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[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 November, 1944, as set out in the Schedule hereto:—

Dated at Melbourne, this
10th day of November, 1944.

RAY H. BEERS,
Secretary for Labour.

SCHEDULE.

BREAD CARTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 335 of the 26th November, 1942, shall be replaced by the following clause:—

(2)

Apprentices.*	Improvers.				Other Employees.				
	WAGES.				WAGES.		WEEKLY HOURS.		
	Mildura District.		Elsewhere.		Mildura District.	Elsewhere.	During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.	
WAGES.	Per week. s. d.	Per week. s. d.	Per week. s. d.	Per week. s. d.	s. d.	s. d.			
1st Year—									
1st 6 months ..	34 0	14 and under	14 and under	Stable Workers	91 0	99 0	48	48	
2nd 6 months ..	39 6	21 years of age ..	21 years of age ..	All Others	108 0	116 0	46	50	
2nd Year—									
1st 6 months ..	48 3								
2nd 6 months ..	56 9								
3rd Year—									
1st 6 months ..	68 3								
2nd 6 months ..	79 6								
PROPORTION—(In any place.)		PROPORTION—Wherever this Determination applies.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		(In any place.)							
Apprentices and improvers shall be subject to the hours per week fixed for their respective sections.		One improver to every four or fraction of four workers receiving not less than the minimum wage.							

* The Board has determined that on and after 3rd October, 1942, no person shall be taken on as an apprentice.

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 335 of the 26th November, 1942, shall remain in force.

SCHEDULE—continued.

CARDBOARD BOX TRADE BOARD.

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

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.			TABLE "B"—ADULT FEMALES.		
(All Sections other than Corrugated Board and Fibre Board Container Section.)			(Including non-adult females of at least five years' experience.)		
1	Guillotine machine operator	£ 5 18 6	1	Female head packer when employed as such	£ 3 4 0
2	Carton cutting and creasing forme setter	6 2 6	2	Packer	3 0 0
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	5 18 6	3	Female feeder employed on carton cylinder machine	3 2 0
4	Combination tube and shell machinist	5 18 6	4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
5	Employee operating automatic carton gluing machine	5 13 0		(a) When covered with paper	3 2 0
6	Employee operating scoring and double-folding automatic tube gluing machine	5 14 0		(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	3 7 0
7	Twin or single die-scoring, cutting and printing slide machinist	5 13 0	5	Female employee—	
8	Carton cylinder press machinist	6 0 6		(a) Controlling Stokes and Smith (or similar) covering machine	3 4 0
9	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	5 18 6	6	(b) Controlling and/or setting up automatic carton gluing machine	3 4 0
10	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	5 16 6		(c) Employed on any other machine used in cardboard box making container making or carton making	3 1 0
11	Two-way or double cutter and scorer machinist	5 13 0	7	Female carton maker, including puller out and stripper	3 0 0
12	One-way rotary cutter and scorer machinist	5 13 0		Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	3 1 0
13	Gang, slitting machinist	5 13 0	8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	3 1 0
14	Mounting machinist	5 13 0	9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
15	Cylindrical tube winding machinist	5 13 0		(a) from three to eight employees (both inclusive)	3 8 0
16	Cylindrical tube cutting machinist	5 13 0		(b) from nine to fifteen employees (both inclusive)	3 15 6
17	Employee working any other kind of machine	5 10 0	10	(c) over fifteen employees	4 1 6
18	Storeman	5 10 0		Female employee not otherwise specified	2 16 0
19	Packer and/or despatcher	5 10 0			
20	Feeder on carton cylinder machine	5 4 0			
21	Any other adult male	5 1 0			
22	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				
Corrugated Board and Fibre Board Container Section.			FEMALE TO BE PAID MALE RATE.		
1	Corrugated board machinist making two-faced boards	5 16 6		(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.	
2	Corrugated board machinist making one-faced boards	5 10 0			
3	Corrugated board machinist's assistant	5 6 0			
4	Fibre board (paster) machinist	5 16 6			
5	Fibre board (paster) machinist's assistant	5 6 0			
6	Corrugated board printing machinist	5 13 0			
7	Corrugated board printing machinist's assistant	5 4 0			
8	Fibre board printing machinist	5 13 0			
9	Fibre board printing machinist's assistant	5 4 0			
10	Corrugated board cutter and/or slotter	5 9 0			
11	Corrugated board sawyer	5 10 0			
12	Corrugated board scorer and slitter	5 9 0			
13	Corrugated board automatic scorer and slotter and slitter	5 9 0			
14	Fibre board automatic scorer and slotter and slitter	5 9 0			
15	Fibre board and/or slotter and/or bender	5 9 0			
16	Employee in charge of silicate dissolving plant	5 9 0			
17	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	5 7 0			
18	Corrugated board taping machinist	5 9 0			
19	Employee working any other kind of machine	5 7 0			
20	Storeman	5 10 0			
21	Packer and/or despatcher	5 10 0			
22	Any other adult male	5 1 0			
23	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				
				RATES FOR JUNIORS.	
				(4) Where the work is performed by a male junior, not being an apprentice—	
				Per week.	
				£ s. d.	
			1.	Under 15 years of age	1 1 6
			2.	Between 15 and 16 years of age	1 7 6
			3.	" 16 " 17 "	1 14 6
			4.	" 17 " 18 "	2 0 6
			5.	" 18 " 19 "	2 18 6
			6.	" 19 " 20 "	3 10 6
			7.	" 20 " 21 "	4 3 0
			8.	A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

SCHEDULE—continued.
COUNTRY PRINTERS BOARD.

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

2. TABLE A.—ADULT MALES.

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

* See Clause 3 for definition of grades.

TABLE B.
Adult Females.

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

TABLE C. a
Male Juniors in all Sections.

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

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

SCHEDULE—continued.
COUNTRY PRINTERS BOARD—continued.

TABLE D.
Apprentices.

Where the work is performed by a male apprentice:—

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

TABLE E.

Female Juniors in all Sections.

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

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

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

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

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

HAM AND BACON CURERS BOARD.

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

(2)

IMPROVERS.

Wages.

	Adjustable Weekly Rate.	Constant Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
First six months' experience	25 0	0 6	25 6
Second six months' experience	28 0	0 6	28 6
Second year's experience	39 0	0 6	39 6
Third year's experience	50 0	1 0	51 0
Fourth year's experience	72 0	1 6	73 6
Fifth year's experience and until reaching the age of 21 years	87 0	2 0	89 0

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

(3)

OTHER EMPLOYEES.

Wages.

	Adjustable Weekly Rate.	Non-Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
(a) Other than Small Goods Section—				
Leading hands in the slaughtering and curing departments	5 18 0	6 0	3 0	6 7 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department ..	5 10 6	6 0	3 0	5 19 6
First assistant in the curing department	5 10 6	6 0	3 0	5 19 6
Other assistants in the curing department	5 5 6	6 0	3 0	5 14 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	5 3 6	6 0	3 0	5 12 6
Yardmen { For 48 hours per week	5 7 0	6 0	3 0	5 16 0
{ For 44 hours per week	5 1 0	6 0	3 0	5 10 0
All others	5 0 6	6 0	3 0	5 9 6
(b) Small Goods Section—				
Small goods men (i.e., men employed principally on mixing machines) ..	5 16 0	6 0	3 0	6 5 0
Filler-men	5 9 0	6 0	3 0	5 18 0
Small goods makers, other than small goods men as above mentioned, small goods sellers from cart who collect cash, boners, salters, scalders and cookers	5 9 0	6 0	3 0	5 18 0
Packing room hands	5 2 0	6 0	3 0	5 11 0
Linkers and table hands	5 2 0	6 0	3 0	5 11 0
Yardmen { For 48 hours per week	5 7 0	6 0	3 0	5 16 0
{ For 44 hours per week	5 1 0	6 0	3 0	5 10 0
All others	4 18 0	6 0	3 0	5 7 0

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

SCHEDULE—*continued.*MUSICIANS, BOARD—*continued.*

(D) STAGE BAND.

Weekly Employees.

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

	£	s.	d.
(D2) Week's work	4	0	6†
(D3) Each performance not included in week's work	0	12	0* extra
<i>Casual Employees.</i>			
	£	s.	d.
(D4) Each performance	0	19	0*

(E) BROADCASTING AND RELAYING.

Weekly Employees.

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

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

	£	s.	d.
(E2) Week's work of 18 hours	6	0	6
(E3) Week's work of 36 hours	10	0	6
(E4) Each performance not included in a week's work and not exceeding three hours	0	15	0 extra
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—			
(i) For 36 hours in a week not including Sunday	6	17	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

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

Relaying.

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

(F) CIRCUSES.

(F1) Musicians employed in circuses shall be paid at the rate of £7 4s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 16s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

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

(G) BRASS OR REED BANDS.

Casual Employees.

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

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

Weekly Employees.

	£	s.	d.
(H1) For six performances, each not exceeding one hour and being one performance a day	2	17	0
(H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	3	13	0
(H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	5	6	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	17	0
(H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	5	2	0
(H6) For eighteen performances, being three performances a day, each not exceeding one and one-half hours (but such performances may be grouped as one not exceeding one and one-half hours and one not exceeding three hours)	7	2	0
(H7) An employee who has an engagement under (H3) or (H6) may during the period of that engagement be engaged at the following rate:—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	6	0
(H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	17	0
(H9) An employee who has an engagement under (H1) and (H4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3	2	6
(H10) For six performances, each not exceeding three hours	5	9	0
(H11) To employees working after 7.30 p.m. and not between the hours of 11 a.m. and 7 p.m.; for six consecutive performances between 7.30 p.m. and 11.30 p.m., not exceeding three consecutive hours	5	15	0
(H12) For an extra performance under (H1) to (H3) not exceeding one hour	0	10	0 extra
(H13) For an extra performance under (H4) to (H6) not exceeding one and one-half hours	0	10	0 extra
(H14) For extra performances under (H10) not exceeding three hours	0	12	6 extra
(H15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (H) are performances all held within seven consecutive days and none on a Sunday.			
(H16) The performances for which the rates are prescribed in the foregoing sub-clauses (H1) to (H6) inclusive, (H10), (H12), (H13), and (H14) are performances all held between the hours of 11 a.m. and 7.30 p.m.			

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

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

SCHEDULE—*continued.*

MUSICIANS BOARD—*continued.*

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

Casual Employees.

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

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

Playing for Dancing.

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

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

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

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

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

- (i) By any one (other than a pianist playing alone) £ s. d.
- (ii) By pianist playing alone 5 12 0

(I3) Week's work of six performances done between 6 p.m. and midnight—

- (i) By any one (other than a pianist playing alone) 5 17 0
- (ii) By pianist playing alone 6 14 0

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

- (i) By any one (other than a pianist playing alone) 8 12 0
- (ii) By pianist playing alone 9 10 0

(I5) Week's work of twelve performances not all done between 9 a.m. and 6 p.m.—

- (i) By any one (other than a pianist playing alone) 8 17 0
- (ii) By pianist playing alone 9 15 0

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

- 0 15 0 extra

(I7) Pianist playing alone on a week day in dancing classes—

- (i) For not more than 30 hours in a week 5 12 0
- (ii) For each hour over 30 in a week 0 5 0 extra

Casual Employees.

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

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

(I9) Performing at a dancing class on a week day: Per hour, with a minimum payment as for three hours—

- (i) Pianist playing alone 0 6 6
- (ii) Others 0 5 6

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

Weekly Employees.

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

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

(J2) Week's work of six performances £ s. d.

(J3) Week's work of twelve long performances 5 8 0

(J4) Each performance on a week day not included in a week's work of six performances or twelve long performances, and not to exceed three consecutive hours 8 8 0

(J5) Week's work of twelve short performances in roller skating rinks, performances to be held between 2.30 p.m. and 5 p.m., and between 8 p.m. and 10.30 p.m. 0 12 6 extra

(J6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours 6 2 0

(J6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours 0 10 0 extra

Casual Employees.

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

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

Casual Employees.

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

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

- (i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m. 1 4 0
- (ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments 1 16 6
- (iii) Engaged for three such performances to be given between 10 a.m. and 10 p.m. on one day, with one hour interval between each two performances for meals 2 6 6

(L) GRAMAPHONE RECORDING.

Casual Employees.

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

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

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

Intermittent Weekly Employees.

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

(N) LEADERS.

Weekly or Casual Employees.

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

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

Weekly Employees.

(O1) If any extra instrument supplied by employee : each performance during week of employment—	£	s.	d.
(i) If three performances or less	0	4	0† extra
(ii) If four	0	3	6† extra
(iii) If five	0	3	0† extra
(iv) If six or more	0	2	6† extra
(O2) If no extra instrument supplied by employee For each performance	0	2	6† extra

Casual Employees.

(O3) If any extra instrument supplied by employee : For each performance	0	5	0† extra
(O4) If no extra instrument supplied by employee : For each performance	0	3	6† extra

Exceptions.

(O5) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Victorian Branch of the Musicians Union of Australia by its authorized representative and the employer concerned agree are not to be considered extra.

(P) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

All Weekly or Casual Employees intended to be employed in a performance for which the rehearsal is held, including Conductor Leader, Leaders, and Principals.

(P1) In grand opera, and other work comprised in sub-clause (A) of this clause—	£	s.	d.
(i) Commencing before 3 p.m. not to exceed two hours	0	9	0
(ii) Commencing before 3 p.m. not to exceed three hours	0	13	6
(iii) Commencing at or after 3 p.m. not to exceed two hours	0	11	3
(iv) Commencing at or after 3 p.m. not to exceed three hours	0	16	11
(P2) In any other work—			
(i) Commencing before 3 p.m. not to exceed two hours	0	7	6‡
(ii) Commencing before 3 p.m. not to exceed three hours	0	10	0‡
(iii) Commencing at or after 3 p.m. not to exceed two hours	0	10	0‡
(iv) Commencing at or after 3 p.m. not to exceed three hours	0	15	0‡

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

Other Employees.

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

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

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

(i) Weekly employee for 36 hours in a week, excluding Sunday	5	12	0
(ii) Weekly employee for each hour over 36 in the week	0	4	6
(iii) Casual employee for each hour on a week day with minimum payment as for three hours	0	4	1

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA PIT OR WELL.

Weekly or Casual Employees.

(Q1) Where an orchestra is required to perform on the stage in view of the audience—	£	s.	d.
For each musician—per performance	0	2	6† extra
(Q2) Where a musician is required to play in view of the audience either solo or as one of a duet, trio, or otherwise than in the ordinary way as part of a complete orchestra—			
For such musician—per performance	0	3	0† extra

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

Weekly Employees.

(R1) Employee required to supply music	£	s.	d.
	0	10	6† extra

Casual Employees.

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

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

(T) LOWER RATES MAY BE AGREED TO.

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

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

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

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

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

SCHEDULE—continued.

PAPER BAG TRADE BOARD

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

(2)

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

FEMALE TO BE PAID MALE RATE.

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

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

RATES FOR JUNIORS.

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

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

Where the work is performed by a female junior—

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

SCHEDULE—continued.
PRINTERS BOARD.

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

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

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

SCHEDULE—continued.
PRINTERS BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
TABLE "B"—ADULT FEMALES: (Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, monotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 10 6
2	Female head packer when employed as such	3 6 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	3 6 0 3 5 0
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 4 0 3 5 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 5 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 4 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	3 4 0
8	Female copy holder	3 4 0
9	Female embosser	3 5 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of:— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 0 3 15 6 4 1 6
12	Female employees not otherwise specified	2 16 0

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—	Per week. £ s. d.
1. Under 15 years of age	1 1 6
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 " "	1 14 6
4. " 17 " 18 " "	2 6 6
5. " 18 " 19 " "	2 18 6
6. " 19 " 20 " "	3 10 6
7. " 20 " 21 " "	4 3 0

Where the work is performed by a male apprentice—

8. First year	1 1 0
9. Second year	1 8 6
10. Third year	1 18 0
11. Fourth year	2 9 0
12. Fifth year	3 1 6
13. Sixth year	4 6 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him.	

SCHEDULE—*continued*.
PRINTERS BOARD—*continued*.

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

Where the work is performed by a female junior—

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

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

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

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

PROVINCIAL PRINTERS BOARD.

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

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

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

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B."—ADULT FEMALES.		
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	£ 3 1 0
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to eight employees	3 3 0
	(b) From nine to fifteen employees (both inclusive)	3 10 6
	(c) Over fifteen employees	3 16 6
B3.	Female employee not otherwise specified	2 11 0

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

(2) FEMALE TO BE PAID MALE RATE.

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

(3) RATES FOR JUNIORS AND APPRENTICES.

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

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

Where the work is performed by a male apprentice:—

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

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

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

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

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

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

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	7 0 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 11 0
	(b) For a second period of six months' probation	6 14 0
	(c) Thereafter the rate for a machine compositor	7 0 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	7 0 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	6 11 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 16 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	6 11 0

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES—continued.		
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	£ s. d. 5 16 6
8	Proof reader and/or reviser	6 14 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	6 11 9
10	Electrotypist (which shall include an employee preparing Lead for Matrix Moulding purposes)	6 11 0
11	Stereotypist	6 11 0
12	Letterpress machinist	6 11 0
13	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	6 11 0
14	Railway ticket printer—single machine	6 0 6
15	Railway ticket printer—multiple machine	6 2 6
16	Machinist working a flat-bed machine printing from a reel	6 11 0
17	Rotary machinist	6 11 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	5 18 6
19	Collapsible tube printing machinist	6 11 0
20	Universal process machine operator	6 11 0
21	Lithographic and/or photo-lithographic artist and/or designer	6 16 6
22	Photo-lithographic camera operator	6 19 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	5 10 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferrer; and/or photo-lithographic metal plate coater; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	6 11 0
25	Gravure machinist	6 11 0
26	Bookbinder	6 11 0
27	Marbler	6 11 0
28	Hand indexer	6 11 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	6 11 0
30	Finisher	6 11 0
31	Pocket-book maker	6 11 0
32	Ticket-maker, turned-in work	6 11 0
33	Blotting pad maker	6 11 0
34	Portfolio maker	6 11 0
35	Person engaged in sawing and/or rolling books	6 11 0
36	Loose sheet cover maker	6 11 0
37	Edge gilder	6 11 0
38	Leather cutter	6 11 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	5 13 0
40	Map and plan mounter and/or varnisher	6 11 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	6 11 0
42	Guillotine machine operator	6 11 0
43	Employee operating a milk bottle wad-making machine	5 16 0
44	Waxer	5 14 0
45	Sheet Varnishing and/or sheet gumming machinist	5 10 0
46	Rotary reel gumming machinist	5 13 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 7 0
48	Printing ink mixer and/or maker	5 8 0
49	Bronzing machine operator	5 10 0
50	Roller maker	5 8 0
51	Feeder on any kind of machine	5 4 0
52	Storeman	5 10 0
53	Packer and/or despatcher	5 10 0
54	Any other adult male	5 1 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B."—ADULT FEMALES. (Including Non-Adult Females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 11 0
2	Female head packer when employed as such	3 6 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	3 6 0 3 5 0

SCHEDULE—continued.
 PROVINCIAL PRINTERS BOARD—continued.
 ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 4 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 5 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 4 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 4 0
8	Female copy holder	3 4 0
9	Female Embosser	3 5 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 0 3 15 6 4 1 6
12	Female employees not otherwise specified	2 16 0

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

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

Where the work is performed by a male apprentice—

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

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.
 15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female junior—

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

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

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

SCHEDULE—continued.

PROCESS ENGRAVERS BOARD.

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

(2)

(i)

APPRENTICES AND IMPROVERS.

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

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

(3)

OTHER EMPLOYEES.

Photolithography.

	Wages per Week.
	s. d.
Operator .. .. .	.. .. .
Half-tone colour negative separator and/or dot etcher .. .. .	.. .. .
Step and repeat printing-down Machine operative .. .. .	.. .. .
Printer .. .. .	.. .. .
Proofer .. .. .	.. .. .
Negative opaquer, retoucher, and/or plate worker .. .. .	.. .. .
	21 years of age .. 131 0
	Thereafter .. 136 0
	Males .. 131 0
	Females .. 73 0

Photogravure.

Operator employed in connexion with photogravure or rotogravure work .. .. .	.. .. .
Retouchers of negatives or positives .. .. .	.. .. .
All others .. .. .	.. .. .
	21 years of age .. 131 0
	Thereafter .. 136 0
	Females .. 73 0
	21 years of age .. 131 0
	Thereafter .. 136 0

Process Engraving.

Operator .. .. .	.. .. .
Half-tone etcher .. .. .	.. .. .
Printer .. .. .	.. .. .
Line etcher .. .. .	.. .. .
Engraver .. .. .	.. .. .
Router .. .. .	.. .. .
Mounter .. .. .	.. .. .
Proofer .. .. .	.. .. .
Negative retoucher, opaquer, and/or plate worker .. .. .	.. .. .
	21 years of age .. 131 0
	Thereafter .. 136 0
	.. .. 131 0
	.. .. 131 0
	.. .. 131 0
	Males .. 126 0
	Females .. 73 0

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

SCHEDULE--*continued.*

STOREMEN PACKERS AND SORTERS BOARD.

Clause 4 (a) (ii) of the Determination published in *Government Gazette* No. 88 of the 22nd May, 1944, shall be replaced by the following:—

4. (a) (ii) Casual hands shall be paid at the rate per hour of 3s. 6 $\frac{1}{2}$ d. adjustable under Clause 47 hereof.

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; and Clauses 2, 3, 4 (other than Clause 4 (a) (ii)) and 17 of the said Determination as amended by *Government Gazette* No. 132 of the 14th August, 1944, shall remain in force.

