

VICTORIA

GOVERNMENT GAZETTE.

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No. 177]

MONDAY, NOVEMBER 13.

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, 1912, shall be replaced by the following clause:—

(2)

Apprentice	B. *	_		Improv	ers.		Other Employees.									
				WAGE	5.		V	VAGE	:5.		WHEELY HOU	LS,				
₩≜GKS.			,	Mildura District.	Eisewhere.		M Ud Dist		Ele whe		During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.				
		Pe		Per week.	Per week.		8.	d.	8.	d.						
		8, 1		. s. d.	s. d.	Stable					ļ	ļ				
st Year-				14 and under	14 and under	Workers	91	0	99	0	48 .	48				
lst 6 months		34	0	21 years of	21 years of				1							
2nd 6		. 39	6	age 78 9	age 87 0	All Others	108	0	116	0	46	50				
nd Year-				9			Ì									
lst 6 months		48	3	,	1	ļ			}			1				
2nd 6 ,,		56	9	•	1	i	1		1			1				
rd Year-				Į.	,											
1st 6 months	• •	68	3	l	er this Determination	1			'		i	1				
2nd 6 .,	• •	79	6		olies.		Į		i			1				
PROPORTION-(In		ala on 3			nes. 7 place.)		i		·							
One apprentice to					very four or fraction of]			1		1	1				
raction of three wor	kera	receiv	ino		ng not less than the				1		1	Į.				
not less than the m	inimu	m we	ze.			1	1		Ì			1				
Apprentices at	ıd imi	rover	s sh	all be subject to the hou	rs per weck fixed	i						}				
				respective sections.	-				1			1				

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

No. 177.—11723/44.

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

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:—

First Column.	Second Column.	Third Column.	First Column,	. Second Column,	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.	Number of Rate	Description of Employment.	Weekly Wage.
• 12.	Table "A"—Adult Males.			TABLE "B"—ADULT FEMALES.	
1 2 3 3 5 7 6 7	(All Sections other than Corrugated Board and Fibre Board Container Section.) Guillotine machine operator Carton cutting and creasing forme setter 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) Combination tube and shell machinist Employee operating automatic carton gluing machine Employee operating scoring and double folding automatic tube gluing machine. Twin or single die-scoring, cutting and printing slide machinist Carton cylinder press machinist Carton cylinder press machinist Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size Employee operating carton platen press, when the machine is not capable of taking a sheet	5 13 0 5 14 0 5 13 0 6 0 6 5 18 6	1 2 3	(Including non-adult females of at least five years' experience.) Female head packer when employed as such Packer. Female feeder employed on carton cylinder, machine Female comployee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material— (a) When covered with paper (b) When covered with cloth (cloth includes buckram, plush, silk, or similar material) Female employee— (a) Controlling Stokes and Smith (or similar) covering machine (b) Controlling and/or setting up automatic carton gluing machine (c) Employed on any other machine used	£ s. d. 3 4 0 3 0 0 3 2 0 3 2 0 3 7 0 3 4 0 3 4 0
11 12 13 14 1510 16 17 18 19 20 21 22	30 inches x 40 inches in size Two-way or double cutter and scorer machinist One-way rotary cutter and scorer machinist Gang, slitting machinist Cylindrical tube winding machinist Cylindrical tube cutting machinist Cylindrical tube cutting machinist Employee working any other kind of machine Storeman Packer and/or despatcher Feeder on carton cylinder machine Any other adult male 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 pro rata for the hours worked by him.		8	in cardboard box making container making or carton making. Female carton maker, including puller out and stripper. 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. Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines. Female employee in charge of, or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both	3 1 0 3 1 0 3 1 0
· 1· .	Corrugated Board and Fibre Board Container Section. Corrugated board machinist making two-faced boards Corrugated board machinist making one-faced	5 16 6	10	inclusive) (b) from nine to fifteen employees (both inclusive) (c) over fifteen employees Female employee not otherwise specified	3 8 0 3 15 6 4 1 6 2 16. 0
19 20	boards Corrugated board machinist's assistant Fibre board (paster) machinist Fibre board (paster) machinist's assistant Corrugated board printing machinist's assistant Corrugated board printing machinist's assistant Fibre board printing machinist's assistant Fibre board printing machinist's assistant Corrugated board sorer and slotter Corrugated board scorer and slitter Corrugated board automatic scorer and slotter and slitter Fibre board automatic scorer and slotter and slitter Fibre board automatic scorer and slotter and slitter Fibre board and/or slotter and/or bender Employee in charge of silicate dissolving plant Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work Corrugated board taping machinist Employee working any other kind of machine Storeman	5 10 0 5 6 0 5 16 6 5 6 0 5 13 0 5 13 0 5 13 0 5 14 0 5 19 0 5 9 0 5 0 0 5	which is she shal provided female e coming i by her, a specifical	nder 15 years of age	ble "A" ble "B" ble "B" ble male; ndividual date of eing done is herein nior, not er week. a. d. 1 6 7 6 14 6
21 22	Packer and/or despatcher Any other adult male 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 pro rata for the hours worked by him.	·5 10 0 5 1 0	5. 6.	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ha works

CARDBOARD BOX TRADE BOARD-continued.

*			Ľ	a.	a.	
 First year's experience 			1	ł	6	
2. Second year's experience			1	6	0	
3. Third year's experience			I	12	6	
4. Fourth year's experience			1	18	6	
6. And thereafter the minimu	ım wage	pres	cri	bed	for	
females for the class of v	vork which	she	is	doi	ng.	
7. A female junior entering the						
year or later shall receive	the foreg	oing 1	ati	e aj	opro-	
priate to her experience						
week extra until she rea	rhes the a	ige of	2	lу	ears	
when she shall be paid	the mini	num	ws	ge	pre-	
scribed for females for th	e class of	work	wł	ıich	she	
acreate for temated for th	C CILLED OF	*****	** 1		Site	

Where the work is performed by a female junior-

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

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

CHAFF-CUTTERS BOARD.

Clauses 2 and 3 of the Determination published in Government Gazette No. 92 of the 25th May, 1914, shall be replaced by the following clauses:-. 2.

				App	rentices or	Impro	vere.						Other Employees.	
				Wage	e per week	of 44	hour	s.					· Wages per week of 44 hours.	
					Appren	tices.	•			, .	8.	d.	Chaff-cutting, Corn-crushing, Compressing fodder, of Threshing.)R
let.	vear			٠								.3	8.	d
	,,										57	3	Foreman (i.e., the man who gives instructions to, and is	
3rd	,,						5.6				68	3	responsible for the work done by, 4 or more employees) 116	3 (
lth	**				.••						75 -		Drivers of Motor trucks—	
th	**	••		• •	• •		•	• •			86	6	(a) having a carrying capacity under two tons 114	
					<i>I</i>								(b) having a carrying capacity two tons or over 119 Carter driving one horse	
T	ler 17			f 000	Impro	era.	٠.				53	3	1 2 3	
	reats			. ago	•••	• • •	•			• •	57	3	And 2s. extra per week for every additional horse.	' '
ģ.	,,	OI aş	•		•••	• • •	• •	• • •	• •	• • • • • • • • • • • • • • • • • • • •	68	3	Chaff-cutter feeders—	
	. ",		,								75	6	(a) in stationary mills	: 6
ö	**		,		••			٠			86	6	(b) on travelling plants 119	0
	••	·											Stablemen	. (
	,						_						All others—	
				PROPOI	RTION (IN	ANY	PLAC	E). ·			•		(a) in stationary mills 111	
					A pprent	ices.							(b) on travelling plants 117	U
n An	ot less inder	thai	10 of	is, per v	aree or fra veek of 44 liceship, p	hour	3.					_		
	pprov	ea on	Oth	June,	1923.								Corn-cleaning or Corn-grading.	
					Improv	fracti							Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 116	0
					r to ever		e w	orke	rs r	eceivi	ng n	ot	All others 111	C

ALLOWANCES.

- 3. To the amounts otherwise prescribed in this Determination shall be added the following:-
 - (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
 - 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
 - (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle ٠٠.

Clauses 4 to 16 inclusive of the Determination as published in Government Gazette No. 92 of the 25th May, 1944, shall remain in force.

COUNTRY PRINTERS BOARD.

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

Number	Description of Employment.				Wee	kly '	Wag	•G	rades.		
of Rate.	Description of Employment.		A	٠.			В•.		1	C+.	
		1	: ,	s.	d.	£	8.	d.	£	4.	d.
Al	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	1	7	0	6	12	0	6	9	0
A2	Probationary machine compositor—	1			i				1		
	(a) For a first period of six months' probation	6		8	0	6	3	0	6	0	0
	(b) For a second period of six months' probation			ť		6	6	0	6	3	0
	(c) Thereafter the rate for a machine compositor	6	1	7	0	6	12	0	6	9	0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens 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	، ا		7	ا م	c	12	^		0	
A4	Proof reader and/or reviser—	, ,	. 1	•	٠	0	12	U	6	9	0
41.7	(a) In newspaper and commercial printing offices	4			,			^	_ ا	•	^
	(h) Commercial printing only			1		6	6	0	6	3	0
A5	Working mechanic in change of a due continue and (on the continue and in	1, '	1 (1	"	6	Ð	0	6	3	0
A6	Hand compositor				- 1						
	Starmen 1								1		
A7		1			. }				ĺ		
A8		11							}		
A9	Stonehand	176	,	8	0	6	3	0	6	0	0
A10	Electrotyper	11							i		
All	Stereotyper										
A12	Letterpress Machinist	11			1						
A13	Machinist working a flat-bod machine printing from a reel				i				i		
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer	1									
	and/or pressman	1 6		8	0	6	3	0	ļ		
A 15	Stone and/or plate preparer	1 :			ò i	5	4	ñ	1		
A16	I lik gilnder and/or varnisher				0	5	ō	0			
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sowing 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)			8	0	6	3	0	6	0	0
A 18	Marbler	1 8			ŏ	6	3	0	6	ŏ	ä
A19	Hand Indexer	lè			ŏ	0	J	Ÿ	1 "	U	"
A20	Finisher	lè			ŏΙ		• •		i	• •	
A21	Pagket book maker	è			ŏ		٠.		į.	٠.	
A22	Loose sheet cover maker	l è			ŏ		• •		1	• •	
A23	Tighet maker turned in work	Ιè			ŏ		٠.		1	• •	
A24	Blutting and maker	8					. • •		1	• •	
A25	D. at the same by				9		٠.] .	• •	
· A26	Man and also manustan and for monthly of	1 6			0		• •			• •	
A27		1 6	1	8	0		٠.				
821	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	}e		8	0	6	3	0	6	0	0
A28	Guillotine machine operator	H							1		
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereos, 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								-		
					^ I	a	12	0	l a	a	•
	letter or circular		ľ		0	v	14	•	, ,	U	U
, ,30	Foeder of any kind of machine	5			0	v	٠	v	"	٠.	U
A30 A31 A32	Boader of any kind of machine			l		U	•••	Ü		••	U

• See Clause 8 for definition of grades.

TABLE B. Adult Females.

TABLE C. a Male Juniors in all Sections.

Where the work is performed by a male employee under the Per week.

		£	ε.	d.	age	of 21 years other than an apprentice:	
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 litho-					Percentage On State Constant Loading. Additional Amounta.	-
	graphic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3	4	0		Fer week.	,
B 2	Female employee not otherwise specified	2	14	0	C1 C2	Under 15 years of age 22 0 6 1 0 1 1 6 Between 15 and 16 years of	6
	Female Supervisors.				C3	age 28 0 6 1 0 1 7 (Between 16 and 17 years of	ß
B3	Female employee in charge of or who supervises, directs, or is responsible for the		•		C4	age 35 1 0 1 6 1 14 6 Between 17 and 18 years of	3
	work of—				C5	age 48 1 0 1 6 2 6 6 Between 18 and 19 years of	j
	(a) Up to 8 employees (b) From 9 to 15 employees (both in-	3	6	0	C6	age 60 1 6 2 0 2 18 6 Between 19 and 20 years of	š
	clusive)	3 1	5	0	C7	age 72 2 0 2 6 3 10 6 Between 20 and 21 years of	š
	(c) Over 15 employees	4.	1	()		age 85 2 0 3 0 4 3 0)

COUNTRY PRINTERS BOARD-continued.

TABLE D.
Apprentices.

Table E. Female Juniors in all Sections.

Where the work is performed by a male apprentice:—

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

_		 			,	1	age	of 21 years:					
	-		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.		_		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
D1 D2 D3 D4 D5 D6	Third year Fourth year Fifth year	 :::::::::::::::::::::::::::::::::::::::	22 28 35 48 60 85	s. d. 0 6 0 6 1 0 1 0 1 6 2 0	s. d. 1 0 2 0 3 0 4 0 5 0 6 0	Per week. £ s. d. 1 1 6 1 8 6 1 16 0 2 9 0 3 1 6 4 6 0	E1 E2 E3 E4 E5 E6	First year's experience Second year's experience Third year's experience Fourth year's experience Fifth year's experience And thereafter the minin for the class of work whi	ium ch sh	22 26 32 38 50 wage e is doi	s. d. 0 6 0 6 1 0 1 6 prescri	$\begin{array}{cccc} 1 & 0 \\ 1 & 6 \\ 2 & 0 \\ 2 & 6 \\ 3 & 0 \end{array}$	Per week. £ s. d. 1 1 6 1 6 0 1 12 6 1 18 6 2 10 6 females

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 El 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 employer, 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 Weekiy Wage,
					s. d.	s. d.	s. d.
First six months' experience	 	 	 	1	25 0	06	25 6
Second six months' experience	 		 		28 0	06	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 un			 		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	Non-Ad	ljustable.	Total
· -		Rate.	Constant Loading.	War Londing.	Weekly Wage,
(a) Other than Small Goods Section—		£ a. d.	s. d.	s. d.	£ s. d.
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,		Ī			1
trimmers and leading hands in the lard and tallow department	nt	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 8
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 t	illers,				
smoke room and drying room employees, packers, washers of ham	s and	ļ		ļ	j
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	60	3 0	5 10 0
All others	• • •	5 0 6	6 0	3 0	5 9 6
(b) Small Goods Section-		j]	,
Small goods men (i.e., men employed principally on mixing machines)		5 16 0	60 -	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	1			
goods sellers from cart who collect cash, boners, salters, scalders	and	Į.		Ì	1
cookers		590	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
Yaromen For 44 hours per week		5 1 0	8 0	3 0	5 10 0
All others		4 18 0	6 Ŏ	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,

for one hour.

فروعاء وكهداء أسا الموسة

SCHEDULE-continued.

MUSICIANS BOARD.

Clause (2) of the Determination published in Government Gazette No. 339 of the 13th September, 1940, shall be replaced by the following clause :-(2) WAGES. (A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES. Weekly Employees. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday. (A2) Leaders-.caders—

(i) Week's work

(ii) Each performance not included in week's work (A3) Principals—
(i) Week's work
(ii) Each performance not included in week's work 0 18. 0 extra (A4) Other performers—

(i) Week's work

(ii) Each performance not included in week's work Re Ci 0 15 9 extra Casual Employees. (A5) Leaders—each performance ... (A6) Principals—each performance ... (A7) Other performers—each performance (B) CENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARISTY SHOW, VAUDEVILLE, REVUE, COMIC OPERA. MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERB PROVIDED FOR BY THIS DETERMINATION. Weekly Employees, : (B1) For the purpose of this sub-clause (B)-(i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday. and none on a Sunday. £ a. d. 5 15 6 as for one hour. Casual Employees, £ a. d. .. 0 19 10 (C) PICTURE SHOWS. Weekly Employees. (C1) For the purpose of this sub-clause (C)-(i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday. (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday. (C2) Week's work of six performances
(C3) Week's work of twelve performances
(C4) Each performance not included in a week's work
(C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour. Intermittent Weekly Employees. (C6) One performance per week (C7) Two performances per week (C8) Three performances per week (C9) Four performances per week .. .

Casual Employees.

(C14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours. Additional and the second of the second 128 2 - 21

SCHEDULE - continued.

MUSICIANS, BOARD-continued.

					GE BANE								 .
					Pomertonias								
(D1) For	the purpose of thi	ia ambadanaa	(D) a week		<i>Employee</i>		a annaist	of siz ni	aht parfor	m= n.e.a			
ot the employer	, of any performan	ices and/or re	chearsals to	the aggr	egate nu:	nber of	six, in e	ither cas	all such	six per	form	≱DÓ6	s and/o
energers to be	held within seven	consecutive c	awas wuu no	ne on a s	unuay.						· ·	:	d. '
	ek's work		••	••		••		• • • • • • • • • • • • • • • • • • • •	`·	••	4		6† .
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45 to 15				Casual .	Employee	•.					£		d.
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ocording to the	the purposes of the following manner	and condition	ns. that is t	O BAV:-	. 01 15 01	оф пог	na stan	be deem	ed to come	TRE OI A	WOLK	dor	e in an
-	i) In the case of t			-	urs, and	in the c	ase of th	e week's	work of 3	36 hour	a. 6 1	honz	a ia to 1
: ,	the day's work	ζ.									-, -		
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), (iv	The employee is	to be off du	ity for at l	east one.	hour, bet	ween 1	p.m. and	i 3 p.m.,	and one	hour be	twee	n 5	p.m. an
	7 p.m.	tia ta ba dan	o in some	ta naminda	of siths=	. 11 2	-		h		1 _	.	
(v (,	 Each day's work During the second 	nd hour of ea	ich period o	f three co	onsecutive	bours.	the emp	lovee is t	s, cnosen a to be allow	ed an i	mpro	yer Tal (s option. of at leas
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	nist not member of							los	•	• • •	• -		0 4-22
	For 36 hours in a			day	••				••	• •	6		0
(11)	. For each hour over	er 36 in the v	week	C	 	••	••	••	, ···	••	0	6	0 extr
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^{*} 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.

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(II) For the purpose of this sub-claus	se (I)	w eekiy	Employees	١.							
(i) A week's work of six per	rformances sh	all he doer	nad to a	anniet of	·	·					
hours on each of six cal	lendar days, a	ll to be give	aou eo cc en within	Seren o	one per	Tormance	not to	oxoced	three	9 60	nsecutive
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	not to excee	d three co	nsecutive	bours.	all to be	given w	ithin seve	n cons	eanti	DJA VA (tennings
none on a Sunday.	•					6		- :			,-,
(I2) Week's work of six performances	a done betwee	n 9 a.m. ar	nd 6 p.m.	_					£	ä.	d.
(i) Dy any one forner than a	planist playing	g alone)	••	• •						12	
(ii) By pianist playing alone	••		• •	• •	•• .				6	9	0
(13) Week's work of six performances (i) By any one (other than a	s done betwee	n 6 p.m. ar	id midnig	ht—							
(ii) By planist playing alone.	planist playing	g alone)	••	••	• •		••	••	5	17	0
(I4) Week's work of twelve performs	· · · · · · · · · · · · · · · · · · ·	••	••	• •	•• .	• •	••	• •	. 6	14	0
(i) By any one (other than by	uices all done	Detween y	a.m. and		-						
(ii) By pianist playing alone .		Arrif grone)	••	• •	• •	••	••	••		12	0
(I5) Week's work of twelve performa	nces not all de	one hotuur.	- ^		• •	••	••	• •	9	10	0
(i) Dy any one lother than a l	DIADISE DIAVIDO	one perwee	n ya,m.							_	
(ii) by planist playing alone.				••	••	• •	••	••		17	
(I6) Each performance on a week day	v not included	in a wook'		••	••	• • •	••	••		15	
(I7) Pianist playing alone on a week	dev in dens:-	and a week	s WUIE	• •	• •	••	••	• •	0	15	0 extra
(1) For not more than 30 hope	rain a Week	R cierases-								_	
(ii) For each hour over 30 in a	Week	••	••	••	••	••	••	٠.,		12	
		••	••	••	••	• •	••	••	0	5	0 extra
		Casual B	mployees.								
(18) Performing at a dance on a week	day: Perbo	ur with a r	ninimum	pa v men	t as for t	hree hour	'A		£		,
(i) Flatilist playing alone .						11041				4.	d. 0
(ii) Others			••		••		••	••		11	~
(I9) Performing at a dancing class on	a week day	Per hone	trith a m	 ini			• • •	• •	v	٥	U
(i) Pianist playing alone		rer nour,	with & III	minum	payment	as for th	ree hours	_			
(ii) Others	•	. ••	••	• •	••	• •	••	• •	0	6	6
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(J) SEATING RINES AND	OTHER LIKE !	FORMS ON	Ewmnne.				D				
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(Ji) For the purpose of this sub-claus	ee (.T)	Weekly E	mployees.								
(J1)' For the purpose of this sub-claus	80 (J)—	Weekly E	mployees.								
(i) A week's work of six perf	formances sha	Weekly E	mployees.	naist of	one on e	sch of si	x days, e	ach pe	rforn	anc	e not to
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MUSICIANS BOARD-continued.

(M) CONDUCTOB 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 Prescribe	RATE I	F EMPLOY	ER PLAT	ano er	OR MORE	EXTRA	Instrumi	ents.			
		Weekly E	mployees								
(O1) If any extra instrument supplied by e	mployee :	each perf	ormance	during	week of e	mploym	ent—		£		
(i) If three performances or less	••	••		• •		• •	• •		0	4	Of extra
(ii) If four	••	• •		• •	••	• •	••	• •	0	3	6† extra
(iii) If five	• •	• •	• •	••	••	• •	• •	• •	0	3	Of extra
(iv) If six or more		n ,	• •	• • •	• •	• •	••	• •	0	2	6† extra
(O2) If no extra instrument supplied by en	nployee	For each 1	pertorma	nee	• •	••	••	• •	0	2	6† extra
		Casual E	molovees				•				
(O3) If any extra instrument supplied by e	mnloves								0	5	O† extra
(O4) If no extra instrument supplied by en					••	••	••	• • •	ŏ	3	6† extra
(04) II 20 cavia institution supplied by the	apioyeo .	. 0. 040. }	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		••	••	••		•	•	0,0000
		Except									ъ.
(O5) The flute and picele are not extra to of the Musicians Union of Australia by its authori	each oth ized repre	er, nor are sentative s	other 1 and the c	nstrume mploye:	nts extra r concern	to each ed agree	are not to	ch the be con	v icto sider	red (n Branch extra.
(P) REHEARSALS NOT INCLUDED BY	-										
											Lander
All Weekly or Casual Employees intended to be e	mpwyea T.a	aders, and	rmunce j Princin	als.	e 9/9G 7E/85	A-1 GL26 9-5	s. 10GE				mouner,
(DI) In sound once and other and			_						£	٤.	a
(P1) In grand opera, and other work comp				is Clause						9	
(i) Commencing before 3 p.m. not (ii) Commencing before 3 p.m. not (••	•••	••	••	••		13	6
(iii) Commencing at or after 3 p.m.				• •	••	••	••	•••			3
(iv) Commencing at or after 3 p.m.				••	••	••	••	• •		16	
(P2) In any other work—	HOU DO CA	cood times	nours	•••	••	••	••	• •	•		
(i) Commencing before 3 p.m. not	to exceed	two hours							0	7	61
(ii) Commencing before 3 p.m. not t									Ü	10	
(iii) Commencing at or after 3 p.m.				••					0	10	01
(iv) Commencing at or after 3 p.m.				• •			• •		U	15	0 <u>‡</u>
(P3) In the case of weekly employees the	foregoing	z rates pre	scribed	in this s	ub-clause	are ext	ra rates t	o be pa	id in	ad	dition to
the rates prescribed for the week's work.		, rates pro									
***************************************		Other En	nployees.								
(P4) Pianist employed only for rehearsals	with com			rand on	era or an	v other v	vork com	orised			
in sub-clause (A) hereof—	WITH COIL	party or ar	uses ili e	rand op	CIA OL BA	y conc.	TOTAL COM	J. 1150G	£	ě.	d.
(i) Weekly employee for 36 hours i	n a week	excluding	Sunday							17	
(ii) Weekly employee for each hour											5 extra
(iii) Casual employee for each hour	on a weel	day, with	a minir	num pay	ment as	for three	hours		Ó	4	6
(P5) Pianist employed only for rehearsals								work			
comprised in sub-clause (B) hereof	, with co	in pany or	m chieb		50110101 0	acar, icai	0. 0				
(i) Weekly employee for 36 hours i	n a week	. excluding	Sunday						5	12	0
(ii) Weekly employee for each hour							• •	• •	Ö	4	6
(iii) Casual employee for each hour	on a weel	k day with	minimu	m paym	ent as for	three h	ours	••	Ō	4	ì
(Q) Addition to Prescribe	ED RATE	S FOR PER	PORMIN	OUTSI	DE URCE	ESTRA P	IT OR WI	ill.			
,	Week	kly or Casi	ual Emp	loyees.							
. (Q1) Where an orchestra is required to per	form on t	the stage in	a view o	f the auc	lience				£		d.
For each musician—per performance		-							0	2	6† extra
(Q2) Where a musician is required to play	in view o	of the audie	ence eith	er solo c	r as one	of a duet	, trio, or	other-			-
wise than in the ordinary way as part of a comple	te orches	tra—									
For such musician—per performance	B	••	• •			• •	••	• •	0	3	Of extra
<u> </u>		-		_	` ^	,,,					
(R) Addition to	PRESCRIB	ED RATES	WHERE	EMPLO	FRE SUPP	LIES MU	91C.				
		Weekly E	mployees								
•		-	-						£	4.	
(R1) Employee required to supply music	••	••	••	• •	••	••	••	••	U	10	6† extra
		Casual E	mployees								
(R2) Employee so required—per performan	nce					_			Ω	3	6† extra
(102) Employee so required—her performat		••	••	••	••	••	••	••	•	•	01 02014
		(S) Higher	в Вите	q.							
						1 C	L:LL _ 3.1.	i			21 1 1
If a musician engaged to do certain wor	k is requ	nred to do	in hen	thereof	otner wo	TK IOF W	men a hig	ner rat	6 18 J	pres	oribed, he
shall be paid for such other work at the higher	rate wit	tn a minin	uum pay	ment w	' TOL OUG	berroum	ance or a	or th	ice D	ionu	e on escu

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.

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.	Second Column.		Thir olun	
Number of Rate.	Description of Employment.		Vock Wag	
	Table. " A "-Adult Males.	•		,
1 2 3 4 5 .6	Guillotine machine operator Paper bag machinist Employee working a paste-making machine Storeman Packer and/or despatcher Any other adult male 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 pro rata for the hours worked by him	5 5 5 5	13 18 4 10 10	d. 0 6 0 0 0
	- Table "B"Adult Females. (Including non-adult females of at least five years' experience.)			
.1	Female head packer when employed as such	3	2	0
2	Female Packer		19	Q.
3 4	Female hand-made paper bag maker Female bag machine minder, and female threading paper, looking after paste boxes	2	19	0
5	or catching and stacking paper hags Female bag machine minder, if with stringing attachment and without	3	1	0
6	assistance A female employee in charge of or who supervises, directs, or is responsible for the work of—	,	2	0
	(a) from three to eight employees (both inclusive)	3	5	6
	inclusive)	3	13	0
	(c) over fifteen employees		19	ő
_7 _	Female employee not otherwise specified		16	<u>ŏ</u>

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.

RATES FOR JUNIORS.

		•									we	
											\$.	
.l. U	nder	15 ye	ars	of	age					1	1	€
2. I	3etwce1	n 15	and	16	years of	age	٠	•		ì	7	- (
3.	,.	16	,,	17	. ,,	,,	·			1	14	•
4.	,.	17	,,	18	;,	,,,				2	6	- (
5.	,.	18	,,	19	,,	••				2	18	- (
б.	,,	19	,,	20	,.	٠,	٠.			3	10	•
7.	,,	20	**	21	, ,	٠,				4	3	- (
	innia		rkine	, 01	a nigh	t shi	ft. fc	r a	week	ila :	all	h

Where the work is performed by a female junior-

			Per	we	ek.	
			£	8.	đ.	
l. First year's experience			1	ı	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	
 And thereafter the minimum females for the class of work 	wage which	presci	ribe s do	d ing	for	

- 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. is doing.
- is doing.

 S. 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 employer 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.

 **Tazette No. 196 of the 27th May, 1942, shall remain in force.

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

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)—

Column,	Second Column.	Thir Colum
Tumber of Rate	Description of Employment,	Week Wag
	There is A in the state of the	
	TABLE "A"—ADULT MALES. Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting	£ s.
	machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	7 0
	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 14
	(c) Thereafter the rate for a machine compositor	7 0
•••	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens 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
· ·	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting	
	machine Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a	6 11
	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	
İ	adjustments and replacements of accessories and parts but not any repairs)	5 16
	machine	6 11
	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person	v
	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
!	Proof reader and/or reviser	6 14
	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow	0 17
	machine compositor)	6 11· 6 11
	Stereotyper	6 11
·	Letterpress machinist	6 11
	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereos, electros, zincos or the like	6 11
: :	Railway ticket printer—single machine	6 0
` '	Railway ticket printer—multiple machine	6 2
	Machinist working a flat-bed machine printing from a reel	6 11
::	Rotary machinist Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the	6 11
	machine and the proper printing of the paper	5 18
	Collapsible tube printing machinist	6 11
	Universal process machine operator	6 11
	Photo-lithographic camera operator	6 16
	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 Lithographic pressman, and/or lithographic manual or mechanical transferror, and/or photo-lithographic	5 10
	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
· ::	Gravure machinist	$\begin{array}{c} 6 & 11 \\ 6 & 11 \end{array}$
	Marbler	6 11
	Hand indexes	6 11
5 ,43	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
	Finisher	6 11
	Pocket-book maker	6 11
	Ticket-maker, turned-in work	6 11 6 11
	Portfolio maker	6 11
:::1	Person engaged in sawing and/or rolling books	6 11
	Loose sheet cover maker	6 11
	Leather cutter	6 11 6 11
1		• ••
::	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does	
	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	- 10
*\ *\ \$	or cutting, 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	5 13
:	edgo-staining, board cutting, beveiling, 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)	
: 1	edgo-staining, board cutting, beveiling, 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 6 11
	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on	6 11
ī	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher 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 Guillotine machine operator	6 11 6 11 6 11
· · · · · · · · · · · · · · · · · · ·	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher. 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 Cuillotine machine operator Employee operating a milk bottle wad-making machine	6 11 6 11 6 11 5 16
1 1 2 1	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer	6 11 6 11 6 11 5 16 5 14
1 1 2	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist	6 11 6 11 6 11 5 16
1 1 2 2 1	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher. 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 Children and the machine operator Employee operating a milk bottle wad-making machine Waxer Rotary reel gumming machinist Rotary reel gumming machinist Retal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	6 11 6 11 6 11 5 16 5 14 5 10 5 13 5 7
1 1 2 2 1	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher. 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist Rotary reel gumming machinist Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping Printing ink mixer and/or maker	6 11 6 11 6 11 5 16 5 14 5 10 5 13 5 7 5 8
	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist Rotary reel gumming machinist Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping Printing ink mixer and/or maker	6 11 6 11 6 11 5 16 5 14 5 10 5 13 5 7 5 8 5 10
T	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher. 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist Rotary reel gumming machinist Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping Printing ink mixer and/or maker Bronzing machine operator Roller maker Feeder on any kind of machine	6 11 6 11 6 11 5 16 5 14 5 10 5 13 5 7 5 8 5 10
	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist Rotary reel gumming machinist Rotary reel gumming machinist or type-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping Printing ink mixer and/or maker Roller maker Foeder on any kind of machine Storeman	6 11 6 11 5 16 5 14 5 10 5 13 5 7 5 8 5 10 5 10
1 1 2 2 1	edge-staining, board cutting, beveiling, 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) Map and plan mounter and/or varnisher. 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 Guillotine machine operator Employee operating a milk bottle wad-making machine Waxer Sheet varnishing and/or sheet gumming machinist Rotary reel gumming machinist Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping Printing ink mixer and/or maker Bronzing machine operator Roller maker Feeder on any kind of machine	6 11 6 11 6 11 5 16 5 14 5 10 5 13 5 7 8 5 10 5 8

PRINTERS BOARD-continued.

First Column.	Second Column.		i hi rd ium	
fumber of	Description of Employment.		cekl	
Rate.			age.	_
		£	ŧ.	d.
	TABLE "B"—ADULT FEMALES:			
l				
	(Including non-adult females of at least five years' experience.)			
1 ∴	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereos, 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	1		
	typewritten letter or circular		10	
3	Female head packer when employed as such 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:—		6	U
	(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, stabled, stapled or			
ı	otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned Female bookbinder—that is, an employee engaged in :—	3	6 5	0
٠	(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	1	•	
	(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 mans or plans when mounted on calleo 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	i .		
	tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the	1		
	staining or otherwise coloring of the edges of cards and the edges of books other than those books that			
7	are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3	•	0
• • • • • • • • • • • • • • • • • • • •	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	ō	0
0	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
1	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)	3		
	(b) from 9 to 15 employees (both inclusive)	3	15 1	
9		1 -	16	
12	Female employees not otherwise specified	2	16	

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.

										Q							
						RATES FO	or Junio	DRS AND	APPRENT	ices.							
(4) Wh	ere the v	vork is	perf	ormed	byar	nale juni	or, not b	eing an	apprentic						Per		
															£	e	đ.
	Under 1				• •			• •	••		• •		• •		1	1	6
2.	Between	l5 ar	ıd 16	years	of age		• •	••	••	••			• •	••	ì	7	6
3.	**	16,	, 17	,,	,,			• •				• •			1 1	14	6
4.	,,	17 ,	, 18	,,	,,						• •				2	6	6
5.	**	18 ,	**	,,	,,										2	18	6
6.		19 ,	00		,,						• •			••	3	10	6
7.	**		, 21	**	"			••		••	••			••	4	3	0
			•														
Where	the wor	k is p	erfori	ned by	y a mai	le appren	tic o										
	T25																Α.
	First ye		•	•	••	••	••	••	• •	••	• •	••	••	••		ī	Ü
	Second		•	•	• •	• ••	••	••	• •	• •	• •	••	••	• •	1	.8	6
	Third y		•	•	• •	• •	• •	• •	••	• •	•••	••	• •	• •	1 :	16	0
	Fourth				• •	• •	• •	• •	• •	• •	• •	• •	• •	• •	2	9	0
	Fifth ye				• •	• •	• •	• •		. ••	• •		• •	• •	3	I.	6
	Sixth ye				• •							• •			4	6	0
14	A junior	work	ing o	n a nig	ht shift	for a wee	k shall b	oo paid 9s	. extra fo	r such ni	gbt shift	work; if	he works	less th	en e	.we	ek,
	he a	hall be	paid	pro re	ata for t	he hours	worked !	by him.			•	•					

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 fem	ale junic)r						Per we	
									£. s.	ď.
1. First year's experience					• •			 • • •	 1 1	6
2. Second year's experience						••.	• •	 • •		0
3. Third year's experience				•••		• •		 	 1 12	
4. Fourth year's experience	ө	• •	2.					 	 1 18	
5. Fifth year's experience	• •	·		••		• • •	. ::.	 • •	 2 10	6

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

Clausee (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.	£ s. d.
Al.	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	6 13 0
	machine)	
A2.	Probationary machine compositor—	6 4 0
	(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 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 ens 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	6 13 0
	to do tabulated and other matter in a workmanlike manner shall be paid	
A4.	Proof reader	
A5.	Proof reader and reviser	6 7 0
A6.	Proof reader's assistant	5 0 0
A7.		6 4 0
A8.	Slugger	6 4 0
A9.	Bulk hand	6 4 0
A10.	Stone hand	6 7 0
A11.	(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.) (An employer shall have the right to allot to any hand compositor, slugger, 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	560
A17.	Machinist working a flat bed machine printing from a reel	6 4 0
A18.	Publishing employee	. 590
A19.	(a) Working mechanic of slug-casting machine, if in charge	$6\ 4\ 0$
	(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 0 0
	Cleaner of slug casting machine	5 0 0
A20.		
A20, A21,	Gealey puller	$5 \ 0 \ 0$
		5 3 0
A21.	Galley puller	

PROVINCIAL PRINTERS BOARD-continued.

			· Pai	ат I.—Da		RINTERS WSPAPER								
First Column.						Second Col	uma.	· · · · ·	· · · · · · · · · · · · · · · · · · ·		•			Third Column.
Number of Rate.					Descr	iption of E	mployment.	٠.		•		`		Weekly Wage
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B2.	ranchine Female en	, ruling n	nachine, 1 charge	varnishin of or wi	ng mach	ine, waxir	ig machir	ıe, foldir	ıg machir	10			3	
В3.	(b) F	From nine Over fiftee	to fifte n emple	en emplo oyees	yces (bo	oth inclusi		••	•••	·· ·			3	10 6 16 6 11 0
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Part, which male.	is not specific	cally nam	ed or de	escribed i	n Table	"B" of	this Part	, she sh	all be pai	d the ra	te whiel	h is p	rescri	bed for the
(3)						Juniors A								, , , , ,
When	e the work is	perform	ed by a	male em	ployee	under the	age of 2	l years	other tha	n an a	pprentice	Per	Week	
	l. Under 15 y	ears of a	ge									£	s. 'd	
:	2. Between 15	and 16	years of		.:			••	••	••		l	6 6	i
	3. Between 16 1. Between 17					• • •	• •	• • •	••	. ::	• • • • • • • • • • • • • • • • • • • •	2	13 () 5 ()	,) , ·
	5. Between 18	3 and 19	years of	f age		••	• •	••	••	• •			16. 6	
	8. Between 19 7. Between 20				• • •	• • • • • • • • • • • • • • • • • • • •			• • •	• •	••	4	8 0	
When	e the work is	perform	ed by a	male ap	prentice	:					•		Week	_
	8. First year	•										£	8. d	
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). Third year I. Fourth yea	 r	• •	• •	• •	••	••	• •	••	••	••		$\begin{array}{ccc} 13 & 0 \\ 5 & 0 \end{array}$	
i	2. Fifth year	• ••	::	::		•••	•••	••	•••	::	•••	2	16 6	5
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Schedule—continued.

PROVINCIAL PRINTERS BOARD-continued.

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

mber of Rate.				Seco	ond Colu	pŋ.			•			Colu	ım
				Description	n of Em	ployment.						Wa	
			TABL	е "А."	-ADULT	Males-	continue	ed.				6	_
7	Caster or assistant mech working under the dir	ection of	a type-o	asting m	achine ter pers	a caster on in aut	or assist	tant mecl zhose dut	ies includ	le attent	ion to	£	•
	the type-casting mach and to do any adjustm	ents and								emcient	state	5 16	
8 9	Proof reader and/or revise Hand compositor (which	er shall incli	ide anv	nerson er	 noloved	as a slugs	zer, bulk	hand, or	stone ha	nd. or L	udlow	6 14	ł
	machine compositor)					• •					••	6 13	I
10	Electrotyper (which shall						Matrix !	Moulding	purposes)		6 11	
11 12			••	••	• •	••.	••	••	••	••	·	6 11	
13	Operator of a writer-pro	ess multi	igraph i	nachine.	roneoty	pe machi	ne, or a	a similar	machine	printing		" 1	
	morrable tune eternos	alentroe :	tinana n	e tha lika	•	-				· ·	••	6 11	i
14	Railway ticket printer—s Railway ticket printer—r Machinist working a flat-	ingle mac	hine			• •	• •	• •	••	• •	• •	6 6	
15	Railway ticket printer—r	nuitiple n	achine			••	• •	• •	• •	••	٠	6 2	
16 17	Rotary machinist	oed macn	me prin	ring irom	a reei	••		• •		••	• • •	6 11	
18	Rotary machinist's assis	tant—tha	t is. a	person w	rho assi	stathe m	achinist	in the	are and	control	of the	0 11	٠
	machine and the prope	r printing	of the	Daner								5 18	3
19	Collapsible tube printing Universal process machi Lithographic and/or pho	machini	st '					••		••		6 11	
20	Universal process machi	ne operat	or				••	••	···	••	• •	6 11	
21 22	Lithographic and/or pho Photo-lithographic came	oro-lithog	rapnic s	trust and	yor des	igner	••	••	• •	••	• •	6 16	
22	Lithographic stone polish	er and /o	or : lithogr	aphic pla	te mair	er and/o	r photo	-lithogram	hic glass	plate el	caner.	0.15	,
20	but not including an	emplovee	process	ing photo	o-lithogr	aphic gla	as plate	g	6	,		5 10)
24	Lithographic pressman.	and/or li	thograp	hic man	al or n	iechanical	transfe	error: an	d/or pho	to-lithog:	raphic	1	
	metal plate coater; ar	nd/or pho	to-litho	graphic j	hoto co	mposer:	and/or	contact	printer-d	own on	litho-	1	
25	graphic metal plate; a		nograpi	ne maeni	nist, inc		aograpo	iic tin pr	inter	••	• •	6 11	
26	Bookbinder	••	• •			••	•••	•••		:: ,		6 11	
27	Marbler					••	••				••	6 11	
28	Hand indexer	••	• •									6 11	Ł
29	Blocker (an employee en							ason only	of the	fact that	he is		
	doing such work entit	led to thi	e rate)	••		••	••	••	•	• •	• •	6 11	
30 31	Finisher	••				• •	••	:: .	• •	• • •	••	6 11	
32	Pocket-book maker Ticket-maker, turned-in Blotting pad maker	work		•••		••	• • • • • • • • • • • • • • • • • • • •		•••	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	6 11	
33	Blotting pad maker											6 11	
34	Portfolio maker					••		••			••	6 11	
35	Person engaged in sawin	ig and/or	rolling	books				••	••	• •	••	6 11	
36 37	Loose sheet cover maker	••	••	**.	••	••	••		••	• •	••	6 11	
38	Edge gilder Leather cutter	••	• •	• •	••	••			• • • • • • • • • • • • • • • • • • • •			6 11	
39	Where an employee em	ployed in	any	lass for	which	weekly	wage is	prescribe	ed by It	етв 26	to 37		
	leas adan staining bo												
	dors edge-staining, bot			re an em			ed solely	on the l	ist-ment	ioned clas	sses of		
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	above prescribed week		•			- :	_	 ude the w	ork of a	leather o	utter.	- 5 13	3.
	above prescribed week work (In the foregoing Ite for which work a wag	om 39 the	 words en prese	" cutting cribed by	of mate	rial" do	_	ude the w	ork of a	leather o	utter,	- 5 13	3 ,
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41 42 43 44 45 46 47 48 49 55 55 55 55 55 1	above prescribed week work (In the foregoing Ite for which work a wag Map and plan mounter at Paper ruler—that is, a pe machine, mixes inks, r Guillotine machine operat Employee operating a m Waxer Sheet Varnishing and/or Rotary reel gumming m Metal maker for slug-cast Printing ink mixer and/o Bronzing machine operat Roller maker Feeder on any kind of me Storeman Packer and/or despatcher Any other adult male An employee working or works less than a wock Operator of a writer-pre movable type, stereos, are wholly composed i typewritten letter or Female head packer whet Female bookbinder—the turned-in-paper sides (a) When engag	om 39 the se has be dor var se has be dor var se lules proo tor iilk bottle r sheet gr achinist ting or ty r maker or a night he shall electros, in the on circular e employe tt is, an nd the bir ed on wo cover len	words en presentation of the presentation of the ward-in imming pe-castic shift for the paid graph rainces ce face a das successful of the which graph is graph in the which graph is graph and the which graph is graph and graph graph and graph and graph	"eutting ribed by any rulingulates the machine machine raweek pro rata for the like and size of the ee engage all cut flut he exceeds and the	of materials of the supplemental states of at roneoty by when confirmed in the supplemental states of at the supplemental states of the supplemental states	rial" do 8) ine or wh y of ink lrod mach paid 12: burs work T FEMALI least five pe mach employed and of a to not turn tes in thic	o makes to the m	stereoty; for such m. xperience. a similar k other titer charace.	its pens (printing lar letter imitation cut flush	on the	6 11 6 11 5 16 11 5 16 15 12 5 10 5 10 5 10 5 10 5 10 5 10 5 1	

PROVINCIAL PRINTERS BOARD-continued.

ADULT FEMALES-continued.

First Column.	Second Column,	Colu	ird imn okly	
Bate.	Description of Employment.	Wa	ige.	٠
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	٤٠	. d	
	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 (U
6	Female employee of more than five years' experience employed on any one or more of the following operations: Polding, 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			
7	are quarter bound cut flush with turned in paper sides or are cut flush and not turned in) Female employee of more than five years' experience employed in connexion with systems work, addressograph	3 .	4	0
	work, and/or in printing work not allotted a weekly wage difference in Table "A"	3	4	0
8 .	Female copy holder			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)		8	
	(b) from 9 to 15 employees (both inclusive)	3 1		
12	1 - m = 1, $1 - m = 1$, $1 - m = 1$, $1 - m = 1$, $1 - m = 1$	2 1		6
12	Female employees not otherwise specified	. 4 1	o	ł

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) Wi	nere the	work	is '	perf	ormed	by a	male j	unior, not	being an	apprent	ice—						r wee	
																£	5.	d.
	Under 1					• •							• •			l	1	6
2.	Between	า 15 ย	ınd	16	years ·	of age	• •						• •			1	7	6
3.	**		**	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 wor	rk is	perf	orm	ed by	a ma	le appr	entice—										
R.	First ye	-AT		٠.			•••									1	. 1	A
	Second					••	•••		• • •			• • •			• • • • • • • • • • • • • • • • • • • •	î	8	Ř
	Third y								• •	••						î	16	ŏ
	Fourth															2		ö
	Fifth v															3	i	6
13.	Sixth y	ear														4	6	ō
			kìng	on	a nigh	t shift	for a w	eek shall b						he works		an	a we	ek
	he:	shall t	e p	aid	pro ra	ta for 1	the hour	s worked b	oy him.		•	-	-					
	T	3 - 1				4.7	t 1		1 7.7	/m 1 m	1	1 Th						

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 b	y a fem	ale juni	or—								Per w	
			•								£s	. а.
 First vear's experience 	••	• •		. • •			• •		• •		1 1	. в
Second year's experience			• •	• •	••	••		••	••		1 6	0
3. Third year's experience				• •		• •		••	• •	, .	1 12	6
4. Fourth year's experience							••				1 18	6
Fifth year's experience		• •			• •			••			2 10	6
6. And thereafter the minis	num wag	e presc	ribed for	females fo	or the clas	s of wor	k which s	she is doi:	ng.			

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 1ls. 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."

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.

(Other than those subject to the Apprenticeship Commission).

(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaquers, retouchers, and/or plate workers in connexion with photolithography or process engraving

Commencing Age.

		er 16 ars.	Yea	6 ars.	Yes	7 ars.		8 ers.	Yea	9 ars.		O BTS.
	8.	d.	8.	d.	8.	d.	8.	đ.	a.	d.	8.	d.
lst year—	ŀ											
lst six months	23	3	23	6	28	0	34	9	i 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	١.	
3rd year	31	3	32	9	36	6	42	0			١.	
4th year	39	0	41	0	45	6	١.		١.		٠.	
5th year	48	3	53	0	Ι.		١.				٠.	
6th year	56	9			١.			.				

(b) Other apprentices or improvers :--

` '	11		-					
	Apprenti	cea.			Improve	8.		
lst year		s. 18	d. 3	lst year			s. 27	d. 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 is more that at the dat indentures years and t	in sixteer e of exec the term	oution of the may be f	igo the ive					
lst ye 2nd ye 3rd ye 4th ye 5th ye	ear ear ear	22 31 41 54	d. 9 0 9 6 9					

PROPORTION.

Apprentices.

- (a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.

 (b) Apprentices other than those provided for in sub-clause (a) hereof.
 - (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.
 - (ii) Other apprentices.

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

Improvers.

Note.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaquers, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited.

One male improver to every four adult male employees receiving not less than the minimum wage.

One female improver to every adult female employee receiving not less than the minimum wage.

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

OTHER EMPLOYEES. Photolithography.

									,				Wages Wee 8.	ek.
Operator	* * * .	••	::		••	• •	• •		• •	٦.				
Half-tone colour	negative	separator	and/or	dot etcher	• •		• •			l	21 years of ago		131	0
Step and repeat p	orinting-c	lown Mac	hine ope	rative	• •	٠	• •			ſ	Thereafter		136	0
Printer			• •	• •	• •	• •				J				
Proofer				• •									131	0
Negative opaquer	, retouch	er, and/c	or plate v	vorker		• •	• •	••	••	{	Males Females	• •	126 73	
						Photograv				Ĺ	remates	••	73	0
										_				
Operator employe	ed in con	nexion wi	tn pnoto	gravure or	rotogra	vure work	••	• •	••	Į	21 years of age	• •	131	0
										l	Thereafter	٠.	136	0
Retouchers of neg	gatives of	r positives	• • •	• •	• •	• •	• •	• •		٠:	Females	• •	73	0
All others	••			••	• •	••	••	• •	••	{	21 years of age Thereafter		131 136	0
					Pre	cess Engi	ravina.			·	Thereatter	••	130	v
Operator						, .				١.				
Half-tone etcher	••			•••			.,	•••	•••	1				
Printer		• • •	••	••						Ų	21 years of age		131	0
Line etcher				• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •		•••	• • •		ſ	Thereafter .		136	0
***					• • • • • • • • • • • • • • • • • • • •					1				
Dantan	••		••	••		• •	••	• •	••	J			121	
35	••	• • •	• • •	• •	• •	••	••	••	• •	• •	••	• •	131	Ò
D	• •	• •	• •	• •	••	• • •	• • •	••	• •	• •	••	• •	131	0
		/-	1.4		• •	• •	• • •	••		٠;		• •	131	0
Negative retouche	er, opaqu	ier, and/o	r plate w	огкет	••	••			•••	{	Males Females	••	126 73	0
Clauses 14	to (21)	inclusive	of the	Determin	ation as	noblish	ad in Co	mernment	Carette No.	201	of the 94th D			1041

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.

STATIONERY BOARD.

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

(2)								F	E 71	ALE	TQ:	B	E PA	LID	MA	LE I	RATI	E.				
First Column.	Second Column.	Co	hir lun	d in.	name	d	Where or des	crit	æd	or	of	t.	he o	las	s m	enti	ione	d iı	n Ta	.ble	".	Α"
Number of Rate.	Description of Employment.	W	eel ag	ly e.	ahall	be	s not a paid hat thi	the	r	ate	wh	iic	h is	pr	escr	ibec	l fo	r tl	ie m	ale	: 1	ro-
	. Table "A"—Adult Males.	£	s.	d.	emplo opera	ti(e in ron of t	espo his	ect De	of	wo mir	rk ıat	wh ion	ich wa	at s be	the ing	dat don	e o	f cor y her	nin r, a	g i .nd	nto for
1 .	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to				which scribe	d.	o mar	gin	al	rat	e f	or	fen	ıale	s is	he	rein	sp	ecific	eall	УІ)Fe-
2	this rate)	6 1					\mathbf{R}	ATE	s I	FOR	Jυ	NI	ORS	AN	D А	PPR	ENT	ICE	s,			
3 ,	Guillotine machine operator	6 1			(4)	,	Where	the	e v	vor	k i	s	perf	orn	red	bv	a r	mal	e iu	nio	r. 1	not
4	Tag machinist where machine has printing attachment	6	6	6			n app						•						•			
5	Tag machinist	5 1	4	0															r	_	we s.	
6 7	Cutter from reel and/or slitter Cutter from reel and/or slitter, if cutting or	5 1	0	U	1.	. Į	Jnder	15	уe	агь	of	a	ge								1	
	slitting—				2		Betwee	n 1	5	and	. 1€	y	ears	s of	ag	е.			٠.		7	
	(a) Printed, creped, or embossed paper, or papers coated with gum or other	1			4		"		16	••	_1≀	5			;;						14 6	
	adhesive ,	5 1	3	O,	5 6		,,]	81		- 18)			,, ,,				• •		18	
	(b) Paper into rolls for recording machines or wrapping machines, or machines]			7		27 22 ,	2	20	"	21	ĺ	"						• •		10 3	
	similar to these machines	5 1																				
8 9	Envelope angle cutter Envelope angle cutter who has to mark out	6			Where	e	the wo	rk	is	per	for	me	ed b	w n	m	le .	ลกกะ	renf	ice-	_		
10	Envelope cutter and/or die cutter	5 1															P P				we	cl:
11 '	Envelope cutter and/or die cutter who has to mark or lay out	5 1	6	6																	s.	
12	Cutter of playing cards	5 1	3	0			irst Y													1		
13 14	Doyley machinist	5 l 5 l			9.	٠,	Second	ye	ar		٠.					٠			٠.		8 16	
15	Colour mixer for surface coating	5	7	0	11		Second Fhird Fourth	yea	аг		• •										9	
16 17	Calenderer Brusher	5 l 5 l			12.	.]	Fifth y Sixth y	/ear	•		٠.					٠,					1	
18	Water-proofer	5 1	0	0			i junic				g (a n	igh	t sh	ift	for		 veek		6 all	
19 20	Plate roller of paper or board Employee working pasteboard machine	5 1 5 1					paid	9s	. €	extr	a i	or	8U	ch	nigl	ıt	shif	t t	work	:	if	he
21	Employee (whether working under a foreman	• •	•	•			work for	the	ho	our	w	or	ked	by	bir	a.		_		-		
22	or otherwise) in charge of envelope-making machine or machines	6 1	l	0	15.	. 1	Provide III. ferre	(T)	rac	ie '	The	or	y a	nd	Pra	ctic	e)	exa	mina	atio	n	re-
ļ	cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely	ļ <u>.</u> .		•			Com: unde	mis r t	sio he	n o sa	f V id	ict reg	oris Jula	ι, a tio	nd l ıs t	ias oa	also n ii	be ocre	come ased	en ra	itit! ite	led of
23	Persons employed on machines not specified in this Table and which are not used in a	51	J	U			pay the week	\mathbf{am}	ou	nt	of	S	uch	in	стеа	se	pai	d t	o h	im	ea	ıch
24	trade subject to an apprenticeship Toilet roll automatic core making machines	5 I 5 l					regu	lati	ons	9 u	nti	Ιt	he	con	aple	tion	of	hi	s ap	pre	nti	ce-
25	Toilet paper crepcing machinist	5 1	3	0			ship, appr	opr	oge iat	e t	er ot	he	th ve:	th ar	e r of l	ate his	he ann	reii	ı p: tices	reso hin	erit	ed
26 27	Toilet roll slitting and rewinding machinist Toilet paper oval roll slotting machinist	5 l					••	•									~FP		*-000	۳	•	
28	Any other adult male	5			Where	: 1	the wo	rk	is	per	for	me	d b	уε	. fe	mal	e ju	mio	r			
29	An employee working on a night shift for a week shall be paid 12s. extra for such night																		P	er	wee	ck.
ŀ	shift work; if he works less than a week he																			£	8.	d.
į	shall be paid pro rata for the hours worked by him.				1. 2.	F	irst ye	ear'	S r'e	exp	erie	enc ien	e .			٠.			-		1 6	
j					3.	Ī	hird y	ear	r's	ex	eri	en	ce .							1	12	6
					4. 5.	F	econd hird y ourth	yes rear	17'5 '5	exi	(pei	rie: em	nce e			٠.					18 10	
n j	Table "B"—Adult Females.				6.	Ā	na tu	erea	a i t	er	CHE	:	min	Im	ım	wa	ge	pre	esern	bed	í	or
1	(Including non-adult females of at least five years' experience.)				7.	Α	fema femal	les e iu	fo ini	r t or	he ent	ela eri	168 - 1107 1	of the	wor! ind	k w	hiel v ir	h si h be	ie is	de oht	oing	5. 11.
٠, ١							year	01		iate	r	sh	all	rec	eive	e t	he	for	egoi	ng	ra	te
1	Female employee of more than five years' experience employed in connexion with						appi per	wee opi	rai k	ie 1 exti	ol at	ıer ınt	exp il s	peri he i	ence	e ai hes	id n the	ot age	iess of	tha 21 v	n : rear	os. es.
2	_ stationery		į				when	sh	е 8	shal	П Р	e j	paid	th	e mi	nin	um	Was	ge pr	esc	rib	ed
3	A female employee in charge of or who	3 5	•	U	8.	I	for for the a	bov	e ı	oro	visi.	oni	8.8	to	wor	k ne	erfo	rme	d by	fet	na l	ea
ļ	supervises, directs, or is responsible for		٠				" ex	peri	ien	ce '	'n	1ea	ns	ex	perio	ence	: in	ti	ıe i	ndı	ıstı	v,
İ	the work of— (a) from three to eight employees (both						inclu empl	oye:	r	and	e 110	ny	e in fei	un mal	e еп	lqm lqm	oy or	ı m	ore t ienti	naı one	11 0:	ne in
- 1	inclusive)	3 8	3	0			such	pro	ovi:	sior	18 0	n	leav	ring	or	bêi	ng d	disc	harg	ed	fro	m
ļ	(b) from nine to fifteen employees (both inclusive)	3 15	,	6			her of	ne he	i. uol	em	nt plo	sh ver	ea.ii ∈£	υe atir	ent 19	the	a t	o s ate	vhe	rtí: n	lica su	te eh
	(c) over fifteen employees	4 1		6			emple	oyn	ien	t b	ega	n	and	. th	e d	ate	υf	its	tern	nin	atio	m
	Female employees not otherwise specified	2 16	į	U			duly	នារួ									enti	ıcat	ed			
4							emple	oyei	r.	Su	eh	cer	rtifi	cat.	sh:	all	be '	the	pro	peri	tv	of
4				_			emple the e subse	mp	loy	ee	ane	ì	hal	l b	e re	tur:	ned	to	her	by	aı	17

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

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% 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.

By Authority: H. E. Daw, Government Printer, Melbourne.