰ / ₁₁	158 6	6 0	164 6	3 8 ¹⁹ / ₂₂
Tool sharpener	122 0	6 0	128 0	2 10 ¹⁰ / ₁₁	147 6	6 0	153 6	3 5 ¹⁹ / ₂₂
Carters or drivers driving—								
One horse	115 0	6 0	121 0	2 9	138 3	6 0	144 3	3 3 ¹⁵ / ₄₄
Two horses	120 0	6 0	126 0	2 10 ⁴ / ₁₁	144 6	6 0	150 6	3 6 ¹ / ₂₂
Three horses	124 0	6 0	130 0	2 11 ⁵ / ₁₁	149 0	6 0	155 0	3 6 ³ / ₁₁
Four or five horses	126 0	6 0	132 0	3 0	151 0	6 0	157 0	3 6 ⁹ / ₁₁
And 6d. extra per day for each additional horse.								
Drivers of motor vehicles of the following carrying capacity:—								
Not exceeding 25 cwt.	111 0	6 0	117 0	2 5 ¹ / ₂	135 6	6 0	141 6	2 11 ³ / ₈
Exceeding 25 cwt., but not exceeding 3 tons	112 3	6 0	118 3	2 5 ⁹ / ₁₆	137 3	6 0	143 3	2 11 ¹³ / ₁₆
Exceeding 3 tons	117 3	6 0	123 3	2 6 ¹⁵ / ₁₆	143 9	6 0	149 9	3 1 ⁷ / ₁₆
All others	111 0	6 0	117 0	2 7 ¹⁰ / ₁₁	134 3	6 0	140 3	3 2 ¹ / ₂

* See clause (3) re hours. † See clause (9) re definition. ‡ See clause (10) re definition.

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

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

	Dressing, per hundred.		Knocking Out and Dressing, per hundred.	
	s.	d.	s.	d.
Pitchers—				
9 inches wide × 9 inches deep × 10 to 14 inches long	16	0	27	2
9 " " × 9 " " × 10 " 13 " "	13	8	25	3
9 " " × 8 " " × 10 " 13 " "	12	9	23	3
9 " " × 4 to 6 inches deep × 10 to 14 inches long	10	9	20	5
Cubes—				
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	13	0	24	1
3½ " 6 " " × 7 inches " × 10 " 14 " "	11	11	20	7
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	10	11	18	4

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

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

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

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

	Knocking Out and Dressing.	
	s.	d.
Monumental stone—		
All stone up to 4 feet long by 12 inches wide by 7 inches deep	0	7
All stone exceeding 4 feet to 8 feet long by 12 inches wide, by 7 inches deep	0	11
Pitcher kerb	0	3
Kerbing stones—Hammer dressed—		
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length	0	5½
All radial stone	0	9
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length	0	6½
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet	0	6½
All stone exceeding the cubical content of 15 cubic feet	0	11

When the Material is removed in a wheelbarrow to a distance of more than 50 yards.

Per superficial yard.		In all Other Cases.	
s.	d.	s.	d.
2	6	2	5
2	9	2	6
Per cubic yard.		Per cubic yard.	
s.	d.	s.	d.
2	9	2	3
2	8	—	—

Stripping—		
Not exceeding 18 inches in depth	2	6
Exceeding 18 inches, but not exceeding 30 inches in depth	2	9
Exceeding 30 inches in depth	2	9
Spalling, but not including spalls produced on the banker from cut stone or pitchers	2	8

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

SCHEDULE—continued.

RADIO BOARD.

Clauses 2 and 3 of the Determination as published in *Government Gazette* No. 65, of the 20th April, 1944, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Radio serviceman	6 11 6	6 18 0	6 8 6
Radio repairer	5 16 0	6 2 6	5 13 0
Radio wiper, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	5 11 0	5 17 6	5 8 0
Process worker	5 9 0	5 15 6	5 6 0
All others	5 1 0	5 7 6	4 18 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week.
	£ s. d.
Motor car	3 0 0
Motor cycle and side car	1 15 0
Motor cycle	1 5 0

LEADING HANDS.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	63 0	67 0	61 0
All others	75	3 0	72 0	77 0	69 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	38 0	40 6	36 6
18 years of age	47½	1 3	45 0	48 0	43 6
19 years of age	55	1 6	52 0	55 6	50 6
20 years of age	62½	2 0	59 6	63 6	57 6
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	23 6	25 0	22 6
16 years of age	35	0 9	33 0	35 0	32 0
17 years of age	47½	1 0	44 6	48 0	43 6
18 years of age	60	1 0	56 0	60 0	54 6
19 years of age	75	2 0	71 0	76 0	68 6
20 years of age	90	2 0	85 0	90 6	82 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses 4 to 23 inclusive of the Determination as published in *Government Gazette* No. 65 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

RETAIL DAIRY BOARD.

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

Improvers.			Other Employees.						
WAGES.*			WAGES.*						
Per week of 44 hours.			Per week of 44 hours.						
Shift Workers.		All Others.	Shift Workers.			All Others.			
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years ..	..	44 8	Manager	125 6	2 0	127 6	119 6	2 0	121 6
16-17 years ..	..	52 8	Foreman	125 6	2 0	127 6	119 6	2 0	121 6
17-18 " ..	..	59 2	Operator of—						
18-19 " ..	75 8	67 7	Separator, pasteurizer, or milk cooler	113 6	2 0	115 6	107 6	2 0	109 6
19-20 " ..	83 3	75 4	Washer or sterilizer of cans or bottles	113 6	2 0	115 6	107 6	2 0	109 6
20-21 " ..	89 6	81 6	All others	112 6	2 0	114 6	106 6	2 0	108 6

PROPORTION (IN ANY PLACE).

Males.

One improver to every eight or fraction of eight workers receiving not less than 108s. 6d. per week of 44 hours.

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

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

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

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

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 40 of the 9th March, 1944, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

	Wages per Week of 44 Hours.		Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	28 0	22 3	
16 years of age	37 9	27 3	
17 " "	47 0	32 6	
18 " "	56 9	37 3	
19 " "	65 6	42 9	
20 " "	75 6	45 3	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 98s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 98s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy, Goods Section.

Three female apprentices to every adult female worker receiving not less than 51s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 51s. 6d. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 51s. 6d. per week of 44 hours.

SCHEDULE—*continued.*
RUBBER TRADE BOARD—*continued.*

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 51s. 6d. per week of 44 hours.

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

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

3. ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

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

SCHEDULE—*continued.*

RUBBER TRADE BOARD—*continued.*

ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
	£ s. d.
65. Operator in charge of textile cutting machine	5 4 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	5 2 0
67. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	5 13 0
68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	5 4 0
69. First assistant on calender 48 inches and over	5 8 6
70. First assistant on calender under 48 inches	5 2 0
71. Operator in charge of calender 72 inches and under	6 0 0
72. Operator in charge of calender over 72 inches	6 5 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	5 9 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	5 4 0
75. Storeman in charge of moulds	5 0 0
76. Operator engaged on sand blasting in a properly enclosed cabinet	5 2 0

ADULT FEMALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
	£ s. d.
77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2 17 0
78. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2 16 0
79. Adult female employee employed on sewing machine	2 17 0
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes	2 19 6
81. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2 14 6
82. Adult female employee employed on dipped goods	2 14 6
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 14 6
84. Adult female employee employed on wire or head making	2 16 0
85. Adult female employees not specially provided for	2 11 6

* N.B. See note (ii) at end of this clause.

Preparing or manufacturing articles of xylonite or celluloid.

ADULT MALES.

	Wages per Week of 44 Hours.
	£ s. d.
86. Machine operators and/or process workers	5 6 0
ADULT FEMALES.	
87. All adult Females	2 14 6

* N.B. See note (ii) at end of this clause.

NOTES :—(i) The wages rates of all employees covered by this Determination shall be increased by the addition of the following loadings :—

	per week.
	s. d.
Adult males	6 0
Adult females	5 0
Junior males and junior females	3 0

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

* (ii) Notwithstanding anything elsewhere in this Determination contained, the minimum weekly wage for adult females shall be not less than 75 per cent. of the needs basic wage plus 3s. prosperity loading. (Such amount being £3/12s..)

This method of calculating the minimum weekly wage for adult females shall remain in operation during the period of the present war and shall terminate at the expiration of six months thereafter.

Clauses (4) to (28) inclusive of the Determination published in *Government Gazette* No. 40 of the 9th March, 1944, shall remain in force.

SCHEDULE—continued.

SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 81 of the 8th May, 1944, shall be replaced by the following clause:—

(3)

WAGES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.*	War Loading.*	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeyman	5 14 0	5 0	4 0	6 3 0
Journeywomen	2 18 3	2 6	2 0	3 2 9

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

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 81 of the 8th May, 1944, shall remain in force.

SALTWORKERS BOARD.

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

(2) (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).	
MALES.	MALES.	MALES.	
Per Week of 44 Hours.	Per Week of 44 Hours.	Per Hour	Per Week of 44 Hours.
14 years of age .. 23 6	14 years of age .. 23 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—	s. d.
15 " " .. 30 6	15 " " .. 30 6	Foreman—i.e., one who has the control of more than six men	2 8 ⁵ / ₁₁ 119 0
16 " " .. 37 6	16 " " .. 37 6	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	2 6 ⁹ / ₂₃ 111 6
17 " " .. 43 6	17 " " .. 43 6	Truckman or brakeman—	
18 " " .. 61 0	18 " " .. 61 0	(a) Power trucks	2 6 ³ / ₂₃ 110 6
19 " " .. 74 6	19 " " .. 74 6	(b) Horse trucks or wagons	2 4 ¹⁷ / ₂₂ 105 6
20 " " .. 88 0	20 " " .. 88 0	Employees in charge of movement of sea water and engaged in preparation of brine	2 5 ¹³ / ₂₂ 108 6
		Thatcher of salt stacks	2 5 ¹³ / ₂₂ 108 6
		Stack builder, where mechanical stackers are used	2 5 ¹³ / ₂₂ 108 6
		All others	2 4 ¹⁷ / ₂₂ 105 6
		<i>Shed and Factory Hands.</i>	
		Persons employed treating, crushing, or refining salt:—	
		Shed hand in charge of seven or more men	2 8 ⁷ / ₂₂ 118 6
		Shed hand in charge of six or less men	2 6 ⁹ / ₂₂ 111 6
		Shed hand who is required to stack	2 4 ¹⁷ / ₂₂ 105 6
		Shift Foreman—	
		In charge of a wet and dry plant	2 10 ¹ / ₂ 126 6
		In charge of a dry plant	2 8 ⁷ / ₂₂ 118 6
		In charge of a wet plant	2 8 ⁷ / ₂₂ 118 6
		Millwrights	2 8 ⁷ / ₂₂ 118 6
		Hydro Operator	2 4 ⁴ / ₁₁ 104 0
		All Others	2 3 ²¹ / ₂₂ 102 6
		FEMALES.	
		Per week of 44 hours	1 3 ²¹ / ₂₂ 58 6

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

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

SCHEDULE—continued.

SAND PIT BOARD.

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

(2) WAGES.

Apprentices and Improvers.			Wages per Week of 44 Hours.		Other Employees.		Wages per Week of 44 Hours.	
			s. d.				s. d.	
Under 16 years of age	29 9	Leading hand in charge of five or more employees	..	..	109 0
" 17	"	"	..	38 3	Powder monkey employed in sand pit	..	..	111 0
" 18	"	"	..	47 0	Nozzleman	..	..	102 0
" 19	"	"	..	56 0	Ploughman	..	..	102 0
" 20	"	"	..	65 3	Tipman	..	..	102 0
" 21	"	"	..	74 3	Scoopman	..	..	102 0
PROPORTION. (Within any factory or place.)					Shoveller	..	..	102 0
Apprentices.					Shaft sinker	..	..	109 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					Pneumatic pickman	..	..	107 0
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.					Jumperman	..	..	107 0
Improvers.					Pickman	..	..	102 0
One improver to every five or fraction of five workers receiving not less than the minimum wage.					Drivers—			
					One horse	..	..	101 0
					Two horses	..	..	104 0
					Three horses	..	..	107 0
					Motor vehicle having maker's capacity of—			
					25 cwt. or less	..	..	107 0
					Over 25 cwt., but not over 3 tons	..	..	111 0
					Over 3 tons, but under 6 tons	..	..	114 0
					All others	..	..	98 0

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 274 of the 16th July, 1940, shall remain in force.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 93 of the 25th May, 1944, shall be replaced by the following clause:—

2. WAGES.

								Wages per Week of 44 Hours.	
								s. d.	
Juvenile Workers.									
15 years of age and under 17 years of age	41 0
17 " " " 18 " "	52 9
18 " " " 19 " "	63 6
19 " " " 20 " "	74 6
20 " " " 21 " "	99 9

				Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
				s. d.	s. d.	s. d.
Other Employees.						
Persons employed at Casing Factories outside Freezing Works—						
Pullers-off and strippers	..	..	..	126 0	4 0	130 0
All others	..	..	..	126 0	4 0	130 0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade—						
Pullers-off and strippers	..	..	..	120 0	3 0	123 0
All others	..	..	..	120 0	3 0	123 0

							Wages per Day.					
							Monday to Friday.			Saturday.		
							Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.	Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.
							s. d.	d.	s. d.	s. d.	d.	s. d.
Persons employed at Casing Factories in Freezing Works—												
Pullers-off and strippers	..	..	..	..	..	..	22 8	9	23 5	12 8	3	12 11
All others	..	..	..	..	..	..	22 8	9	23 5	12 8	3	12 11
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade—												
Pullers-off and strippers	..	..	..	..	..	..	22 8	9	23 5	12 8	3	12 11
All others	..	..	..	..	..	..	22 8	9	23 5	12 8	3	12 11

Clauses 3 to 17 inclusive of the Determination as published in *Government Gazette* No. 93 of the 25th May, 1944, shall remain in force.

SCHEDULE—*continued.*

SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 59 of the 24th March, 1943, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

	Adjustable	War Loading	Total
	Wage.	(Non-adjustable).	Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Ganger, i.e., a man in charge of over six men	119 0	3 0	122 0
Leading waterman	116 0	3 0	119 0
Leading hand, i.e., a man in charge of from three to six men	111 0	3 0	114 0
Waterman, i.e., a man who distributes sewage from channels over land	108 0	3 0	111 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	108 0	3 0	111 0
Sewage tank attendant	108 0	3 0	111 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers	108 0	3 0	111 0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent	108 0	3 0	111 0
Tide gate attendant, i.e., a man who keeps channels open at seafront	106 0	3 0	109 0

Employees engaged on afternoon or night shift shall, in addition to the appropriate rate fixed above, be paid 7½ per cent. and 10 per cent. per week respectively of the total wage.

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

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

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 59 of the 24th March, 1943, shall remain in force.

SCHEDULE—continued.

SEWER BUILDERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 79 of the 21st April, 1943, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.		Juvenile Workers.	All other Employees.			
WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.			
				Day Shift and Afternoon Shift.	Night Shift.	
				s. d.	s. d.	
1st year } 2nd ,, } 3rd ,, }	s. d.	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant	s. d.	Man in charge of six or more employees ..	131 6	156 6
	.. 72 5			Man in charge of borers, testing ground ..	128 2	153 5
				Powder monkey	135 6	162 3
PROPORTION.				Concrete manhole builder	135 2	161 8
Apprentices.				Man in charge of concrete mixer doing running repairs	125 0	149 8
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."		.. 77 3		Manhole builders' labourer	122 8	146 8
Improvers.				Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	122 8	146 8
One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All others."				Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	128 2	153 5
				Renderers employed in pipes, tunnels, or covered drains	159 0	189 0
				Renderers employed in open drains	145 3	176 2
				Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface ..	124 8	149 8
				Rigger in charge of vent erecting or dismantling Sinks (other than manhole sinks), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Borers testing ground ..	122 8	146 8
				Man in charge of machine pumping water from trenches and doing running repairs	122 8	146 8
				Foreman's assistant	122 8	146 8
				Machine borer, pneumatic pick or scabber user ..	131 6	157 0
				Pitcher setter	124 6	148 6
				Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	124 8	149 8
				Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains	153 6	184 3
				Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	135 2	161 8
				Toolsmith	126 6	152 0
				Slurry filler	117 9	141 0
				Topman	112 8	134 8
				Scoop filler	122 8	146 8
				Ploughman	128 8	155 6
				Ploughman's assistant	115 8	139 2
				Windlass hand working alone on a tripod windlass	118 8	142 2
				Other Windlass hands	115 8	139 2
				All others	112 8	134 8
				Employees working in sirlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.		

Clauses (3) to (24) inclusive of the Determination as published in *Government Gazette* No. 79 of the 21st April, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 160 of the 16th August, 1943, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
	Commencing Age.								
	Under 16 years.	16 years.	17 years.	18 years or over.					
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>					<i>s. d.</i>
1st year	16 0	24 0	24 0	35 6	Under 16 years of age .. .. .	..	..	..	25 9
2nd year	24 0	35 6	35 6	45 6	16 and under 17 years of age .. .. .	..	..	..	28 9
3rd year—					17 and under 18 years of age .. .. .	..	..	..	31 9
1st 6 months	35 6	45 6	45 6	64 6	18 and under 19 years of age .. .. .	..	..	..	35 0
2nd 6 months	35 6	45 6	45 6	74 0	19 and under 20 years of age .. .. .	..	..	..	39 0
4th year—					20 and under 21 years of age .. .. .	..	..	..	41 9
1st 6 months	45 6	55 9	64 6	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months	45 6	55 9	74 0	Minimum wage	<i>Apprentices.</i>				
5th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
1st 6 months	55 9	64 6	Minimum wage		<i>Improvers.</i>				
2nd 6 months	55 9	74 0	Minimum wage		Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.				
6th year—									
1st 6 months	64 6	Minimum wage							
2nd 6 months	74 0	Minimum wage							
Thereafter	Minimum wage								

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 119s. per week of 44 hours.

Improvers.
One improver to every four workers receiving not less than 119s. per week of 44 hours.

(3)

OTHER EMPLOYEES.

Wages per Week of 47 Hours.					Wages per Week of 44 Hours.			
						Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
Female Receiver, Despatcher, or Saleswoman—						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
21 years of age .. .. .	..	..	..	..	Males	116 0	3 0	119 0
22 years of age .. .. .	..	..	..	..
23 years of age .. .. .	..	..	..	..

Clauses (4) to (10) inclusive of the Determination as published in *Government Gazette* No. 160 of the 16th August, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 139 of the 17th July, 1943, shall be replaced by the following clauses:—

(2a)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.				Apprentices and Improvers not elsewhere included.			
				APPRENTICES.			
				Five-Year Terms.			
				Weekly Wage.			
				£ s. d.			
1st year's experience	..	..	..	..	..	..	..
2nd "	"	"	"	..	..	..	..
3rd "	"	"	"	..	..	..	..
4th "	"	"	"	..	..	..	..
5th year	..	..	..	..	..	..	..
				First year			
				Second year			
				Third year			
				Fourth year			
				Fifth year			
				Minimum wage			
PROPORTION (BY ANY EMPLOYER).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.							
<i>Improvers.</i>							
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.							
				APPRENTICES.			
				Four-Year Terms.			
				Weekly Wage.			
				£ s. d.			
				First year			
				Second year			
				Third year			
				Fourth year			
				Fifth year			
				Minimum wage			
PROPORTION (BY ANY EMPLOYER).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.							
<i>Improvers.</i>							
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.							
				EMPLOYMENT OF MALE JUNIORS.			
				(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.			
				(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:— After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher, and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.			

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				Apprentices and Improvers not included elsewhere.			
				The wage rates of unapprenticed junior labour shall be as follows:—			
				Weekly Wage.			
				£ s. d.			
IMPROVERS.							
Under 18 years	..	..	..	..	..	..	..
18 years and under 19 years	..	..	..	..	..	..	..
19 years and under 20 years	..	..	..	..	..	..	..
20 years	..	..	..	..	..	..	..
				First year's experience			
				Second year's experience			
				Third year's experience			
				Fourth year's experience			
				Fifth year's experience and until reaching the age of 21 years			
				Minimum wage			
PROPORTION (BY ANY EMPLOYER).							
One improver to every five drivers receiving not less than the minimum wage.							
				Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on.			
				Juniors under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.			
				Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.			
				PROPORTION OF JUVENILES AND APPRENTICES.			
				The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.			

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

(2)

OTHER EMPLOYEES.

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

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	6 17 0	6 0	7 3 0
Slaughterman	6 8 0	6 0	6 14 0
Head and Feet Boners	5 14 0	3 0	5 17 0
Scalders	5 14 0	3 0	5 17 0
Meat Lumpers	5 11 6	3 0	5 14 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	5 8 0	3 0	5 11 0
General labourers	5 5 6	3 0	5 8 6

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

DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	6 13 6	7 0 0	6 10 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	6 13 6	7 0 0	6 10 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— Definition:—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing	6 18 0	7 4 6	6 14 0
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	6 12 0	6 18 6	6 9 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	6 6 0	6 12 6	6 3 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	6 3 0	6 9 6	6 0 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	6 3 0	6 9 6	6 0 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	5 9 0	5 15 6	5 6 0
All others	5 7 0	5 13 6	5 4 0
Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods.			
DIVISION C.—SMALL GOODS SECTION.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	6 13 6	7 0 0	6 10 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	6 13 6	7 0 0	6 10 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	6 6 0	6 12 6	6 3 0
Fillermen	5 18 0	6 4 6	5 15 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	6 3 0	6 9 6	6 0 0
Packing-room hands	5 12 0	5 18 6	5 9 0
Linkers and table hands	5 11 0	5 17 6	5 8 0
All others	5 7 0	5 13 6	5 4 0

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

OTHER EMPLOYEES—continued

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool. (c) Within the Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
Drivers of Motor Vehicles—	£ s. d.	£ s. d.	£ s. d.
Not exceeding 25 cwt. capacity	5 7 6	5 14 0	5 4 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	5 11 6	5 18 0	5 8 6
Exceeding 3 tons capacity	5 15 6	6 2 0	5 12 6
Horse Drivers—			
One horse	5 5 0	5 11 6	5 2 0
Two horses	5 7 6	5 14 0	5 4 6
Three horses	5 9 6	5 16 0	5 6 6
Head stableman (if more than one employed)	5 3 0	5 9 6	5 1 0
Other stablemen or grooms	4 19 0	5 5 6	4 16 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer } Drivers who, during the day, are engaged in carting blood manure or offensive offal	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	5 12 0	5 18 6	5 9 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	5 16 0	6 2 6	5 13 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	5 19 0	6 5 6	5 16 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer.			
(2) Horse drivers—			
(i) one horse	5 7 0	5 13 6	5 4 0
(ii) two horses	5 12 0	5 18 6	5 9 0
(iii) three horses	5 15 0	6 1 6	5 12 0
(iv) four horses	5 17 0	6 3 6	5 14 0

DIVISION F.—EMPLOYEES ON GAS PRODUCER UNITS.

In addition to the rates prescribed, employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s.

Provided that the special loadings prescribed by clause (59) of this Determination shall not apply to any driver or cleaner covered by this Division.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

Clauses (3) to (59) inclusive of the Determination published in *Government Gazette* No. 139 of the 17th July, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 6 (CHEMISTS).

Clause (2) of the Determination published in *Government Gazette* No. 82 of the 21st April, 1943, shall be replaced by the following clause:—

2.

(a) Apprentices.

WAGES PER WEEK OF 46 HOURS.				PROPORTION.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	(In any shop or place.)		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	One apprentice to one or more than one worker receiving not less than the minimum wage:		
1st year	18 6	0 6	19 0	Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.		
2nd "	24 6	0 6	25 0			
3rd "	36 6	1 0	37 6			
4th "	36 6	1 0	37 6			
5th "	67 6	2 0	69 6			
6th "	80 0	2 0	82 0			

(b) Juvenile Workers.

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz. :—

WAGES PER WEEK OF 46 HOURS.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	14 6	0 6	15 0	14 6	0 6	15 0	20 6	0 6	21 0
2nd "	20 6	0 6	21 0	24 6	0 6	25 0	27 0	0 6	27 6
3rd "	24 6	0 6	25 0	28 6	0 6	29 0	35 0	1 0	36 0
4th "	28 6	0 6	29 0	35 0	1 0	36 0	40 0	1 0	41 0
5th "	35 0	1 0	36 0	40 0	1 0	41 0	..	..	..
6th "	40 0	1 0	41 0	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	20 6	0 6	21 0	24 6	0 6	25 0	24 6	0 6	25 0
2nd "	28 6	0 6	29 0	35 0	1 0	36 0	..	..	..
3rd "	40 0	1 0	41 0	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..

(c) Other Employees.

WAGES PER WEEK OF 46 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>
Managing Pharmaceutical Chemist ..	7 13 0	0 6 0	7 19 0	7 1 6	0 6 0	7 7 6
Assistant Pharmaceutical Chemist ..	6 11 0	0 6 0	6 17 0	6 1 2	0 6 0	6 7 2
Unregistered Assistant ..	6 1 6	0 3 0	6 4 6	5 12 5	0 3 0	5 15 5

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 82 of the 21st April, 1943, shall remain in force.

SCHEDULE—*continued.*

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two of the Determination published in *Government Gazette* No. 80 of the 6th March, 1942, shall be replaced by the following clauses:—

PART ONE.

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

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

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	29 0	0 9	29 9	27 6	0 9	28 3
16 years of age	38 6	1 0	39 6	30 0	0 9	30 9
17 years of age	47 0	1 3	48 3	33 6	0 9	34 3
18 years of age	61 0	1 6	62 6	36 6	1 0	37 6
19 years of age	81 6	2 0	83 6	44 6	1 3	45 9
20 years of age	86 0	2 3	88 3	51 0	1 3	52 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 116s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 116s. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 60s. 6d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 60s. 6d. per week of 44 hours.

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	118 6	3 0	121 6
Grader who grades for the export trade	124 0	3 0	127 0
Females employed filling cartons with boned meat	59 0	1 6	60 6
All others	113 0	3 0	116 0

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

	Within the hours fixed in clause (2).	Outside the hours fixed in clause (2).
Skinning rabbits (heads off)	2s. 6d. per 100 } plus	3s. 9d. per 100 } 1 plus
Skinning rabbits (heads on)	3s. 3d. per 100 } 11 per cent.	4s. 7½d. per 100 } 1 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb. } plus	
Skinning hares	9s. 3d. per 100 } 23 per cent.	

PART TWO.

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

(1) **APPRENTICES OR IMPROVERS.**

Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	26 6	0 9	27 3	22 0	0 9	22 9
16 years of age	35 0	1 0	36 0	26 6	0 9	27 3
17 years of age	46 6	1 3	47 9	32 6	1 0	33 6
18 years of age	57 6	1 9	59 3	41 6	1 3	42 9
19 years of age	66 0	2 0	68 0	45 0	1 3	46 3
20 years of age	79 0	2 3	81 3	49 6	1 6	51 0

SCHEDULE—continued.

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

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 104s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every four or fraction of four workers receiving not less than 104s. 6d. per week of 48 hours, or 44 hours, as the case may be.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 56s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 56s. 6d. per week of 48 hours, or 44 hours, as the case may be.

OTHER EMPLOYEES.

Wages per Week.

	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	131 6	3 0	134 6	126 6	3 0	129 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	70 0	2 0	72 0	66 0	2 0	68 0
Foreman having the supervision of four or more workers	121 6	3 0	124 6	116 6	3 0	119 6
Shop hands (males) or salesmen	108 6	3 0	111 6	103 6	3 0	106 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	111 6	3 0	114 6	107 6	3 0	110 6
Wet chain pluckers	119 0	3 0	122 0	119 0	3 0	122 0
Labourers assisting—						
(a) Wholesale fish salesmen	116 6	3 0	119 6	111 6	3 0	114 6
(b) Wholesale poultry salesmen	106 6	3 0	109 6	103 6	3 0	106 6
Persons employed grading and/or placing plucked poultry in boxes	111 6	3 0	114 6	107 6	3 0	110 6
Females employed—						
(a) As shop hands	58 0	1 9	59 9	55 0	1 6	56 6
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	58 0	1 9	59 9	55 0	1 6	56 6
All others	101 6	3 0	104 6	101 6	3 0	104 6

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

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

	s. d.
(i) Roughing fowls by hand	0 3½ per pair
Roughing fowls by machine	0 3 per pair
Stumping fowls the same day as they are roughed by hand	0 3½ per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair
Stumping fowls which have been roughed by a machine	0 4 per pair
Plucking fowls	0 7 per pair
Plucking ducks, where wings are not plucked right out	0 7½ per pair
Plucking ducks, where wings are required to be plucked right out	0 11½ per pair
Plucking Muscovy drakes (redheads)	1 3 per pair
Plucking turkey hens	0 8½ per pair
Plucking turkey cocks	1 1 per pair
Plucking geese	1 1 per pair
Plucking teal	0 4 per pair
Plucking black duck	0 5 per pair
Plucking blue wing	0 4 per pair
Plucking mountain duck	0 5 per pair
Plucking pigeons and small birds	0 3 per pair
Plucking quail	0 3 per pair
Plucking pheasants	0 7 per pair
Drawing and trussing fowls or ducks	0 3 per pair extra
Drawing and trussing geese	0 6 per pair extra
Drawing and trussing turkeys	0 9 per pair extra
(ii) *Blooding cotta	0 9 per large box
*Splitting cotta	1 0 per large box
*Scaling and cleaning salmon	1 6 per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box
*Cleaning whiting	0 3 per dozen
*Filleting whiting	0 6 per dozen
*Cleaning flounders	0 3 per dozen
Trimming shark	0 6 per box
Skimming and trimming shark	2 0 per box

Plus 36 per cent.

* Including washing.

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

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

SCHEDULE—continued.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 48 of the 21st March, 1944, shall be replaced by the following clauses:—

2 (i)

Improvers.		Other Employees.			
WAGES PER WEEK OF 44 HOURS.		WAGES.		All other parts of Victoria where this Determination applies.	
		(a) In Hay, Corn, or Chaff Stores.			
		(b) Employed handling or distributing brewers' or distillers' grains			
		Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store			
		Drivers of motor wagons—			
		(a) having a capacity of 2 tons or less			
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			
		(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer			
		Carters driving one horse			
		Carters driving two horses			
		And for every additional horse			
		All others			
PROPORTION		Wood Yards, or Wood, Coal, and Coke (Combined) Yards.			
One improver to the first four or fraction of four workers receiving not less than 10s. per week of 44 hours, and thereafter one improver to each additional four such workers.		Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard			
		Drivers of motor wagons—			
		(a) having a capacity of 2 tons or less			
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer			
		Carters driving one horse			
		Carters driving two horses			
		And for every additional horse			
		All others			
		Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.			
		Drivers of motor wagons—			
		(a) having a capacity of 2 tons or less			
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer			
		Carters driving one horse			
		Carters driving two horses			
		And for every additional horse			
		All others			
		Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood). Benchmen			
		Drivers of motor wagons—			
		(a) having a capacity of 2 tons or less			
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons			
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer			
		Carters driving one horse			
		Carters driving two horses			
		And for every additional horse			
		All others			
Under 17 years of age	s. d. 43 3	113 0	per week of 44 hours	118 0	per week of 44 hrs.
17 years of age	50 6	107 0	44 "	110 0	44 "
18 "	62 3	112 0	44 "	115 0	44 "
19 "	69 0	118 0	44 "	121 0	44 "
20 "	76 3	103 0	44 "	106 0	44 "
		108 0	44 "	111 0	44 "
		0 6	extra per day	0 6	extra per day
		106 0	per week of 44 hours	109 0	per week of 44 hrs.
		106 0	per week of 44 hours	109 0	per week of 44 hours
		107 0	44 "	110 0	44 "
		112 0	44 "	115 0	44 "
		118 0	44 "	121 0	44 "
		103 0	44 "	106 0	44 "
		108 0	44 "	111 0	44 "
		0 6	extra per day	0 6	extra per day
		104 0	per week of 44 hours	107 0	per week of 44 hours
		107 0	per week of 44 hours	110 0	per week of 44 hours
		112 0	44 "	115 0	44 "
		118 0	44 "	121 0	44 "
		103 0	44 "	106 0	44 "
		108 0	44 "	111 0	44 "
		0 6	extra per day	0 6	extra per day
		117 0	per week of 44 hours	120 0	per week of 44 hours
		110 0	per week of 44 hours	113 0	per week of 44 hours
		107 0	44 "	110 0	44 "
		112 0	44 "	115 0	44 "
		118 0	44 "	121 0	44 "
		103 0	44 "	106 0	44 "
		108 0	44 "	111 0	44 "
		0 6	extra per day	0 6	extra per day
		106 0	per week of 44 hours	109 0	per week of 44 hours

See also Clauses 2 (ii) and 3.

2 (ii)

EXTRA RATES.

	per week
	s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains	3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	1 6
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	1 0

3.

ALLOWANCES.

- (i) To the amounts otherwise prescribed in this Determination shall be added the following:—
 - (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day
 - (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. An extra 1s.
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.
- (iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

Clauses 4 to 15 inclusive of the Determination published in *Government Gazette* No. 48 of the 21st March, 1942, shall remain in force.

NOTE.—To the weekly earnings of each piecemaker the sum of 10s. shall be added, provided that where less than 44 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

SCHEDULE—continued.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clauses (2) and (17) of the Determination published in *Government Gazette* No. 184 of the 30th August, 1943, shall be replaced by the following clauses:—

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(2)		IMPROVERS.	OTHER EMPLOYEES.
		Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	<i>s. d.</i>		<i>Firewood Saw-mills, Mallee Roots, &c.</i>
Under 17 years of age	60 9		Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker
17 years of age	71 0		Other benchmen
18 " "	81 4		Lumpers
19 " " or over—the appropriate rate prescribed under the heading "other employees."			Trolley-men
			Skip loaders
			Truck loaders of wood 4 feet or over
			Wagon or dray loaders
			Block stackers
			Wood cutters
			Carters driving one, two, or three horses
			And 6s. extra per week for every additional horse in excess of three.
			Drivers of motor vehicles having a carrying capacity—
			(a) not exceeding 25 cwt.
			(b) exceeding 25 cwt. but not exceeding 3 tons
			(c) exceeding 3 tons
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.
			Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles
			All others
			Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.
			<i>Gas Producer Units.</i>
			The following provisions shall apply to drivers of vehicles fitted with gas producer units:—
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
			<i>Hay, Corn, or Chaff Stores.</i>
			Storemen in charge
			All others
			<i>Wood, Coal, or Coke Yards.</i>
			Carters driving one horse
			Carters driving two horses
			And 3s. extra per week for every additional horse.
			Drivers of motor vehicles having a carrying capacity—
			(a) not exceeding 25 cwt.
			(b) exceeding 25 cwt., but not exceeding 3 tons
			(c) exceeding 3 tons
			And if a trailer is attached to a vehicle—1s. 6d. per day extra.
			All others
			<i>Gas Producer Units.</i>
			The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

PROPORTION (BY ANY EMPLOYER).
One improver to the first three workers, receiving not less than 104s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.

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

SCHEDULE—continued.

SHOPS BOARD No. 13 (FUEL AND FODDER)—COUNTRY—continued.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(17)	IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.
	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	60 9	Wood cutters, using axe, power crosscut, circular saw, or other method
17 years of age	71 0	Carters driving one, two, or three horses
18 " "	86 6	And 6s. extra per week for every additional horse in excess of three.
19 " " or over :—the appropriate rate prescribed under the heading "other employees."		Drivers of motor vehicles having a carrying capacity—
		(a) not exceeding 25 cwt.
		(b) exceeding 25 cwt. but not exceeding 3 tons
		(c) exceeding 3 tons but not exceeding 6 tons
		(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.
		<i>Gas Producer Units.</i>
		The following provisions shall apply to drivers of vehicles fitted with gas producer units :—
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
		Charcoal burning by retorts, metal or brick kilns, or pits—
		(a) Operator in charge of plant
		(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading
		Grinding or grading charcoal—
		(a) Attendant in charge of plant—
		(i) With four or more persons under his supervision
		(ii) With three or fewer persons under his supervision
		(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 117s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

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

Clauses (3) to (16) inclusive and clauses (18) to (34) inclusive of the Determination as published in *Government Gazette* No. 184 of the 30th August, 1943, shall remain in force, provided that, in clauses (16) and (32) the expression "NOTE.—To the weekly earnings of each pieceworker, the sum of 1s. shall be added, provided that where less than 44 hours is worked in any week, a proportionate amount shall be added in lieu of such sum," shall be deleted.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause (2) of the Determination published in *Government Gazette* No. 376 of 28th December, 1942, shall be replaced by the following:—

Apprentices or Improvers.				Other Employees.			
WAGES.		Per Week of 48 Hours.		WAGES.		Per Week of 48 Hours.	
		Males.	Females.			Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under	20 6	20 6	Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department	127 6	112 6		
16 years of age	26 6	26 6	First assistant, 25 years of age, where two or more persons over the age of 19 years are employed	122 6	107 6		
17 years of age	38 0	34 6	*All others—				
18 years of age	47 0	40 6	21 years of age	85 0	71 0		
19 years of age	57 0	50 0	22 years of age	97 6	81 0		
20 years of age	67 0	61 0	23 years of age or over	112 6	96 6		

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 376 of 28th December, 1942, shall remain in force.

SCHEDULE—continued.

SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, shall be replaced by the following clause:—

(2)

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES.		
Per Week of 44 Hours.		Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.	
s. d.		s. d.		s. d.	s. d.	
1st year ..	27 6	1st year ..	27 6	Slaters or Tilers ..	3 4	146 8
2nd " ..	41 6	2nd " ..	41 6			
3rd " ..	55 9	3rd " ..	55 9			
4th " ..	69 0	4th " ..	69 0			
5th " ..	89 9	5th " ..	89 9			
PROPORTION (by any employer).		PROPORTION (by any employer).		Persons employed stripping or repairing roofs or re-covering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.		
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 146s. 8d. per week of 44 hours.		One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 146s. 8d. per week of 44 hours.				
An indenture of apprenticeship was approved on 18th December, 1911.						

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

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 27 and 28 of the Determination published in *Government Gazette* No. 251 of the 31st December, 1943, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2.

(a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 4s. 3½d. plus 1½d. war loading (total 4s. 4½d.)
 per 100 sheep or lambs slaughtered
 To slaughtermen employed in Group B, 4s. 2½d plus 1s. 1½d. war loading (total 46s. 3½d.)
 per 100 sheep or lambs slaughtered } Rams double rates.

To learners—

For the first 18 days of employment—

From Monday to Friday inclusive 19s. 5d. plus 6d. war loading (total 19s. 11d.) per day.
 Saturday 10s. 9d. plus 6d. war loading (total 11s. 3d.).

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 23s. 6d. plus 1s. 1d. war loading (total 24s. 7d.) per day
 Saturday 11s. 9d. plus 7d. war loading (total 12s. 4d.).

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 49s. 5½d. plus 1s. 3d. war loading (total 50s. 8½d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 4s. 3½d. plus 1½d. war loading (total 4s. 4½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 46s. 2½d. plus 1s. 1½d. war loading (total 46s. 3½d.) per 100 sheep or lambs slaughtered equally between them.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, trimmers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Chain System.—Employees engaged either changing from long hook to gambrel and slide, or inserting spreader and/or feeding to the chain.

Ring System.—Employees either changing over, or inserting spreader, and/or feeding the ring.

Employees changing from long hook to gambrel and slide on the chain system shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 1s. per 100 sheep or lambs.

Employees changing over on the ring system shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees on the chain system who either insert the spreader and/or feed the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs. Provided that employees who feed two or more chains shall first handle 4,000 sheep or lambs daily at "Other Labourers" rates before the additional rates are payable.

Employees on the ring system who either insert the spreader and/or feed the ring shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 3d. per 100 sheep or lambs.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 49s. 5½d. plus 1s. 3d. war loading (total 50s. 8½d.) per 100 sheep or lambs slaughtered. Rams—double rates.

SCHEDULE—continued.

SLAUGHTERING FOR EXPORT BOARD—continued.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggotty, Diseased Sheep and Lambs and Full Wool Sheep:—

(i) Daggy and/or maggotty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

3.

CATTLE.

(a) Rate of Pay to Slaughtermen.—2s. 9½d. plus 1d. war loading (total 2s. 10½d.) per head of cattle slaughtered.

Bulls, 500 lb. to 600 lb., freezer weight—rate and a half. Over 600 lb., freezer weight—double rates.

Downer cattle, i.e. cattle which are carted to the killing pen—double rates.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

4.

CALVES.

Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on 45s. 10½d. plus 1s. 3d. war loading (total 47s. 1½d.) per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed 54s. 1d. plus 1s. 3d. war loading (total 55s. 4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 59s. 2½d. plus 1s. 3d. war loading (total 60s. 5½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed 69s. 6d. plus 1s. 3d. war loading (total 70s. 9d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 71s. 6½d. plus 1s. 3d. war loading (total 72s. 9½d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed 86s. 11½d. plus 1s. 3d. war loading (total 88s. 2½d.) per 100 calves.

Calf skinners engaged skinning cold calves—

Monday to Friday inclusive 24s. 7d. plus 1s. war loading (total 25s. 7d.) per day.

Saturday 12s. 3d. plus 1s. war loading (total 13s. 3d.).

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

5.

PIGS.

(a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb. 7d. per head

101 lb. to 200 lb. 9½d. per head

Over 200 lb. 1s. 3½d. per head

Hand scudded—

Up to 100 lb. 1s. per head

101 lb. to 200 lb. 1s. 3½d. per head

Over 200 lb. 2s. 0½d. per head

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

} plus 13½ per cent.,
plus 4 per cent.
war loading.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

RATES OF PAY TO BONEERS.

6. Boneers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which, in respect of beef or mutton, shall not apply until the following daily quota has been completed:—

(a) (1) When a 5½-day week is worked the quota shall be:—

for an ordinary day (Monday to Friday inclusive)—

(i) beef—8½ bodies.

(ii) mutton—61 carcasses.

for a Saturday—

(i) beef—3½ bodies,

(ii) mutton—20 carcasses.

SCHEDULE—*continued.*

SLAUGHTERING FOR EXPORT BOARD—*continued.*

(2) When a five day week is worked the quota shall be:—

- (i) beef—9½ bodies,
- (ii) mutton—65 carcasses.

(b) Piece-work prices referred to above are:—

(i) Mutton:—6d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done and in addition an employee shall be paid 1½d. for each carcass ribbed and bird caged.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hindquarters shall equal two carcasses.

(ii) Beef:—3s., and 9d. respectively for each additional body or quarter of beef (all-in-weights) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

- Five briskets shall equal one quarter of beef.
- Two rumps and loins shall equal one quarter of beef.
- Four clods and stickings shall equal one quarter of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Three horses' heads shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.

Surplus Fore-quarters i.e., those fore-quarters which have been purchased or acquired under the Acquisition Plan and being additional fore-quarters to the full bodies being treated.

Under 100 lb.	9d. per quarter	} bone-in-weight.
101 lb. to 150 lb.	..	..	..	..	..	..	..	11d. per quarter
Over 150 lb.	..	..	..	..	..	..	..	1s. per quarter

(c) Calves.—At the following rates—

Up to 60 lb.	6d. per carcass	} Veal to be ribbed out.
61 to 120 lb.	..	..	..	..	9d. per carcass
121 to 200 lb.	..	..	..	..	1s. 6d. per carcass
Over 200 lb.	to be paid for at beef prices.					

For the purposes of this sub-clause—

- Two flying foxes of veal shall equal one carcass.
- Three trunks of veal shall equal two carcasses.
- Three pairs of legs of veal shall equal one carcass.
- Three pairs of loins of veal shall equal one carcass.
- Three pairs of hindquarters of veal shall equal two carcasses.

(d) Pork.—At the rate of 1s. 6d. per 100 lb. bone-in-weight. The work to be done on pork shall be as follows:—
Meat to be boned out, rinded and defatted to the satisfaction of the employer.

Boners on piece-work shall work 44 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed:—

(a) When a five and a half day week is worked the quota shall be:—

(1) for an ordinary day (Monday to Friday inclusive)—

(i) beef—thirteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	52 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	48 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	45 quarters.

(ii) mutton—120 carcasses.

(2) for a Saturday—

(i) beef—five bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	20 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	20 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	15 quarters.

(ii) mutton—50 carcasses.

(b) When a five day week is worked the quota shall be:—

(i) beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	56 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	52 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	48 quarters.

(ii) mutton—130 carcasses.

(c) Piecework prices referred to above are:—

(i) Mutton—1½d. for each additional carcass in excess of the daily quota.

(ii) Beef—1s. 1½d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota:—

Under 100 lb.	..	..	..	..	..	..	..	..	5·52d. per quarter.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	6·73d. per quarter.
Over 150 lb.	..	..	..	..	..	..	..	..	7·36d. per quarter.

Slicers and Trimmers on piece-work shall work 44 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

SCHEDULE—continued.

SLAUGHTERING FOR EXPORT BOARD—continued.

8. JUVENILE WORKERS. For definition see Clause 11.			OTHER EMPLOYEES.						
Wages per Day.			Wages per day when a 5½-day week is worked.						
	Monday to Friday.	Saturday.	Ordinary Wage Monday to Friday.	War Loading Monday to Friday.	Total Wage Monday to Friday.	Ordinary Wage Saturday.	War Loading Saturday.	Total Wage Saturday.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
16 years and under 17 years	7 6	2 8	Boners (Beef and Mutton) ..	25 1	1 1	26 2	11 9	0 7	12 4
17 years and under 18 years	8 0	3 3	Slicers and Trimmers ..	22 6	0 8	23 2	11 3	0 8	11 11
18 years and under 19 years	9 4	3 11	Boners' Labourers ..	21 8	0 6	22 2	10 10	0 6	11 4
19 years and under 20 years	11 0	4 0	Skin Shed Labourers ..	21 5	0 6	21 11	11 1	0 6	11 7
20 years and under 21 years	14 11	5 11	Other Labourers ..	22 8	0 8	23 4	11 5	0 8	12 1
						Wages per day when a 5-day week is worked.			
						Ordinary Daily Wage.	War Loading (Daily).	Total Daily Wage.	
						s. d.	s. d.	s. d.	
			Boners (Beef and Mutton) ..			27 5½	1 2½	28 7½	
			Slicers and Trimmers ..			24 9	0 9½	25 6½	
			Boners' Labourers ..			23 10	0 7½	24 5½	

SECTION 8.

DROVERS, STOCKMEN, OR PENNERS-UP.

27.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—22s. plus 6d. war loading (total, 22s. 6d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—8s. plus 2d. war loading (total, 8s. 2d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn } 26s. 8d., plus 6d. war loading
- (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 27s. 2d.), per trip.
- (c) Sims Cooper Freezing Works, Newport }

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—27s. 8d., plus 6d. war loading (total, 28s. 2d.), per day, including Saturdays and Sundays.

All others—

Monday to Friday—21s. 4d., plus 6d. war loading (total, 21s. 10d.), per day.

Saturday—11s. 1d., plus 6d. war loading (total, 11s. 7d.)

28.

JUVENILE WORKERS.

			Wages per Day.	
			Monday to Friday.	Saturday.
			s. d.	s. d.
16 years of age and under 17 years of age			7 6	2 8
17 years of age and under 18 years of age			8 0	3 3
18 years of age and under 19 years of age			9 4	3 11
19 years of age and under 20 years of age			11 0	4 0
20 years of age and under 21 years of age			14 11	5 11

Clauses 9 to 26 inclusive and clauses 29 to 35 inclusive as published in *Government Gazette* No. 251 of the 31st December, 1943, shall remain in force.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, 4, and 17 of the Determination published in *Government Gazette* No. 88 of the 22nd May, 1944, shall be replaced by the following:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 44 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	73 0	24 3	27 3	26 3	24 3	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 112s. per week of 44 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 111s. per week of 44 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 69s. 3d. per week of 44 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 68s. 6d. per week of 44 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 66s. 6d. per week of 44 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 63s. 9d. per week of 44 hours.</p>
16 to 17 years of age		32 3	31 0	33 6	31 6	
17 to 18 years of age		41 6	36 6	38 0	35 0	
18 to 19 years of age		58 0	41 0	45 0	40 9	
19 to 20 years of age		93 0	74 9	47 9	49 3	
20 to 21 years of age	112 6	91 3	54 6	56 0	52 0	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 44 Hours.

	s. d.
Under 16 years of age	31 0
16 to 17 years of age	42 6
17 to 18 years of age	49 0
18 to 19 years of age	59 0
19 to 20 years of age	76 6
20 to 21 years of age	91 0

Provided that any youth called upon to stack full cases more than three high to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

PART I.—continued.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	s.	d.
(i) Head storeman, i.e., an employee in charge of a store or a special department in a store ..	122	0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men working regularly under his supervision ..	117	0
All others ..	112	0

Provided that whenever not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt. they shall be paid 6d. per hour extra whilst so employed.

(ii) Casual hands shall be paid at the rate per hour of 3s. 6½d. adjustable under clause 47 hereof.

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

Column No.	Males employed in (or on) or in connexion with—																									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Road or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lint, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Boot Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Head-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Fish, Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place. *														
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.														
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	130	0	121	8	115	0	117	0	114	0	116	6	127	0	116	6	118	6	126	0	114	0	118	6		
																									(a) Works singly	
																									(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(a) 1, 2, 3, 4, 5, or 6 such persons	130	0	121	8	115	0	119	6	116	3	118	9	133	3	118	9	125	9	128	3	116	3	120	9		
(b) 7 or more such persons	130	0	121	8	115	0	133	6	130	9	133	6	147	9	133	6	134	9	142	3	138	9	134	9		
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	..	..	..	..	114	0	116	6	..	..	116	6	118	6	126	0	114	0	118	6	
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	117	3
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	114	0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	114	0
Egg packers, sorters, or testers with six months' or more experience ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	112	0
All male adults not otherwise provided for ..	130	0	121	8	115	0	114	0	111	0	112	0	127	0	112	0	114	0	122	0	112	0	114	0	114	0

Storemen or packers called upon to work in cool stores shall be paid 3s. per hour whilst so employed. This rate include 1½/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* Note.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

4. (c) FEMALES.

	Females Employed in or in Connection with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
	44 Hours. s. d.	Wages per 44 Hours. s. d.	Week of— 44 Hours. s. d.	44 Hours. s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	66 6	73 3	78 6	66 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	70 6	78 6	83 0	70 6
(ii) 7 or more such persons	79 9	86 0	92 0	79 9
Females employed packing or sorting laundry work				69 3
Packers of crockery, china, or glassware				79 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience			67 6	
With eight weeks' or more experience			74 9	
All female adults not otherwise provided for	63 9	68 6	66 6	63 9

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

17. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 3s. 3½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses other than Clauses 2, 3, 4, and 17 of the Determination published in *Government Gazette* No. 88 of the 22nd May, 1944, shall remain in force.

TANNERS (FURRED SKINS) BOARD.

Clause 2 of the Determination as published in *Government Gazette* No. 234 of 9th December, 1943, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.	<i>Males.</i>			
				Beam fleshers, pullers on upright knife, shavers	..	5	19 6
				Operators of rotary shaving knife	..	6	4 0
				Other males	..	5	4 0
				<i>Females.</i>			
				Females employed in beaming, fleshing, or slickering of any furred skins	..	5	19 6
				Other females	..	2	17 9
14 to 15 years of age	18 6	} 57 0	16 0				
15 to 16 "	24 9		18 6				
16 to 17 "	33 9		24 0				
17 to 18 "	42 6		31 9				
18 to 19 "	55 0		40 0				
19 to 20 "	64 9		47 0				
20 to 21 "	80 3	104 0	52 6				
PROPORTION (IN ANY PLACE).							
<i>Apprentices and Male Improvers.</i>							
Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Female Improvers.</i>							
One female improver to one,				} Female workers receiving not less than the minimum wage.			
Three female improvers to two,							
And thereafter,							
Three additional female improvers to every two additional							
An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.							

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 234 of 9th December, 1943, shall remain in force.

SCHEDULE—continued.

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 366 of the 31st December, 1941, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

Improvers.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.
Under 19 years of age	71 6	3 0	74 6	Bitumen emulsion maker ..	113 0	3 0	116 0
19 years and under 20 years	84 6	3 0	87 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	113 0	3 0	116 0
20 years and under 21 years	89 6	3 0	92 6	Tar distiller and/or maker of pitch (T.I.C. type of plant)	112 0	3 0	115 0
				Tar distiller and/or maker of pitch (other types of plants)	115 0	3 0	118 0
				Tar acid still attendant ..	115 0	3 0	118 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	113 0	3 0	116 0
				Pitch enamel maker (closed type of plant) ..	115 0	3 0	118 0
				Pitch enamel maker (open type of plant) ..	For rate see clause 7 (c)		
				All others ..	110 6	3 0	113 6

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 366 of the 31st December, 1941, shall remain in force.

TENNIS STRINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years ..	32 6	32 6	32 6	32 6	Males .. 116 6
17 years and under 18 years ..	43 6	38 3	43 6	38 3	Females .. 61 6
18 " " 19 " ..	54 6	43 9			
19 " " 20 " ..	65 3	49 3			
20 " " 21 " ..	76 0	54 6			
PROPORTION (IN ANY PLACE).			Definition of Juvenile Workers.		
Apprentices.			Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—		
One apprentice to every three or fraction of three workers receiving not less than 116s. 6d. per week of 44 hours.			(a) picking out or selecting.		
			(b) making in the raw state.		
			(c) twisting in the dry state.		
Improvers (Males).			PROPORTION (IN ANY PLACE).		
Four improvers to each male worker receiving not less than 116s. 6d. per week of 44 hours.			Males.		
			Six juvenile workers to each worker receiving not less than 116s. 6d. per week of 44 hours.		
Females.			Females.		
Two improvers to each female worker receiving not less than 61s. 6d. per week of 44 hours.			Three juvenile workers to each worker receiving not less than 61s. 6d. per week of 44 hours.		

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, shall remain in force.

SCHEDULE—continued.

TENTMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 82 of the 8th May, 1944, shall be replaced by the following:—

2. ADULTS.
Wages per week of 44 hours.

	Adjustable Weekly Wage.	Non-Adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	£ s. d. 5 14 0	s. d. 5 0	s. d. 4 0	£ s. d. 6 3 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	5 8 0.	5 0	4 0	5 17 0
All other Journeymen	5 14 0	5 0	4 0	6 3 0
Journeywomen	2 18 3	2 6	2 0	3 2 9

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

In addition to the above rates the following shall be paid.

(a) Machinists employed on machining on aeroplanes hangars shall be paid 3 13/22d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywoman shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Union alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Secretary for Labour.

(c) Females working on large machines (132K, 7.5, 45K, and Grummet) on canvas goods or like material, 3s. 6d. per week extra on above rates.

(d) Female machinists employed on machining cupra ammonia canvas shall be paid 9d. per hour extra for the time so employed:

Provided that this provision shall apply only to machinists employed on machining canvas or duck supplied to employers by the Department of Supply and Shipping for manufacturing articles to the order of a Commonwealth Government Department or authority and such canvas or duck is limited to that specially treated against rot, and/or damp, and/or flame.

Clauses 3 to 30 inclusive of the Determination as published in *Government Gazette* No. 82 of the 8th May, 1944, shall remain in force.

SCHEDULE—continued.

TILE LAYERS BOARD.

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

(2)

Apprentices.		Improvers if employed prior to 30th September, 1939. (See Clause 3.)		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.	Per Hour. s. d.	Per Week of 44 Hours. s. d.
1st year	26 6	Under 16 years of age	29 6	Adults	3 1 ¹ / ₁₁
2nd	40 0	Between 16 years and 17 years	44 3		
3rd	53 6	.. 17 18	58 6		
4th	73 3	.. 18 19	73 3		
5th	93 0	.. 19 20	88 3		
		.. 20 21	101 3		
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).		
One apprentice to every three or fraction of three workers receiving not less than 138s. 8d. per week of 44 hours.			One improver to every three workers receiving not less than 138s. 8d. per week of 44 hours.		
An indenture of apprenticeship has been prescribed by the Board.					

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

Floor and Verandah Tiling.

Each area under 1 square yard	7s. 0d. per area.
Under three square yards	9s. 3d. per square yard.
Three square yards or over	8s. 0d. per square yard.
Loose moravian	13s. 3d. per square yard.
Steps of marble, slate, or material other than tiles with tile risers	9d. per foot run respectively for each step fixed or riser tiled.
Any step with nosing tread or riser tiles	3s. 6d. per foot run.

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

Wall Tiling.

Wall tiling	8s. 6d. per square yard.
Kitchen stove recesses	11s. 6d. per square yard.
Splash tiling under 1 square yard to basin and/or bath	11s. 6d. per room.
Ceiling or soffits	17s. 3d. per square yard.
Liners, beads, coves, and capping	3d. per foot run in addition to full overall measurements.
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	3s. 6d. per fitting.
Soap and toilets with mitre surrounds	3s. 6d. each.
Tiled recesses in walls up to 6 in. x 6 in. square	7s. 0d. each.
Sills and reveals which occur in isolated cases	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	6d. per lineal foot.

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

Open Joint Tiling.

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

(a) where joints are bagged	1s. per yard	} in addition to the rates fixed in this schedule for laying and fixing.
(b) where joints are struck	3s. 6d. per yard	

Clauses (3) to (11) inclusive and clauses (13) to (15) inclusive of the Determination as published in *Government Gazette* No. 113 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette*, No. 66 of the 20th April, 1944, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Sheet Metal Section.</i>			
Bench hand (1st class)	6 14 0	7 0 6	6 11 0
Bench hand (2nd class)	6 2 0	6 8 6	5 19 0
Spinner (1st class)	6 6 0	6 12 6	6 3 0
Other spinner	5 13 0	5 19 6	5 10 0
Die setter	5 13 0	5 19 6	5 10 0
Press operator (heavy)	5 11 0	5 17 6	5 8 0
Press operator (light)	5 9 0	5 15 6	5 6 0
Solderer and dipper	5 11 0	5 17 6	5 8 0
Drop hammer stamper	5 11 0	5 17 6	5 8 0
Guttering machinist	5 9 0	5 15 6	5 6 0
Power machinist (not otherwise specified)	5 9 0	5 15 6	5 6 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	6 17 0	7 3 6	6 14 0
1st class, using Cutler machine	6 4 0	6 10 6	6 1 0
2nd class	5 15 0	6 1 6	5 12 0
3rd class	5 11 0	5 17 6	5 8 0
Tack welder	5 13 0	5 19 6	5 10 0
<i>(c) Canister-making.</i>			
Die setter and/or leading press hand	5 13 0	5 19 6	5 10 0
Canister-maker by hand and riveter by hand	5 13 0	5 19 6	5 10 0
Solderer and dipper	5 9 0	5 15 6	5 6 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	5 13 0	5 19 6	5 10 0
Operator of power capping machines or metal pots on automatic machines	5 11 0	5 17 6	5 8 0
Operator of other power presses and other power machines	5 9 0	5 15 6	5 6 0
Cap solderer (not otherwise classified)	5 9 0	5 15 6	5 6 0
<i>(d) Galvanizing.</i>			
Galvanizer	6 0 0	6 6 6	5 17 0
Tinner and grease tinner	6 0 0	6 6 6	5 17 0
Assistant working over metal pot	5 11 0	5 17 6	5 8 0
Pickler	5 10 0	5 16 6	5 7 0
All others in this Division	5 6 0	5 12 6	5 3 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	6 2 0	6 8 6	5 19 0
Spray operator	5 13 0	5 19 6	5 10 0
Grainer, liner, and filler	5 9 0	5 15 6	5 6 0
Painter and lacquerer	5 9 0	5 15 6	5 6 0
Dipper	5 9 0	5 15 6	5 6 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	5 10 0	6 5 6	5 16 0
Fuser on medallions, badges, or buckles	5 9 0	5 15 6	5 6 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	5 10 0	5 16 6	5 7 0
Inspector (other)	5 7 0	5 13 6	5 4 0
Mill hand and mixer	5 10 0	5 16 6	5 7 0
Packer and despatcher	5 10 0	5 16 6	5 7 0
Pickler	5 10 0	5 16 6	5 7 0
Rackman	5 5 0	5 11 6	5 2 0
Sand and shot blaster	6 3 0	6 9 6	6 0 0
Sprayer	5 11 0	6 17 6	5 8 0
Swiller, gripper, and brusher	5 9 0	5 15 6	5 6 0
Employee not elsewhere classified in any Division	5 1 0	5 7 6	4 18 0

SCHEDULE—continued.

TINSMITHS BOARD—continued.

Leading Hands.

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

Ship Repairing.

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

	<i>s. d.</i>
Tradesmen	3 0 per week.
All other labour	2 0 per week.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)
Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupation otherwise than under a contract of apprenticeship as hereinafter provided:—Sheet metal work—first-class bench work.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

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

Proportion.

(f) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned. The exception is first-class welding, one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wage of apprentices shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

(j) WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	s. d. 0 9	s. d. 0 9	£ s. d. 1 1 6	£ s. d. 1 3 0	£ s. d. 1 1 0
2nd year	30	1 0	1 0	1 9 6	1 11 6	1 8 6
3rd year	45	1 6	1 6	2 4 6	2 7 6	2 3 0
4th year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
5th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	.. .. .	0 9	1 4 6	1 6 6	1 4 0
2nd year	45	1 0	1 6	2 4 0	2 7 0	2 2 6
3rd year	75	2 0	2 3	3 13 0	3 18 0	3 11 0
4th year	95	2 0	3 0	4 12 6	4 18 6	4 9 6

SCHEDULE—continued.

TINSMITHS BOARD—continued.

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—		
			Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	3 3 0	3 7 0	3 1 0
All others	75	3 0	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	1 18 0	2 0 6	1 16 6
18 years of age	47½	1 3	2 5 0	2 8 0	2 3 6
19 years of age	55	1 6	2 12 0	2 15 6	2 10 6
20 years of age	62½	2 0	2 19 6	3 3 6	2 17 6
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	25	0 6	1 3 6	1 5 0	1 2 6
16 years of age	35	0 9	1 13 0	1 15 0	1 12 0
17 years of age	47½	1 0	2 4 6	2 8 0	2 3 6
18 years of age	60	1 0	2 16 0	3 0 0	2 14 6
19 years of age	75	2 0	3 11 0	3 16 0	3 8 0
20 years of age	90	2 0	4 5 0	4 10 6	4 2 0

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

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior

employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses 5 to 24 inclusive of the Determination published in *Government Gazette* No. 66 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clauses 2 and 21 of the Determination published in *Government Gazette* No. 99 of 5th June, 1944, shall be replaced by the following:—

2.

Apprentices.		Improvers.		Other Employees.		Within the Metropolitan District.	Outside the Metropolitan District.	Per Week of—
WAGES.	Per Week of 44 Hours.	WAGES.	Per Week of 44 Hours.	WAGES.		s. d.	s. d.	Hour.
s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	
1st year's experience..	32 6	Under 18 years of age	49 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..		135 0	130 6	44
2nd ..	45 6	18-19 years of age ..	65 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..		122 0	118 0	44
3rd ..	57 0	19-20 ..	84 0	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..		121 6	118 0	44
4th ..	75 0	20-21 ..	106 6	Other chauffeurs ..		116 0	112 6	44
5th ..	99 0			All others ..		116 0	112 6	46*
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 112s. 6d. per week of 46 hours. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.		PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 112s. 6d. per week of 46 hours.		Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.				

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

Allowances.—For allowances under this Determination see clause 9.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (head to heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power.—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long ..	35 3	37 5	39 4	31 1	33 2	35 8
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	31 6	33 8	35 9	27 9	29 9	31 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long ..	26 7	27 4	29 7	23 3	24 8	25 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	21 3	22 9	24 8	18 11	20 3	21 4
Common coffins, over 4 ft. 9 in. long ..	4 9	5 4	6 0	4 0	4 8	5 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness ..	5 4	6 0	6 9	4 8	5 4	6 0
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long ..	19 7 each			16 7 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long ..	16 2 ..			12 11 ..		
Common coffins, up to 2 feet long ..	21 3 per dozen			16 3 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	28 7 ..			22 10 ..		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	38 10 ..			30 5 ..		
Inside shells for lead coffins ..	14 2 each			9 5 each		
Cover lids, up to 2 feet wide ..	19 8 per dozen			13 4 per dozen		
Cover lids, over 2 feet wide ..	29 5 ..			21 2 ..		
	s. d.			s. d.		
Extra for common coffins or coverlids if glued ..	.. ..			1 5 each.		
Extra for lids made with two or three decks ..	.. ..			8 11 ..		

Clauses 3 to 20 inclusive and clause 22 and 23 as published in *Government Gazette* No. 99 of 5th June, 1944, shall remain in force.

SCHEDULE—continued.

WATCH CASES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 265 of the 17th August, 1942, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.											
Males.					Females.						
Commencing Age—											
Adjustable Rate.				Emergency Loading Non-adjustable.	Total Weekly Wage.			Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage	
Under 17 Years.	17 Years.	18 Years or Over.			Under 17 Years.	17 Years.	18 Years or Over.				
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year's experience..	19 3	24 6	27 6	0 9	20 0	25 3	28 3	17 0	0 9	17 9	
2nd " " "	28 9	30 3	36 9	1 0	29 9	31 3	37 9	23 3	0 9	24 0	
3rd " " "	39 6	42 6	49 0	1 6	41 0	44 0	50 6	36 3	1 0	37 3	
4th " " "	53 3	53 3	..	2 0	55 3	55 3	..	45 6	1 6	47 0	
5th " " "	68 3	..	..	2 6	70 9	..	..	52 0	2 0	54 0
6th " " "	70 0	..	..	3 0	82 0	..	..	Thereafter until reaching		
7th " " "	84 3	3 0	87 3	21 years of age ..	58 3	2 0	60 3

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

Wages per Week of 44 Hours.						
	Within a Radius of 50 Miles of G.P.O., Melbourne.			All Other Parts of Victoria.		
	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Adult males—						
First class watch case tradesman	116 0	3 0	119 0	113 6	3 0	116 6
Second class watch case tradesman	106 0	3 0	109 0	103 6	3 0	106 6
All others—						
(a) with less than 3 years' experience	98 0	3 0	101 0	95 6	3 0	98 6
(b) with 3 years' experience or more	106 0	3 0	109 0	103 6	3 0	106 6
Adult females—						
(a) if of less than 12 months' experience	61 0	3 0	64 0	60 0	3 0	63 0
(b) if of 12 months' or more experience	69 3	3 0	72 3	68 3	3 0	71 3

Leading hands male or female in charge of not less than six employees shall be paid at the rate of 5s. per week in addition to the rates fixed above.

Clauses (4) to (17) inclusive of the Determination as published in *Government Gazette* No. 265 of the 17th August, 1942, shall remain in force.

SCHEDULE—continued.

WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall be replaced by the following clause:—

(2)

Wages.				PROPORTION (in any place).	
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		
	s. d.	s. d.	s. d.		
Under 16 years of age	33 3	2 0	35 3	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.	
.. 17 " "	42 9	2 6	45 3		
.. 18 " "	52 3	3 0	55 3		
.. 19 " "	65 6	3 9	69 3		
.. 20 " "	76 0	4 6	80 6		
.. 21 " "	88 3	5 3	93 6	<i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 110s. per week of 44 hours.	

OTHER EMPLOYEES.

	Wages.					
	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Foreman	138 3	6 0	144 3	143 3	6 0	149 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	132 3	6 0	138 3	137 3	6 0	143 3
(b) eleven nor more than fifteen employees	135 3	6 0	141 3	140 3	6 0	146 3
Pile-driver	129 3	6 0	135 3	134 3	6 0	140 3
Pile-driver's offsider	112 0	6 0	118 0	117 0	6 0	123 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	126 3	6 0	132 3	131 3	6 0	137 3
Oxy acetylene burner on demolition work	126 3	6 0	132 3	131 3	6 0	137 3
Saw sharpener	125 6	6 0	131 6	130 6	6 0	136 6
Machine borer	112 0	6 0	118 0	117 0	6 0	123 0
Cleater	109 0	6 0	115 0	114 0	6 0	120 0
Cradler or squarer						
Hand borer	107 0	6 0	113 0	112 0	6 0	118 0
Wharf carpenter's assistant						
Dumper	104 6	6 0	110 6	109 6	6 0	115 6
Other demolition workers						
All others	104 0	6 0	110 0	109 0	6 0	115 0
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	110 0	6 0	116 0	115 0	6 0	121 0
Concrete floater	109 0	6 0	115 0	114 0	6 0	120 0
Mixer operator	109 0	6 0	115 0	114 0	6 0	120 0
Men filling moulds	107 0	6 0	113 0	112 0	6 0	118 0
Gaugers, i.e., persons filling gauged barrows or boxes						
Other mixers						
Men employed on reinforcements	104 0	6 0	110 0	109 0	6 0	115 0
Barrowmen or general labourers						

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall remain in force.

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, and 4, as published in *Government Gazette*, No. 47, of the 8th March, 1943, shall be replaced by the following clauses:—

2. ADULTS.		Wages per Week of 44 hours. £ s. d.	Four-year terms—apprenticeship commencing after the age of 17 years:—			
			Percentage of Needs Basic Wage per Week.	Constant Loading per Week.	War Loading per Week.	Wages per Week of 44 Hours
Welder—						
First class (other than when using Cutler machine)	Cutler	6 17 0				
First class, using Cutler machine		6 4 0				
Second Class		5 15 0				
Third Class		5 11 0				
Tack Welder		5 13 0				
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines						
Paint spray operator		5 15 0				
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames		5 12 6				
Scroll maker		5 12 6				
Tubular frame maker		5 15 0				
Person engaged in erecting woven wire fence or tubular gates		5 15 0				
Stump hand		5 8 6				
All other adult employees		5 1 0				

	Percentage of Needs Basic Wage per Week.	Constant Loading per Week.	War Loading per Week.	Wages per Week of 44 Hours
1st year ..	26	s. d. 0 0	s. d. 0 9	s. d. 24 6
2nd year ..	45	1 0	1 6	44 0
3rd year ..	75	2 0	2 3	73 0
4th year ..	95	2 0	3 0	92 6

The total wages of apprentices shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

(b) *Male Junior Labour.*

The wages of unapprenticed male juniors shall be the under-mentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.	Wages per Week of 44 Hours.
Under 16 years of age ..	25	s. d. 0 6	s. d. 23 6
16 years of age ..	35	0 9	33 0
17 years of age ..	47½	1 0	44 6
18 years of age ..	60	1 0	56 0
19 years of age ..	75	2 0	71 0
20 years of age ..	90	2 0	85 0

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

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

The total wage shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

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

(d) No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry.

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 106s. per week of 44 hours for the first six weeks of such employment in the industry.

LEADING HANDS.

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

*4. (a) APPRENTICESHIP.

The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant and war loadings specified.

Four and Five Year Terms.	Percentage of Needs Basic Wage per Week.	Constant Loading per Week.	War Loading per Week.	Wages per Week of 44 Hours
1st year ..	22½	s. d. 0 0	s. d. 0 9	s. d. 21 6
2nd year ..	30	1 0	1 0	29 6
3rd year ..	45	1 6	1 6	44 6
4th year ..	75	2 0	2 3	73 0
5th year ..	95	2 0	3 0	92 6

Clauses 5 to 24, inclusive, of the Determination as published in *Government Gazette*, No. 47, of the 8th March 1943, shall remain in force.

SCHEDULE—continued.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 28th March, 1941, shall be replaced by the following:—

(2) Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																					
<p>Wages per week of 44 hours. Apprentices and Improvers.</p> <p><i>s. d.</i></p> <p>Under 16 years 24 0</p> <p>16 to 17 years 33 0</p> <p>17 to 18 41 0</p> <p>18 to 19 52 6</p> <p>19 to 20 65 0</p> <p>20 to 21 81 6</p> <p>Thereafter Minimum Wage</p> <p>PROPORTION.</p> <p>(In any factory or place.)</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 116s. per week of 44 hours.</p> <p>An indenture of apprenticeship prescribed has been approved.</p> <p><i>Improvers.</i></p> <p>One improver to every two workers receiving not less than 116s per week of 44 hours.</p>	<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <p>Wages per week of 44 hours.</p> <p><i>s. d.</i></p> <p>Under 16 years 24 0</p> <p>16 to 17 years 33 0</p> <p>17 to 18 41 0</p> <p>18 to 19 52 6</p> <p>19 to 20 65 0</p> <p>20 to 21 81 6</p> <p>PROPORTION.</p> <p>One juvenile worker to every six workers receiving not less than 116s. per week of 44 hours.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <p>Wages per week of 44 hours.</p> <p><i>s. d.</i></p> <p>Under 16 years 24 0</p> <p>16 to 17 years 33 0</p> <p>17 to 18 41 0</p> <p>18 to 19 52 6</p> <p>19 to 20 65 0</p> <p>20 to 21 81 6</p> <p>PROPORTION.</p> <p>One juvenile worker to every adult weaver receiving not less than 116s. per week of 44 hours.</p>	<p>WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th>Per hour.</th> <th>Per week of 44 hours.</th> </tr> </thead> <tbody> <tr> <td></td> <td><i>s. d.</i></td> <td><i>s. d.</i></td> </tr> <tr> <td>Wire-workers or Weavers ..</td> <td>2 7¹/₁₁</td> <td>116 0</td> </tr> <tr> <td>Tinners ..</td> <td>2 8¹/₂₂</td> <td>118 6</td> </tr> <tr> <td>Oxy-Welders ..</td> <td>2 7¹/₁₁</td> <td>116 0</td> </tr> <tr> <td>Storemen ..</td> <td>2 7¹/₁₁</td> <td>116 0</td> </tr> <tr> <td>Paint spraying operators ..</td> <td>2 7¹/₁₁</td> <td>116 0</td> </tr> </tbody> </table>		Per hour.	Per week of 44 hours.		<i>s. d.</i>	<i>s. d.</i>	Wire-workers or Weavers ..	2 7 ¹ / ₁₁	116 0	Tinners ..	2 8 ¹ / ₂₂	118 6	Oxy-Welders ..	2 7 ¹ / ₁₁	116 0	Storemen ..	2 7 ¹ / ₁₁	116 0	Paint spraying operators ..	2 7 ¹ / ₁₁	116 0
	Per hour.	Per week of 44 hours.																					
	<i>s. d.</i>	<i>s. d.</i>																					
Wire-workers or Weavers ..	2 7 ¹ / ₁₁	116 0																					
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Oxy-Welders ..	2 7 ¹ / ₁₁	116 0																					
Storemen ..	2 7 ¹ / ₁₁	116 0																					
Paint spraying operators ..	2 7 ¹ / ₁₁	116 0																					

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 28th March, 1941, shall remain in force.

WOODWORKERS BOARD.

Clauses (2) (a) and (b) of the Determination published in *Government Gazette* No. 260 of the 10th August, 1942, shall be replaced by the following clauses:—

WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles).*

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith	6 7 0	6 8 0	6 5 0
Driver of caterpillar tractor	5 18 6	.. .. .	.. .. .
Glazier (first class)	6 4 0	6 5 0	6 2 0
Glazier (other than first class)	5 13 0	5 14 0	5 11 0
Log conveyorman	5 8 0	5 9 0	5 6 0
Painter	5 13 0	5 14 0	5 11 0
Mantelpiece maker	6 1 0	6 2 0	5 19 0
Millwright	6 10 0	6 11 0	6 8 0
Watchman	5 8 0	.. .. .	.. .. .
Storeman and packer	5 6 0	5 7 0	5 4 0
Truck builder and/or repairer	6 0 0	.. .. .	.. .. .
Broad axeman and/or Adzeman	6 9 0	6 10 0	6 7 0
Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive	6 0 0	.. .. .	.. .. .
Brakesman on log or timber truck	5 13 0	.. .. .	.. .. .
Leading hand (see definition, Clause 23)	.. .. .	.. .. .	.. .. .
Splitter, packing	5 6 0	5 7 0	5 4 0
Splitter of billets for staves	5 7 0	5 8 0	5 5 0
Splitter, spoke stave and paling	5 10 0	5 11 0	5 8 0
Pulp Wood Cutters and/or Splitters	5 10 0	5 11 0	5 8 0
Other splitters	5 10 0	5 11 0	5 8 0
Spotter at spot mills	6 0 0	.. .. .	.. .. .
Timber bender by hand	5 13 0	5 14 0	5 11 0
Timber or log trucker on haulage by winch on tram line	5 11 0	.. .. .	.. .. .

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

(2) (a) Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Timber or log trucker on haulage by winch on tram line (where permanently employed as such)	5 13 0	..	..
Loading or turning sleepers over 5 feet long or loading logs	5 7 6	..	..
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof	5 16 0	5 17 0	5 14 0
Platelayer	5 8 0	..	..
Carter and driver—bullock team—bush	6 2 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses	5 8 0	..	..
(b) driver of three horses	5 12 0	..	..
(c) driver of more than three horses	5 15 0	..	..
(d) driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday .. .. .	..	..	..
(e) driver grooming and feeding more than two horses outside ordinary hours—2s. per day extra and 2s. for Sunday .. .. .	..	..	..
Crane attendant or dogman—			
(a) working up to a height of 40 feet	5 6 0	5 7 0	5 4 0
(b) working at a height over 40 feet	5 8 0	5 9 0	5 6 0
Head Faller	6 9 0	..	..
Faller (Pine plantations)	5 15 0	..	..
Other Fallers	6 0 0	..	..
Hookman and/or log yardman and/or log chuteman and/or log conveyorman	5 8 0	5 9 0	5 6 0
Landing builder or repairer	5 8 0	5 9 0	5 6 0
Landing builder or repairer—man in charge of	5 15 0	5 16 0	5 13 0
Loaders, trimmers, and employees cutting pine logs	5 9 0	..	..
Orderman	5 14 0	5 15 0	5 12 0
Tallyman and/or measurer	5 14 0	5 15 0	5 12 0
Ropeman or shoeman	6 0 0	6 1 0	5 18 0
Offsider to ropeman or shoeman	5 6 0	5 7 0	5 4 0
Saw doctor	6 16 0	6 17 0	6 14 0
Saw sharpener (exclusively employed as such)	5 18 0	5 19 0	5 16 0
Grinder (whose principal duty is grinding knives and cutters)	6 5 0	6 6 0	6 3 0
Water dogman	5 12 0	..	..
River logman	5 6 0	..	..
Spar road builder	5 7 0	..	..
Stacker for seasoning by means of stripping	5 7 0	5 8 0	5 5 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet	5 2 0	5 3 0	5 0 0
Timber grader	5 9 0	5 10 0	5 7 0
Tramway builder or repairer	5 7 0	..	..
Tramway builder or repairer—man in charge of	5 14 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber	5 7 0	5 8 0	5 5 0
Sawing employees—			
(a) Log band sawyer	6 10 0	6 11 0	6 8 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	6 10 0	6 11 0	6 8 0
(c) Stave cutting sawyer	6 2 0	6 3 0	6 0 0
(d) (i) Sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	..	6 1 0	5 18 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere)	5 19 0	..	5 17 0
(e) Flichting frame sawyer	5 18 0	5 19 0	5 16 0
(f) No. 1 Benchman	6 10 0	6 11 0	6 8 0
(g) No. 2 Benchman	6 2 0	6 3 0	6 0 0
(h) No. 3 Benchman	5 14 0	5 15 0	5 12 0
(i) No. 4 Benchman	5 6 0	5 7 0	5 4 0
(j) Gang frame sawyer	5 15 0	5 16 0	5 13 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main dockerman	5 11 0	5 12 0	5 9 0
(ii) Dockerman, other than main	5 5 0	5 6 0	5 3 0
(iii) Responsible man at main dockerman	5 14 0	5 15 0	5 12 0
(iv) Responsible man at dockerman other than main	5 8 0	5 9 0	5 6 0
(l) Dockerman and/or tallyman where only one dockerman	5 8 0	5 9 0	5 6 0
(m) Steam or other power-driven crosscut sawyer	5 13 0	5 14 0	5 11 0
(n) Ripper or crosscut cutting wood blocks	5 6 0	5 7 0	5 4 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	6 0 0	6 1 0	5 18 0
(ii) On dead or manually operated roller where not single handed	5 11 0	5 12 0	5 9 0
(iii) Power driven (other than manual power) or friction feed	5 7 0	5 8 0	5 5 0
(p) Leverman No. 1 Bench	5 7 0	5 8 0	5 5 0
(p1) Handleman No. 1 Bench	5 11 0	5 12 0	5 9 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller	5 13 0	5 14 0	5 11 0
(ii) On dead or manually operated roller where not single handed	5 7 0	5 8 0	5 5 0
(iii) Power driven (other than manual power) or friction feed	5 5 6	5 6 6	5 3 6
(r) Leverman No. 2 Bench	5 5 6	5 6 6	5 3 6
(r1) Handleman No. 2 Bench	5 7 0	5 8 0	5 5 0
(s) Setter on log band saw carriage	5 8 0	5 9 0	5 6 0
(t) Setter on other saw carriage	5 7 0	5 8 0	5 5 0
(u) Puller out or assistant, No. 3 Bench	5 4 0	5 5 0	5 2 0
(v) Roller re-cut band sawyer using blade over 3 inches in width	6 3 0	6 4 0	6 1 0
(w) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 2 0	6 3 0	6 0 0

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

(2) (a) Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.

	Employed in the Bush or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Log Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Sawing employees—continued.			
(z) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	5 15 0	5 16 0	5 13 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	6 3 0	6 4 0	6 1 0
(z) Circular sawyer if cutting a depth of under 7½ inches	5 15 0	5 16 0	5 13 0
(aa) Edger sawyer to log band sawyer	6 2 0	6 3 0	6 0 0
(ab) Breaking down bench sawyer (Cities and Towns) .. .. .	.. .. .	6 1 0	5 18 0
(ab1) Breaking down small logs not over 30 inches long, and not over 12 inches in diameter (for use in manufacture of boxes)	5 15 0	5 16 0	5 13 0
(ac) Other breaking down bench sawyers	5 18 0	5 19 0	5 16 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 16 0	5 17 0	5 14 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	5 12 0	5 13 0	5 10 0
(af) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 2 0	6 3 0	6 0 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw	5 15 0	5 16 0	5 13 0
(ah) Sawyer cutting detail work	6 2 0	6 3 0	6 0 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 16 0	5 17 0	5 14 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	5 15 0	5 16 0	5 13 0
(ak) Crosscut sawyer not provided for elsewhere herein	5 8 0	5 9 0	5 6 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness	5 5 0	5 6 0	5 3 0
(am) Puller out on log band saw, edging, saw, roller re-cut, band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	5 7 0	5 8 0	5 5 0
(an) Puller out, dogger or wedger up—any breaking down saw	5 7 0	5 8 0	5 5 0
Machinists operating the following:—			
(a) Shaper, Boul't's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer	6 7 0	6 8 0	6 5 0
(b) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 16 0	5 17 0	5 14 0
(c) Any automatic lathe (including variety turning, copying, spoke turning or any other) where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(d) Moulding machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 3 0	6 4 0	6 1 0
(e) Moulding machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 16 0	5 17 0	5 14 0
(f) Moulding machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 6 0	5 7 0	5 4 0
(g) Planing machine (one, two, three or more heads) or veneer lathe where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 1 0	6 2 0	5 19 0
(h) Any machine in the last preceding paragraph (other than a single-sided planer in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(i) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine	5 18 0	5 19 0	5 16 0
(j) Relisher or Tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 0 0	6 1 0	5 18 0
(k) Relisher or Tenoning machine (other than in case or boxmaking) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(l) Relisher or Tenoning machine or single-sided planer (in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 11 0	5 12 0	5 9 0
(m) Relisher or Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 6 0	5 7 0	5 4 0
(n) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery and/or cabinet work), cross grainer, lock angle machine or spoke throater where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 18 0	5 19 0	5 16 0
(o) Dovetailing machine for box or case making where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(p) Any machine in the preceding paragraphs (n) or (o) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 8 0	5 9 0	5 6 0

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

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.*

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne; (b) within 10 miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
<i>Machinists operating the following—continued.</i>			
(q) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine where the machinist is ever required to set up his machine or to grind his knives and cutters and then only from such time as he is required so to act	5 8 0	5 9 0	5 6 0
(r) Any machine in the preceding paragraphs (b), (c), (g), (n), or (q) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	5 4 0	5 5 0	5 2 0
(s) Timber bending machine	5 12 0	5 13 0	5 10 0
(t) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	5 12 0	5 13 0	5 10 0
(u) Belt sander in the making of plywood	5 8 0	5 9 0	5 6 0
(v) Plywood machine—press operator on	5 7 0	5 8 0	5 5 0
(w) Equalizer cutting plywood with parallel saws	5 7 0	5 8 0	5 5 0
(x) Box lacing and/or wiring machine	5 8 0	5 9 0	5 6 0
(y) Box nailing machine	5 7 0	5 8 0	5 5 0
(z) Box printing machine	5 6 0	5 7 0	5 4 0
(aa) Box or crate cleating, spraying, or splicing machine	5 6 0	5 7 0	5 4 0
(ab) Pneumatic clamp	5 14 0	5 15 0	5 12 0
Box, case or crate finisher	5 10 0	5 11 0	5 8 0
Box, case or crate maker and/or repairer (manual)	5 14 0	5 15 0	5 12 0
Employee breaking up boxes, cases and/or crates	5 6 0	5 7 0	5 4 0
Bench hand hoopering and/or wiring boxes, cases or crates	5 14 0	5 15 0	5 12 0
Casein or adhesive mixer responsible for the proper preparation of the product used	5 7 0	5 8 0	5 5 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer	5 7 0	5 8 0	5 5 0
Rigger or tree climber	6 8 0	.. .. .	.. .. .
Meal grinder	5 5 6	5 6 6	5 3 6
Persons not elsewhere included employed in the manufacture of munition boxes	5 8 0	5 9 0	5 6 0
Labourer, experienced (3s. margin)	5 0 0	5 1 0	4 18 0
All others	4 17 0	4 18 0	4 15 0

2 (b) *Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles.*

(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer	5 15 0	5 16 0	5 13 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer	5 12 0	5 13 0	5 10 0
(c) Sawyer, band or jig, using saw of 1 inch width or under	5 6 0	5 7 0	5 4 0
(d) Band or jig sawyer using a saw of 1 inch width or under, who sharpens and brazes his own saws	5 13 0	5 14 0	5 11 0
(e) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(g) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	5 8 0	5 9 0	5 6 0
(h) Wood turner	6 7 0	6 8 0	6 5 0
(i) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(j) Wood turner machinist (except one turning small plugs for golf shafts) where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(k) Wood turner machinist (except one turning small plugs for golf shafts) where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator, and any adult wood turner machinist turning only small plugs for golf shafts	5 4 0	5 5 0	5 2 0
(l) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 7 0	6 8 0	6 5 0
(m) Router machinist (other than one working from templates, dies, or gauges) where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(o) Router machinist (working from templates, dies, or gauges) where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator	5 4 0	5 5 0	5 2 0
(p) Buzzer or jointer machinist (using straight irons) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act.. .. .	5 18 0	5 19 0	5 16 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (b) Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles—continued.

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

Cluses (2) (c) to (34) of the Determination as published in *Government Gazette* No. 260 of the 10th August, 1942, shall remain in force.

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 6 of the 13th January, 1944, shall be replaced by the following clause:—

(2) (a)

JUNIORS.

WAGES PER WEEK OF 44 HOURS.

MALES.				FEMALES.			
		£	s. d.			£	s. d.
Under 16 years of age	..	1	6 0	Under 16 years of age	..	1	5 6
At 16 years of age	..	1	8 6	At 16 years of age	..	1	8 6
16½	..	1	17 6	At 16½	..	1	11 6
17	..	2	2 6	At 17	..	1	14 6
17½	..	2	7 0	At 17½	..	1	17 6
18	..	2	11 6	At 18	..	2	0 6
18½	..	3	1 0	At 18½	..	2	3 6
19	..	3	6 6	At 19	..	2	7 0
19½	..	3	15 6	At 19½	..	2	9 6
20	..	4	0 0	At 20	..	2	12 6
20½	..	4	9 6	At 20½	..	2	16 0

PROPORTION (within any factory).

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

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woolen and Worsted Section.

ADULT MALES.

	£	s.	d.
Assistant foreman and/or overlooker	6	0	6
Wool Sorting and Wool Scouring and Carbonizing Department—			
Wool sorters	6	4	0
Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls	5	13	0
Truckers, pressers, and/or storemen (substantially employed as such)	5	7	0
All other machine operators and/or attendants	5	7	0
Dye House—			
Leading hands employed on dye machines or vats	5	11	0
Men on wet crabbers	5	0	0
All other machine operators and/or attendants	5	7	0
Wiley House—			
Leading hand (where more than 4 hands are employed)	5	13	0
Leading hand (where 3 or 4 hands are employed)	5	10	6
Operators and/or attendants	5	7	0
Waste Room—			
Operators and/or attendants	5	7	0
Carding Department—			
Head fettler (leading hand in carding room)	5	12	0
Card fettler	5	8	0
All other machine operators and/or attendants	5	6	0
Woolen Spinning Department—			
Man in charge of one pair of spinning mules	5	8	0
All other machine operators and/or attendants	5	6	0
Worsted Department—			
Jobber in charge and/or comb mechanic in charge	5	18	0
Jobber and/or comb mechanic	5	8	0
All other machine operators and/or attendants	5	6	0
Pin Setting Department—			
Pinsetter—			
First year's experience	5	8	0
Second year's experience	5	13	0
Thereafter—			
Faller pinsetter	5	18	0
Comb circle and French comb cylinder setter	6	4	0
Roller coverer—			
First year's experience	5	7	0
Second year's experience	5	11	0
Thereafter	5	19	0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Woolen and Worsted Section—continued.

	£	s.	d.
Gill Box Reducing—Intermediate Roving and Spinning Departments—			
Man in charge of one set of spinning mules	5	8	0
All other machine operators and/or attendants	5	6	0
Winding, Warping, and Twisting Department—			
Warpers	5	8	0
Size machine hands	5	7	0
All other machine operators and/or attendants	5	6	0
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience	5	6	0
Second year's experience	5	11	0
Thereafter	5	16	0
Warp tiers	5	6	0
Box loom tuners—			
First year's experience	5	9	0
Second year's experience	5	15	0
Thereafter	6	4	0
Plain loom tuners—			
First year's experience	5	7	0
Second year's experience	5	13	0
Thereafter	5	18	0
Oilers and cleaners	5	6	0
Card and/or chain makers	5	8	0
Weavers	5	0	0
Perchers	5	6	0
Finishing Department—			
Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed)	5	10	6
Sulphur house hands (for time in sulphur house work)	5	13	0
Examiner of finished cloth	5	11	0
Piece carbonizers	5	9	0
Men engaged on unshrinkable finishing processes	5	9	0
Operators and/or attendants	5	6	0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	5	10	6
Operators and/or attendants	5	6	0
General—			
Recorders	5	8	0
Yarn storemen	5	6	0
All adult males (in any section) not elsewhere specified	5	0	0

ADULT FEMALES.

	First Three Months' Experience.		Second Three Months' Experience.		Thereafter.	
	£	s. d.	£	s. d.	£	s. d.
Assistant forewoman and/or overlooker	3	10 0	3	10 0	3	10 0
Worsted Department—Combing Section—						
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Gill Box, Reducing, Intermediate, Roving, and Spinning Departments—						
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Woolen and Worsted Operations—Winding, Warping, and Twisting Department—						
Warpers	2	18 0	3	2 6	3	7 0
All machine operators and/or attendants	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Weaving Department—						
Weavers	2	18 0	3	3 0	3	8 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Mending and Darning Department—						
Worsted menders and darners	3	5 0	3	5 0	3	11 0
Other menders and darners (except flannel and blanket menders)	3	4 0	3	4 0	3	7 0
Examiners and/or passers of pieces after mending	2	18 0	3	5 6	3	13 0
Other examiners and passers	2	18 0	3	2 0	3	6 0
Whipping machinists	2	18 0	3	1 6	3	5 0
Knotters and burlers	2	18 0	3	1 6	3	5 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
Warehouse (Yarn and/or Cloth)—						
Yarn warehouse employees	2	18 0	3	0 0	3	1 6
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0
General—						
Recorders	2	18 0	3	2 6	3	7 0
Other female employees not elsewhere specified	2	18 0	2	18 0	2	18 0

Cotton Section.

ADULT MALES.

	£	s.	d.
Assistant foreman and/or overlooker when or where employed	6	0	6
Dye House and Bleach Croft—			
Leading hand employed on dye or bleaching machines or vats	5	11	0
All other machine operators and/or attendants	5	7	0
Waste Department—			
Leading hand in waste department where more than 4 hands engaged	5	13	0
Leading hand in waste department where 3 or 4 hands engaged	5	10	6
Scutching machine hand	5	9	0
All other machine operators and/or attendants	5	6	0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Cotton Section—continued.		£	s.	d.
Blowing Room—				
Blow-room major and/or leading hand		5	13	0
Scutching machine hand		5	9	0
All other machine operators and/or attendants		5	7	0
Carding Department—				
Head stripper and grinder (leading hand in carding-room)		5	12	0
Stripper and grinder		5	9	0
All other machine operators and/or attendants		5	7	0
Combing Department—				
Jobber in charge and/or comb mechanic in charge		5	18	0
Jobber and/or comb mechanic		5	10	6
All other machine operators and/or attendants		5	7	0
Pin Setting Department—				
First year's experience		5	8	0
Second year's experience		5	13	0
Thereafter		6	4	0
Roller Coverer—				
First year's experience		5	7	0
Second year's experience		5	11	0
Thereafter		5	19	0
Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—				
Ring jobber		5	18	0
All machine operators and/or attendants		5	6	0
Mule Spinning Department—				
Man in charge of one pair of spinning mules		5	8	0
All other machine operators and/or attendants		5	6	0
Twisting, Winding, Reeling, and Warping Departments—				
Warpers		5	8	0
Slasher sizer hand		5	7	0
All other machine operators and/or attendants		5	6	0
Weaving Department—				
Twisters in and/or warp drawers in—				
First year's experience		5	6	0
Second year's experience		5	11	0
Thereafter		5	16	0
Warp tiers		5	6	0
Box loom tuners—				
First year's experience		5	9	0
Second year's experience		5	15	0
Thereafter		6	4	0
Plain loom tuners—				
First year's experience		5	7	0
Second year's experience		5	13	0
Thereafter		5	18	0
Card and/or chain makers		5	8	0
Weavers		5	9	0
Perchers		5	6	0
Oilers and cleaners		5	6	0
Finishing Department—				
Man in charge of finishing machines		5	10	6
Man examining finished cloth		5	11	0
All other machine operators and/or attendants		5	6	0
Warehouse (Yarn and/or Cloth)—				
Leading hand in warehouse where warehouse foreman is not employed		5	10	6
Operators and/or attendants		5	6	0
General—				
Recorders		5	8	0
Yarn storemen		5	6	0
Adult males (in any section) not elsewhere specified		5	0	0

ADULT FEMALES.

	First Three Months' Experience.	Second Three Months' Experience.	There- after.
	£ s. d.	£ s. d.	£ s. d.
Assistant forewoman and/or overlooker	3 10 0	3 10 0	3 10 0
Combing, Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—			
All machine operators and/or attendants	2 18 0	3 1 6	3 5 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Twisting, Winding, Reeling, and Warping Departments—			
Warpers	2 18 0	3 2 6	3 7 0
All machine operators and/or attendants	2 18 0	3 1 6	3 5 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Weaving Department—			
Weavers	2 18 0	3 3 0	3 8 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Mending and Darning Department—			
Menders and darners	3 4 0	3 4 0	3 7 0
Examiners and/or passers of pieces after mending	2 13 0	3 5 6	3 13 0
Other examiners and passers	2 18 0	3 2 0	3 6 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
Warehouse (Yarn and/or Cloth)—			
Yarn warehouse employees	2 18 0	3 0 0	3 1 8
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0
General—			
Recorders	2 18 0	3 2 6	3 7 0
Other female employees not elsewhere specified	2 18 0	2 18 0	2 18 0

Clauses (3) to (28) inclusive of the Determination as published in *Government Gazette* No. 6 of the 13th January, 1944, shall remain in force.

