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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 February, 1944, as set out in the Schedule hereto:—

Dated at Melbourne, this
5th day of February, 1944.

RAY H. BEERS,
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

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

(2)

JUNIORS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Males—		
Under 17 years of age	1 14 6	1 13 6
17 and under 18 years of age	2 3 0	2 1 6
18 " " 19 " "	2 10 0	2 8 6
19 " " 20 " "	3 1 0	2 19 6
20 " " 21 " "	3 12 0	3 10 0
Females—		
Under 18 years of age	1 10 6	1 9 6
18 and under 19 years of age	1 18 6	1 17 0
19 " " 20 " "	2 0 6	1 19 6
20 " " 21 " "	2 9 6	2 7 6
Proportion (within any factory or place)— The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.		

SCHEDULE—*continued.*
AERATED WATER TRADE BOARD—*continued.*
OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; In Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	6 1 0	5 18 0
Employee who, under the direction of employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	5 11 0	5 8 0
Employee on automatic combined bottle-washing, syrapping, bottling, sealing (or crowning), and labelling machine	5 6 0	5 3 0
Employee bottling aerated or carbonated waters	5 3 6	5 0 6
Employee engaged in handling Glauber Salts	5 3 6	5 0 6
Box repairer and wood worker	5 7 0	5 4 0
All others	5 1 0	4 18 0
Leading hand 1s. per day in addition to the above rates.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	2 16 0	2 14 6

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 113 of the 26th March, 1942, shall remain in force.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination published in *Government Gazette* No. 203 of the 21st September, 1943, shall be replaced by the following clauses:—

2.	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.		
<i>(a) Assembly, Fitting and Process Working.</i>		
Assemblers	5 10 0	5 7 0
Assemblers after two years' experience	5 14 0	5 11 0
Carpenters on agricultural implement making (including tool allowance)	6 4 0	6 1 0
Dismantlers	5 9 0	5 6 0
Implement and/or comb fitters	5 18 0	5 15 0
Implement and/or comb fitters after two years' experience	6 1 0	5 18 0
Pattern fitters and finishers	6 1 0	5 18 0
Plough fitters	5 16 0	5 13 0
Process workers	5 8 0	5 5 0
Wheel rimmers	5 18 0	5 15 0
Windmill erectors	5 18 0	5 15 0
Windmill makers other than fitters	5 17 0	5 14 0
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	5 9 0	5 6 0
Blacksmith's striker on double fires	5 11 0	5 8 0
Bulldozer operator	5 15 0	5 12 0
Hammer drivers	5 11 0	5 8 0
Heater	5 9 0	5 6 0
Implement smith of five years' experience able to do all classes of implement work	6 4 0	6 1 0
Other smiths (including iron benders)	6 1 0	5 18 0
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chippers	5 9 0	5 6 0
Dressers and fettlers	5 11 0	5 8 0
Emery-wheel attendants	5 11 0	5 8 0
Grinders	5 11 0	5 8 0
Grinders using portable machine	5 13 0	5 10 0
Pickler	5 6 0	5 3 0
Shot and sand blast dressers	5 13 0	5 10 0
<i>(d) Furnacemen.</i>		
Cupola	5 18 0	5 15 0
Electric	5 17 0	5 14 0
All other furnaces (not including small rivet or bolt heating)	5 15 0	5 12 0
Small rivet or bolt heating	5 11 0	5 8 0
Assistants	5 9 0	5 6 0

SCHEDULE—continued.
 AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
(e) Foundry.		
Jobbing moulder and/or coremaker	6 13 0	6 10 0
Loose pattern moulder	6 6 0	6 3 0
Plate and machine moulder and/or coremaker	5 18 0	5 15 0
Employees in foundries not specified in this subdivision but classified in subdivisions (c) or (d) shall be paid an additional loading of 3s. per week in accordance with the provisions of Division I. of clause 26 hereof.		
(f) Inspection, &c.		
Checkers	5 11 0	5 8 0
Inspectors	5 11 0	5 8 0
(g) Machinists.		
1st class	6 13 0	6 10 0
2nd class	6 1 0	5 18 0
3rd class	5 14 0	5 11 0
Drillers	5 11 0	5 8 0
Process workers	5 8 0	5 5 0
(h) Painting, &c.		
Dippers	5 6 0	5 3 0
Painters (brush hand)	5 9 0	5 6 0
Paint mixers	5 6 0	5 3 0
Spray painters	5 10 0	5 7 0
Writers and liners	5 18 0	5 15 0
(i) Sheet Metal.		
Bench hand—1st class	6 13 0	6 10 0
Bench hand—2nd class	6 1 0	5 18 0
(j) Stores.		
Storemen and/or packers	5 9 0	5 6 0
(k) Welders.		
1st class	6 16 0	6 13 0
2nd class	5 14 0	5 11 0
3rd class	5 10 0	5 7 0
Tack welders	5 12 0	5 9 0
(l) Wire Workers.		
Wire drawers	5 9 0	5 6 0
Wire weavers	5 9 0	5 6 0
DIVISION II.—ELECTRICAL.		
Electrical mechanics	6 13 0	6 10 0
Shift electrician	6 13 0	6 10 0
Tradesmen, electrical fitters	6 13 0	6 10 0
Tradesmen's and electrical mechanic's assistant	5 9 0	5 6 0
DIVISION III.—ENGINEERING.		
Electrical fitters	6 13 0	6 10 0
Machinist—1st class	6 13 0	6 10 0
Machinist—2nd class	6 1 0	5 18 0
Machinist—3rd class	5 14 0	5 11 0
Motor mechanics	6 10 0	6 7 0
Patternmakers	7 1 0	6 18 0
Toolmakers	7 3 0	7 0 0
Tradesman	6 13 0	6 10 0
Tradesmen the greater part of whose time is occupied in marking off	6 16 0	6 13 0
Tradesmen, wet stonegrinders and glaziers	6 13 0	6 10 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmiths	6 14 0	6 11 0
Forgers and/or faggoters	7 5 0	7 2 0
Forgemen's assistants	5 11 0	5 8 0
Other smiths	6 14 0	6 11 0
Toolsmiths	6 16 0	6 13 0
DIVISION V.—WOOD MILL.		
Band sawyers	5 15 0	5 12 0
Bending machinists	5 12 0	5 9 0
Boring and drilling machinists	5 8 0	5 5 0
Buzzer machinists (only operating or feeding machines)	5 4 0	5 1 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	5 18 0	5 15 0
Casemakers	5 14 0	5 11 0
Casemaking sawyers	5 5 0	5 2 0
Circular sawyers	5 15 0	5 12 0
Crosscut sawyers	5 8 0	5 5 0
Morticing machinists	5 8 0	5 5 0
Moulding machinists (where the machinists set up their machines only)	5 16 0	5 13 0
Moulding machinists (where the machinists set up their machines and grind their knives and cutters)	6 3 0	6 0 0

SCHEDULE—continued.
 AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warramboul, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION V.—WOOD MILL—continued.		
Pulling out machinists	5 7 0	5 4 0
Sanding machinists	5 12 0	5 9 0
Saw doctors	6 16 0	6 13 0
Shaper machinists	6 7 0	6 4 0
Stackers	5 7 0	5 4 0
Tenoning machinists (only operating or feeding machines)	5 6 0	5 3 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	6 0 0	5 17 0
Thickneser machinists	5 11 0	5 8 0
Turners	6 7 0	6 4 0
DIVISION VI.—MISCELLANEOUS.		
Belt makers and cutters	5 17 0	5 14 0
Carpenters (other than agricultural implement making)	6 14 0	6 11 0
Curriers	6 5 0	6 2 0
Employees not elsewhere classified	5 0 0	4 17 0

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

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

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

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

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

- (i) The period of apprenticeship shall be as follows:—
 If the apprentice when articulated is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.
- (ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.
- (iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.
- (iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision:—
 If through lack of orders or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at, may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

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

Wages.

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

	Percentage of Needs Basic Wage.	Loading (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong or at Warramboul and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—					
1st year	22½	0 0	0 9	21 0	20 6
2nd year	30	1 0	1 0	29 6	28 6
3rd year	45	1 6	1 6	44 0	42 6
4th year	75	2 0	2 3	72 6	70 0
5th year	95	2 0	3 0	91 6	88 6
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	26	0 0	0 9	24 6	23 6
2nd year	45	1 0	1 6	43 6	42 0
3rd year	75	2 0	2 3	72 6	70 0
4th year	95	2 0	3 0	91 6	88 6

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

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

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

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

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

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

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Loading. (Constant).	War Loading.	Total Wage Payable.	
				Within 20 miles of G.P.O., Melbourne Within 10 miles of G.P.O., Geelong or at Warrambool and within Mildura and Gippsland Districts.	All other Parts of Victoria.
		s. d.	Per Week. s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under three months' experience	65	3 0	..	62 0	60 0
All others	75	3 0	..	71 0	69 0
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	..	37 6	36 0
18 years of age	47½	1 3	..	44 6	43 0
19 years of age	55	1 6	..	51 6	50 0
20 years of age	62½	2 0	..	59 0	57 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	25	0 6	..	23 0	22 6
16 years of age	35	0 9	..	32 6	31 6
17 years of age	47½	1 0	..	44 0	43 0
18 years of age	60	1 0	..	55 6	54 0
19 years of age	75	2 0	..	70 0	68 0
20 years of age	90	2 0	..	84 0	81 0
<i>IV. Junior Males (Foundries).</i>					
Under 16 years of age	25	0 6	1 0	24 0	23 6
16 years of age	33	0 9	1 9	32 6	31 6
17 years of age	60	1 0	3 0	58 6	57 0
18 years of age	75	2 0	4 0	74 0	72 0
19 years of age and over	90	2 6	4 6	89 0	86 0

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

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

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

Clauses other than clauses 2, 5, and 6 of the Determination as published in *Government Gazette* No. 203 of the 21st September, 1943, shall remain in force.

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 114 of the 16th June, 1943, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	46 2	1 6	47 8	Carcass skimmers ..	124 0	4 0	128 0
16 years of age and under 17 years of age ..	49 10	1 8	51 6	All others ..	118 0	4 0	122 0
17 years of age and under 19 years of age ..	64 5	2 1	66 6				
19 years of age and under 20 years of age ..	74 1	2 5	76 6	Afternoon shift employees shall receive an additional 5 per cent. per week.			
20 years of age and under 21 years of age ..	83 7	2 9	86 4	Night shift employees shall receive an additional 10 per cent. per week.			

PROPORTION (by any Employer).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 122s. per week.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.
One improver to every four workers receiving not less than 122s. per week.

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

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 114 of the 16th June, 1943, shall remain in force.

ASBESTOS-CEMENT WORKERS BOARD.

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

(2)

Apprentices or Improvers.				Other Employees.			
	Wages.				Wages.		
	Per Week of 44 Hours.				Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
16 and under 17 years of age ..	34 5	1 0	35 5	Wet Machine Leading Hand (where in sole charge of running) ..	108 0	5 0	113 0
17 and under 18 years of age ..	38 6	1 2	39 8	Mixer Attendant in Charge ..	107 0	5 0	112 0
18 and under 19 years of age ..	45 8	1 4	47 0	Asbestos Disintegrator (asbestos treatment) attendant ..	106 0	5 0	111 0
19 and under 20 years of age ..	56 1	1 7	57 8	Leading cutter-off ..	105 0	5 0	110 0
20 and under 21 years of age ..	70 9	2 1	72 10	Accessories moulders ..	105 0	5 0	110 0
				Wiremen in charge of Pressure Pipe Machine ..	105 0	5 0	110 0
				Wet trimmer (Power Guillotine only) ..	104 6	5 0	109 6
				Dry trimmer in charge of Power-Cutting Machines ..	104 6	5 0	109 6
				Cutters and turners Pressure Pipe	104 6	5 0	109 6
				Leading attendant Pressure Pipe	104 6	5 0	109 6
				Curing Tanks ..	104 6	5 0	109 6
				Men engaged in formation of corrugated sheets ..	103 0	5 0	108 0
				All others ..	102 0	5 0	107 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.
Two apprentices or improvers to every three or fraction of three workers receiving not less than 107s. per week of 44 hours.

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

SCHEDULE—continued.

BAG MAKERS BOARD.

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

(2)

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours. Commencing Age.							Wages—Per Week of 44 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	26 0	30 9	36 0	57 0	74 3	91 3	1st 6 months ..	25 9	30 6	35 9	42 6	46 9	53 0
2nd 6 months	30 9	36 0	57 0	74 3	91 3	..	2nd 6 months ..	30 6	35 9	42 6	46 9	53 0	..
2nd year ..	36 0	57 0	74 3	91 3	..	..	2nd year ..	35 9	42 6	46 9	53 0	..	..
3rd year ..	57 0	74 3	91 3	..	..	..	3rd year ..	42 6	46 9	53 0	..	..	..
4th year ..	74 3	91 3	..	..	..	..	4th year ..	46 9	53 0	..	..	..	..
5th year ..	91 3	..	..	..	..	..	5th year ..	53 0	..	..	..	..	..

PROPORTION. <i>Males.</i>							PROPORTION. <i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 111s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 65s. per week of 44 hours.						
							JUVENILE WORKERS.						
							Not more than three juvenile workers to each adult female worker receiving not less than 65s. per week of 44 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

	Males.										Per Week of 44 Hours.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		
Combination bag-making machine attendant	111	0
Repairs by hand	111	0
Repairs by machine	111	0
<i>Females.</i>												
Bag-making machinist	65	9
Repairs by hand	73	0
Repairs by machine	73	0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—												
1st 3 months	51	6
2nd 3 months	57	0
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—												
1st 3 months	51	6
All others	85	0

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 89 of the 3rd May, 1943, shall remain in force, provided that the percentage shown in the margin of clause (12) shall be altered from 32 per cent. to 33 per cent.

SCHEDULE—continued.

BEDSTEAD MAKERS BOARD.

Clauses (2) and (4) of the Determination published in *Government Gazette* No. 10 of the 11th January, 1943, shall be replaced by the following:—

(2)	Wages per week of 44 hours.	
	Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
	<i>s. d.</i>	<i>s. d.</i>
Bedstead smiths	111 0	108 0
Chill fitters called on to design and model	124 0	121 0
Other chill fitters	111 0	108 0
Machinists	108 0	105 0
Platers in charge	121 0	118 0
Plater's assistant	109 0	106 0
Polisher and grinder	110 0	107 0
Chipper and caster	107 0	104 0
Bedstead fitter and moulder	111 0	108 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters	110 0	107 0
Japanners and lacquerers	108 0	105 0
All others	100 0	97 0

4. JUNIOR MALE AND FEMALE LABOUR.

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

	Wages per week of 44 hours.
<i>(a) Junior Males.</i>	
Under 16 years of age	<i>s. d.</i> 17 0
16 and under 17 years of age	32 0
17 " " 18 " "	56 3
18 " " 19 " "	70 6
19 " " 21 " "	85 0
<i>(b) Adult Females.</i>	
If of less than 12 months' experience	60 3
Of 12 months' experience or more	68 6
<i>(c) Junior Females.</i>	
1st year's experience	14 0
2nd " "	18 9
3rd " "	35 6
4th " "	44 6
5th " "	51 0
Theretoafter until reaching the age of 21 years	57 3

Clauses (3), and (5) to (24) inclusive of the Determination as published in *Government Gazette* No. 10 of 11th January, 1943, shall remain in force.

SCHEDULE—*continued.*

BISCUIT BOARD.

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

Apprentices or Improvers.			Other Employees.	
WAGES PER WEEK OF 44 HOURS.			WAGES.	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		Per week of 44 hours. <i>s. d.</i>
Under 16 years of age	<i>s. d.</i> 28 0	<i>s. d.</i> 32 6	Bakers (including Wafer Bakers and Branette Bakers)	112 0
16 years of age	34 6	32 6	Brakesman	108 6
17	48 0	35 9	Machine Attendant	106 0
18	54 9	42 0	Men carrying and stacking flour	114 0
19	64 0	45 9	Mixers (including Wafer Mixers and Sugar Cream Mixers)	112 0
20	72 9	49 6	Oven firemen	112 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 6s. per week in addition to above rates.			Adult males operating "Enroba" chocolate dipping machine	105 0
			Despatch hands	105 0
			All other males	102 0
			All other females	58 9

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 102s. per week of 44 hours

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 58s. 9d. per week of 44 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 102s. per week of 44 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 58s. 9d. per week of 44 hours.

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

SCHEDULE—continued.

BOARDING HOUSES BOARD.

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

(2)

APPRENTICES OR IMPROVERS.							
Wages per Week.						PROPORTION (IN ANY PLACE).	
	Males.			Females.			MALES OR FEMALES.
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
During 1st 6 months' experience	18 6	0 9	19 3	17 9	0 9	18 6	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
" 2nd " "	24 0	1 0	25 0	21 3	1 0	22 3	
" 3rd " "	29 6	1 3	30 9	27 6	1 3	28 9	
" 4th " "	33 6	1 3	34 9	29 6	1 3	30 9	
" 5th " "	40 0	1 6	41 6	..	..	..
" 6th " "	47 0	2 0	49 0	..	..	..
4th Year's experience and thereafter the minimum wage.	65 3	2 9	68 0	

OTHER EMPLOYEES.		WAGES PER WEEK. †	
		*Minimum Wage, without Board and Lodging.	
		Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
		s. d.	s. d.
<i>Males.</i>			
Porter		101 0	98 0
Head Waiter		105 0	102 0
Other Waiters		101 0	98 0
First Cook, where the number of persons employed in the kitchen is eight or more		135 0	132 0
Five, six or seven		120 0	117 0
Three or four		110 6	107 6
Two or less		106 0	103 0
Second Cook, where the number of persons employed in the kitchen is eight or more		115 0	112 0
Five, six, or seven		106 0	103 0
Other Second Cooks		103 6	100 6
Sweets Cook		106 0	103 0
Grill, Relieving, or Assistant Cook		103 6	100 6
Pantryman or Kitchenman		101 0	98 0
Persons not otherwise provided for		101 0	98 0
<i>Females.</i>			
Housekeeper		73 6	70 6
Laundress		62 0	59 0
Housemaid, Parlourmaid, or General		59 0	56 0
Head Waitress		62 0	59 0
Other Waitresses		59 0	56 0
First Cook		73 6	70 6
Second Cooks		65 6	62 6
Sweets Cook		67 6	64 6
Grill, Relieving, or Assistant Cook		64 0	61 0
Pantrymaid or Kitchenmaid		59 0	56 0
Persons not otherwise provided for		59 0	56 0

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

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

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

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

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

SCHEDULE—continued.

BOILERMAKERS BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 167 of the 19th August, 1943, shall be replaced by the following clauses:—

(2.)

WAGES.

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

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

Tradesmen in Large Power Houses.—Tradesmen and/or welders, apprentices in the fourth and fifth year of their apprenticeship and unapprenticed juniors 19 years of age and over employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

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

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

SCHEDULE—continued.

BOILERMAKERS BOARD—continued.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22½	..	0 9	21 0	22 6	20 6
2nd year	30	1 0	1 0	29 6	31 0	28 6
3rd year	45	1 6	1 6	44 0	47 0	42 6
4th year	75	2 0	2 3	72 6	77 6	70 0
5th year	95	2 0	3 0	91 6	97 6	88 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	24 6	26 0	23 6
2nd year	45	1 0	1 6	43 6	46 6	42 0
3rd year	75	2 0	2 3	72 6	77 6	70 0
4th year	95	2 0	3 0	91 6	97 6	88 6

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

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

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

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

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

SCHEDULE—*continued.*BOILERMAKERS BOARD—*continued.*

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

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

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

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

(i) *Wages per Week of 44 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>					
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	25	0 6	23 0	25 0	22 6
16 years of age	35	0 9	32 6	35 0	31 6
17 years of age	47½	1 0	44 0	47 6	43 0
18 years of age	60	1 0	55 6	59 6	54 0
19 years of age	75	2 0	70 0	75 0	68 0
20 years of age	90	2 0	84 0	89 6	81 0

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

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

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

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

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

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

(iv) *Prohibited Occupations.*—Junior employees shall not be employed—

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

Clauses other than clauses 2, 3, and 4 of the Determination as published in *Government Gazette* No. 167 of the 19th August, 1943, shall remain in force.

SCHEDULE—continued.

BOOT BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 226 of the 27th June, 1942, shall be replaced by the following:—

APPRENTICES AND IMPROVERS.

(2) MALES*—Apprentices.					(3) FEMALES—Improvers.					
Wages per Week of 44 Hours.					Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.					
	Commencing Age.					Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.				
	Under 16 years.	16 years.	17 years.	18 years or over.		Apprentices and all other improvers†—				
	s. d.	s. d.	s. d.	s. d.		Wages per week of 44 hours.				
1st year's experience—						s. d.				
1st six months ..	20 0	25 0	30 0	40 0	1st six month's experience	20 0
2nd six months ..	22 6	27 6	35 0	45 0	2nd	22 6
2nd year's experience—					3rd	25 6
1st six months ..	25 0	30 0	40 0	50 0	4th	29 0
2nd six months ..	27 6	35 0	45 0	55 0	5th	33 0
3rd year's experience—					6th	37 6
1st six months ..	30 0	40 0	50 0	65 0	7th	42 6
2nd six months ..	35 0	45 0	55 0	70 0	8th	48 0
4th year's experience—					Thereafter not less than the minimum wage for adult females.					
1st six months ..	40 0	50 0	65 0	Minimum wage	<i>Proportion.</i>					
2nd six months ..	45 0	55 0	70 0	..	(In any factory or place.)					
5th year's experience—					One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.					
1st six months ..	50 0	65 0	Minimum wage	..	<i>Proportion.</i>					
2nd six months ..	55 0	70 0	..	..	(In any factory or place.)				
6th year's experience—					Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.					
1st six months ..	65 0	Minimum wage	..	..	Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.				
2nd six months ..	70 0	..	..	..	† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause (5) at the above rates.				
Thereafter ..	Minimum wage	..	..	..			

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.
(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause (7) for wages and proportion of unapprenticed Junior Workers.

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

SCHEDULE—continued.

BOOT BOARD—continued.

Other Employees.

(4)	MALES.	Wages per week of 44 hours. s. d.	(5)	FEMALES.	Wages per Week of 44 hours. s. d.	Loading Constant. s. d.	Total Wage. s. d.
Pattern Cutting—			(a) Females employed clicking, designing, or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:— Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.				
Pattern Cutters or Designers	126	6					
Clicking—			(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.				
Clicking outsides (other than felt, fabric, sheep's roans or splits)	126	6					
Clicking felt, linings, fabrics, sheep's roans, splits—			(c) Females with (i) four years' experience employed on any form of sewing machine 70 3 3 0 73 3 (ii) any other machine 66 3 3 0 69 3 (iii) any other work set out in Clause (6) hereof 64 6 2 9 67 3 (d) Females with four years' experience not otherwise provided for 64 6 2 9 67 3 (e) Females specified in paragraph (c) hereof shall, when operating a machine with hot or liquid wax, be paid 7s. 6d. per week in addition to their ordinary wage. (f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 6s. 3d per week and thereafter the rate prescribed for their occupation.				
By hand	123	6					
By machine	120	6					
All others	120	6					
Stuff cutting—							
Cutting leather outsides or insoles	123	6					
Ranging by hand	123	6					
All others	120	6					
Making—							
All operatives except those for whom the rates herein- after appearing are prescribed	126	6					
Operator of bottom levelling machine	120	6					
Operator of buzzer machine	120	6					
Operator of loose nailing machine	120	6					
Levelling by hand	120	6					
Heeling by hand	120	6					
Opening channels	120	6					
Closing channels	120	6					
Foathering	120	6					
Turning pumps	120	6					
Laying linings and shanking	120	6					
Pulling up backs	120	6					
Pulling on	120	6					
Tingling and trimming (hand or machine)	120	6					
Putting on heels and toe plates	120	6					
Attaching wood heels by hand	120	6					
Putting in stiffeners or toes	117	6					
Putting in bottom fillings and shanks	117	6					
Slipping off	117	6					
Pulling out tacks	117	6					
Stamping and sorting soles	117	6					
Solutioning or cementing by hand or machine	117	6					
Putting studs or bars on football boots	117	6					
Finishing—							
Finishing right through by hand	126	6					
Operating heel trimmer	126	6					
Operating edge trimmer	126	6					
Operating edge setter	126	6					
Operating heel scourer	126	6					
Operating Naumkeag machine and/or sandpapering machine	122	6					
Slipping off	117	6					
All others	120	6					

Clauses (6) to (29) inclusive of the Determination as published in *Government Gazette* No. 226 of 27th June, 1942, shall remain in force.

SCHEDULE—continued.

BOTTLE COVERS BOARD.

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

(2)

Improvers* (Male or Female).				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	32 3	Male adults	..	..	103 6
17 years of age	..	..	41 0	Female adults—			
18 years of age	..	..	54 9	Under six weeks' experience	..	..	82 9
19 years of age	..	..	63 6	Thereafter	..	..	93 0
20 years of age	..	..	73 0				

PROPORTION (IN ANY PLACE).

Improvers.

Four improvers for every adult worker.

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

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

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.		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.
Per week. <i>s. d.</i>		Per week. <i>s. d.</i>	Per week. <i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>		
1st Year—		14 and under	14 and under	Stable Workers	90 0	98 0	48	48
1st 6 months	.. 33 6	21 years of age	21 years of age	All Others	107 0	115 0	46	50
2nd 6 "	.. 39 3	.. 77 9	.. 86 0					
2nd Year—								
1st 6 months	.. 47 9							
2nd 6 "	.. 56 0							
3rd Year—								
1st 6 months	.. 67 6							
2nd 6 "	.. 78 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.

BRICKLAYERS BOARD.

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

2.

* WAGES.

Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	26 0	1 0	27 0	1st six months	21 6	1 0	22 6
2nd year	39 6	1 6	41 0	2nd six months	31 6	1 6	33 0
3rd year	63 3	2 6	65 9	2nd year	45 3	2 0	47 3
4th year	71 3	3 0	74 3	3rd year	73 6	3 0	76 6
5th year	89 0	3 6	92 6	4th year	94 9	4 0	98 9
				5th year	111 3	4 6	115 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 147s. 10d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 147s. 10d. per week of 44 hours.

Other Employees.—PER WEEK OF 44 HOURS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
Foreman bricklayer in charge of three or more employees	149 5	6 0	155 5	3 6 ¹⁷ / ₄₄
Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.				
Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction	149 5	6 0	155 5	3 6 ¹⁷ / ₄₄
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit	165 11	6 0	171 11	3 10 ³⁸ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	181 6	6 0	187 6	4 3 ³ / ₂₂
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit	165 11	6 0	171 11	3 10 ³⁸ / ₄₄
(b) Where the temperature exceeds 140° Fahrenheit	181 6	6 0	187 6	4 3 ³ / ₂₂
Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same ..	149 5	6 0	155 5	3 6 ¹⁷ / ₄₄
Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork	181 6	6 0	187 6	4 3 ³ / ₂₂
Bricklayers laying glass bricks	141 10	6 0	147 10	3 4 ⁷ / ₂₂
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	147 2	6 0	153 2	3 5 ¹⁷ / ₂₂
All other bricklayers	141 10	6 0	147 10	3 4 ⁷ / ₂₂
Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	141 10	6 0	147 10	3 4 ⁷ / ₂₂
Bricklayers employed building chimney stacks shall be paid—				
Over 50 feet to 100 feet, ls. 0½d. per day extra.				
And for every additional 50 feet or fraction thereof, ls. 0½d. per day extra.				

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

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

SCHEDULE—continued.

BRICK TRADE BOARD.

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

2. Improvers.		Other Employees.		Per Hour.	Wage per Week of 44 Hours.
WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per Week of 44 Hours.				
14 years of age ..	35 8	Burners ..	.. .. .	2 7 ¹ / ₁₁	115 0
15 " " ..	37 0	Crusher attendants who also haul ..	.. .. .	2 6 ² / ₂₃	111 6
16 " " ..	38 4	Crusher attendants who do not haul ..	.. .. .	2 5 ⁸ / ₁₁	109 0
17 " " ..	44 2	Wet or dry pan attendants who do not haul ..	.. .. .	2 6 ⁴ / ₁₁	112 0
18 " " ..	53 7	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	.. .. .	2 6 ² / ₂₃	111 6
19 " " ..	70 7	Hand moulders, dressers and cutters ..	.. .. .	2 8 ² / ₁₁	118 0
20 " " ..	73 10	Drawers ..	.. .. .	2 7 ⁵ / ₂₂	114 6
		Setters ..	.. .. .	2 8 ² / ₁₁	118 0
		Facemen working in a clayhole 25 feet or less in depth ..	.. .. .	2 9 ² / ₁₁	122 0
		All other facemen ..	.. .. .	2 9 ² / ₁₁	124 0
		Wheelers of green or burnt bricks ..	.. .. .	2 6 ² / ₂₃	111 6
		Clayhole men (employer to provide tools) ..	.. .. .	2 8 ² / ₁₁	119 0
		Pressers ..	.. .. .	2 6 ² / ₂₃	110 6
		Loftmen ..	.. .. .	2 6	110 0
		Yardmen and wastemen ..	.. .. .	2 5 ⁸ / ₁₁	109 0
		All others ..	.. .. .	2 4 ⁷ / ₁₁	105 0
		OTHER BRICKS.			
		Burners ..	.. .. .	2 7 ⁴ / ₁₁	115 0
		Machine drivers or machine riggers ..	.. .. .	2 7 ¹ / ₁₁	114 0
		Wet or dry pan attendants who do not haul ..	.. .. .	2 6 ² / ₁₁	112 0
		Crusher attendants who do not haul ..	.. .. .	2 6 ² / ₂₃	110 6
		Crusher and wet or dry pan attendants who also haul ..	.. .. .	2 7 ¹ / ₁₁	116 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	.. .. .	2 7 ¹⁰ / ₁₁	117 0
		Other drawers ..	.. .. .	2 8 ¹³ / ₂₃	119 6
		Other setters ..	.. .. .	2 8 ¹³ / ₂₃	119 6
		Facemen working in a clayhole 25 feet or less in depth ..	.. .. .	2 9 ² / ₁₁	122 0
		All other facemen ..	.. .. .	2 10 ¹⁰ / ₁₁	128 0
		Clayhole men (employer to provide tools) ..	.. .. .	2 8 ² / ₁₁	119 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen ..	.. .. .	2 7 ⁵ / ₂₂	114 6
		Off-bearers from wire cut machines ..	.. .. .	2 6 ² / ₂₃	111 6
		Truckers ..	.. .. .	2 6 ² / ₂₃	111 6
		Adults taking off brick machines ..	.. .. .	2 6 ² / ₂₃	111 6
		Damperman or kiln cleaners ..	.. .. .	2 6 ² / ₁₁	113 0
		Loftmen ..	.. .. .	2 6	110 0
		Yardmen and wastemen ..	.. .. .	2 5 ⁸ / ₁₁	109 0
		All others ..	.. .. .	2 4 ⁷ / ₁₁	105 0

Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 75s. 11d. per week of 44 hours.

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

PROPORTION (in any factory or place).

One improver to every eight or fraction of eight employees receiving not less than 105s. per week of 44 hours.

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

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

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

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

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

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. 2s. 9¹/₂d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks ..	18 8
" " " " in sheds ..	16 2
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) ..	13 2
" " " " from bowling stool in sheds (where material is placed on the table) ..	12 0
" " fancy bricks and off-bearing to hacks or in sheds ..	18 8
" " " " from bowling stool ..	16 10
Setting ..	3 1
Picking blues ..	20 0

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

SCHEDULE—continued.

BRUSH MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 12 of 7th January, 1942, shall be replaced by the following clause:—

(2)

WAGES.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		
Experience.	Wages per week of 44 hours.		Experience.	Wages per week of 44 hours.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	
1st year	21 0	21 0	1st year	21 0	
2nd year	28 0	28 0	2nd year	28 0	
3rd year	40 0	39 0	3rd year	39 0	
4th year	} minimum wage or earnings on piecework	49 6	4th year	49 6	
5th year		and thereafter the minimum wage or full piecework prices.			
6th year					

and thereafter the minimum wage or full piecework prices.

NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—
(a) Automatic boring and filling machines;
(b) Punching and stamping machines;
(c) Painting or varnishing brushware.

PROPORTION.
(Within any factory or place.)

APPRENTICES.
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piece-work prices not less than the minimum wage.

IMPROVERS.

Males.
One male improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
} Male workers receiving not less than 117s. per week of 44 hours or earning full piece-work prices.

Females.
One female improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen
} Female workers receiving not less than 58s. 6d. per week of 44 hours or earning full piece-work prices.

Other Employees.		Wages per week of 44 hours.
MALES.		<i>s. d.</i>
Persons employed at—		
Paint brush making .. ..	.. ..	122 0
Hair pan work .. ..	.. ..	117 0
Bass pan work .. ..	.. ..	117 0
Hair dressing and mixing .. ..	.. ..	117 0
Making twisted brushes .. ..	.. ..	117 0
Making wire brushes .. ..	.. ..	117 0
Bass broom drawing .. ..	.. ..	117 0
Finishing .. ..	.. ..	117 0
Boring .. ..	.. ..	117 0
Lacquering or ducoing .. ..	.. ..	117 0
Trimming machine (when employed solely at such machine) .. ..	.. ..	107 0
FEMALES.		
Automatic boring and filling machinists .. ..	.. ..	58 6
Filling machinists .. ..	.. ..	58 6
Trimming machinists .. ..	.. ..	58 6
Boring machinists .. ..	.. ..	58 6
Bench drawing .. ..	.. ..	60 6
Treadle knot-sizing machinists .. ..	.. ..	58 6
Persons employed at lacquering or ducoing .. ..	.. ..	58 6

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 12 of the 7th January, 1942, shall remain in force provided that at the commencement of clause (11) the following expression shall be inserted:—"In addition to the piece-work prices set out in this clause a piece-worker shall be paid in the case of a male 9s. and in the case of a female 4/6 for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

BUILDERS' LABOURERS BOARD.

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

(2)

	Wages per Week—		
	Adjustable Rate.	Plus War Loading (Non Adjustable).	Total Wage.
WAGES OF WEEKLY EMPLOYEES.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(a) Labourer employed as steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey, drainers, jackhammerman, and winch or hoist drivers. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	109 0	3 0	112 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a) ..	103 0	3 0	106 0

(3)

WAGES OF CASUAL EMPLOYEES.

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

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

	For a 44-hour week.		For a 48-hour week.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(a) If doing the work set out in (1) (a) above.. .. .	2 11	2 8	2 9	2 6½
(b) If doing the work set out in (2) (b) above.. .. .	2 9	2 6½		

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

BUTTER FACTORIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 186 of the 6th September, 1943, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Juvenile Workers.			Other Employees.							
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.							
Shift Workers.							Shift Workers.							
Where a Seven-day Week is Worked.		Where a Six-day Week is Worked.	Ordinary Workers.	Males.		Females.	Where a Seven-day Week is Worked.		Where a Six-day Week is Worked.	Ordinary Workers.				
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years	..	..	45 0	Under 16 years	38 0	33 0	Cream grader	128 0	125 0	117 0	0			
16-17 years	..	..	52 9	16-17 years	42 6	36 9	Milk grader	127 0	124 0	116 0	0			
17-18 "	..	..	59 3	17-18 "	52 9	41 0	Milk or cream tester ..	127 0	124 0	116 0	0			
18-19 "	78 0	75 0	67 0	18-19 "	57 9	47 9	Creamery manager	125 0	122 0	114 0	0			
19-20 "	86 9	83 9	75 9	19-20 "	68 0	52 9	Milk or cream neutralizer ..	123 6	120 6	112 6	0			
20-21 "	93 0	90 0	82 0	20-21 "	77 6	58 0	Foreman of shift or department or casein plant ..	125 0	122 0	114 0	0			
<p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Males.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 10s. per week.</p> <p>One improver to every eight or fraction of eight workers receiving not less than 10s. per week.</p> <p style="text-align: center;"><i>Females.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 8s. 9d. per week.</p>							Butter-maker	127 0	124 0	116 0	0			
										Re-worker and/or processor (not requiring a butter-maker's certificate) ..	115 0	112 0	104 0	0
										Operators of any of the following machines, viz.:—				
										Separator	113 0	110 0	102 0	0
										Pasteurizer evacuator, or deodorizer	113 0	110 0	102 0	0
										Weighing machine	113 0	110 0	102 0	0
										Filling machine for tinning of butter when butter has not been milled	115 0	112 0	104 0	0
										Filling machine for tinning of butter when butter has been milled	114 0	111 0	103 0	0
										Storeman or packer in butter canning establishments ..	114 0	111 0	103 0	0
										Other storemen or packers ..	113 0	110 0	102 0	0
										Casein-maker	126 0	123 0	115 0	0
										Assistant to casein-maker, casein dryers, and millers	114 6	111 6	103 6	0
										Cheese-maker	127 0	124 0	116 0	0
										Assistant to cheese-maker ..	114 6	111 6	103 6	0
										Cheese storehand	116 0	113 0	105 0	0
										Male adult washing or sterilizing cans or bottles	113 0	110 0	102 0	0
										All other adult males	112 0	109 0	101 0	0
										All other adult females .. ..	..	..	68 9	0

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 186 of the 6th September, 1943, shall remain in force.

SCHEDULE—continued.

CARETAKERS BOARD.

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

(2)

IMPROVERS.

Wages per week of 46 hours.				
		<i>s. d.</i>	PROPORTION (in any place).	
Under 18 years of age	.. ..	46 0	One improver to every worker receiving not less than 102s. 6d. per week of 46 hours.	
18 to 19 years of age	.. ..	53 9	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
19 to 20 years of age	.. ..	72 6		
20 to 21 years of age	.. ..	86 0		

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.		All Other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>		
Persons engaged weekly to take care of buildings which contain—			
41 or more flats	106 0	103 0
21 to 40 flats	102 0	99 0
20 or less flats	100 6	97 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	97 0	94 0
Other caretakers of buildings in charge of—			
11 or more cleaners	134 6	131 6
4 to 10 cleaners	124 6	121 6
1 to 3 cleaners	113 6	110 6
All others	105 6	102 6

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

SCHEDULE—continued.
CARPENTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 75 of the 15th April, 1943, shall be replaced by the following clause:—
(2.)

Wages.

(a)	Total Wage Payable—		
	Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Adult Employees (other than Apprentices).			
(i) Engaged on stock work, including 1s. tool allowance ..	£ s. d. 6 1 0 per week	£ s. d. 6 7 6 per week	£ s. d. 5 18 0 per week
(ii) Engaged on shop work (shop or joinery mills or mixed industry) including 2s. 6d. tool allowance ..	6 14 0 per week	7 0 6 per week	6 11 0 per week
(iii) The hourly wage is that amount obtained by dividing the relevant weekly wage set forth in sub-clauses (i) and (ii) hereof by 48 or 44 or such other weekly hours figure as the employee ordinarily works where employed ..	7 0 0 per week or 3 2 ² / ₁₁ per hour	7 6 6 per week or 3 3 ²¹ / ₂₂ per hour	6 17 0 per week or 3 1 ⁴ / ₁₁ per hour
(iv) Engaged on building construction work ..			

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

- (i) hereof at the rate of 4s. per week.
- (ii) and (iv) hereof at the rate of 6s. per week.

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

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

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

Clauses (3) to (19) inclusive of the Determination published in *Government Gazette* No. 75 of the 15th April, 1943, shall remain in force.

CARRIAGE BOARD.

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

(2)

	DAY SHIFT.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES.						
<i>Development, Tool Room, Installation, and Maintenance.</i>						
Brass finisher, tradesman	s. d. 127 0	s. d. 6 0	s. d. 133 0	s. d. 124 0	s. d. 6 0	s. d. 130 0
Carpenter on maintenance work	127 0	6 0	133 0	124 0	6 0	130 0
Coremaker, jobbing	127 0	6 0	133 0	124 0	6 0	130 0
Die maker (see "toolmaker")						
Die setter	124 0	5 0	129 0	121 0	5 0	126 0
Die tester and/or adjuster (making necessary adjustments before banding to manufacturing shop)	130 0	6 0	136 0	127 0	6 0	133 0
Electrical fitters	127 0	6 0	133 0	124 0	6 0	130 0
Electrical mechanic	124 0	9 0	133 0	121 0	9 0	130 0
Fitter and/or turner, tradesman	127 0	6 0	133 0	124 0	6 0	130 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	106 0	3 0	109 0	103 0	3 0	106 0
Jigmaker, in wood or metal	127 0	6 0	133 0	124 0	6 0	130 0
Machinist (metal), first class	127 0	6 0	133 0	124 0	6 0	130 0
Machinist (metal), second class	117 0	4 0	121 0	114 0	4 0	118 0
Machinist (metal), third class	111 0	3 0	114 0	108 0	3 0	111 0
Machinist (wood) (see "wood machinist").						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").						
Painter, on maintenance work	124 0	5 0	129 0	121 0	5 0	126 0
Peddl worker, tradesman	127 0	6 0	133 0	124 0	6 0	130 0
Pattern maker	136 0	5 0	141 0	133 0	5 0	138 0

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance—continued.</i>						
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a marginal rate of ..	130	0	6	0	136	0
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	127	0	6	0	133	0
Plumber on maintenance work	127	0	6	0	133	0
Saw docteur	130	0	6	0	136	0
Smith, tradesman	128	0	6	0	134	0
Template maker	131	0	6	0	137	0
Tool maker, tool hardener, and die maker (in wood or metal) ..	133	0	10	0	143	0
Tradesman, the greater part of whose time is occupied marking off	130	0	6	0	136	0
Turner (see "Fitter and/or turner").	124	0	5	0	129	0
Welder, first class	130	0	5	0	135	0
Welder, second class	119	0	4	0	123	0
Welder, third class	111	0	3	0	114	0
Welder, fourth class	106	6	3	0	109	6
Wood machinist, first class	121	0	5	0	126	0
<i>Production.</i>						
Acid washer and/or pickler	111	0	3	0	114	0
Air hammer operator	119	0	4	0	123	0
Assembler (aero engine)	127	0	6	0	133	0
Assembler and/or wirer, chassis	112	0	3	0	115	0
Assembler, cushion and squab spring	112	0	3	0	115	0
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman)	119	0	4	0	123	0
Assembler of bodies or parts of bodies "on the line"	124	0	5	0	129	0
Assembler of chassis parts independently of main assembly ..	111	0	3	0	114	0
Assembler of prepared parts in glass section (not being a process worker)	115	0	3	0	118	0
Assembler, windscreen frame	112	0	3	0	115	0
Axle maker	127	0	6	0	133	0
Axle turner	127	0	6	0	133	0
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim)	111	0	3	0	114	0
Band sawyer (metal)	117	0	4	0	121	0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	111	0	3	0	114	0
Body maker, first class	127	0	6	0	133	0
Body maker, second class	124	0	5	0	129	0
Body moulder	111	0	3	0	114	0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	117	6	4	0	121	6
Chassis assembler (see "Assembler").	111	0	3	0	114	0
Cold setter	114	0	3	0	117	0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	117	6	4	0	121	6
Cutter, Electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	124	0	5	0	129	0
Dipper and hanger (paint)	105	0	3	0	108	0
Dipper, solder or tin	111	0	3	0	114	0
Drier	107	0	3	0	110	0
Driller, not using jigs (panel)	109	0	3	0	112	0
Driller, not using jigs (other)	111	0	3	0	114	0
Driller, using jigs (panel)	105	0	3	0	108	0
Driller, using jigs (other)	107	0	3	0	110	0
Drop hammer smith— (a) When dies are not used (b) When dies are used	126	0	6	0	132	0
	111	0	3	0	114	0

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Offices at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
Drop hammer stamper	s. d. 106 6	s. d. 3 0	s. d. 109 6	s. d. 103 6	s. d. 3 0	s. d. 106 6
Edge turner (see "Panel edge trimmer").	119 0	4 0	123 0	116 0	4 0	120 0
Electric machine cutter (trim)	127 0	6 0	133 0	124 0	6 0	130 0
Electric stove attendant (see "Stove attendant").	117 0	4 0	121 0	114 0	4 0	118 0
Electroplater, first class	104 0	3 0	107 0	101 0	3 0	104 0
Electroplater, second class	108 6	3 0	111 6	105 6	3 0	108 6
Electroplater, third class	124 0	5 0	129 0	121 0	5 0	126 0
Enameller, bow socket	112 0	3 0	115 0	109 0	3 0	112 0
Enameller in colours and/or varnisher (finishing coat brush)	112 0	3 0	115 0	109 0	3 0	112 0
Folding machine operator	117 6	4 0	121 6	114 6	4 0	118 6
Frame operative (cushion and squabs)	111 0	3 0	114 0	108 0	3 0	111 0
Furnace brazier	116 0	3 0	119 0	113 0	3 0	116 0
Furnaceman	106 6	3 0	109 6	103 6	3 0	106 6
Garnish mould bender and/or shaper (see "Bender and/or shaper").	111 0	3 0	114 0	108 0	3 0	111 0
Garnish mould finisher	110 6	3 0	113 6	107 6	3 0	110 6
Grainer, transfer (see "Transfer grainer").	111 0	3 0	114 0	108 0	3 0	111 0
Grinder and/or buffer (metal)	112 0	3 0	115 0	109 0	3 0	112 0
Grinder and/or buffer (metal) using portable machine	106 6	3 0	109 6	103 6	3 0	106 6
Guillotine machinist	101 0	3 0	104 0	98 0	3 0	101 0
Hammer driver, steam, pneumatic, or other power	101 0	3 0	104 0	98 0	3 0	101 0
Hanger, paint (see "Dipper and hanger").	124 0	5 0	129 0	121 0	5 0	126 0
Kiln attendant (see "Timber kiln attendant").	127 0	6 0	133 0	124 0	6 0	130 0
Labourer assisting (plating department)	117 0	4 0	121 0	114 0	4 0	118 0
Labourer assisting without using tools (chassis assembly)	111 0	3 0	114 0	108 0	3 0	111 0
Liner	117 6	4 0	121 6	114 6	4 0	118 6
Machinist (metal), first class	110 0	3 0	113 0	107 0	3 0	110 0
Machinist (metal), second class	108 6	3 0	111 6	105 6	3 0	108 6
Machinist (metal), third class	124 0	5 0	129 0	121 0	5 0	126 0
Machinist (wood) (see "Wood machinist").	124 0	5 0	129 0	121 0	5 0	126 0
Machine setter up, other than machines specified in definition of first class machinist (metal)	117 6	4 0	121 6	114 6	4 0	118 6
Marker-out or scriber (using patterns or templates)	110 0	3 0	113 0	107 0	3 0	110 0
Metal band sawyer (see "Band sawyer, metal").	108 6	3 0	111 6	105 6	3 0	108 6
Nickel polisher	124 0	5 0	129 0	121 0	5 0	126 0
Painter, coach (brush)	124 0	5 0	129 0	121 0	5 0	126 0
Painter, spray (on coats other than priming)	116 0	3 0	119 0	113 0	3 0	116 0
Painter, spray and/or brush (on prime coats)	108 6	3 0	111 6	105 6	3 0	108 6
Painter, brush and/or spray (on floors, undercarriages, and gear)	103 0	3 0	106 0	100 0	3 0	103 0
Painter's labourer	127 0	6 0	133 0	124 0	6 0	130 0
Panel beater, first class	124 0	5 0	129 0	121 0	5 0	126 0
Panel beater, second class	117 0	4 0	121 0	114 0	4 0	118 0
Panel edge turner	112 0	3 0	115 0	109 0	3 0	112 0
Panel fixer, metal	111 0	3 0	114 0	108 0	3 0	111 0
Panel machinist (other)	124 0	5 0	129 0	121 0	5 0	126 0
Panel worker and/or dent knocker	109 0	3 0	112 0	106 0	3 0	109 0
Paster (trim)—	111 0	3 0	114 0	108 0	3 0	111 0
1st year's experience	113 0	3 0	116 0	110 0	3 0	113 0
2nd year's experience	113 0	3 0	116 0	110 0	3 0	113 0
Thereafter	113 0	3 0	116 0	110 0	3 0	113 0
Petrol tank operative	121 0	5 0	126 0	118 0	5 0	123 0
Pickler (see "Acid washer and/or pickler").	121 0	5 0	126 0	118 0	5 0	123 0
Plate glass beveller	121 0	5 0	126 0	118 0	5 0	123 0
Plate glass cutter	121 0	5 0	126 0	118 0	5 0	123 0
Plate glass driller	108 6	3 0	111 6	105 6	3 0	108 6
Plate glass grinder	111 0	3 0	114 0	108 0	3 0	111 0
Pleat stuffer	117 0	4 0	121 0	114 0	4 0	118 0
Polisher, nickel (see "Nickel polisher").	117 0	4 0	121 0	114 0	4 0	118 0
Polisher (paint) using buffs	118 0	4 0	122 0	115 0	4 0	119 0
Polisher (paint) (see "Wet rubber and/or polisher").	103 0	3 0	106 0	100 0	3 0	103 0
Power hammer driver (see "Hammer driver").	110 0	3 0	113 0	107 0	3 0	110 0
Press operator (over 400 tons pressure)	105 0	3 0	108 0	102 0	3 0	105 0
Press operator assistant (over 400 tons pressure)	124 0	5 0	129 0	121 0	5 0	126 0
Press operator (light)	111 0	3 0	114 0	108 0	3 0	111 0
Process worker	111 0	3 0	114 0	108 0	3 0	111 0
Riveter on motor truck or wagon body	124 0	5 0	129 0	121 0	5 0	126 0
Riveter, chassis	111 0	3 0	114 0	108 0	3 0	111 0
Riveter, other (up to and including $\frac{3}{8}$ -in. rivet)	111 0	3 0	114 0	108 0	3 0	111 0
Rotary buff operator—	124 0	5 0	129 0	121 0	5 0	126 0
(a) While doing dent knocking	111 0	3 0	114 0	108 0	3 0	111 0
(b) While not doing dent knocking	112 0	3 0	115 0	109 0	3 0	112 0
Rotary shearing machinist	107 0	3 0	110 0	104 0	3 0	107 0
Sand blast operator (see "Shot and/or sand blast operator").	106 6	3 0	109 6	103 6	3 0	106 6
Sandpaper and emery machinist (woodwork)						
Screwdriver and/or tapper						
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sand blast operator (where adequately protected) ..	111 0	3 0	114 0	108 0	3 0	111 0
Smith tradesmen ..	128 0	6 0	134 0	125 0	6 0	131 0
Solderer, "on the line" ..	124 0	5 0	129 0	121 0	5 0	126 0
Solderer not "on the line" ..	119 0	4 0	123 0	116 0	4 0	120 0
Solderer (on other than body work) ..	119 0	4 0	123 0	116 0	4 0	120 0
Spotter and/or touch-up ..	124 0	5 0	129 0	121 0	5 0	126 0
Spray painter (see "Painter, spray").						
Spring fitter ..	127 0	6 0	133 0	124 0	6 0	130 0
Spring maker, cushion (by hand) (see "Cushion spring maker").						
Spring maker, laminated ..	127 0	6 0	133 0	124 0	6 0	130 0
Spring maker, spiral (by hand) ..	117 6	4 0	121 6	114 6	4 0	118 6
Spring service worker ..	106 6	3 0	109 6	103 6	3 0	106 6
Squab and/or cushion maker ..	124 0	5 0	129 0	121 0	5 0	126 0
Stopper-up ..	115 0	3 0	118 0	112 0	3 0	115 0
Stove attendant, electric ..	112 0	3 0	115 0	109 0	3 0	112 0
Strap maker ..	111 0	3 0	114 0	108 0	3 0	111 0
Stretching machine operator ..	112 0	3 0	115 0	109 0	3 0	112 0
Striker ..	106 0	3 0	109 0	103 0	3 0	106 0
Tapper (see "Screw and/or tapper").						
Tester ..	111 0	3 0	114 0	108 0	3 0	111 0
Timber kiln attendant ..	103 0	3 0	106 0	100 0	3 0	103 0
Timber orderman ..	110 0	3 0	113 0	107 0	3 0	110 0
Timber stacker ..	104 0	3 0	107 0	101 0	3 0	104 0
Toucher-up (see "Spotter and/or touch-up").						
Transfer grainer ..	114 0	3 0	117 0	111 0	3 0	114 0
Trimmer, sectional ..	115 0	3 0	118 0	112 0	3 0	115 0
Trimmer, tradesman (including cutter by hand) ..	124 0	5 0	129 0	121 0	5 0	126 0
Tube maker ..	108 6	3 0	111 6	105 6	3 0	108 6
Tire fitter ..	108 6	3 0	111 6	105 6	3 0	108 6
Uni-shear operator ..	111 0	3 0	114 0	108 0	3 0	111 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyoman ..	114 0	3 0	117 0	111 0	3 0	114 0
Welder, "A" grade ..	130 0	5 0	135 0	127 0	5 0	132 0
Welder, "B" grade ..	125 0	5 0	130 0	122 0	5 0	127 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) ..	119 0	4 0	123 0	116 0	4 0	120 0
Welder, electric spot and butt ..	112 0	3 0	115 0	109 0	3 0	112 0
Wet rubber and/or polisher (paint) ..	111 0	3 0	114 0	108 0	3 0	111 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class ..	121 0	5 0	126 0	118 0	5 0	123 0
Wood machinist, second class ..	117 0	4 0	121 0	114 0	4 0	118 0
Writer ..	127 0	6 0	133 0	124 0	6 0	130 0
<i>Horse-drawn Vehicles.</i>						
Axle maker ..	124 0	5 0	129 0	121 0	5 0	126 0
Axle turner ..	124 0	5 0	129 0	121 0	5 0	126 0
Grainer ..	124 0	5 0	129 0	121 0	5 0	126 0
Nave mortise and boring machinist ..	110 0	3 0	113 0	107 0	3 0	110 0
Nave turner ..	120 0	4 0	124 0	117 0	4 0	121 0
Signwriter ..	124 0	5 0	129 0	121 0	5 0	126 0
Spoke lather ..	120 0	4 0	124 0	117 0	4 0	121 0
Spoke planer ..	120 0	4 0	124 0	117 0	4 0	121 0
Spoke tenoner ..	120 0	4 0	124 0	117 0	4 0	121 0
Spoke throater ..	120 0	4 0	124 0	117 0	4 0	121 0
Timber bender ..	120 0	4 0	124 0	117 0	4 0	121 0
Wheelwright and wheel maker ..	124 0	5 0	129 0	121 0	5 0	126 0
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker ..	127 0	6 0	133 0	124 0	6 0	130 0
Pitman ..	117 6	4 0	121 6	114 6	4 0	118 6
Wheel grinder ..	117 6	4 0	121 6	114 6	4 0	118 6
Wheel turner ..	127 0	6 0	133 0	124 0	6 0	130 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Driver of chassis and/or new vehicle ..	105 0	3 0	108 0	102 0	3 0	105 0
Case maker ..	108 6	3 0	111 6	105 6	3 0	108 6
Case repairer ..	105 0	3 0	108 0	102 0	3 0	105 0

SCHEDULE—*continued.*

CARRIAGE BOARD—*continued.*

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

	Adults. Per Week of 44 Hours.		Juniors. Per Week of 44 Hours.	
	£	s. d.	£	s. d.
First six months (without previous experience)	1	15 6	1	13 6
Second six months	2	9 6	2	7 6
Third six months	2	15 0	2	13 6
Thereafter	3	3 0	3	1 6

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

	Adults.		Juniors.	
	£	s. d.	£	s. d.
For the first six months	1	15 6	1	13 6
For the second six months	2	9 6	2	7 6
Thereafter	3	3 0	3	1 6

APPRENTICES.

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

(4) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- (a) Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- (b) Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- (c) Painting (coach).
- (d) Trimming.
- (e) Axle-making.
- (f) Wood-turning and woodwork machining.
- (g) Panel-working, including panel beating, sheet metal working and welding.
- (h) Saw doctoring.

(ii) "Minors other than indentured apprentices shall not be employed in the following occupations"—

- (a) Electrical fitting.
- (b) Electrical mechanic.
- (c) Electroplating (1st class).
- (d) Fitting and/or turning.
- (e) First class metal machinist.
- (f) Patternmaking.
- (g) Welder (1st class only).

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

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

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

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

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

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

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

(vii)—

Wages.

Apprentices—	Per Week of 44 Hours.	
	s.	d.
Five-year terms—		
First year	19	3
Second year	27	0
Third year	45	0
Fourth year	73	3
Fifth year	92	0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	22	9
Second year	44	0
Third year	73	3
Fourth year	92	0

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

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

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

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

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

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

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

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

SCHEDULE—*continued*.CARRIAGE BOARD—*continued*.

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

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

MALE JUNIOR WORKERS.

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

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

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

		Wages Per Week of 44 Hours.	
		£	s. d.
Under 16 years of age	.. .. .	1	3 0
16 years of age	.. .. .	1	12 6
17 "	"	2	4 0
18 "	"	2	15 6
19 "	"	3	10 0
20 "	"	4	4 0

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

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

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

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

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

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

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

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 189 of the 8th September, 1943, clauses 1 to 5 inclusive of Part I; clause 1 of Part II; clauses 1 and 2 of Part III; and clauses 1 and 2 of Part IV shall be replaced by the following clauses:—

PART I.

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

1. ADULT EMPLOYEES.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving jinker, boiler truck, V or float—	£ s. d.	£ s. d.	£ s. d.
One horse	5 9 0	5 15 6	5 6 0
Two or three horses	5 14 0	6 0 6	5 11 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	5 3 0	5 9 6	5 0 0
Two horses	5 8 0	5 14 6	5 5 0
Three horses	5 11 0	5 17 6	5 8 0
Four horses	5 13 0	5 19 6	5 10 0
Five horses	5 14 0	6 0 6	5 11 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Employee driving—			
Motor bicycle with side car	5 3 0	5 9 6	5 0 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	5 8 0	5 14 6	5 5 0
Over 25 cwt., but not over 3 tons	5 12 0	5 18 6	5 9 0
Over 3 tons but under 6 tons	5 15 0	6 1 6	5 12 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Employee driving mechanical horse, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time	5 17 0	6 3 6	5 14 0
Loader	5 6 0	5 12 6	5 3 0
Leading Loader	5 12 0	5 18 6	5 9 0
Stableman	5 0 0	5 6 6	4 17 0
Head stableman	5 4 6	5 11 0	5 1 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	5 5 0	5 11 6	5 2 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	5 3 0	5 9 6	5 0 0
Between 10 p.m. and 7 a.m.	5 4 0	5 10 6	5 1 0
Supervisor	5 9 0	5 15 6	5 6 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	5 8 0	5 14 6	5 5 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 17 0	5 3 6	4 14 0

WAGE FOR JUNIORS.

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

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

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

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

WAR LOADINGS.

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

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

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

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD—continued.

PART I—(continued).

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

4. EXTRA RATES.		Per week.
		s. d.
(i) Further additional amount for employee driving bulk milk vehicle .. .. .	.. .. .	7 0
(ii) Further additional amount for employee driving sanitary vehicle—		
Between 7 a.m. and 10 p.m. .. .. .	.. .. .	3 0
Between 10 p.m. and 7 a.m. .. .. .	.. .. .	6 0
(iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week	.. .. .	6 0
(iv) Further additional amount for employee carting specially offensive material .. .. .	.. .. .	6 0
(v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material .. .. .	.. .. .	6 0
		Per week.
		s. d.
Further additional amounts for an employee driver (not a supervisor), who is required in any week to collect moneys and account for them as part of his duties:—		
If amount collected in a week is or exceeds £100 .. .. .	.. .. .	4 0
If amount collected in a week is under £100 but is or exceeds £30 .. .. .	.. .. .	3 0
If amount collected in a week is under £30 .. .. .	.. .. .	2 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle .. .. .	.. .. .	2 0

GAS PRODUCER UNITS.

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

PART II.

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

RATES OF WAGE.

1. The minimum rates of wage payable to a person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 5¹⁰/₁₆d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

PART III.

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

1. ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	5 1 0	5 7 6	4 18 0
Two horses	5 6 0	5 12 6	5 3 0
Employee driving—			
Motor bicycle with side car	5 2 0	5 8 6	4 19 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	5 5 0	5 12 6	5 3 0
Over 25 cwt. but not over 3 tons	5 10 0	5 16 6	5 7 0
Over 3 tons but under 6 tons	5 13 0	5 19 6	5 10 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Stableman	4 19 0	5 5 6	4 16 0
Head stableman	5 3 0	5 9 6	5 0 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 17 0	5 3 6	4 14 0

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

SCHEDULE—*continued.*

CARTERS AND DRIVERS BOARD—*continued.*

PART IV.

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

1. **ADULT EMPLOYEES.**

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	5 18 0	6 4 6	5 15 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons ..	6 0 0	6 6 6	5 17 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Motor driver's assistant and any employee not elsewhere specified	4 18 6	5 5 0	4 15 6

2. **EXTRA RATES.**

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

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

SCHEDULE—continued.

CEMENT BOARD.

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

2.

APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age	<i>s. d.</i> 37 3	<i>s. d.</i> 2 0	<i>s. d.</i> 39 3	<i>s. d.</i> 42 9	<i>s. d.</i> 2 6	<i>s. d.</i> 45 3
" 17 " "	47 0	2 9	49 9	53 0	3 0	56 0
" 18 " "	54 9	3 3	58 0	61 9	3 6	65 3
" 19 " "	66 6	4 0	70 6	72 9	4 3	77 0
" 20 " "	76 0	4 3	80 3	81 6	4 9	86 3
" 21 " "	86 6	5 0	91 6	91 0	5 3	96 3

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

(MALES.)

Cement Works.	Wages per week of 44 hours.					
	Employed Continuously on Day Shift.			Employed Alternately on Two or Three Shifts.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Cement Burner .. .. .	.. .. .	.. .. .	.. .. .	120 9	6 0	126 9
Tester on Slurry Controls .. .. .	.. .. .	.. .. .	.. .. .	118 3	6 0	124 3
Miller (new plant) .. .. .	.. .. .	.. .. .	.. .. .	117 0	6 0	123 0
Miller (old plant) .. .. .	.. .. .	.. .. .	.. .. .	115 0	6 0	121 0
Fuller Coal Miller (old plant) .. .. .	.. .. .	.. .. .	.. .. .	117 0	6 0	123 0
Coal Drier (old plant) .. .. .	.. .. .	.. .. .	.. .. .	117 0	6 0	123 0
Potash plant attendant .. .. .	.. .. .	.. .. .	.. .. .	117 0	6 0	123 0
Loader in railway trucks at bagging sheds	114 0	6 0	120 0	.. .. .	.. .. .	.. .. .
Machine Bag Filler	114 0	6 0	120 0	.. .. .	.. .. .	.. .. .
Stacker	106 0	6 0	112 0	.. .. .	.. .. .	.. .. .
Electrostatic Precipitator Attendant (new plant) .. .. .	.. .. .	.. .. .	.. .. .	115 3	6 0	121 3
Electrostatic Precipitator Attendant (old plant) .. .. .	.. .. .	.. .. .	.. .. .	110 9	6 0	116 9
Rubber Band Attendant	108 0	6 0	112 0	108 9	6 0	114 9
Slurry Tank Attendant (new plant) .. .. .	.. .. .	.. .. .	.. .. .	114 9	6 0	120 9
Mammoth Crusher Attendant (new plant)	111 0	6 0	117 0	113 9	6 0	119 9
Truck Cleaner	105 0	6 0	111 0	.. .. .	.. .. .	.. .. .
Truck Tarper	106 0	6 0	112 0	.. .. .	.. .. .	.. .. .
Mill Room Helper	107 3	6 0	113 3	110 0	6 0	116 0
All Others	103 0	6 0	109 0	105 9	6 0	111 9

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

Quarries.	Batesford.						Elsewhere within the Area to which the Determination Applies.		
	Day Shift.			Afternoon or Night Shift.			Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Powder Monkey	122 0	6 0	128 0	127 0	6 0	133 0	115 0	6 0	121 0
Jack Hammerman	122 0	6 0	128 0	127 0	6 0	133 0	115 0	6 0	121 0
Platelay	119 0	6 0	125 0	124 0	6 0	130 0	112 0	6 0	118 0
Bankman	117 0	6 0	123 0	121 9	6 0	127 9	110 0	6 0	116 0
Underground Drainer	146 6	6 0	152 6	147 3	6 0	153 3	.. .. .	.. .. .	.. .. .
Underground Quarryman	125 0	6 0	131 0	125 9	6 0	131 9	.. .. .	.. .. .	.. .. .
Pump Attendant	122 0	6 0	128 0	122 9	6 0	128 9	.. .. .	.. .. .	.. .. .
Signal Attendant	115 6	6 0	121 6	116 3	6 0	122 3	.. .. .	.. .. .	.. .. .
Leverman	113 0	6 0	119 0	117 6	6 0	123 6	.. .. .	.. .. .	.. .. .
All others	110 0	6 0	116 0	114 6	6 0	120 6	103 0	6 0	109 0

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

SCHEDULE—continued.

CEMENT ARTICLES BOARD.

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

(2) (a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
—	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.	—	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	28 3	0 9	29 0	Moulders on centrifugal or vibrator pipe machines ..	113 0	3 0	116 0
" 17 " " ..	37 9	1 0	38 9	Man operating a machine mixing cement or concrete ..	110 0	3 0	113 0
" 18 " " ..	47 3	1 6	48 9	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	109 0	3 0	112 0
" 19 " " ..	59 3	1 9	61 0	Repairers or renderers of cement or concrete articles ..	109 0	3 0	112 0
" 20 " " ..	68 6	2 0	70 6	Operator of machine making concrete or cinder-concrete blocks or bricks ..	109 0	3 0	112 0
" 21 " " ..	79 3	2 3	81 6	Crusher feeder or attendant where bricks are crushed ..	108 6	3 0	111 6
				Tile or ridge makers and the takers off of same ..	107 6	3 0	110 6
				Other mixers of cement or concrete ..	107 0	3 0	110 0
				Mould assemblers ..	106 6	3 0	109 6
				Operator of cement sprayer ..	106 6	3 0	109 6
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	105 6	3 0	108 6
				Strippers ..	105 6	3 0	108 6
				Pipe tester (i.e., person operating a pump or pressure apparatus)	105 0	3 0	108 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	104 6	3 0	107 6
				Where the load carried per man is of a greater average weight than 70 lb. :—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	104 6	3 0	107 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	104 6	3 0	107 6
				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	104 6	3 0	107 6
				Writers on drums or mandrils for pipe-making ..	103 6	3 0	106 6
				Finisher of pipes made on vibrator ..	102 0	3 0	105 0
				All others ..	101 0	3 0	104 0

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

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

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers .. }
Four improvers to five or six workers }
Five improvers to seven workers .. } Receiving not less than 10s.
Six improvers to eight workers, } per week of 44 hours.
and thereafter one improver to }
every two workers }

All Other Sections.

One improver to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.

SCHEDULE—continued.

CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 80 of the 21st April, 1943, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
				Wages.			
Wages per Week of 44 Hours.				Within the Metropolitan District.		All other Parts of Victoria.	
<i>s. d.</i>				Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
1st year .. .. .	..	..	24 0	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
2nd " .. .. .	..	..	28 0	2 9 ³ / ₂₂	121 6	2 8 ¹ / ₂₂	117 6
3rd " .. .. .	..	..	32 6	2 5 ⁸ / ₁₁	108 0	2 4 ¹⁰ / ₁₁	106 0
4th " .. .. .	..	..	39 0				
5th " .. .. .	..	..	50 0				
Grave diggers							
All others							

PROPORTION (WITHIN ANY PLACE).

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

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 80 of the 21st April, 1943, shall remain in force.

CHAFF-CUTTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 81 of the 21st April, 1943, shall be replaced by the following clauses:—

(2)

Apprentices or Improvers.				Other Employees.			
Wages per week of 44 hours.				Wages per week of 44 hours.			
<i>Apprentices.</i>				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
<i>s. d.</i>				<i>s. d.</i>			
1st year .. .. .	..	..	52 9	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 115 0			
2nd " .. .. .	..	..	56 9	Drivers of Motor trucks—			
3rd " .. .. .	..	..	67 6	(a) having a carrying capacity under two tons .. 113 0			
4th " .. .. .	..	..	74 9	(b) having a carrying capacity two tons or over .. 118 0			
5th " .. .. .	..	..	85 6	Carter driving one horse 111 0			
<i>Improvers.</i>				And 2s. extra per week for every additional horse. .. 115 6			
Under 17 years of age .. .. .	..	..	52 9	Chaff-cutter feeders—			
17 years of age .. .. .	..	..	56 9	(a) in stationary mills 112 6			
18 " .. .. .	..	..	67 6	(b) on travelling plants 118 6			
19 " .. .. .	..	..	74 9	Stablemen 103 0			
20 " .. .. .	..	..	85 6	All others—			
PROPORTION (IN ANY PLACE).				(a) in stationary mills 110 0			
<i>Apprentices.</i>				(b) on travelling plants 116 0			
One apprentice to every three or fraction of three workers receiving not less than 103s. per week of 44 hours.				CORN-CLEANING OR CORN-GRADING.			
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 115 0			
<i>Improvers.</i>				All others 110 0			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 110s. per week of 44 hours.							

(3) ALLOWANCES.—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 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 81 of the 21st April, 1943, shall remain in force, provided that piece work prices as set out in clause (14) shall be decreased by ¼d. per ton.

SCHEDULE—continued.

CHAR WORKERS BOARD.

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

(2)

Improvers.			Other Employees.		
MALES.			WAGES.*		
WAGES.			Males.		
		Per week of 44 hours.			Per week of 44 hours.
		<i>s. d.</i>			<i>s. d.</i>
Under 19 years of age .. .. .	..	..	..	..	..
19 and under 20 years of age .. .. .	..	..	..	..	..
20 years of age .. .. .	..	..	..	..	..
		43 6			128 0
		52 0			116 6
		59 0			107 6
PROPORTION.			Females.		
<i>Improvers.</i>			Per week of 44 hours.		
One male improver to every five male workers receiving not less than 107s. 6d. per week of 44 hours.			Office cleaners or general cleaners in charge of—		
			4 or more office cleaners or general cleaners		
			1, 2, or 3 office cleaners or general cleaners		
			Other office cleaners or general cleaners		
			114 1		
			103 1		
			98 11		
			* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.		
			NOTE.—The employer shall supply all necessary tools and materials free.		
FEMALES.					
WAGES.					
		Per week of 44 hours.			
		<i>s. d.</i>			
Under 19 years of age .. .. .	..	..	
19 and under 20 years of age .. .. .	..	..	
20 years of age .. .. .	..	..	
		37 0			
		44 6			
		52 0			
PROPORTION.					
<i>Improvers.</i>					
One female improver to every ten female workers receiving not less than 98s. 11d. per week of 44 hours.					

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

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

CIGAR TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 100 of the 20th May, 1943, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.		Number (in any place).	
Making cigars or sorting and packing cigars:—		APPRENTICES.	
APPRENTICES.		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Experience—		One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
1st year—		(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
1st six months	<i>s. d.</i> .. 15 10 ..	IMPROVERS.	
2nd six months .. .. .	.. .. 18 4 ..	One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
2nd year .. .. .	.. .. 26 3 ..	One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.	
3rd year .. .. .	.. .. 39 3 ..		
4th year .. .. .	.. .. 49 9 ..		
or in lieu of weekly wages the work may be paid at the following piece-work prices:—			
Making Cigars.			
2nd year	One-third of the piece-work prices.	See also clause (9)	
3rd year	Two-thirds of the piece-work prices.	sub-clause (m)	
4th year	Three-quarters of the piece-work prices.		
Sorting and Packing Cigars.			
In Boxes of—			
	500 cigars.	250 cigars.	100 cigars.
	50 cigars.	25 cigars.	10 cigars.
	per 1,000.	per 1,000.	per 1,000.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	1 0	1 0	1 3
2nd year	1 3	1 3	1 6
3rd year	1 6	1 6	2 0
4th year	2 0	2 3	2 3
			3 3
			3 6
IMPROVERS.			
	<i>s. d.</i>	*Percentage.	
18 years .. .. .	.. .. 39 3 ..	34½	
19 years .. .. .	.. .. 54 10 ..	48½	
20 years .. .. .	.. .. 68 1 ..	60½	

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

SCHEDULE—continued.

CIGAR TRADE BOARD—continued.

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

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	18 4	16½	18 4	16½	20 11	18½	20 11	18½
Turning bunches	18 4	16½	18 4	16½	20 11	18½	20 11	18½
Stripping fillers	18 4	16½	18 4	16½	20 11	18½	23 5	20½

Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	31 4	27½	33 11	30	46 7	41½	60 2	53½
Turning bunches	31 4	27½	33 11	30	46 7	41½	60 2	53½
Stripping fillers		Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 114s. per week of 44 hours ..	23 2	20½	25 8	22½	31 4	27½	39 7	35	49 5	43½	64 5	57	81 8	72½

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

(b)

Females.

Employed in—	Wages per Week of 44 hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	15 8	26	18 3	30½	21 0	34½	23 7	39
Stripping and booking cigar bunch wrapper leaf	34 0	56½	34 0	56½	34 0	56½	34 0	56½
Ringing cigars	15 8	26	18 3	30½	21 0	34½	23 7	39
Stripping fillers	15 8	26	18 3	30½	21 0	34½	23 7	39
Packing cigars, viz. :—								
Havanette	15 8	26	18 3	30½	21 0	34½	23 7	39
Royal Bengals	15 8	26	18 3	30½	21 0	34½	23 7	39
Bonanzas	15 8	26	18 3	30½	21 0	34½	23 7	39
Gem of East Cigarillos	15 8	26	18 3	30½	21 0	34½	23 7	39
Swiss	15 8	26	18 3	30½	21 0	34½	23 7	39
Cartons or parcels	15 8	26	18 3	30½	21 0	34½	23 7	39
Machine work, viz. :—								
Making bunches	15 8	26	18 3	30½	21 0	34½	23 7	39
Covering cigars	15 8	26	18 3	30½	21 0	34½	23 7	39
Swiss	15 8	26	18 3	30½	21 0	34½	23 7	39
Lucky Hit	15 8	26	18 3	30½	21 0	34½	23 7	39
Havanettes	15 8	26	18 3	30½	21 0	34½	23 7	39
Senioritas	15 8	26	18 3	30½	21 0	34½	23 7	39

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

SCHEDULE—continued.
CIGAR TRADE BOARD—continued.

Females—continued.

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

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

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 61s. per week of 44 hours ..	s. d. 19 9	% 32½	s. d. 24 9	% 41	s. d. 29 9	% 49½	s. d. 33 3	% 55	s. d. 38 1	% 63	s. d. 43 8	% 72½	s. d. 49 6	% 82

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

(4)

OTHER EMPLOYERS.

	Wages per Week of 44 Hours.
	£ s. d.
Strippers and bookers of cigar covering leaf (males)	5 16 6
Strippers and bookers of cigar covering leaf (females)	3 18 5
Strippers and bookers of cigar bunch wrapper leaf (females)	3 7 11
Cigar box makers (males)	5 19 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 3 11
Stripping fillers (males)	5 13 0
All others (males)	5 13 0
" (females) 53½ per cent. of the above rate for "All Others (Males.)"	3 0 5

Clauses (5) to (9) inclusive of the Determination published in *Government Gazette* No. 100 of the 20th May, 1943, shall remain in force except that for sub-clause (m) of clause (9) the following shall be substituted:—

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

Age.	Males.		Females.	
	s. d.	s. d.	s. d.	s. d.
Adults	5 0	per week	2 8	per week
14 years of age	1 1	" "	0 10	" "
15 " "	1 1	" "	1 1	" "
16 " "	1 4	" "	1 3	" "
17 " "	1 9	" "	1 5	" "
18 " "	2 2	" "	1 9	" "
19 " "	2 10	" "	1 11	" "
20 " "	3 8	" "	2 2	" "

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

SCHEDULE—continued.

COAL AND COKE BOARD.

Of the Determination published in *Government Gazette* No. 92 of the 10th May, 1943, clause (2) of Part 1, and clause (1) of Part 2, shall be replaced by the following clauses:—

PART 1.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

(2) (a)

Improvers.*		Other Employees.	
WAGES PER WEEK.		WAGES PER WEEK.	
	s. d.		s. d.
Under 17 years of age	58 0	Persons trimming or spreading coal that is heated or on fire	197 0
17 years of age	68 3	Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader	131 0
18 " "	78 6	Persons trimming from the "Grab"	138 4
19 " " or over—the appropriate rate prescribed under the heading "other employees".		Other coal trimmers	131 0
		Coal baggers or loaders	131 0
		Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	131 0
		Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	153 0
		Persons loading by shovel or fork loose coal from the ground into railway trucks	164 0
		Coke stackers at wharf coal yards	140 2
		Coke yard employees	101 8
		Carters driving one horse	103 0
		Carters driving two horses	108 0
		Carters driving three horses	111 0
		Carters driving four horses	113 0
		Carters driving five horses	114 0
		And 6d. extra per day for every additional horse.	
		Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
		(a) 25 cwt. or less	108 0
		(b) Over 25 cwt., but not over 3 tons	112 0
		(c) Over 3 tons, but under 6 tons	115 0
		Further tonnage—for each complete ton over 5 an extra 1s. per week	
		All others	124 0

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

(b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows:—

	Per Week.
	s. d.
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
All other classifications	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

SCHEDULE—continued.

COAL AND COKE BOARD—continued.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a)

Improvers.	Other Employees.																																																																														
<p>WAGES PER WEEK OF 44 HOURS.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; width: 10%;"><i>s.</i></th> <th style="text-align: right; width: 10%;"><i>d.</i></th> </tr> </thead> <tbody> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">58</td> <td style="text-align: right;">0</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">68</td> <td style="text-align: right;">3</td> </tr> <tr> <td>18 " "</td> <td style="text-align: right;">78</td> <td style="text-align: right;">6</td> </tr> <tr> <td>19 " " or over—the appropriate rate prescribed under the heading "other employees".</td> <td></td> <td></td> </tr> </tbody> </table>		<i>s.</i>	<i>d.</i>	Under 17 years of age	58	0	17 years of age	68	3	18 " "	78	6	19 " " or over—the appropriate rate prescribed under the heading "other employees".			<p>WAGES PER WEEK OF 44 HOURS.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; width: 10%;"><i>s.</i></th> <th style="text-align: right; width: 10%;"><i>d.</i></th> </tr> </thead> <tbody> <tr> <td>Wood cutters, using axe, power crosscut circular saw, or other method</td> <td style="text-align: right;">116</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Carters driving one horse</td> <td style="text-align: right;">103</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Carters driving two horses</td> <td style="text-align: right;">108</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Carters driving three horses</td> <td style="text-align: right;">111</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Carters driving four horses</td> <td style="text-align: right;">113</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Carters driving five horses</td> <td style="text-align: right;">114</td> <td style="text-align: right;">0</td> </tr> <tr> <td>And 6d. extra per day for every additional horse.</td> <td></td> <td></td> </tr> <tr> <td>Drivers of vehicle (including girlinger) having maker's capacity of—</td> <td></td> <td></td> </tr> <tr> <td> (a) 25 cwt. or less</td> <td style="text-align: right;">108</td> <td style="text-align: right;">0</td> </tr> <tr> <td> (b) Over 25 cwt., but not over 3 tons</td> <td style="text-align: right;">112</td> <td style="text-align: right;">0</td> </tr> <tr> <td> (c) Over 3 tons, but under 6 tons</td> <td style="text-align: right;">115</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Further tonnage—for each complete ton over 5 an extra 1s. per week.</td> <td></td> <td></td> </tr> <tr> <td>Charcoal burning by retorts, metal or brick kilns, or pits—</td> <td></td> <td></td> </tr> <tr> <td> (a) Operator in charge of plant</td> <td style="text-align: right;">131</td> <td style="text-align: right;">0</td> </tr> <tr> <td> (b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading</td> <td style="text-align: right;">121</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Grinding or grading charcoal—</td> <td></td> <td></td> </tr> <tr> <td> (a) Attendant in charge of plant—</td> <td></td> <td></td> </tr> <tr> <td> (i) With four or more persons under his supervision</td> <td style="text-align: right;">141</td> <td style="text-align: right;">0</td> </tr> <tr> <td> (ii) With three or fewer persons under his supervision</td> <td style="text-align: right;">137</td> <td style="text-align: right;">0</td> </tr> <tr> <td> (b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags</td> <td style="text-align: right;">131</td> <td style="text-align: right;">0</td> </tr> </tbody> </table>		<i>s.</i>	<i>d.</i>	Wood cutters, using axe, power crosscut circular saw, or other method	116	0	Carters driving one horse	103	0	Carters driving two horses	108	0	Carters driving three horses	111	0	Carters driving four horses	113	0	Carters driving five horses	114	0	And 6d. extra per day for every additional horse.			Drivers of vehicle (including girlinger) having maker's capacity of—			(a) 25 cwt. or less	108	0	(b) Over 25 cwt., but not over 3 tons	112	0	(c) Over 3 tons, but under 6 tons	115	0	Further tonnage—for each complete ton over 5 an extra 1s. per week.			Charcoal burning by retorts, metal or brick kilns, or pits—			(a) Operator in charge of plant	131	0	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	121	0	Grinding or grading charcoal—			(a) Attendant in charge of plant—			(i) With four or more persons under his supervision	141	0	(ii) With three or fewer persons under his supervision	137	0	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	131	0
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<p>PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 103s. per week.</p>																																																																															
<p>NOTE.—The Board determines that no person shall be employed as an apprentice.</p>																																																																															

(b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units :—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows :—

	Per Week.	
	<i>s.</i>	<i>d.</i>
Juniors under 20 years of age	1	0
Juniors 20 years of age and over	1	6
All other classifications	3	0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub-clause (b) and shall not be entitled to war loadings.

The following clauses of the Determination as published in *Government Gazette* No. 92 of the 10th May, 1943, shall remain in force :—

Clauses (3) to (20) inclusive of Part 1., clauses (2) to (14) inclusive of Part 2, and the whole of Part 3.

SCHEDULE—continued.

COAL MINERS BOARD.

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

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

* Including 1/- war-time loading.

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

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

COMMERCIAL CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 107 of the 31st May, 1943, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

MALES.					FEMALES.			
Wages per Week.					Wages per Week.			
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typistes, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	25 9	25 9	28 3	30 3	1st year	25 9	33 9	25 9
2nd year	33 9	33 9	40 3	48 9	2nd year	30 3	38 6	30 3
3rd year	40 3	43 3	57 3	65 6	3rd year	39 0	47 3	39 0
4th year—					4th year	48 9	54 6	48 9
1st six months	53 3	59 6	67 6	83 0	5th year and until 21 years of age	59 6	64 3	59 6
2nd six months	53 3	59 6	83 0	84 6				
5th year—								
1st six months	71 9	75 3	98 9	104 6				
2nd six months	71 9	95 9	98 9	104 6				
6th year and until 21 years of age	98 9	104 6						

SCHEDULE—continued.

COMMERCIAL CLERKS BOARD—continued.

PROPORTION (in any place).

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

} Workers receiving not less than minimum wage.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

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

		Wages per Week.
		<i>s. d.</i>
1st year	.. .. .	27 6
2nd year	.. .. .	32 6
3rd year	.. .. .	41 3
4th year	.. .. .	50 6
5th year and until 21 years of age	.. .. .	61 9

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	118 0	78 9	115 0	72 9	112 6	67 3
Telephone switchboard attendants	118 0	77 3	115 0	72 9	112 6	67 3
All other adults	118 0	75 3	115 0	71 0	112 6	67 3

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 107 of the 31st May, 1943, shall remain in force.

COMMERCIAL TRAVELLERS BOARD.

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

2. WEEKLY WAGES.

	Town Travellers.	Country Travellers.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Probationary Travellers	5 11 0	6 14 0
Special Travellers ..	6 11 0	7 14 0
Other Travellers ..	6 11 0	7 14 0

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

(See Clause 12 for Definitions.)

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

SCHEDULE—continued.

CONDENSERIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 131 of the 7th July, 1943, shall be replaced by the following clause:—

(2) Apprentices or Improvers.			Juvenile Workers.			Other Employees.				
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.				
Shift Workers.		All Others.	Males.		Females.	Shift Workers.		All Others.		
s. d.	s. d.		s. d.	s. d.		s. d.	s. d.			
Under 16 years	..	45 0	Under 16 years	37 9	33 3	Milk or cream grader, tester or neutralizer ..	127 0	116 0		
16-17 years	..	52 3	16-17 years	42 3	36 6	Foreman of shift or department ..	127 0	116 0		
17-18 "	..	59 6	17-18 "	52 3	41 0	Operator of any of the following machines:—				
18-19 "	79 0	67 9	18-19 "	57 9	48 3	Milk drier (roller system) ..	120 0	109 0		
19-20 "	87 9	75 9	19-20 "	68 0	52 3	Milk drier (spray system) ..	121 0	110 0		
20-21 "	93 9	81 9	20-21 "	77 3	58 0	Assistant to milk drier (spray system) ..	120 0	109 0		
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 101s. per week.</p> <p>One improver to every eight or fraction of eight workers receiving not less than 101s. per week.</p> <p><i>Females.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 68s. 3d. per week.</p>			<p>Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.</p> <p>Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.</p>			<p>Sugar boiler ..</p>			115 0	104 0
						Vacuum pan—condensery ..	122 0	111 0		
						Vacuum pan-dried milk ..	121 0	110 0		
						Vacuum pan-milk sugar ..	121 0	110 0		
						Evaporator ..	120 0	109 0		
						Homogenizer or visiolizer ..	118 6	107 6		
						Cream retort ..	115 0	105 0		
						Powder sifter ..	113 0	103 0		
						Tubular heater or ejector ..	115 0	104 0		
						Separator ..	113 0	102 0		
						Pasteurizer ..	113 0	102 0		
						Weighing machine (milk receiving)	120 0	109 0		
						Storeman, stackers or packers ..	114 0	103 0		
						Washers of vacuum pan, vacuum holding vats, or evaporator ..	115 0	104 0		
						Male adult washing or sterilizing cans or bottles ..	114 0	103 0		
						All other male adults not covered by a Determination of any other Wages Board ..	112 0	101 0		
						Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman ..	..	73 3	
						Females operating dried milk automatic filler ..	..	70 6	
						All other females ..	..	68 3	
Apprentices or Improvers.			Juvenile Workers.			Other Employees.				
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.				
<p>Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.</p> <p>Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.</p> <p>Persons employed clearing or cleaning horizontal drying boxes shall be paid 3s. 6d. per week for mid-clearance, or 2s. per week for morning clearance, in addition to their ordinary weekly wage.</p> <p>Persons operating more than two vacuum pans shall be paid 4s. per pan extra.</p> <p>Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.</p> <p>Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.</p> <p>Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.</p> <p>Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.</p>										

Clauses (3) to (21) inclusive and clauses (23) to (26) inclusive of the Determination as published in *Government Gazette* No. 131 of the 7th July, 1943, shall remain in force.

SCHEDULE—continued.

CONFECTIONERS BOARD.

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

(2)

Apprentices and Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																																													
<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>18 years of age and under 19 years</td> <td>60</td> <td>0</td> </tr> <tr> <td>19 " " " 20 "</td> <td>73</td> <td>6</td> </tr> <tr> <td>20 " " " 21 "</td> <td>84</td> <td>6</td> </tr> </tbody> </table> <p><i>All Other Males.</i></p> <table> <tbody> <tr> <td>15 years of age and under</td> <td>26</td> <td>0</td> </tr> <tr> <td>16 years of age</td> <td>33</td> <td>3</td> </tr> <tr> <td>17 years of age</td> <td>42</td> <td>0</td> </tr> <tr> <td>18 years of age</td> <td>59</td> <td>0</td> </tr> <tr> <td>19 years of age</td> <td>71</td> <td>0</td> </tr> <tr> <td>20 years of age</td> <td>75</td> <td>6</td> </tr> </tbody> </table> <p><i>Females.</i></p> <table> <tbody> <tr> <td>16 years of age and under</td> <td>25</td> <td>6</td> </tr> <tr> <td>17 years of age</td> <td>31</td> <td>6</td> </tr> <tr> <td>18 years of age</td> <td>39</td> <td>3</td> </tr> <tr> <td>19 years of age</td> <td>46</td> <td>3</td> </tr> <tr> <td>20 years of age</td> <td>53</td> <td>3</td> </tr> </tbody> </table> <p>PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 106s. per week of 44 hours.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 106s. per week of 44 hours.</p> <p><i>Other Male Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 113s. per week of 44 hours.</p> <p><i>Other Male Improvers.</i></p> <p>One male improver to every three or fraction of three male workers receiving not less than 113s. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 62s. 6d. per week of 44 hours on day work or at piecework rates.</p>		s.	d.	18 years of age and under 19 years	60	0	19 " " " 20 "	73	6	20 " " " 21 "	84	6	15 years of age and under	26	0	16 years of age	33	3	17 years of age	42	0	18 years of age	59	0	19 years of age	71	0	20 years of age	75	6	16 years of age and under	25	6	17 years of age	31	6	18 years of age	39	3	19 years of age	46	3	20 years of age	53	3	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>General Hands.</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>15 years of age and under</td> <td>26</td> <td>0</td> </tr> <tr> <td>16 years of age</td> <td>33</td> <td>3</td> </tr> <tr> <td>17 years of age</td> <td>42</td> <td>0</td> </tr> <tr> <td>18 years of age</td> <td>59</td> <td>0</td> </tr> <tr> <td>19 years of age</td> <td>71</td> <td>0</td> </tr> <tr> <td>20 years of age</td> <td>75</td> <td>6</td> </tr> </tbody> </table> <p>PROPORTION.</p> <p>Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>		s.	d.	15 years of age and under	26	0	16 years of age	33	3	17 years of age	42	0	18 years of age	59	0	19 years of age	71	0	20 years of age	75	6	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males.</i></p> <table> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Confectioners</td> <td>113</td> <td>0</td> </tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td> <td>113</td> <td>0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td>110</td> <td>0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store</td> <td>110</td> <td>0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td>106</td> <td>0</td> </tr> <tr> <td>Machinists</td> <td>105</td> <td>0</td> </tr> <tr> <td>General hand</td> <td>100</td> <td>0</td> </tr> <tr> <td>All other males</td> <td>97</td> <td>0</td> </tr> </tbody> </table> <p><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5)</p> <p>62 6</p>		s.	d.	Confectioners	113	0	Head storeman or packer having not less than three storemen or packers under his control	113	0	Storeman or packer in charge of one or two persons	110	0	Storeman or packer being the only person employed in the store	110	0	Storeman or packer engaged in the despatch or bulk receiving stores	106	0	Machinists	105	0	General hand	100	0	All other males	97	0
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Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 199 of the 15th September, 1943, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

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

(2) JUNIORS.

	Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
			Males.	Females.
<i>Hard Fibre Department.</i>				
Males.				
Hand reelers	s. d. 67 9	<i>Other Junior Workers.</i>	s. d. 20 6	s. d. 19 6
Attendants to rope house machine—for under 2 inch circumference	59 3	Under 16 years of age	27 9	24 9
Lappers of clothes lines	58 0	From 16 to 17 years of age	34 0	29 9
Persons balling lashing	46 6	" 17 to 18 " "	40 0	34 6
Persons balling binder twine	42 6	" 18 to 19 " "	50 3	40 6
		" 19 to 20 " "	63 0	44 3
		" 20 to 21 " "		
Females.				
Balling binder twine	56 6			
Balling lashing	56 6			
Bagging binder twine	55 6			
All others	52 6			

PROPORTION OF JUNIOR EMPLOYEES.

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

	Wages per Week of 44 Hours.
(a) Adult Males.	
First rope layer on heavy type 12 strand machine	s. d. 119 0
Rope layer on heavy type 9 strand machine	114 0
Foreman in charge of spinning and preparing departments	115 0
Other rope layers in walk with travellers	110 0
Rope splicer on driving ropes and springs	109 0
Storeman in charge	107 0
Packer working press (hand or power), pressing over 28 lb. in weight	105 0
Rope house machinist making 2 inch up to and including 4 inch	105 0
Rope house machinist making over 4 inch	108 0
Power reeler or finisher in connexion with heavy type 12 strand machine	105 0
Feeder of 1st spreader	103 0
Traveller driver on heavy type 12 strand machine	103 0
Damp mixer or batcher	102 0
Feeder of softeners or batchers	102 0
Rope and binder twine packer	102 0
Winder and warper in tarring department	103 0
Winding, oiling, and tarring yarn	103 0
Oiler and/or belt repairer	103 0
Maker of rope fenders	103 0
Maker of pig nets	102 0
Power reeler or finisher in walk	102 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	100 0
Opening manila hump	100 0
Scutcher	100 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	100 0
Feeder of tow breaker card	100 0
Lumping hemp, flax, or binder twine on wharf	103 0
Packing and balling shop twine	102 0
Mat finisher	102 0
Layer of lines or cords in walk	106 0
Twister or layer of yarn in walk	102 0
Maker of fishing lines	102 0
Hand reelers	100 0
Matting weavers	102 0
All other machine operators or employees feeding or taking from machines	100 0
All others	97 0
(b) Adult Females.	
Hard Fibre Department.	
Balling binder twine	56 6
Balling lashing	56 6
Bagging binder twine	55 6
All others	52 6
Soft Fibre Department.	
Feeding breaker card with clock	56 6
Feeding spreaders	55 6
Feeding finisher cards (hemp)	55 6
Spinning	56 6
Wet spinning	57 6
All other machine operators and employees feeding or taking from machines	55 6
All others	52 6

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

SCHEDULE—continued.

CYCLE TRADE BOARD.

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

(2)

(a) *Apprentices.		(b) *Improvers.		(c) Other Employees.	
Weekly Wages.		Weekly Wages.		Weekly Wages. Day Shift.	
s. d.		s. d.		s. d.	
1st year	22 3	1st year	21 6	Foremen, where over five adults are employed ..	136 6
2nd "	28 0	2nd "	27 0	Foremen, where five adults or fewer are employed	134 3
3rd "	44 0	3rd "	42 6	Lathe hands	133 0
4th "	64 0	4th "	61 6	Builders and repairers of motor cycle frames and frames other than cycle frames ..	123 3
5th "	84 9	5th "	81 9	Builders or repairers or brazers of cycle frames ..	121 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.		And thereafter four-fifths of the journeyman's rate.		Other repairers of motor cycles (except lathe hands)	123 3
PROPORTION (IN ANY PLACE).		Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.		Other repairers (except lathe hands)	121 0
One apprentice to every three or fraction of three persons receiving not less than 111s. per week.		PROPORTION (IN ANY PLACE).		Assemblers of motor cycles	121 0
		One improver to one person receiving not less than 111s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.		Other assemblers	115 6
				Filers on motor and other cycles	115 6
				Wheel-builders on motor and other cycles ..	115 6
				Foremen in rim-making	125 6
				All others employed in rim-making	115 6
				Persons cleaning off joints by sand-blasting or by shot-blasting	115 6
				Handle-bar benders—	
				By the mandrel method	111 0
				By any other method	115 6
				Persons not provided for otherwise	105 0

* Except those covered by the Apprenticeship Act.

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

DENTAL MECHANICS BOARD.

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

(2)

Dentist's Mechanic.		Dentist's Attendant. (Apprentices and Improvers.)		Other Employees.	Minimum Wage.	Hours of Work per Week.
Apprentices.	Improvers.	Wages per week of 44 hours.				
Wages per week of 40 hours.		Wages per week of 40 hours.		s. d.		
1st six months ..	11 6	1st six months ..	11 6	Dentist's Surgical Assistant	171 0	40
2nd "	16 6	2nd "	16 6	Dentist's Mechanic	127 0	40
3rd "	23 6	2nd year	58 0	Dentist's Attendant	66 6	44
4th "	28 0	3rd "	100 6	And thereafter the minimum wage.		
3rd year	36 8					
4th "	47 0					
5th "	59 6					
6th "	90 6					
And thereafter the minimum wage.						
PROPORTION (IN ANY PLACE).						
APPRENTICES.						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.						
IMPROVERS.						
One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage.						

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

SCHEDULE—continued.

DISPENSARIES BOARD.

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

(2) Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st six months' experience ..	13 6	0 6	14 0	Chief Pharmaceutical Chemist ..	163 6	6 0	169 6
2nd " " ..	21 0	1 0	22 0	Assistant Pharmaceutical Chemist..	132 0	6 0	138 0
3rd " " ..	28 0	1 3	29 3	Female Shop Assistant 21 years, or			
4th " " ..	35 0	1 9	36 9	over, or who has served a period			
5th " " ..	42 6	2 0	44 6	of four years as an improver in a			
6th " " ..	49 6	2 3	51 9	dispensary and is not engaged in			
7th " " ..	56 6	2 6	59 0	dispensing or compounding			
8th " " ..	69 6	3 0	72 6	medicines, drugs, or medicinal			
				preparations ..	73 6	3 0	76 6

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 138s. per week.

Improvers.

One improver to every ten or fraction of ten workers receiving not less than 138s. per week.

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

DRY BATTERIES BOARD.

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

(2) IMPROVERS.												
WAGES PER WEEK OF 44 HOURS.												
<i>Males.</i>						<i>Females.</i>						
Experience.	Commencing Age.						Experience.	Commencing Age				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	22 6	22 6	25 3	31 9	38 3	44 3	1st year ..	19 6	21 9	25 3	31 9	38 0
2nd " ..	25 3	26 6	33 0	40 9	47 6	..	2nd " ..	23 0	26 6	33 3	39 3	..
3rd " ..	31 9	34 9	43 6	50 9	..	..	3rd " ..	28 6	34 9	41 6	..	..
4th " ..	41 6	47 0	56 0	..	..	..	4th " ..	35 9	42 9	..	..	..
5th " ..	54 0	60 9	..	..	..	..	5th year and until 21 years of age ..	44 3	..	..	..	..
6th year and until 21 years of age ..	69 6	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 97s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 53s. 3d. per week of 44 hours.

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

(3) OTHER EMPLOYEES.											
											Per week of 44 hours.
											s. d.
<i>(a) Males.</i>											
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	107 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	103 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	103 0
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	101 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	100 0
All others ..	..	..	..	..	..	..	..	..	..	..	97 0
<i>(b) Females.</i>											
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	57 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	57 3
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	55 9
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	55 9
All others ..	..	..	..	..	..	..	..	..	..	..	53 3

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

SCHEDULE—continued.

ELECTRICAL TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 172 of the 19th August, 1943 shall be replaced by the following clauses:—

2.	Adults.	Wages per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
(a) General.				
Electrician in charge of electrical supply undertaking—				
(a) Where revenue exceeds £2,500 per annum		7 9 0	7 15 6	7 6 0
(b) Where revenue does not exceed £2,500 per annum		6 19 0	7 5 6	6 16 0
Installation inspector and/or tester		6 16 0	7 2 6	6 13 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,000 kilowatts		6 13 0	6 19 6	6 10 0
(b) In other plants		6 5 0	6 11 6	6 2 0
Assistant shift electrician		6 1 0	6 7 6	5 18 0
Electrician in charge of plant and/or installation		6 13 0	6 19 6	6 10 0
Electrical fitter and/or armature winder		6 13 0	6 19 6	6 10 0
Battery fitter		6 13 0	6 19 6	6 10 0
Cable jointer, on high tension (over 6,600 volts)		6 12 0	6 18 6	6 9 0
Cable jointer, on low tension (under 6,600 volts)		6 10 0	6 16 6	6 7 0
Cable jointer's mate		5 9 0	5 15 6	5 6 0
Electrical mechanic		6 13 0	6 19 6	6 10 0
Linesman		6 4 0	6 10 6	6 1 0
Linesman's assistant		5 9 0	5 15 6	5 6 0
Patrolman—				
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises		6 4 0	6 10 6	6 1 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing		5 11 6	5 18 0	5 8 6
Meter tester (1st grade)		6 3 0	6 9 6	6 0 0
Meter tester (2nd grade)		5 18 0	6 4 6	5 15 0
Meter fixer		5 18 0	6 4 6	5 15 0
Switchboard attendant		6 2 6	6 9 0	5 19 6
Battery attendant		5 10 0	5 16 6	5 7 0
Electrical fitters and mechanic's assistant		5 9 0	5 15 6	5 6 0
Process worker		5 8 0	5 14 6	5 5 0
(b) Wet Battery Manufacturing.				
Battery repairer (factory)		5 15 0	6 1 6	5 12 0
Mixing and pasting by hand		5 13 0	5 19 6	5 10 0
Charging and moulding of grids		5 13 0	5 19 6	5 10 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)		5 12 0	5 18 6	5 9 0
Formation Process		5 10 0	5 16 6	5 7 0
All others in this subdivision		5 8 0	5 14 6	5 5 0

LEADING HANDS.

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

SHIP REPAIRING.

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

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, apprentices in the fourth and fifth years of their apprenticeship, and unapprenticed juniors 19 years of age and over employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

- Electrical fitting.
- Electrical mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

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

Proportion.

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

The exception is—

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

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

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

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

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

Period of Apprenticeship.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(i) WAGES PER WEEK OF 44 HOURS.

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every

day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

SCHEDULE—*continued.*ELECTRICAL TRADE BOARD—*continued.*

FEMALES AND UNAPPRENTICED MALE JUNIORS. unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for be as follows—:

WAGES PER WEEK OF 44 HOURS.

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

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

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

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

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

Prohibited Occupations.

Junior employees shall not be employed—

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

Clauses 5 to 25 inclusive of the Determination as published in *Government Gazette* No. 172 of the 19th August, 1943, shall remain in force.

SCHEDULE—*continued.*

ELECTROPLATERS BOARD.

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

2. WAGES.

ADULTS.		Per Week of 44 hours.
<i>Males.</i>		<i>s. d.</i>
Grinder or polisher		121 6
Electro-plater—		
1st Class		133 0
2nd Class		121 0
3rd Class		108 0
Liner or hand decorator		121 6
Coater		113 6
Spray operator		110 0
All others		97 0
<i>Females.</i>		
Females employed at—		
(a) Hand burnishing, hand finishing, or lacquering		80 9
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length		121 6
All others		55 9

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

3. (a) APPRENTICESHIP.

All Classes of Work other than First-Class Electroplating.

Experience.	Wages per Week of 44 Hours.	
	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>
1st year—1st six months	14 9	14 9
2nd	14 9	14 9
2nd year—1st	28 0	28 0
2nd	28 0	28 0
3rd year—1st	38 6	38 6
2nd	38 6	38 6
4th year	50 0	50 0
5th year	58 9	..
6th year	71 9	..

(b) PROPORTION (BY ANY EMPLOYER).

Males.

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

Females.

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

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

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

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

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

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

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

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

SCHEDULE—continued.

ELECTROPLATERS BOARD—continued.

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

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

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

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

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

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

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

(k) WAGES PER WEEK OF 44 HOURS.

				Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>							
				Per Week.	Per Week.	Per Week.	
				<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	..	..	..	22½	..	0 9	21 0
2nd year	..	..	..	30	1 0	1 0	29 6
3rd year	..	..	..	45	1 6	1 6	44 0
4th year	..	..	..	75	2 0	2 3	72 6
5th year	..	..	..	95	2 0	3 0	91 6
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>							
1st year	..	..	..	26	..	0 9	24 6
2nd year	..	..	..	45	1 0	1 6	43 6
3rd year	..	..	..	75	2 0	2 3	72 6
4th year	..	..	..	95	2 0	3 0	91 6

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

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

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

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

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

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

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

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

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

4.

IMPROVERS.

All Classes of Work other than First-Class Electroplating.

Experience.	Males.						Wages per Week of 44 Hours.	Females.
	Wages per Week of 44 Hours.							
	Commencing Age—							
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year—1st six months	
2nd	
2nd year—1st	
2nd	
3rd year—1st	
2nd	
4th year	
5th year	
6th year	

SCHEDULE—*continued.*

ELECTROPLATERS BOARD—*continued.*

PROPORTION (BY ANY EMPLOYER).

Males.

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

Females.

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

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

Experience.	Wages per Week of 44 Hours.					
	Commencing Age—					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year—1st six months	15 6	18 6	30 3	33 0	48 3	56 6
2nd " "	18 6	30 3	33 0	48 3	56 6	76 6
2nd year—1st " "	30 3	33 0	48 3	56 6	76 6	..
2nd " "	33 0	48 3	56 6	76 6	89 0	..
3rd year—1st " "	48 3	56 6	76 6	89 0	..	..
2nd " "	56 6	76 6	89 0	96 3	..	..
4th year " "	76 6	89 0	96 3	..	..	..
5th year " "	89 0	96 3	..	..	..	..
6th year " "	96 3	..	..	..	..	..

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination as published in *Government Gazette* No. 168 of the 19th August, 1943, shall be replaced by the following clauses:—

2.

Wages per Week of 44 Hours.

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

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

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

LEADING HANDS.

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

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, apprentices in the fourth and fifth years of their apprenticeship, and unapprenticed juniors 19 years of age and over employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

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

APPRENTICESHIP.

(Other Than Those Covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

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

Instruction in Welding.

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

Proportion.

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

The exceptions are—

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

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

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

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

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

Period of Apprenticeship.

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

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

(j) Wages per Week of 44 Hours.

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

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of

such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

IMPROVERS.

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

Wages per Week of 44 Hours.

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

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

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

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

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

Wages per Week of 44 Hours.

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

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

Provided that the rate payable to any employee shall not excluding the constant loading be less than 20s.
The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

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

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

Clauses 6 to 26 of the Determination as published in *Government Gazette* No. 168 of the 19th August, 1943, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Glauses 2 and 3 of the Determination published in *Government Gazette* No. 42 of the 4th March, 1943, shall be replaced by the following clauses:—

2.

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

Leading Hands.—Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.
Ship Repairing.—Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 2s. per week.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD—continued.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.		
				Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				Per Week. s. d.	Per Week. s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 2 0	3 6 6	3 0 0
All others	75	3 0	..	3 11 0	3 16 0	3 9 0
<i>II.—Junior Females.</i>						
17 years of age and under	40	1 0	..	1 17 6	2 0 0	1 16 0
18 years of age	47½	1 3	..	2 4 6	2 7 6	2 3 0
19 years of age	55	1 6	..	2 11 6	2 15 0	2 10 0
20 years of age	62½	2 0	..	2 19 0	3 3 0	2 17 0
<i>III.—Junior Male Labour.</i>						
Under 16 years of age	25	0 6	..	1 3 0	1 5 0	1 2 6
16 years of age	35	0 9	..	1 12 6	1 15 0	1 11 6
17 years of age	47½	1 0	..	2 4 0	2 7 6	2 3 0
18 years of age	60	1 0	..	2 15 6	2 19 6	2 14 0
19 years of age	75	2 0	..	3 10 0	3 15 0	3 8 0
20 years of age	90	2 0	..	4 4 0	4 9 6	4 1 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.						
<i>IV.—Male Junior Labour (Foundries).</i>						
Under 16 years of age	25	0 6	1 0	1 4 0	1 6 0	1 3 6
16 years of age	33	0 9	1 9	1 12 6	1 14 6	1 11 6
17 years of age	60	1 0	3 0	2 18 6	3 2 6	2 17 0
18 years of age	75	2 0	4 0	3 14 0	3 19 0	3 12 0
19 years of age and over	90	2 6	4 6	4 9 0	4 14 6	4 6 0

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

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

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

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

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

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

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

PROHIBITED OCCUPATIONS.

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

Clauses 4 to 24 inclusive of the Determination as published in *Government Gazette* No. 42 of the 4th March, 1943, shall remain in force.

SCHEDULE—continued.

ENGRAVERS BOARD.

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

(2)

Apprentices or Improvers.							PROPORTION (IN ANY PLACE).		
WAGES PER WEEK OF 44 HOURS.							<i>Apprentices.</i>		
Apprentices.				Improvers.			One apprentice to every three or fraction of three workers receiving not less than 99s. per week.		
—	Weekly Rate.	War Loading.	Total Weekly Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	An indenture of apprenticeship prescribed was approved on 13th March, 1914.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Improvers.</i>		
1st year's experience ..	14 0	0 6	14 6	24 3	0 9	25 0	One improver to every four workers receiving not less than 123s. per week.		
2nd ,, ,, ..	20 0	0 9	20 9	30 3	1 0	31 3			
3rd ,, ,, ..	31 0	1 0	32 0	36 6	1 3	37 9			
4th ,, ,, ..	40 0	1 3	41 3	42 9	1 6	44 3			
5th ,, ,, ..	47 0	1 6	48 6	55 0	1 9	56 9			
6th ,, ,, ..	68 0	2 3	70 3	67 6	2 3	69 9			
and thereafter the minimum wage.									
Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, planing up, soldering, or press working.							Other Employees.		
WAGES PER WEEK OF 44 HOURS.							WAGES PER WEEK OF 44 HOURS.		
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		£ <i>s. d.</i>	<i>s. d.</i>	£ <i>s. d.</i>		
1st year	21 0	0 9	21 9	Die-sinkers by hand ..	6 10 0	6 0	6 16 0		
2nd ,,	25 3	0 9	26 0	Engravers by hand ..	5 19 0	4 0	6 3 0		
3rd ,,	31 0	1 0	32 0	Engravers, copper plate ..	5 19 0	4 0	6 3 0		
4th ,,	41 3	1 6	42 9	Steel stamp cutters ..	6 3 6	4 0	6 7 6		
5th ,,	51 6	1 9	53 3	Pantagraph operators ..	5 10 0	3 0	5 13 0		
6th ,,	62 3	2 0	64 3	Badge tool-makers ..	5 6 0	3 0	5 9 0		
				Stencil plate cutters ..	5 0 0	3 0	5 3 0		
				All others	4 17 0	2 0	4 19 0		

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

SCHEDULE—continued.

EXCAVATION OR ROADWORKS BOARD.

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

2. IMPROVERS.

Wages.		Proportion (by any Employer).
Per hour.		IMPROVERS.
s. d.		
Under 18 years of age	1 6	One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."
18 years of age and under 20	1 9	
20 years of age and under 21	2 0	

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

OTHER EMPLOYEES.

		WAGES.
		Per Hour.
		s. d.
Man operating power rammer		2 10
Pitcher setter, cube setter, or pavior		
Weigher and/or mixer on hot asphaltic mixing plant		
Rigger		
Splicer of Wire Rope or Hemp Rope		2 10
Bitumen pourer or kettle attendant		
Tunnel man or shaft sinker		
Timber man in tunnel or shaft		
Pipe joiner, or pipe layer		
Powder monkey		
Sinker in trenches for storm-water drain		
Finisher in concrete work		
Leading tackle hand		
Skid scoop (tumbling Tommy), filler, and/or driver		
Guard—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work		2 9
Attendant on steam or power-driven navy or crane—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute		
Jack hammer man		
Mixer, gauger, spreading or layer on of concrete		
Tar, bitumen or emulsion sprayer operator		
Faceman in gravel pit		
Tramline layer or repairer—i.e., an employee engaged in laying or maintaining a tram track or locomotive track		
Bitumen or asphaltic worker—i.e., an employee (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion		
Batterman using batter rule		
Boodler in tunnel		
Fencer		2 8
Sanitary or garbage attendant		
Scabler in tunnel		
Metal or gravel spreader		
Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter		
Filler of monkey-tail scoop		
Setter out of reinforcements		
Points man on tram or locomotive line		
Tipman—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level		
Cold asphaltic shoveller or forker		
Ploughman's offsider		2 8
Tipper of monkey-tail scoop		
Slurry filler		
All others		2 7

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

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 300 of the 29th September, 1942, shall be replaced by the following clauses:—

(2) EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3).

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills— (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warranboool, and in the Gippsland District.	Within 15 miles of the Miliura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	5 15 0	6 1 0	6 1 6	5 12 0
First-class, with condenser	5 18 0	6 4 0	6 4 6	5 15 0
Second-class	5 12 0	5 18 0	5 18 6	5 9 0
Second-class, with condenser	5 15 0	6 1 0	6 1 6	5 12 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	5 15 0	6 1 0	6 1 6	5 12 0
Under fifty brake horse-power	5 12 0	5 18 0	5 18 6	5 9 0
<i>Electric Motors.</i>				
Attendants	5 9 0	5 15 0	5 15 6	5 6 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried	6 10 6	6 16 6	6 17 0	6 7 6
Others	6 3 6	6 9 6	6 10 0	6 0 6
If the gauge is less than three feet, 3s. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	6 16 0	7 2 0	7 2 6	6 13 0
Second driver	6 2 0	6 8 0	6 8 6	5 19 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	5 15 0	6 1 0	6 1 6	5 12 0
Others	5 12 6	5 18 6	5 19 0	5 9 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class	6 13 0	6 19 0	6 19 6	6 10 0
Lofty cranes—second-class	6 10 6	6 16 6	6 17 0	6 7 6
Lofty cranes—third-class	6 6 0	6 12 6	6 12 6	6 3 0
Cantilever cranes	6 10 6	6 16 6	6 17 0	6 7 6
Cranes in converter sheds	6 3 6	6 9 6	6 10 0	6 0 6
Cranes transporting molten metal in foundries	6 1 0	6 7 0	6 7 6	5 18 0
Steam travelling cranes	6 1 0	6 7 0	6 7 6	5 18 0
Other steam cranes	5 17 6	6 3 6	6 4 0	5 14 6
Grab cranes	6 1 0	6 7 0	6 7 6	5 18 0
Electric cranes not elsewhere included—				
Four motions and over	5 15 0	6 1 0	6 1 6	5 12 0
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist	5 12 6	5 18 6	5 19 0	5 9 6
Traverser jib				
Hydraulic stationary jib cranes	5 10 0	5 16 0	5 16 6	5 7 0
Cranes and hoists not elsewhere included	5 6 0	5 12 0	5 12 6	5 3 0
String cranes—five tons or less				
F.—DRIVERS OF TRACTION ENGINES.				
<i>Road.</i>				
Fraction engine or road roller (steam)	5 17 6	6 3 6	6 4 0	5 14 6
Road roller (oil)	5 16 6	6 2 6	6 3 0	5 13 6
Traction engine (oil—35 h.p. and over)	5 16 6	6 2 6	6 3 0	5 13 6
Traction engine (oil—under 35 h.p.)	5 15 0	6 1 0	6 1 6	5 12 0
<i>Rail.</i>				
Electric traction motor	5 10 0	5 16 0	5 16 6	5 7 0
Internal combustion traction motor	5 10 0	5 16 0	5 16 6	5 7 0

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3)—continued.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong, at Warrambool, and in the Gippsland District.	Within 15 miles of the Militara Post Office.	At Yallourn.	
£ s. d.	£ s. d.	£ s. d.	£ s. d.	
G.—FIREMEN.				
Fireman	5 7 6	5 13 6	5 14 0	5 4 6
Fireman—first-class	5 12 0	5 18 0	5 18 6	5 9 0
Leading fireman—first-class	5 18 0	6 4 0	6 4 6	5 15 0
Leading fireman—second-class	5 15 0	6 1 0	6 1 6	5 12 0
Locomotive fireman	5 10 0	5 16 0	5 16 6	5 7 0
H.—GREASERS.				
Greasers	5 7 6	5 13 6	5 14 0	5 4 6
Greasers—first-class	5 12 0	5 18 0	5 18 6	5 9 0
Trimmers	5 5 0	5 11 0	5 11 6	5 2 0
Fuelmen	5 5 0	5 11 0	5 11 6	5 2 0
Engine cleaners	5 5 0	5 11 0	5 11 6	5 2 0
Boiler cleaners	5 5 0	5 11 0	5 11 6	5 2 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
I.—OTHERS.				
Pile-driving machine	5 18 0	6 4 0	6 4 6	5 15 0
All others	5 0 0	5 6 0	5 6 6	4 17 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. per week in lieu of payment under clause (5) for absences arising from sickness or accident.

NOTE.—The foregoing rates in this clause (2) include the following War Loadings:—

Classification.	Amount per Week.
B.—LOCOMOTIVE ENGINE DRIVERS.	
If human beings other than train crew are sometimes or always carried—	s. d.
Gauge not less than three feet	6 0
Gauge less than three feet	4 0
Others—gauge not less than three feet	4 0
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.	
Driver	6 0
Second driver	4 0
E.—CRANE DRIVERS.	
Lofty cranes—first-class	6 0
Lofty cranes—second-class	6 0
Lofty cranes—third-class	4 0
Cantilever cranes	6 0
Cranes in converter sheds	4 0
Cranes transporting molten metal in foundries	4 0
Steam travelling cranes	4 0
Grab cranes	4 0
All other classifications	3 0

J.—ADDITIONAL RATES.

An engine-driver engaged as hereinafter specified shall be paid additional rates as follow, viz.:—

	Per week.
Attending to refrigerating compressor	6 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	6 0
Engine-driver in charge of plant	6 0
Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening	15 0

Provided that these rates shall not be cumulative to the extent of increasing the wage of an employee more than 32s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall not be paid a rate less than 18s. above that fixed for "All Others."

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(3) JUNIOR LABOUR.—(a) The minimum rates of wage to be paid to juniors working as greasers or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be:—

	Per week.
If under 16 years of age	£ s. d. 1 17 3
If 16 and under 18 years of age	2 9 6
If 18 and under 19 years of age	3 11 6
If 19 and under 20 years of age	4 7 0

(b) If a cleaner or greaser sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette* No. 300 of the 29th September, 1942, shall remain in force.

SCHEDULE—continued.
FARRIERS BOARD.

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

2.

Wages.

Apprentices and Improvers.				TOTAL WAGE.		Other Employees.	
Percentage of Needs Basic Wage.	War Loading.	Per Week of 44 Hours.		s.	d.	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	All Employees *13s. per week of 44 hours
		s.	d.				
1st year's experience ..	38·4	..	2 6	..	37 6	(b) Employed outside the areas specified in paragraph (a):—	All Employees *128s. per week of 44 hours * Including a War Loading of 6s. per week.
2nd year's experience ..	41·9	..	2 6	..	40 6		
3rd year's experience ..	45·9	..	3 0	..	45 0		
4th year's experience ..	52·9	..	3 0	..	51 0		
5th year's experience ..	64·5	..	4 0	..	62 6		

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

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

FIBROUS PLASTERERS BOARD.

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

(2)

* Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
—	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.	(Non-adjustable).	Wage.		A.	B.	(Non-adjustable).	Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience ..	23 9	0 9	0 9	25 3	Under 17 years of age	23 9	0 9	0 9	25 3
2nd " " ..	35 9	1 0	1 3	38 0	17 years of age ..	35 9	1 0	1 3	38 0
3rd " " ..	47 0	1 4	1 6	49 10	18 " " ..	47 0	1 4	1 6	49 10
4th " " ..	60 0	1 9	1 9	63 6	19 " " ..	60 0	1 9	1 9	63 6
5th " " ..	72 0	2 1	2 3	76 4	20 " " ..	72 0	2 1	2 3	76 4

and thereafter the minimum wage.

PROPORTION (by any employer).
 One apprentice to every three or fraction of three workers receiving not less than 108s. per week of 44 hours.

PROPORTION (by any employer).
 (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—
 One improver to every three workers receiving not less than 139s. 5d. per week of 44 hours.
 (ii) Any other class of work—
 One improver to every six workers receiving not less than 139s. 5d. per week of 44 hours.

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

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

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

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.	(Non-adjustable).	Wage.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	s. d.	s. d.	s. d.	s. d.
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	129 8	3 9	6 0	139 5
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	102 0	3 0	3 0	108 0

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

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

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

SCHEDULE—continued.

FLOCK BOARD.

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

(2)

IMPROVERS.				OTHER EMPLOYEES.		
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.		
Age.	Males.		Females.			s. d.
	s. d.	s. d.	s. d.	s. d.		
Under 16 years	26	3	23	6	Persons employed in the cotton wool bleaching department	118 0
16 years	33	0	26	3	Woolen pickers	115 0
17 "	44	6	30	6	Feeders of—	
18 "	49	6	36	6	Rag machines	113 0
19 "	64	9	44	0	Other machines	113 0
20 "	73	3	49	9	Rippers	113 0
					Person in charge of milling machine	113 0
					Persons in charge of hardening machine	113 0
					Persons in charge of tentering machine	113 0
					Assistant to persons in charge of milling machine	111 0
					Assistant to person in charge of hardening machine	111 0
					Assistant to person in charge of tentering machine	111 0
					Cotton pickers	110 0
					All others	109 0
					Leading hands, if in charge of four or more workers	5s. a week extra
					FEMALES.	
					Feeders of rag machines	77 3
					Feeders of machines other than rag machines	67 0
					Rippers	64 3
					Woolen pickers	68 3
					Cotton pickers	64 3
					Weighers and wrappers of cotton wool	64 3
					All others	64 3
					Leading hands, if in charge of four or more workers	5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

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

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

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

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

FROZEN GOODS BOARD.

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

(2)

WAGES.

Improvers and Juvenile Workers.					Other Employees.					
	Weekly Rate.	*War Loading.	Total Weekly Wage.		Per Hour.		Per Week.			
			£ s. d.	s. d.			£ s. d.	s. d.	Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
16 years of age and under	17	1 19 5	0 11	2 0 4	0 11	Chamber hands	6 7 0	4 0	6 11 0	2 11 ⁸ / ₁₁
17 " " " "	18	2 2 2	0 11	2 3 1	0 11 ¹ / ₂					
18 " " " "	19	2 10 5	1 10	2 12 3	1 2 ¹ / ₂					
19 " " " "	20	2 18 5	1 10	3 0 3	1 4 ¹ / ₂					
20 " " " "	21	3 14 11	2 9	3 17 8	1 9 ¹ / ₄	All others	5 19 10	4 0	6 3 10	2 9 ¹⁷ / ₁₂

For definition of juvenile workers see clause (11).

PROPORTION OF IMPROVERS.

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

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

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

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

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

SCHEDULE—*continued.*

FURNITURE BOARD.

(BEDDING SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	<i>Males.</i>		<i>Females.</i>		
	<i>s. d.</i>		<i>s. d.</i>		
First year	20	7	19	10	<p><i>Males.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i></p> <p>One female apprentice to every female worker receiving not less than the minimum wage.</p> <p style="text-align: center;">IMPROVERS.</p> <p><i>Males.</i></p> <p>One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females.</i></p> <p>One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.</p>
Second year	31	3	30	0	
Third year	41	7	34	7	
Fourth year	62	2	44	11	
Fifth year	82	3	51	6	
And thereafter the minimum wage.					
IMPROVERS.					
	<i>Males.</i>		<i>Females.</i>		
	<i>s. d.</i>		<i>s. d.</i>		
Under 16 years of age	18	7	16	7	
16 and under 17	20	7	19	10	
17 and under 18	31	3	30	0	
18 and under 19	41	7	34	7	
19 and under 20	62	2	44	11	
20 and under 21	82	3	51	6	

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>Males.</i>	
	<i>£ s. d.</i>	<i>£ s. d.</i>
Bedding hands engaged in tufting or quilting, including repairers	5 14 6	5 11 6
All others	5 0 0	4 17 0
	<i>Females.</i>	
Females	3 2 6	3 1 0

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

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 100s. and in the case of females not less than 62s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(GENERAL FURNITURE SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
		Males.	Females.		
		<i>s. d.</i>	<i>s. d.</i>		
First year	.. ..	20 7	19 10	<p>Males. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females. One female apprentice to every female worker receiving not less than the minimum wage.</p> <p>IMPROVERS. Males. One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p>Females. One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	
Second year	.. ..	31 3	30 0		
Third year	.. ..	41 7	34 7		
Fourth year	.. ..	62 2	44 11		
Fifth year	.. ..	82 3	51 6		
And thereafter the minimum wage.					
IMPROVERS.					
		Males.	Females.		
		<i>s. d.</i>	<i>s. d.</i>		
Under 16 years of age	.. ..	18 7	16 7		
16 and under 17	.. ..	20 7	19 10		
17 and under 18	.. ..	31 3	30 0		
18 and under 19	.. ..	41 7	34 7		
19 and under 20	.. ..	62 2	44 11		
20 and under 21	.. ..	82 3	51 6		

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boulton's carver or shaping machine	6 10 0	6 7 0
Moulding machinist—		
(a) who grinds his own cutters	6 10 0	6 7 0
(b) who does not grind his own cutters	6 1 0	5 18 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffer chair-frame maker)	6 10 0	6 7 0
Stuffer chair or couch frame maker	5 18 0	5 15 0
Polishers required to spirit off or acid off	6 10 0	6 7 0
Other polishers	6 1 0	5 18 0
Upholsterer	6 5 0	6 2 0
Wood turner, painter, assembler	6 1 0	5 18 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 18 0	5 15 0
Persons setting up or operating copying or automatic lathe	5 18 0	5 15 0
Persons cramping furniture or chairs	5 18 0	5 15 0
Persons rubbing down, filling, varnishing, or staining	5 13 0	5 10 0
Sprayhands, staining or lacquering	5 18 0	5 15 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	5 18 0	5 15 0
Persons cramping, or gluing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 18 0	5 15 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 10 0	5 7 0
Stackers, yardmen	5 0 0	4 17 0
Female employed as upholstress	3 2 6	3 1 0
Female employed as veneer matcher	3 2 6	3 1 0
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	3 2 6	3 1 0
(b) domestic woodware	3 2 6	3 1 0
(c) walking sticks	3 2 6	3 1 0
All others	5 0 0	4 17 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 100s., and in the case of females not less than 62s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
First year	20	7	19	10	<p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p>
Second year	31	3	30	0	
Third year	41	7	34	7	
Fourth year	62	2	44	11	
Fifth year	82	3	51	6	
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
Under 16 years of age	18	7	16	7	<p><i>Males.</i> One male improver to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>
16 and under 17	20	7	19	10	
17 and under 18	31	3	30	0	
18 and under 19	41	7	34	7	
19 and under 20	62	2	44	11	
20 and under 21	82	3	51	6	

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>Males.</i>		
Compo workers	5 10 0	5 7 0
Fitters up	5 10 0	5 7 0
Gilders or bronzers	5 13 0	5 10 0
Mount cutters	5 13 0	5 10 0
Mounters	5 10 0	5 7 0
Joiners	5 13 0	5 10 0
Persons working at—		
Band or jig saws	5 18 0	5 15 0
Other saws	5 13 0	5 10 0
Moulding machines	5 18 0	5 15 0
Shaping machines	6 4 0	6 1 0
Stainers who mix and apply stain and finish any kind of wood or compo	5 13 0	5 10 0
Wood turners	6 1 0	5 18 0
All others	5 0 0	4 17 0
<i>Females.</i>		
Females	3 2 6	3 1 0

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

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 100s. and in the case of females not less than 62s. 6d.

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

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

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

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	<i>Males.</i>	<i>Females.</i>		<i>Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
First year	20 7	19 10		<i>Females.</i>	
Second year	31 3	30 0		One female apprentice to every female worker receiving not less than the minimum wage.	
Third year	41 7	34 7		IMPROVERS.	
Fourth year	62 2	44 11		<i>Males.</i>	
Fifth year	82 3	51 6		One male improver to every six or fraction of six male workers receiving not less than the minimum wage.	
And thereafter the minimum wage.				Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	
IMPROVERS.				<i>Females.</i>	
	<i>Males.</i>	<i>Females.</i>		One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	18 7	16 7			
16 and under 17	20 7	19 10			
17 and under 18	31 3	30 0			
18 and under 19	41 7	34 7			
19 and under 20	62 2	44 11			
20 and under 21	82 3	51 6			

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>Males.</i>		
Carpet planner	6 10 0	6 7 0
Cutter of loose covers or curtains or drapes	6 3 0	6 0 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	5 18 0	5 15 0
All others	5 0 0	4 17 0
<i>Females.</i>		
Females	3 2 6	3 1 0

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

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 100s., and in the case of females not less than 62s. 6d.

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

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

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

(2) **APPRENTICES AND IMPROVERS.**

Weekly Wages.		Proportion (in any place).	
APPRENTICES. <i>s. d.</i> First year 20 7 Second year 31 3 Third year 41 7 Fourth year 62 2 Fifth year 82 3 And thereafter the minimum wage	IMPROVERS. <i>s. d.</i> Under 16 years of age 18 7 16 and under 17 .. 20 7 17 and under 18 .. 31 3 18 and under 19 .. 41 7 19 and under 20 .. 62 2 20 and under 21 .. 82 3	APPRENTICES. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. IMPROVERS. One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage. Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	

(3) **OTHER EMPLOYEES.**

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O. Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine	£ s. d. 6 10 0	£ s. d. 6 7 0
Moulding machinist—		
(a) who grinds his own cutters	6 10 0	6 7 0
(b) who does not grind his own cutters	6 1 0	5 18 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser	5 18 0	5 15 0
Operator of sander, boring, or any other machine not otherwise specified	5 10 0	5 7 0
Wireweaver	5 14 6	5 11 6
Stretcher-up, tacker-on, splitter-up, or varnisher	5 13 0	5 10 0
Spray hands	5 18 0	5 15 0
All others	5 0 0	4 17 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 100s.

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

SCHEDULE—continued.

FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.		IMPROVERS.		APPRENTICES.	
	s. d.		s. d.	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
First year ..	20 7	Under 16 years of age	18 7	IMPROVERS. One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.	
Second year ..	31 3	16 and under 17	20 7		
Third year ..	41 7	17 and under 18	31 3		
Fourth year ..	62 2	18 and under 19	41 7		
Fifth year ..	82 3	19 and under 20	62 2		
And thereafter the minimum wage.		20 and under 21	82 3		

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Operator of Boulton's carver or shaping machine	6 10 0	6 7 0
Moulding machinist—		
(a) who grinds his own cutters	6 10 0	6 7 0
(b) who does not grind his own cutters	6 1 0	5 18 0
Cabinetmaker, woodcarver	6 10 0	6 7 0
Polishers required to spirit off or acid off	6 10 0	6 7 0
Other polishers	6 1 0	5 18 0
Woodturner, painter, assembler	6 1 0	5 18 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer	5 18 0	5 15 0
Persons setting up or operating copying or automatic lathe	5 18 0	5 15 0
Persons cramping furniture	5 18 0	5 15 0
Persons rubbing down, filling, varnishing, or staining	5 13 0	5 10 0
Sprayhands staining or lacquering	5 18 0	5 15 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber	5 18 0	5 15 0
Persons cramping, or gluing, or cementing or fastening together partly prepared timber	5 18 0	5 15 0
Timber bender, operator of sander, boring, or any other machine not provided for above	5 10 0	5 7 0
Persons packing mantelpieces or overmantels	5 5 0	5 2 0
Stackers, yardmen	5 0 0	4 17 0
Female employed as veneer matcher	3 2 6	3 1 0
All others	5 0 0	4 17 0

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

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 100s. and in the case of females not less than 62s. 6d.

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

SCHEDULE—continued.

GARDEN EMPLOYEES BOARD.

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

(2)

Apprentices or Improvers.		Other Employees.				
	Wages per week of 44 hours.		Wages per Hour.	Wages per Week.*	Hours per Week.	
	s. d.		s. d.	s. d.		
15 years of age or under	.. 24 9	(a) Persons employed as gardeners or gardeners' labourers by a master gardener—				
16 years of age	.. 27 9	Foremen gardeners in charge of two or more employees	2 10	124 8	} 44	
17 years of age	.. 31 0	Gardeners†	2 6½	111 10		
18 years of age	.. 44 0	Gardeners' labourers	2 4½	105 5		
19 years of age	.. 53 0					
20 years of age	.. 63 0	(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—				
PROPORTION (WITHIN ANY PLACE).		(1) Employed on Jobbing Work—				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners†	2 6½	111 10	} 44	
One improver to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners' labourers	2 3	99 0		
JOVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—		(2) All others—				
	Wages per week of 44 hours.	Foremen gardeners in charge of two or more employees	2 9	121 0	} 44	
15 years of age and under	.. 24 9	Gardeners†	2 5	106 4		
16 years of age	.. 27 9	Gardeners' labourers	2 3	99 0		
17 years of age	.. 31 0	(c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—				
	s. d.	Foremen gardeners in charge of two or more employees	2 9	121 0	} 44	
15 years of age and under	.. 24 9	Gardeners†	2 5	106 4		
16 years of age	.. 27 9	Gardeners' labourers	2 3	99 0		
17 years of age	.. 31 0	(d) Persons employed in the laying out, cultivation, or keeping in order of (1) a garden, lawn, fairway, or green, in connexion with a golf links or putting green (2) a tennis court or of a garden connected therewith	2 4	102 8	44	
Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.						
An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s. per day or portion of a day extra.						
		(e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith—				
		Greenkeeper solely responsible for preparation of greens	2 7 ¹⁷ / ₂₂	..	} See clause 10 re hours	
		Greenkeeper working under supervision of green director	2 5	..		
		Greenkeeper's assistant	2 3	..		
		(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—				
		Foremen	2 10	124 8	} 44	
		All others	2 6½	111 10		
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—				
		On construction work	2 6½	111 10	} 44	
		On maintenance work	2 3	99 0		
		(h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—				
		(i) On racecourses and other sporting enclosures	2 4	102 8	44	
		(ii) At any other place—				
		On construction work	2 6½	111 10	} 44	
		On maintenance work	2 3	99 0		

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

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

SCHEDULE—continued.

GAS METER BOARD.

Clauses (2) and (11) of the Determination published in *Government Gazette* No. 106 of the 27th May, 1943, shall be replaced by the following clauses:—

2. Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	WAGES PER WEEK OF 44 HOURS.			<i>£ s. d.</i>
1st year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men)	6 18 10	6 0	7 4 10
1st six months	22 11	0 9	23 8	Meter makers or repairers	6 5 0	6 0	6 11 0
2nd six months	26 3	0 9	27 0	Prepayment meter attachment maker	6 3 11	4 0	6 7 11
2nd year	31 8	1 0	32 8	Caster of gratings and covers	6 3 11	4 0	6 7 11
3rd year	44 7	1 6	46 1	Head tester—			
4th year	64 5	2 3	66 8	(a) where eight or more other testers are employed	6 18 7	6 0	7 4 7
5th year	80 11	3 0	83 11	(b) where four and not more than seven other testers are employed	6 14 10	6 0	7 0 10
PROPORTION (within any place).				Other testers	6 0 7	4 0	6 4 7
<i>Apprentices.</i>				Leading diaphragm tier (where two or more other diaphragm tiers are employed)	6 9 5	6 0	6 15 5
One apprentice to every three or fraction of three workers receiving not less than 100s. per week of 44 hours.				Other diaphragm tiers, including persons banding, crimping, or wiring	5 10 4	3 0	5 13 4
<i>Improvers.</i>				Leading diaphragm cutter, where two or more cutters are employed	6 5 3	4 0	6 9 3
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 100s. per week of 44 hours.				Other diaphragm cutters	5 12 10	3 0	5 15 10
				Rim, disc, or pre-payment meter cash box makers	5 15 9	3 0	5 18 9
				Machinist (power press)	5 10 7	3 0	5 13 7
				Other machinist	5 4 3	3 0	5 7 3
				Assistant machinist	5 0 10	3 0	5 3 10
				All others	4 17 0	3 0	5 0 0

PIECEWORK PRICES.

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

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

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

"P. AND C." PATTERN.

	H.C. 1.		H.C. 2.	
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
<i>Ordinary Meters.</i>				
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	13 12 3		15 2 2	
	Lights.			
	2.	3.	5.	10.
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	8 17 10	9 4 3	10 6 11	12 10 8
				20.
				per doz. £ s. d.
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.				18 3 7
				Capacity, 100 cubic feet per hour; £9 17s. 4d. per doz.
				Capacity, 125 cubic feet per hour; £11 5s. 2d. per doz.

SCHEDULE—continued.

GAS METER BOARD—continued.

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

<p>"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters. Making up "P. and C." A.V. 2-200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.</p>	<p>£9 14s. 7d. per doz.</p>
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(b) MAKING TIN DRY PREPAYMENT METERS.

<p>Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.</p>	<p>Capacity, 100 cubic feet per hour; £12 2s. 3d. per doz.</p>
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(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 480 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs	6 16 1	6 16 1	6 16 1	6 16 1	6 16 1	6 16 1	..	..
Making rims .. ..	..	..	..	..	per doz. discs.	per doz. discs.	..	..
					£ s. d.	£ s. d.		
Making discs .. ..	..	..	..	..	0 5 7½	0 8 4	1 0 0	1 4 0
Making rims for circular crimped-on diaphragms	..	..	per job of 400 rims.	per job of 400 rims.	..	..	..	..
			6 0 11	6 5 8				

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen.	per dozen.
	s. d.	s. d.
Wiring or tying diaphragms	6 1½	7 11½

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
<i>Ordinary Meters.</i>	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz. :— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by :— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work ..	36 17 0	28 9 6	30 9 5	20 13 2	20 13 2

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

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	14 5½	14 5½	13 3½	16 0½	22 6¼	26 2¼
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 7 13 10	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	1 7½	..	..	..

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

} With 34 per cent. added.

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

(g) EXTRAS.

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

} With 34 per cent. added.

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

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

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

SCHEDULE—continued.
GAS WORKS BOARD.

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

2 (b)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities of Ballarat and Bendigo, and the Borough of Castlemaine.
Patching and scurfing retorts and cleaning flues—man continuously employed as such..	£ s. d. 5 18 0	£ s. d. 5 15 0
Stoker in charge of gas or steam engine, or other works plant	5 18 0	5 15 0
Stoker, vertical retort	5 15 0	5 12 0
Stoking machine driver	5 15 0	5 12 0
Stoker, horizontal retort (machine)	5 13 0	5 10 0
Stoker, hand charging	5 11 0	5 8 0
Retort (vertical) operator	5 15 0	5 12 0
Operator vertical retort	5 15 0	5 12 0
Fireman retort house	5 15 0	5 12 0
Machine and stage man	5 13 0	5 10 0
Hydraulic and tar main attendant	5 12 0	5 9 0
Augerer and pipe jumper	5 11 0	5 8 0
Coke and coal conveyor attendant (day worker)	5 6 0	5 3 0
Greaser and oiler (in retort house)	5 4 0	5 1 0
Elevator and coal crusher attendant	5 3 0	5 0 0
Coke and coal conveyor attendant (shift worker)	5 3 0	5 0 0
Oxide breaker—man attending and operating	5 3 0	5 0 0
Purifier—man opening up, or emptying, or filling	5 3 0	5 0 0
All others	4 17 0	4 14 0

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

(b) Other Employees.	Wages per Week of 44 Hours.
Stokers	£ s. d. 5 4 0
All others	4 14 0

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

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

GENERAL BOARD.

(ABRASIVES SECTION.)

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

2. WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Abrasive Paper or Cloth.			
s. d.		s. d.		Males.			
1st year's experience ..	20 3	1st six months' experience	16 3	Machine operators 103 0			
2nd " " ..	28 6	2nd " " ..	20 3	All others 97 0			
3rd " " ..	39 6	3rd " " ..	24 0	Females.			
4th " " ..	52 9	4th " " ..	28 0	All adults 53 3			
5th " " ..	67 6	5th " " ..	31 9	Abrasive Articles (other than Abrasive Paper or Cloth).			
6th " " ..	78 3	6th " " ..	36 0	Head burners 107 0			
7th " " ..	83 3	7th " " ..	39 9	Other burners 103 0			
		8th " " ..	44 9	Surfacers of abrasive articles 100 0			
				All others 97 0			

and thereafter the minimum wage.

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

PROPORTION.

(a) Abrasive Paper or Cloth.

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

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

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

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

SCHEDULE—continued.

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.							(b) ADULTS.			
Males.			Females.							
Experience.	s.	d.	Commencing Age.						Females ..	s. d.
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience..	20	3							53	3
2nd " " ..	28	6								
3rd " " ..	39	3								
4th " " ..	53	0								
5th " " ..	67	6								
6th " " ..	78	3								
7th " " ..	S3	3								
			1st year	18 0	20 3	22 6	27 0	33 9	39 3	
			2nd "	26 0	28 0	31 6	39 3	42 9	..	
			3rd "	33 9	36 6	40 6	50 6	..	..
			4th "	42 3	46 0	50 6	..	..	..
			5th "	50 6	50 6	..	..	..	..
and thereafter the rate prescribed for adults.										
PROPORTION.										
Two male improvers to each male person receiving not less than the rate prescribed for adults.										
Three female improvers to each female person receiving not less than the rate prescribed for adults.										

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

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 175 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.								
				Males.								
				Females.								
Under 17 years of age	21	6	Oven hands	..	..	..	101	0	
17 years of age	32	6	Machine attendants	..	..	..	101	0	
18 " "	43	3	All others	..	..	..	97	0	
19 " "	58	6							
20 " "	71	6							
<i>Proportion (in any place).</i>												
One improver to every three adult employees.				All adults				54	6			

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

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

SCHEDULE—continued.

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	s. d.		s. d.				
1st year's experience	20 3	1st six months' experience..	16 3	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.			Other Parts of Victoria where this Determination Applies.
2nd "	28 6	2nd "	20 3				
3rd "	39 6	3rd "	24 0				
4th "	52 9	4th "	28 0				
5th "	67 6	5th "	31 9				
6th "	78 3	6th "	36 0				
7th "	83 3	7th "	39 9				
		8th "	44 9				
and thereafter the minimum wage.				Operators of blue-printing machines—			
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.				Males		100 0	97 0
				Females		57 0	57 0
One improver to each person of the same sex receiving not less than the minimum wage.				All other persons—			
				Males		97 0	94 0
				Females		53 3	53 3

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

GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 176 of the 9th May, 1942, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.					
	s. d.		s. d.				
1st year's experience	.. 19 6	1st six months' experience	16 3	Males	.. ..	.. ..	97 0
2nd "	.. 27 6	2nd "	20 3	Females	.. ..	.. ..	53 3
3rd "	.. 38 0	3rd "	24 0				
4th "	.. 51 9	4th "	28 0				
5th "	.. 65 9	5th "	31 9				
6th "	.. 75 9	6th "	35 9				
7th "	.. 80 6	7th "	39 9				
		8th "	44 9				
And thereafter the minimum wage prescribed for adults.							
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.				PROPORTION (IN ANY PLACE).			
				<p><i>Males.</i> One improver to each male worker receiving not less than the minimum wage.</p> <p><i>Females.</i> Two improvers to each female person receiving not less than the minimum wage.</p>			

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

SCHEDULE—continued.

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>		
1st year's experience	..	20 3	1st six months' experience	..	16 3		
2nd "	"	23 6	2nd "	"	20 3		
3rd "	"	39 6	3rd "	"	24 0		
4th "	"	52 9	4th "	"	28 0		
5th "	"	67 6	5th "	"	31 9		
6th "	"	78 3	6th "	"	36 0	Males	.. .. 97 0
7th "	"	83 3	7th "	"	39 9	Females	.. .. 53 3
			8th "	"	44 9		

and thereafter the rate prescribed for adults.

Proportion.

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

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

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

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
		<i>s. d.</i>			<i>s. d.</i>		
Under 16 years of age	..	21 9	Foreman in charge	..	123 0		
16 years of age and under 17 years	..	32 0	All others	..	108 0		
17 "	"	56 6					
18 "	"	71 6					
19 "	"	85 9					

Proportion (in any place).

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

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

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 274 of the 23th August, 1942, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>		
1st year's experience	..	20 3	1st six months' experience	..	16 3	Grinding mill attendant	.. .. 101 0
2nd "	"	23 6	2nd "	"	20 3	Person engaged in testing and/or checking	.. .. 107 0
3rd "	"	39 6	3rd "	"	24 0	formulae	.. .. 102 0
4th "	"	52 9	4th "	"	28 0	Person in charge of mixing ingredients and	
5th "	"	67 6	5th "	"	31 9	making chalks from given formulae	.. .. 102 0
6th "	"	78 3	6th "	"	36 0	Persons not otherwise provided for—	
7th "	"	83 3	7th "	"	39 9	Males	.. .. 97 0
			8th "	"	44 9	Females	.. .. 53 3

and thereafter the minimum wage.

Proportion.

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

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

SCHEDULE—*continued.*

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

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

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.						
					<i>s. d.</i>						
Under 17 years of age	21	6
17 years of age	32	3
18	43	3
19	58	9
20	71	6

Proportion (in any place).

One improver to each adult employee.

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

(9) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.									
<i>Males.</i>		<i>Females.</i>												
					<i>s. d.</i>									
1st year's experience	20	0	1st six months' experience	..	16	6	Males	..	..	99	0	
2nd "	28	6	2nd "	..	..	20	0					
3rd "	39	6	3rd "	..	..	24	0					
4th "	53	0	4th "	..	..	28	0					
5th "	67	9	5th "	..	..	31	9					
6th "	78	3	6th "	35	9	Females	53	0
7th "	83	0	7th "	..	..	39	9					
					8th "	..	..	45	0				
					9th "	..	..	48	9				
					10th "	..	..	52	9				

and thereafter the rate prescribed for adults.

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

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.

Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

Clauses (3) to (8) inclusive and (10) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 167 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(FLAX TREATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 178 of the 10th May, 1940, shall be replaced by the following clause:—

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

(i) Improvers.				(ii) Other Employees.				
			<i>s. d.</i>					
Under 17 years of age	..	..	25 9			Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
17 years of age	..	..	32 3	—			
18 " " "	..	..	43 3				
19 " " "	..	..	58 9				
20 " " "	..	..	71 6				
PROPORTION (in any place).								
One improver to each adult employee.				Foreman in charge	£ s. d. 5 9 0	£ s. d. 5 6 0
				Scutcher (hand)	5 3 0	5 0 0
				Scutcher (machine)	5 0 0	4 17 0
				All others	4 17 0	4 14 0

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

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

GENERAL BOARD.

(GOLD BEATING SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
	<i>Males.</i>	<i>s. d.</i>			<i>Males.</i>	<i>s. d.</i>	
1st year's experience	..	..	20 3	1st six months' experience	..	..	16 6
2nd " " "	..	..	28 6	2nd " " "	..	..	20 3
3rd " " "	..	..	44 0	3rd " " "	..	..	24 0
4th " " "	..	..	71 6	4th " " "	..	..	27 9
5th " " "	..	..	and until 21 years of age 89 6	5th " " "	..	..	31 6
				6th " " "	..	..	36 0
				7th " " "	..	..	39 9
				8th " " "	..	..	44 9
				9th " " "	..	..	48 9
				10th " " "	..	..	52 6
					<i>Females.</i>		
					Welding gold-leaf	..	65 9
					Cutting and/or booking gold-leaf	..	60 9
					All Others	..	53 0

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

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

Females.
Three female improvers to every two female workers receiving the adult rate.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 174 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(INDUSTRIAL GASES SECTION.)

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

2. WAGES PER WEEK.

(a) Juniors.				(b) Other employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	17 0	Operators of dry-ice machines	..	..	*108 0
16 years of age to 17 years of age	..	..	31 9	Cylinder testers	..	..	*108 0
17 " " 18 " " "	..	..	56 3	Cylinder fillers	..	..	*108 0
18 " " 19 " " "	..	..	71 0	Cylinder packers	..	..	*108 0
19 " " 21 " " "	..	..	85 9	Valve hands	..	..	*108 0
				Persons dealing with carbide refuse	..	..	*102 0
				All others	..	..	*100 0

* Including 3s. war loading.

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

SCHEDULE—continued.
GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s.	d.		s.	d.		s.
1st year's experience ..	20	3	1st six month's experience ..	16	3	Printing-ink grinder and/or mixer ..	101
2nd " " ..	28	6	2nd " " " ..	20	3	All others ..	97
3rd " " ..	39	6	3rd " " " ..	24	0		
4th " " ..	52	9	4th " " " ..	28	0		
5th " " ..	67	6	5th " " " ..	31	9		
6th " " ..	78	3	6th " " " ..	36	0		
7th " " ..	83	3	7th " " " ..	39	9		
			8th " " " ..	44	9		
						All persons ..	53

and thereafter the minimum wage.

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

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

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

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

GENERAL BOARD.

(LAMP SHADE SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.		Females.	
	s.	d.		s.	d.		s.
1st year's experience ..	19	6	1st six months' experience ..	16	3	Persons engaged in cutting out material ..	99
2nd " " ..	27	6	2nd " " " ..	20	3	for parts of lampshades ..	97
3rd " " ..	38	0	3rd " " " ..	24	0	All others ..	97
4th " " ..	51	9	4th " " " ..	28	0		
5th " " ..	65	9	5th " " " ..	31	9		
6th " " ..	75	9	6th " " " ..	35	9		
7th " " ..	80	6	7th " " " ..	39	9		
			8th " " " ..	44	9		
						Persons engaged in sketching, painting ..	62
						or decorating by freehand or stencils ..	6
						Persons engaged in assembling and at- ..	54
						taching parts of lampshades (including ..	6
						trimming and sewing) ..	53
						All others ..	3

And thereafter the minimum wage.

PROPORTION.

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

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

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

GENERAL BOARD.

(MINERAL EARTHS SECTION.)

Clause (2) of the Determination for this Section in *Government Gazette* No. 159 of the 30th April, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
		s. d.				s. d.	
Under 17 years of age	31	9	Mill attendants ..	..	112
17 to 18 years of age	56	0	Persons not otherwise provided for, including mill ..	..	105
18 to 19 years of age	71	0	feeders, baggers, and crusher hands ..	..	105
19 to 21 years of age	85	9	Leading Hands—		

Proportion (in any place).

One improver to every six adult employees.

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

Clauses (3) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 159 of the 30th April, 1942, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	20 3	1st six months' experience ..	16 6	All adults ..	101 0		
2nd " " ..	28 6	2nd " " ..	20 3				
3rd " " ..	39 6	3rd " " ..	24 0				
4th " " ..	52 9	4th " " ..	28 0				
5th " " ..	67 9	5th " " ..	31 6				
6th " " ..	78 0	6th " " ..	36 0				
7th " " ..	83 6	7th " " ..	39 9	(a) Designer of patterns to be used for producing articles of wearing apparel ..	134 9		
years of age ..	83 6	8th " " ..	45 0	(b) Assistant to (a) above ..	92 6		
		9th " " ..	48 6	(c) Designers of patterns used for the production of transfers as applied to fabrics ..	92 6		
		10th " " ..	52 6	(d) Assistants to (c) above ..	74 3		
		until 21 years of age ..	52 6	(e) Operator of perforating machine ..	68 3		
				(f) Any other adult ..	55 6		

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

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

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	20 3	1st six months' experience ..	16 6				
2nd " " ..	28 6	2nd " " ..	20 3				
3rd " " ..	39 6	3rd " " ..	24 0				
4th " " ..	52 9	4th " " ..	27 9				
5th " " ..	67 6	5th " " ..	31 6				
6th " " ..	78 0	6th " " ..	36 0				
7th " " ..	83 6	7th " " ..	39 9				
and thereafter the rate prescribed for adults.		8th " " ..	44 9	Males ..	97 0		
				Females ..	53 0		

PROPORTION.

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

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

SCHEDULE—continued.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
			s. d.				s. d.
Under 17 years of age	21	6	Persons engaged in making or preparing moulds	107 0
17 years of age	32	6	Persons engaged in coloring or decorating models—	
18 " "	43	3	(a) by hand	121 0
19 " "	58	6	(b) by spray, or otherwise than by hand	109 0
20 " "	71	6	Persons engaged in assembling or fining models	
<i>Proportion (in any place).</i>						when taken from moulds	102 0
One improver to every three adult employees.						All others	97 0

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

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
			s. d.				s. d.
Under 17 years of age	21	6	Males	101 0
17 years of age	32	3	Females	58 3
18 " "	43	3		
19 " "	58	9		
20 " "	71	6		
<i>Proportion (in any place).</i>							
One improver to each adult employee.							

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

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
			s. d.				s. d.
Under 17 years of age	21	6	All adults	101 0
17 years of age	32	3		
18 " "	43	3		
19 " "	58	9		
20 " "	71	6		
<i>Proportion (in any place).</i>							
Two improvers to each fully paid worker.							

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

SCHEDULE—continued.

GENERAL BOARD.

(TOYS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 173 of 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience ..	20 3	1st six months' experience ..	16 6	Designers ..	117 0
2nd " " ..	28 6	2nd " " ..	20 3	Cutters-out ..	104 6
3rd " " ..	39 6	3rd " " ..	24 0	Fillers and/or stuffers ..	101 0
4th " " ..	52 9	4th " " ..	27 9	All others ..	97 0
5th " " ..	67 6	5th " " ..	31 6		
6th " " ..	78 0	6th " " ..	36 0	<i>Females.</i>	
7th " " ..	83 6	7th " " ..	39 9	Designers ..	78 3
		8th " " ..	44 9	Cutters-out ..	58 3
		9th " " ..	48 9	Machinists ..	58 3
		10th " " ..	52 6	Fillers and/or stuffers ..	55 6
				All others ..	53 0

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

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

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

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

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 173 of the 9th May, 1940 shall remain in force.

GENERAL BOARD.

(VINEGAR AND YEAST SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
Under 17 years of age ..	38 3	Under 17 years of age ..	38 0	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	109 0
17 years of age ..	45 9	17 years of age ..	41 3	Man engaged in cleaning vinegar generator ..	105 0
18 " " ..	61 6	18 " " ..	46 3	*Together with an additional 7s. 6d. for each generator cleaned.	
19 " " ..	77 3	19 " " ..	51 0	All others ..	105 0
20 " " ..	84 3	20 " " ..	54 3		

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

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

Females.
 All adults .. 56 0

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

SCHEDULE—continued.

GLASSWORKERS BOARD.

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

2. FLINT GLASS SECTION.

APPRENTICES.				IMPROVERS.			
				Improvers other than Flint Improver Blowers.			Flint Improver Blower.
				Wages per Week.			Wages per Day of 8 Hours.
				<i>s. d.</i>			<i>s. d.</i>
1st year's experience	..	..	..	50	0		
2nd "	"	"	"	50	6		
3rd "	"	"	"	64	6		
4th "	"	"	"	72	0		
5th "	"	"	"	78	0		
and thereafter the minimum adult wage or piecework price.				45	6	22	2
				60	6		
				69	9		
				81	9		

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 21).

Males.				Females.							
				Wages per Week.			Wages per Week.				
				<i>s. d.</i>			<i>s. d.</i>				
Under 16 years of age	27	3	Under 15 years of age	..	..	..	24	3
16 years, but under 17 years of age	30	6	15 years, but under 16 years of age	..	..	..	26	0
17 " " " 18 " " "	39	3	16 " " " 17 " " "	..	..	..	34	0
18 " " " 19 " " "	54	9	17 " " " 18 " " "	..	..	..	37	0
19 " " " 20 " " "	63	9	18 " " " 19 " " "	..	..	..	40	0
20 " " " 21 " " "	72	9	19 " " " 20 " " "	..	..	..	46	9
and thereafter the minimum adult wage or piecework price.				and thereafter the minimum wage payable to adult females.				NOTE.—In accordance with the provisions of section 40 of the Factories and Shops Acts, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.			
Juvéniles employed as "carriers-in" or "mould boys" shall be paid a margin of 5s. per week in addition to their ordinary rate.											

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

	Per Week.
	<i>£ s. d.</i>
Furnaceman	5 9 0
Persons employed on sandblasting and acid work	5 7 6
Storeman	5 6 0
Packers in straw in headed-up packing	5 13 0
Lehrman	5 3 6
Batchmixers	5 3 6
Sorter and/or cutter	5 2 6
Packers of opal-ware in cartons	5 9 6
All other male adults	5 0 0
Female adults	2 17 3

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

SKILLED GLASSWORKERS (ADULTS).

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

Classification.	Size of Article to be Blown.	Per Day.
		<i>s. d.</i>
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	27 8
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	30 8
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	35 8

SCHEDULE—*continued.*GLASSWORKERS BOARD—*continued.*

GLASS BOTTLE SECTION.

I. JUNIOR MALES—WAGES PER WEEK.						OTHER JUNIOR MALES—WAGES PER WEEK.							
(a) Employed around the feeders.													
(b) Employed in the manufacturing section, but not employed in the yard.													
						<i>s. d.</i>							
15 years of age	22	6	Under 16 years of age	..	..	..	17	6
16 "	"	"	"	"	"	37	0	Over 16, but under 17 years of age	..	..	..	22	6
17 "	"	"	"	"	"	40	9	Over 17, but under 18 years of age	..	..	..	30	0
18 "	"	"	"	"	"	49	6	Over 18, but under 19 years of age	..	..	..	37	6
19 "	"	"	"	"	"	53	0	Over 19, but under 20 years of age	..	..	..	45	0
20 "	"	"	"	"	"	56	9	Over 20, but under 21 years of age	..	..	..	55	0
and thereafter the minimum wage or piecework price.						and thereafter the minimum wage or piecework price.							

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

2. ADULTS (other than skilled Glassworkers).										Wages per Week.			
										£	<i>s. d.</i>		
Furnacemen	5	9	0
Salt cake burners	5	9	0
Lehrmen	5	3	6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	5	3	6
Salt cake burners' assistants	5	3	6
Packers packing in bags or straw	5	2	6
Sorters	5	2	6
Lister truck hands and assistants	5	1	6
All others	5	0	0

NOTES.

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

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

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

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

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

SCHEDULE—continued.

GLUE AND GELATINE BOARD.

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

ADULT MALES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	s. d.	s. d.	s. d.	s. d.
Men working in raw material stores	97 0	6 0	7 6	110 6
Men working raw material cutting machine	98 0	6 0	7 6	111 6
Men washing raw material and preparing limes and working at trotter plant	97 0	6 0	7 6	110 6
Men working at lime pits	99 0	6 0	7 6	112 6
Men in charge of and actually operating dollies	101 0	6 0	7 6	114 6
Men assisting in dolly shed	97 0	6 0	7 6	110 6
Men in charge of and actually working at boiling pans	99 0	6 0	7 6	112 6
Men assisting in boiling shed	97 0	6 0	7 6	110 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	101 0	6 0	7 6	114 6
Men assisting	97 0	6 0	7 6	110 6
Men operating glue and gelatine cutters	98 0	6 0	7 6	111 6
Men assisting	97 0	6 0	7 6	110 6
Men working at drying tunnels	97 0	6 0	7 6	110 6
Men engaged in grinding glue and gelatine	98 0	6 0	7 6	111 6
Men engaged treating frames	97 0	6 0	7 6	110 6
Glue and gelatine blenders, and store hands	97 0	6 0	7 6	110 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	99 0	6 0	7 6	112 6
Men assisting	97 0	6 0	7 6	110 6
Men working on vegetable glue dryers and grinders	98 0	6 0	7 6	111 6
Men in charge of and actually working at vegetable and prepared glue vats	99 0	6 0	7 6	112 6
Men assisting and store hands including calves feet jelly	97 0	6 0	7 6	110 6
Men operating residue dryers	99 0	6 0	7 6	112 6
Men crushing and/or bagging dried residues	98 0	6 0	7 6	111 6
Men receiving and passing on bones (Melbourne)	99 0	6 0	7 6	112 6
Men actually operating degreasing plant	101 0	6 0	7 6	114 6
Men assisting at degreasing plant and bone polishing	98 0	6 0	7 6	111 6
Men engaged in washing and neutralizing vats (Melbourne)	97 0	6 0	7 6	110 6
Men engaged in crushing bone residues	98 0	6 0	7 6	111 6
Men in charge of and actually operating pearl plant	98 0	6 0	7 6	111 6
Men assisting	97 0	6 0	7 6	110 6
Men actually operating dextrine plant	99 0	6 0	7 6	112 6
Men assisting	97 0	6 0	7 6	110 6
Men actually operating earth calcining plant	99 0	6 0	7 6	112 6
Men assisting	97 0	6 0	7 6	110 6
Men not elsewhere included	91 0	6 0	7 6	104 6

Men employed emptying sewer settling pits shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work.
Any person cleaning or scraping inside booby tanks or digesters shall whilst so employed be paid 6d. per hour in addition to his ordinary or overtime rate of pay.

Wages of Shift Workers.

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

ADULT FEMALES.

Proportion of Needs Basic Wage and 1937 Loading for Adult Males.	Industry Allowance.	Special Loading 1941.	Total Basic Rate.
Per Week.	Per Week.	Per Week.	Per Week.
s. d.	s. d.	s. d.	s. d.
52 0	4 6	5 0	61 6

3.

Males.

JUNIORS.

Females.

Age.	Adjustable Portion of Wage.	Loading (Constant)	War Loading.	Total to nearest 6d.	Age.	Base Rate and Constant Loading.	Industry Loading.	War Loading.	Total to nearest 6d.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
14 to 15 years	18 7	0 6	1 6	20 6	14 years	23 8	2 0	2 2	28 0
15 to 16	26 10	0 6	2 2	29 6	15	26 6	2 3	2 5	31 0
16 to 17	35 7	1 0	2 11	39 6	16	29 7	2 6	2 9	35 0
17 to 18	46 0	1 0	3 8	50 0	17	32 3	2 9	3 1	38 0
18 to 19	53 8	1 6	4 5	59 6	18	35 6	3 0	3 4	42 0
19 to 20	62 11	2 0	5 2	70 0	19	40 10	3 5	3 9	48 0
20 to 21	71 2	2 0	5 10	79 0	20	46 2	3 8	4 1	54 0

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

SCHEDULE—continued.

HAM AND BACON CURERS BOARD.

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

(2)

IMPROVERS.

Wages.

	Adjustable Weekly Rate.	Constant Loading.	Total Weekly Wage.
	£ s. d.	£ s. d.	£ s. d.
First six months' experience	24 6	0 6	25 0
Second six months' experience	27 6	0 6	28 0
Second year's experience	39 0	0 6	39 6
Third year's experience	49 6	1 0	50 6
Fourth year's experience	71 6	1 6	73 0
Fifth year's experience and until reaching the age of 21 years	86 0	2 0	88 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.	
<i>(a) Other than Small Goods Section—</i>	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Leading hands in the slaughtering and curing departments	5 17 0	6 0	3 0	6 6 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department	5 0 6	6 0	3 0	5 18 6
First assistant in the curing department	5 9 6	6 0	3 0	5 18 6
Other assistants in the curing department	5 4 6	6 0	3 0	5 13 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 2 6	6 0	3 0	5 11 6
Yardmen { For 48 hours per week	5 6 0	6 0	3 0	5 15 0
{ For 44 hours per week	5 0 0	6 0	3 0	5 9 0
All others	4 19 6	6 0	3 0	5 3 6
<i>(b) Small Goods Section—</i>				
Small goods men (i.e., men employed principally on mixing machines)	5 15 0	6 0	3 0	6 4 0
Filler-men	5 8 0	6 0	3 0	5 17 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 8 0	6 0	3 0	5 17 0
Packing room hands	5 1 0	6 0	3 0	5 10 0
Linkers and table hands	5 1 0	6 0	3 0	5 10 0
Yardmen { For 48 hours per week	5 6 0	6 0	3 0	5 15 0
{ For 44 hours per week	5 0 0	6 0	3 0	5 9 0
All others	4 17 0	6 0	3 0	5 6 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.
HORSEHAIR BOARD.

Clauses (2) and (14) of the Determination published in *Government Gazette* No. 238 of the 8th October, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		Preparing Body Hair.	
	Per Week.		Per Week.		Per Week.
	s. d.		s. d.		s. d.
1st year	29 3	1st year	29 3	WAGES.	
2nd "	36 0	2nd "	43 3	Persons engaged on hair-washing	
3rd "	43 3	3rd "	72 3	machines	106 0
4th "	52 3	4th "	83 3	Persons engaged on hair-drying	
5th "	72 3			machines	106 0
PROPORTION (by any employer).		PROPORTION (by any employer).		Persons who press washed and	
One apprentice to every three or fraction		One improver to every five workers		dried hair into bales	106 0
of three workers receiving not less than		receiving not less than 102s. per week.		All others	102 0
102s. per week.				Preparing any other kind of Hair.	
		Juvenile Workers.		WAGES.	
		One juvenile worker to every Hand		Per Week.	
		Spinner.		s. d.	
				Hand Spinners	119 0
				Machine Spinners—	
				1st year	109 0
				2nd "	115 0
				And thereafter	119 0
				Drafters	119 0
				Wet or dry hacklers	119 0
				Tassers and tail pullers	106 0
				Dyers or Scalders	103 0
				All others	102 0

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

Mixing, spinning, and curling hair with use of power	14s. 4½d. per 100 lb.
Hand spinning and/or curling of hair with use of power	12s. 4d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	1s. 0½d. per lb.
" " " under 18 inches in length	2s. 0½d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair	
18 inches and over in length—clippings not to exceed 3 per cent.	1s. 1½d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 11d. per lb.
Wet hackling and drafting cowhair	1s. 7½d. per lb.
Drafting cowhair (tails) (already wet hackled)	1s. 3½d. per lb.
Pulling—taking long count	5d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	20s. 8d. per 100 lb.
" " (including mane hair and mane hair knots)	25s. 9d. "
" " mane hair	38s. 1d. "
" " cowhair (tails)	27s. 0½d. "
Sorting horsehair	1s. 2½d. " extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 3d. per 100 lb.

Employer to supply all tools and material.

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

Clauses (3) to (13) inclusive and (15) and (16) of the Determination as published in *Government Gazette* No. 238 of the 8th October, 1941, shall remain in force.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

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

2.

APPRENTICES OR IMPROVERS.

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

	Employed at Clerical Work.		All Other Classes of Work.		
	Males.	Females.	Males.	Females.	
				Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong or Mildura; or Mooropna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	30 6	27 3	43 6	} 50 0	} 49 0
16 years of age	35 6	32 3	48 6		
17 "	40 6	37 3	55 0		
18 "	45 6	42 3	62 0		
19 "	60 6	49 3	70 0		
20 "	80 6	57 3	82 6		

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

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

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 112s. per week of 48 hours.	One male improver to every eight or fraction of eight male workers receiving not less than 112s. per week of 48 hours.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three female workers receiving not less than 62s. 6d. per week of 48 hours.	One female improver to every six or fraction of six female workers receiving not less than 62s. 6d. per week of 48 hours.

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

OTHER EMPLOYEES.

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

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.	WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.
	s. d.		s. d.
Clerks	117 6	Clerks	72 0
Cooks—First	124 6	Cook; where there is only one employed ..	77 0
Other cooks	117 6	Cooks in charge of—	
Dresser, head, where five or more dressers are employed	141 0	One to three kitchen employees	77 0
Dressers doing venereal diseases work	135 0	Four to seven kitchen employees	84 6
Other dressers—		Eight or more kitchen employees	94 6
1st year's experience as such	115 0	Second cooks	74 6
2nd year's experience as such	120 0	Other cooks	72 0
Thereafter	125 0	Head housemaids	87 0
Foreman in charge of—		Housekeepers	82 0
One to nine employees	117 6	Head laundresses in charge of—	
Ten or more employees	125 0	One to three persons	74 6
Assistant foreman	115 0	Four or more persons	79 6
Gardeners in charge of one or more gardeners or where there is only one employed	114 6	Second laundresses	69 6
Other gardeners	112 0	Laundresses where only one employed	69 6
Incinerator attendants	112 0	Sorters	69 6
Kitchenmen or scullerymen	112 0	Washing machine hands	77 6
Laboratory assistants	120 6	Storekeeper in charge of one or more store hands or where there is only one employed	72 0
Laundrymen	115 0	Storekeeper's assistants—	
Mortuary-men employed solely on post-mortem work	130 0	1st year's experience as such	62 6
Other mortuary-men	115 0	2nd year's experience as such	63 6
And 10s. extra for each post-mortem.		Thereafter	64 6
Motor or motor ambulance drivers or assistants	119 6	Stenographers and typists—	
Operating theatre attendants	115 0	1st year's experience as such	72 0
Casualty porters engaged on preparations and theatre work	115 0	2nd year's experience as such	74 6
Dispensary porters	115 0	Thereafter	77 0
Relieving porters	114 6	Telephone attendants	79 6
X-ray porters	112 0	Waitresses—	
Night porters who in the course of their duties patrol the hospital	115 6	1st year's experience as such	62 6
Other night porters	112 0	2nd year's experience as such	63 6
Recording attendants	117 6	Thereafter	64 6
Splint makers	125 0	Wardsmails—	
Splint makers' assistants	115 0	1st year's experience as such	62 6
Storemen in charge of one or more storemen or where there is only one employed	117 6	2nd year's experience as such	63 6
Other storemen	112 0	Thereafter	64 6
Telephone attendants	115 0	Registered X-ray technicians—	
Ward cleaners handling sputum mugs	125 0	1st year's experience as such	92 0
Other ward cleaners	112 0	2nd year's experience as such	97 0
X-ray attendants	120 0	Thereafter	102 0
X-ray technicians—		Laboratory assistants	77 6
1st year's experience as such	112 6	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
2nd year's experience as such	127 6	1st year's experience	67 6
Thereafter	137 6	2nd year's experience	68 6
All others	112 0	Thereafter	69 6
			Per Week of 44 Hours.
		Seamstresses who cut out and fit garments	76 6
		Other seamstresses—	
		1st year's experience as such	64 6
		2nd year's experience as such	65 6
		Thereafter	66 6
			Per Week of 48 Hours.
		All others—	
		1st year's experience as such	62 6
		2nd year's experience as such	63 6
		Thereafter	64 6

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

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD— continued.

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
Per Week of 48 Hours.		Per Week of 48 Hours.	
<i>s. d.</i>		<i>s. d.</i>	
Adults	112 0	Clerks	67 6
		Cooks—	
		First—where there is only one employed ..	77 0
		Second	72 0
		Head laundress; or where there is only one employed	69 6
		Other laundresses	64 6
		Stenographers and typistes	72 6
		Telephone attendants	67 6
		Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
		1st year's experience	67 6
		2nd year's experience	68 6
		Thereafter	69 6
		All others—	
		1st year's experience	62 6
		2nd year's experience	63 6
		3rd year's experience	64 6

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

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

Clauses (3) to (24) inclusive of the Determination published in *Government Gazette* No. 235 of the 10th December, 1943, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses (2), (10) and (21) of the Determination published in *Government Gazette* No. 88 of the 3rd May, 1943, shall be replaced by the following clauses:—

HOTELS.

(2) APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 44 hours.		Per Week of 44 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Improvers employed in the bar—					<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>
18 years of age or under ..	66 6	..	66 6	..	
19 years of age	71 6	..	71 6	..	
20 years of age	84 6	..	84 6	..	
Apprentices and all other Improvers—					
16 years of age or under ..	43 0	65 3	36 3	62 0	
17 years of age	51 0	65 3	45 0	62 0	
18 years of age	57 6	65 3	50 3	62 0	
19 years of age	66 9	65 3	58 0	62 0	
20 years of age	79 9	65 3	70 6	62 0	
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—	Deductions per week.				
Board of three meals on each day	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman	113 6	..	110 6	..
Cellarman	124 6	..	121 6	..
Assistant Cellarman	113 6	..	110 6	..
Steward	113 6	..	110 6	..
Barmaids .. .. .	..	113 6	..	110 6
First cook where number of persons employed in kitchen is—				
Eight or more	149 6	105 9	146 6	102 9
Five, six, or seven	132 0	85 9	129 0	82 9
Three or four	126 0	78 9	123 0	75 9
Other first cooks, or cook employed alone	120 0	77 9	117 0	74 9
Second cook where number of persons employed in kitchen is—				
Eight or more	132 0	85 9	129 0	82 9
Five, six, or seven	120 0	77 9	117 0	74 9
Other second cooks	114 0	73 9	111 0	70 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	132 0	85 9	129 0	82 9
Five, six, or seven	120 0	77 9	117 0	74 9
Other night or relieving cooks	114 0	73 9	111 0	70 9
Larder cook	117 0	73 9	114 0	70 9
Pastrycook	120 0	73 9	117 0	70 9
Stove, grill, fish, third or breakfast cook	114 0	69 9	111 0	66 9
Vegetable or assistant cook	112 0	67 9	109 0	64 9
Oysterman	108 0	..	105 0	..
Pantryman or kitchenman	108 0	..	105 0	..
Storeman	110 6	..	107 6	..
Head waiter	113 6	..	110 6	..
Other waiters	108 0	..	105 0	..
Night porter	108 0	..	105 0	..
Day porter	108 0	..	105 0	..
Billiard-room attendant	108 0	..	105 0	..
Commissionaire or messenger	108 0	..	105 0	..
Housekeeper, stewardess, or manageress .. .. .	..	81 3	..	78 3
Laundress .. .. .	..	69 9	..	66 9
Head waitress .. .. .	..	69 9	..	66 9
Other waitresses .. .. .	..	65 9	..	62 9
Pantrymaid or kitchenmaid .. .. .	..	66 9	..	63 9
Housemaid .. .. .	..	66 9	..	63 9
Persons not otherwise provided for	108 0	66 9	105 0	63 9
Deductions from the above rates when the employee is supplied by the employer with board or lodging as follows—		Deductions	per week.	
Board of three meals on each day	13 6	13 5	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	11 6	11 6	11 6
Lodging	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 36 0	..	Per week of 20 hours 33 0

CLUBS.

(10)

APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 44 HOURS.						PROPORTION (IN ANY PLACE).
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	26 9	1 0	27 9	26 9	1 0	27 9	<p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
16 years of age	36 0	1 6	37 6	28 3	1 0	29 3	
17 "	40 6	1 6	42 0	32 3	1 3	33 6	
18 "	47 9	1 9	49 6	34 9	1 6	36 3	
19 "	57 9	2 3	60 0	37 3	1 6	38 9	
20 "	76 0	3 0	79 0	43 0	1 9	44 9	

SCHEDULE—continued.
HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
Steward	s. d. 108 6	.. .. .	s. d. 108 6	.. .. .
First cook where the number of persons employed in the kitchen is—				
Eight or more	137 6	88 6	137 6	88 6
Five, six, or seven	121 6	76 6	121 6	76 6
Three or four	112 3	74 0	112 3	74 0
Other first cooks or cook employed alone	108 3	74 0	106 6	74 0
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	117 6	76 6	117 6	76 6
Five, six, or seven	107 6	68 6	107 6	68 6
Less than five	106 0	66 6	104 6	66 6
Larder cook, stove, grill, fish, or breakfast cook	107 6	66 6	107 0	66 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	108 0	68 6	107 6	68 6
Third cook	106 0	64 0	104 6	64 0
Vegetable or assistant cook	106 6	64 0	106 6	64 0
Oysterman	107 0	.. .. .	105 6	.. .. .
Pantryman or kitchenman	104 0	.. .. .	102 6	.. .. .
Storeman	105 6	.. .. .	105 6	.. .. .
Head waiter	106 0	.. .. .	106 0	.. .. .
Other waiters	104 0	.. .. .	102 6	.. .. .
Night porter	104 0	.. .. .	102 6	.. .. .
Day porter	104 0	.. .. .	102 6	.. .. .
Billiard-room attendant	104 0	.. .. .	102 6	.. .. .
Commissionaire or messenger	104 0	.. .. .	102 6	.. .. .
Housekeeper, stewardess, or manageress .. .. .	.. .. .	74 0	.. .. .	74 0
Laundress .. .. .	.. .. .	64 0	.. .. .	64 0
Head waitress or supervisor .. .. .	.. .. .	64 0	.. .. .	64 0
Other waitresses .. .. .	.. .. .	60 0	.. .. .	60 0
Pantrymaid or kitchenmaid .. .. .	.. .. .	60 0	.. .. .	60 0
Counterhand .. .. .	.. .. .	60 0	.. .. .	60 0
Housemaid .. .. .	.. .. .	60 0	.. .. .	60 0
Linen maid or seamstress .. .. .	.. .. .	64 6	.. .. .	64 6
Persons not otherwise provided for	104 0	60 0	102 6	60 0
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	.. .. .	38 0	.. .. .	38 0

NOTE.—War Loading—For convenience War Loadings as follows:—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. ..
Other females	2s. 6d. ..

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (15).

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

† SUBJECT TO.—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less
- (ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 4d. per week less
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 4d. per week less; or
- (iv) boards and lodges the employee, 20s. 1d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

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

21 (a)

APPRENTICES OR IMPROVERS.

	Wages per week of 44 hours.						PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
Under 16 years of age	s. d. 26 9	s. d. 1 0	s. d. 27 9	s. d. 26 3	s. d. 1 0	s. d. 27 3	One apprentice to every three or fraction of three workers receiving not less than the minimum wage. One improver to every four or fraction of four workers receiving not less than the minimum wage.
16 years of age	36 3	1 6	37 9	26 9	1 0	27 9	
17	40 3	1 6	41 9	30 9	1 3	32 0	
18	47 0	2 0	49 0	34 3	1 6	35 9	
19	57 6	2 3	59 9	36 9	1 6	38 3	
20	74 9	3 0	77 9	42 0	1 9	43 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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

(b)

ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, or assistant cellarman (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination
Barmaids (employed in or in connexion with wine saloons) shall be subject to the conditions provided by Clauses (3) to (9) inclusive in the Hotels Section of this Determination	82 3	..	79 3
Deductions from barmaids' rates when the employee is supplied by the employer with board or lodgings as follows—		Deductions	per week.	
Board of three meals on each day	13 5	..	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	..	11 6
Lodging	4 9	..	4 9

OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	134 6	88 0	134 6	88 0
Five, six, or seven	119 0	74 6	119 0	74 6
Three or four	110 9	72 0	110 9	72 0
Other first cooks or cook employed alone	108 6	72 0	106 3	72 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	114 6	74 6	114 6	74 6
Five, six, or seven	104 6	66 9	104 6	66 9
Other second cooks	104 6	64 6	103 0	64 6
Night or relieving cook	104 9	64 6	102 9	64 6
Larder, stove, grill, fish, or breakfast cook	106 0	64 6	104 0	64 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	106 0	65 3	104 3	65 3
Third cook	104 6	62 6	102 9	62 6
Vegetable or assistant cook	103 6	62 6	102 3	62 6
Oysterman	104 0	..	104 0	..
Pantryman or kitchenman	101 0	..	99 0	..
Storeman or stewardess	106 0	63 0	106 0	63 0
Head waiter	104 9	..	104 9	..
Other waiters	101 0	..	99 0	..
Night porter	101 0	..	99 0	..
Day porter	101 0	..	99 0	..
Billiard-room attendant	101 0	..	99 0	..
Commissionaire or messenger	101 0	..	99 0	..
Housekeeper or stewardess .. .. .	..	72 0	..	72 0
Laundress .. .. .	..	62 6	..	62 6
Head waitress or supervisor .. .. .	..	62 6	..	62 6
Other waitresses .. .. .	..	59 0	..	59 0
Pantrymaid or kitchenmaid .. .. .	..	59 0	..	59 0
Fruit juice, flavour, or soda fountain hand .. .. .	..	62 0	..	62 0
Counterhand (other than a soda fountain hand as defined) .. .. .	..	59 0	..	59 0
Housemaid .. .. .	..	59 0	..	59 0
Linen maid or seamstress .. .. .	..	64 6	..	64 6
Persons not otherwise provided for	101 0	59 0	99 0	59 0
		Per week of 20 Hours.		Per week of 20 Hours.
		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	38 0	..	38 0

SCHEDULE—*continued.*

HOTEL AND RESTAURANT BOARD—*continued.*

OTHER EMPLOYEES—*continued.*

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

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (28).

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

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

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- (iv) boards and lodges the employee, 18s. 8d. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

Clauses (3) to (9) inclusive, clauses (11) to (20) inclusive and clauses (22) to (36) inclusive of the Determination as published in *Government Gazette* No. 88 of the 3rd May, 1943, shall remain in force.

ICE BOARD.

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

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 years of age ..	47 9	1 6	49 3	Ice Pullers	120 5	4 0	124 5
17 " " ..	52 0	1 9	53 9	Ice Stackers			
18 " " ..	62 0	2 0	64 0	Ice Packers			
19 " " ..	70 6	2 3	72 9				

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 124s. 5d. per week of 44 hours.

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

SCHEDULE—continued.

ICE CREAM BOARD.

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

(2) ORDINARY WORKERS.

Apprentices and Improvers.				Juvenile Workers.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
<i>Males.</i>				<i>Males.</i>			
	Apprentices.				Apprentices.		
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.		Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	22 6	1 0	23 6	Under 16 years of age	35 0	1 6	37 0
16-17 years of age	31 6	1 6	33 0	16-17 years of age	42 6	2 0	44 6
17-18 years of age	36 0	1 6	37 6	17-18 years of age	49 0	2 6	51 6
18-19 years of age	46 6	2 0	48 6				
19-20 years of age	64 6	3 0	67 6				
20-21 years of age	77 0	3 6	80 6				
				<i>Females.</i>			
				Under 16 years of age	31 0	1 6	32 6
				16-17 years of age	35 0	1 6	36 6
				17-18 years of age	37 0	2 0	39 0
				18-19 years of age	42 0	2 0	44 0
				19-20 years of age	45 0	2 0	47 0
				20-21 years of age	49 6	2 6	52 0
				PROPORTION.			
				One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 108s. per week of 44 hours.			
				Three female juvenile workers to every two female workers receiving 63s. per week of 44 hours.			

ADULT EMPLOYEES.

Wages per Week of 44 Hours.

<i>Males.</i>			
	Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pasteurizer	113 0	5 0	118 0
Mixer	106 0	5 0	111 0
Cooling, or	107 6	5 0	112 6
Freezer	107 6	5 0	112 6
Assistant to any of the above-mentioned operators	111 0	5 0	116 0
Dixie	106 0	5 0	111 0
Cup, or	103 0	5 0	108 0
Chocolate bar			
Mould cutter, by machine			
Mould cutter, by hand			
Can washer, floor hand, chamber hand, or person handling ice			
All others			
<i>Females.</i>			
All adults	60 0	3 0	63 0

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

(4) EMPLOYEES IN FREEZING CHAMBER.—(a) Notwithstanding the rates provided in clauses (2) and (3), any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding two hours on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 2s. 11 $\frac{1}{4}$ per hour. If employed under such conditions for less than an aggregate of two hours on any day he shall receive 2s. 11 $\frac{1}{4}$ per hour whilst so employed.

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

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

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

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

SCHEDULE—continued.

IRONMOULDERS BOARD.

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 171 of the 19th August, 1943, shall be replaced by the following clauses:—

2.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
<i>Bank pipe moulders—</i>			
5 and 6 inch, headman	6 8 0	6 14 6	6 5 0
5 and 6 inch, footman	5 17 0	6 3 6	5 14 0
4 inch and under, headman	6 1 0	6 7 6	5 18 0
4 inch and under, footman	5 13 0	5 19 6	5 10 0
<i>Vertical pipe moulders—</i>			
Rammer, coremaker, corer, or caster	5 11 0	5 17 6	5 8 0
Dresser of pipes, including dresser on emery wheels	5 14 0	6 0 6	5 11 0
<i>Persons Employed in making Pipes by Machinery—</i>			
<i>Coremakers—</i>			
5 and 6 inch, faucet	6 8 0	6 14 6	6 5 0
5 and 6 inch, spigot	5 17 0	6 3 6	5 14 0
4 inch and under, faucet	6 1 0	6 7 6	5 18 0
4 inch and under, spigot	5 13 0	5 19 6	5 10 0
<i>Finishers and casters—</i>			
5 and 6 inch	6 8 0	6 14 6	6 5 0
4 inch and under	6 1 0	6 7 6	5 18 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker	6 13 0	6 19 6	6 10 0
<i>Plate and machine moulder and/or coremaker—</i>			
1st, six months' experience	5 12 0	5 18 6	5 9 0
2nd six months' experience	5 15 0	6 1 6	5 12 0
3rd six months' experience	5 18 0	6 4 6	5 15 0
Thereafter	6 3 0	6 9 6	6 0 0
Dresser and grinder (when using portable machine)	5 16 0	6 2 6	5 13 0
Dresser and grinder (other)	5 14 0	6 0 6	5 11 0
Furnaceman—cupola	6 1 0	6 7 6	5 18 0
Furnaceman—electric	6 0 0	6 6 6	5 17 0
Furnaceman—other	5 18 0	6 4 6	5 15 0
Assistant furnaceman	5 12 0	5 18 6	5 9 0
Loader and unloader of annealing furnace	5 12 0	5 18 6	5 9 0
<i>Dresser, shot blast and sand blast—</i>			
(a) who operates from outside a properly enclosed cabin	5 12 0	5 18 6	5 9 0
(b) other	6 2 0	6 8 6	5 19 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 12 0	5 18 6	5 9 0
Employee not elsewhere classified	5 3 0	5 9 6	5 0 0

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

Leading Hands.

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

APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

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

JOBGING MOULDER AND/OR COREMAKER.

Contract of Apprenticeship.

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

- (i) the names of the parties;

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

Cancellation or Suspension of Indenture.

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

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

SCHEDULE—continued.

IRONMOULDERS BOARD—continued.

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

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

Proportion.

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

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

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

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course

of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Period of Apprenticeship.

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

Adult Apprentices.

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

Probationary Period.

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

(h) WAGES PER WEEK OF 44 HOURS.

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

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent, shall, for every day

short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

SCHEDULE—continued.

IRONMOULDERS BOARD—continued.

Female and Unapprenticed Junior Labour.

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

Wages per Week of 44 Hours.

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

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

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

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

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

Clauses 5 to 25 inclusive of the Determination as published in *Government Gazette*, No. 171 of the 19th August, 1943, shall remain in force.

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

- (1) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (2) Breaking up pig iron.

PROHIBITED OCCUPATION.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 142 of the 17th July, 1943, shall be replaced by the following clauses:—

2

WAGES.

Improvers.		Other Employees.	
	Wages per Week of 44 Hours. £ s. d.		DAY SHIFT Wages per Week of 44 Hours. £ s. d.
17 to 19 years of age	3 16 3	Roller	8 5 3
19 to 21 years of age	4 11 6	Furnaceman	7 17 6
PROPORTION (in any place).		Rougher	7 12 6
One improver to every six adults receiving not less than 103s. per week of 44 hours.		Catcher (three high roughing Rolls)	7 12 6
		Catcher who is responsible for adjusting guards	6 0 0
		Other Catchers	5 17 0
		Annealer or Heat Treatment Hand	6 8 0
		Roller's Assistant	6 6 0
		Charger	5 18 0
		Shearsman of scrap (Crocodile Shears)	5 18 0
		Yard Shearsman	5 18 0
		Billet Shearsman	5 18 0
		Scrap Bar and Scrap Shearsman	5 14 6
		Shearsman (small mill Brooklyn)	5 14 6
		Other Shearsmen	5 9 6
		Setter Up	5 14 11
		Carrier Up (large mill)	5 12 0
		Carrier Up (small mill)	5 6 8
		Underhand, second, handling up to 300-lb. blooms	5 18 10
		Underhand who also assists to feed furnace	5 12 0
		Underhand	5 9 6
		Hookman	5 12 0
		Middleman	5 12 0
		Straightener	5 12 0
		Straightener's Assistant	5 9 6
		Chipper	5 12 0
		Assistant Furnaceman	5 12 0
		Plate Hand	5 9 6
		Furnaceman at electric furnace	6 10 0
		Pitman at electric furnace	6 1 0
		Ladleman at electric furnace	6 1 0
		Assistant at electric furnace	5 10 0
		Assistant to Shearsman	5 9 6
		All others	5 3 0

16 PIECEWORK.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 14 and 15, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence on or after the 1st July, 1943.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

	s. d.	LARGE MILL.
Roller	3 7½	per ton of finished bars of iron and steel.
	3 4½	per ton of scrap iron bars.
Rougher	2 7½	per ton of finished bars of iron and steel.
	4 9½	per ton of scrap iron bars.
Catcher	1 10	per ton of finished bars of iron and steel.
	2 9½	per ton of scrap iron bars.
Middleman	1 9	per ton of finished bars of iron and steel.
Large Hook	1 8½	per ton of finished bars of iron and steel.
	2 5½	per ton of scrap iron bars.
Small Hook	1 8½	per ton of finished bars of iron and steel.
Platehand	1 8½	per ton of finished bars of iron and steel.
Loading Platehand	1 9	per ton of finished bars of iron and steel.
	2 7½	per ton of scrap iron bars.
Furnaceman	5 8½	per ton of finished bars of iron and steel.
	8 3½	per ton of scrap iron bars.
Underhand	3 6½	per ton of finished bars of iron and steel.
	5 1½	per ton of scrap iron bars.
Carrier Up	1 9	per ton of finished bars of iron and steel.
Carrier Up (Assistant)	1 8½	per ton of finished bars of iron and steel.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD—continued.

SMALL MILL.

Roller	5	8½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	6½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	3	9½	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
Rougher	4	11	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	3	9½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	3	4½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	3	3½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Catcher	3	0½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	4½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	2	2½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	2	1½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Middleman	2	8½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	2½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	2	1½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	2	0	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Furnaceman	9	1½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	7	11½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	7	1½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	5	8½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Underhand	5	5½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	7½	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
	4	2½	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	4	0½	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Platemán	3	0½	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	1	11½	per ton of finished bars of iron and steel billets and iron piles over 30 lb. each.

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 142 of the 17th July, 1943, shall remain in force.

JAM TRADE BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 240 of the 20th December, 1943, shall be replaced by the following clauses:—

2.

ADULT EMPLOYEES.

(a) Males—Weekly Hands.

	Wages Per Week.		
	£	s.	d.
Foreman (first jam maker)	6	13	0
Assistant jam maker (as defined)	6	3	0
Foreman packer in charge of despatch and packing department	6	3	0
Foreman sauce, chutney, pickles or condiment maker (as defined)	6	3	0
Fruit or vegetable preserver (as defined)	6	3	0
Fruit crystallizer	5	19	6
Candy peel-maker in charge	5	18	0
Foreman, bottle department	5	13	0
Foreman packer's assistant	5	13	0
Foreman, pulp department	5	13	0
Man working in connexion with freezing or cooling chambers	5	13	0
Man working in dehydrating tunnel	5	13	0
Operator of labelling machine labelling canned goods	5	13	0
Operator of fruit or vegetable lye machine	5	13	0
Syrup maker, i.e., a person who actually boils the syrup	5	13	0
Tapper	5	13	0
Driver of power-driven factory truck	5	12	0
Employees engaged in inspecting fruit for acceptance or rejection	5	12	0
Employee in fruit crystallizing department, other than fruit crystallizer	5	12	0
Storeman and packer (as defined)	5	11	0
Employees operating can-closing machine	5	10	0
Employee engaged feeding into and/or taking from lacquer machine	5	9	0
Employees feeding into and/or taking from bottle-washing machine	5	9	0
Employee engaged in bottle-washing department	5	9	0
Retort hand (as defined)	5	9	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	5	9	0
All others	5	7	0

Provided that—

- (i) if any any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry and stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed,

SCHEDULE—*continued.*

JAM TRADE BOARD—*continued.*

(b) *Females—Weekly Hands.*

	Wages Per Week, £ s. d.	
Head forewoman	3 19 9	
Forewoman's assistant	3 9 9	
Head woman supervisor	3 9 9	
Supervisor (as defined)	3 7 9	
Employees engaged in—		
(i) clipping piecework tickets	} 3 7 9	
(ii) cutting or pulping lemons or pineapples		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.		
(iv) operating pear-preparing machines		
(v) operating can-closing machines		
(vi) packing clear mixed pickles into glass containers		
(vii) pouring out or filling jam by hand		
(viii) pouring out pulp by hand		
(ix) stirring jam, sauce, or pulp		
(x) washing bags		
(xi) working at a fruit press		
(xii) feeding into and/or taking from lacquer machine		3 3 9
(xiii) feeding into and/or taking from bottle-washing machine		3 3 9
(xiv) bottle-washing department		3 3 9
All other adult females, i.e., females 18 years of age or over	3 1 9	

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks, she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

ADULT MALE EMPLOYEES—CASUAL HANDS.

3. (a) A casual adult male employee, that is to say, an employee who is at any one time employed for less than three consecutive days, shall be paid at an hourly rate which shall be calculated on the weekly rate for the work upon which he is employed, plus 50 per cent. An employee employed as aforesaid shall be paid for not less than four hours on each engagement.

(b) Any adult male employee who is employed at any one time for more than two consecutive days shall thereafter be deemed to be a weekly employee for the purposes of this Determination.

4.

JUNIOR EMPLOYEES.

(i) Males—

	Wages Per Week, £ s. d.
Under 17 years of age	1 19 6
17 years of age and under 18 years of age	2 9 6
18 years of age and under 19 years of age	2 19 3
19 years of age and under 20 years of age	3 9 3
20 years of age and under 21 years of age	3 19 3

Provided that any junior male employee employed operating a pear-preparing machine shall be paid 6s. per week in addition to the above rates.

(ii) Females—

Under 18 years of age	2 3 3
-------------------------------	-------

Provided that any junior female employee employed operating a pear-preparing machine shall be paid 6s. per week in addition to the above rate.

Clauses (5) to (28) inclusive and Schedule "A" of the Determination published in *Government Gazette* No. 240 of the 20th December, 1943, shall remain in force.

SCHEDULE—continued.

JEWELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall be replaced by the following clause:—
(2)

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).			Other Employees.		
APPRENTICES.			WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.		
WAGES. per week of 44 hours.			MALES.			MALES.		
			Engaged as Process Workers as defined in Clause (8).			s. d.		
						Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, onameller, repairer, or chain maker 124 6		
						Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—		
						During his 1st six months' experience 101 0 During his 2nd six months' experience 113 0 Thereafter 124 6		
						Plate roller, or wire roller and drawer, without previous experience—		
						During the 1st six months' experience 101 0 During the 2nd six months' experience 113 0 Thereafter 124 6		
						Process Worker—		
						During his 1st six months' experience 101 0 Thereafter 113 0 All others 113 0		
			PROPORTION.			FEMALES.		
			Three male juvenile workers to each four or fraction of four workers receiving not less than 113s. per week of 44 hours.			Bracelet and bangle maker, melter or refiner, boltring maker, lapper, mounter, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond mounter, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot 124 6		
			FEMALES.			Maker of the following classes of chain by hand—		
			(a) (1) Engaged at sandblasting, pinning- up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;			Up to 5 dwt. to the foot, 18 or 15 carat (solid) 124 6		
			(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;			Up to 4 dwt. to the foot, 9 carat (solid) 124 6 Up to 2 dwt. to the foot (hollow) .. 124 6		
			(3) Filling-in enamel work;			Examiner, tester, and solderer of machine- made chain (solid)—		
			(4) Carding of jewellery—			Up to 5 dwt. to the foot, 18 carat .. 71 6 Up to 4 dwt. to the foot, 15 carat .. 71 6 Up to 3 dwt. to the foot, 9 carat .. 71 6		
			1st year—			Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery—		
			1st six months 16 0			* { During 1st 3 months' experience 55 6 Thereafter 60 6		
			2nd six months 21 0			Pressworker (weight of press not to exceed 3 cwt.)—		
			2nd year 26 0			* { During 1st 3 months' experience .. 59 6 Thereafter 64 6		
			3rd year 31 0			Pressworker (weight of press exceeding 3 cwt.)—		
			4th year 36 6			* { During 1st 3 months' experience .. 71 0 Thereafter 76 6		
			5th year 41 6			Process worker—		
			6th year 46 6			* { During 1st 3 months' experience .. 59 6 Thereafter 64 6		
			(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—			Female employed carding jewellery—		
			1st year—			* { During 1st 3 months' experience .. 55 6 Thereafter 59 6		
			1st six months 16 0			All others 113 0		
			2nd six months 21 0			* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.		
			2nd year 26 0					
			3rd year 31 0					
			4th year 36 6					
			5th year 41 6					
			6th year 46 6					
			PROPORTION (IN ANY PLACE).					
			Apprentices.					
			One male apprentice to every two or fraction of two male workers receiving not less than 113s. per week of 44 hours.					
			One female apprentice to every three or fraction of three female workers receiving not less than 59s. 6d. per week of 44 hours.					
			The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.					
			Improvers.					
			One male improver to every four male workers receiving not less than 113s. per week of 44 hours.					
			One female improver to every four female workers receiving not less than 59s. 6d. per week of 44 hours.					

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall remain in force.

SCHEDULE—continued.

KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 236, of the 10th December, 1943, shall be replaced by the following clause:—

2. (a)

JUNIORS.

Males.		Wages per Week of 44 Hours.	Females.		Wages per Week of 44 Hours.
Age.		£ s. d.	Age.		£ s. d.
Under 16 years of age	.. .. .	1 5 6	Under 16 years of age	.. .. .	1 5 0
16 years of age	.. .. .	1 8 0	At 16 years of age	.. .. .	1 8 0
16½ years of age	.. .. .	1 17 0	At 16½ years of age	.. .. .	1 11 0
17 years of age	.. .. .	2 2 0	At 17 years of age	.. .. .	1 14 0
17½ years of age	.. .. .	2 6 6	At 17½ years of age	.. .. .	1 17 6
18 years of age	.. .. .	2 11 0	At 18 years of age	.. .. .	2 0 0
18½ years of age	.. .. .	3 0 0	At 18½ years of age	.. .. .	2 3 0
19 years of age	.. .. .	3 5 6	At 19 years of age	.. .. .	2 6 6
19½ years of age	.. .. .	3 15 0	At 19½ years of age	.. .. .	2 9 0
20 years of age	.. .. .	3 19 6	At 20 years of age	.. .. .	2 12 0
20½ years of age	.. .. .	4 8 6	At 20½ years of age	.. .. .	2 15 6

Until further order junior employees engaged in the outer and under garment section shall be paid 1s. per week in addition to the abovementioned weekly rates as part compensation for lost time.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing department shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

OTHER EMPLOYEES.

Adult Males.	Wages per Week of 44 Hours.
	£ s. d.
Mechanics on full-fashioned machines	6 3 0
Mechanics on all other machines	5 17 0
Operators of single unit full-fashioned machines	6 3 0
Operators of other full-fashioned machines (leggers and footers)—	
First year	5 17 0
Thereafter	6 3 0
Plicers	5 17 0
Welt turners	5 8 0
Board and press hands	5 7 0
Electric machine cutters	5 12 0
Hand cutters	5 9 6
Warpers	5 7 0
Hand knitters on flat machines	5 9 6
Circular machine knitters	5 7 0
Millmen, scourers, bleachers, and shrinkers	5 6 0
Leading hand employed on dye machines or vats	5 10 0
All other employees in dye house operating and/or attending machines	5 5 0
All other machine operators and/or attendants	5 5 0
Warehousemen	5 5 0
Oilers and cleaners	5 5 0
Toppers	5 5 0
Adult males not elsewhere specified	4 19 0

SCHEDULE—continued.

KNITTING TRADE BOARD—continued.

Adult Females.	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Employees using Paramount or similar shapes	2 17 6	3 1 6	3 5 6
Operators of steam presses (excepting operatives of manual screw press)	2 17 6	3 0 6	3 4 6
Electric machine cutters	2 17 6	3 4 6	3 11 6
Hand cutters	2 17 6	3 1 6	3 5 6
Hand knitters on flat machines	2 17 6	3 2 0	3 6 6
Knitters on other machines	2 17 6	3 1 0	3 4 6
Linkers	2 17 6	3 2 0	3 6 6
Seamers, welters, overlockers, flat lockers, or interlockers	2 17 6	3 1 6	3 5 6
All other machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Ironers	2 17 6	3 1 0	3 4 6
Clockers	2 17 6	3 2 0	3 6 6
Examiners, folders, graders, pairers, sorters, finishers, and parcellers; warehouse women in finished warehouse	2 17 6	3 0 6	3 3 6
Menders on full-fashioned hose	2 17 6	3 2 0	3 6 6
All other menders	2 17 6	3 1 0	3 4 6
Toppers	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6

Until further order all adult employees engaged in the outer and under garment section of the industry shall be paid 2s. per week in addition to the abovementioned weekly rate as part compensation for lost time.

Clauses (3) to (28) inclusive of the Determination published in *Government Gazette* No. 236 of the 10th December, 1943, shall remain force.

LAUNDRY WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 219 of the 22nd June, 1942, shall be replaced by the following clause:—

(2) WAGES.

Apprentices and Improvers.		Other Employees.			
		Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.	Hours per Week.
MALES.		MALES.			
	Wages per Week of 44 Hours.	s. d.	s. d.	s. d.	
15 years of age or under	27 9				
16 years of age	32 0				
17 " "	45 0				
18 " "	48 9				
19 " "	60 3				
20 " "	71 6				
FEMALES.		FEMALES.			
	Wages per Week of 44 Hours.				
15 years of age or under	25 9				
16 years of age	28 6				
17 " "	35 9				
18 " "	40 6				
19 " "	45 0				
20 " "	48 3				
	Laundry Workers	104 6	3 0	107 6	44
	Washers employed on washing machine or hydro extractor	104 6	3 0	107 6	44
	Glad ironers	67 6	2 0	69 6	44
	Hand washers	67 0	2 0	69 0	44
	Employees on treadle shirt or collar ironing machines	64 6	1 9	66 3	44
	Employees on treadle press machines	64 6	1 9	66 3	44
	Employees backing shirts off treadle shirt ironing machines	64 6	1 9	66 3	44
	Starched clothes ironers who completely iron any starched clothes articles by hand	64 6	1 9	66 3	44
	Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	60 0	1 9	61 9	44
	Employees on automatic air-driven presses	54 0	1 6	55 6	44
	All others	54 0	1 6	55 6	44

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 219 of the 22nd June, 1942, shall remain in force.

SCHEDULE—*continued.*

LAW CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 247 of the 23rd December, 1943, shall be replaced by the following clause:—

2. *IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	Wages per Week.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year	25 9	25 9	28 3	30 3	1st year	25 9
2nd year	33 9	33 9	40 3	48 9	2nd year	30 3
3rd year	40 3	43 3	57 3	65 6	3rd year	39 0
4th year—					4th year	48 9
1st six months	53 3	59 6	67 6	83 0	5th year and until 21 years of age	59 6
2nd six months	53 3	59 6	83 0	84 6		
5th year—						
1st six months	71 9	75 3	98 9	104 6		
2nd six months	71 9	95 9	98 9	104 6		
6th year and until 21 years of age	98 9	104 6				

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

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

OTHER EMPLOYEES.

	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
<i>Males.</i>		
With less than three years' experience in a solicitor's office—		
1st year's experience	5 6 6	5 3 6
2nd year's experience	5 11 6	5 8 6
3rd year's experience	5 16 6	5 13 6
All others	5 19 0	5 16 0
<i>Females.</i>		
All adults	3 19 3	3 17 3

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 247 of the 23rd December, 1943, shall remain in force.

LEATHER-GOODS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 355 of 11th December, 1942, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		Loading* Constant.	War-Time* Loading.	
	£ s. d.	<i>s. d.</i>	<i>s. d.</i>	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting..	5 7 0	5 0	4 0	5 16 0
All Other Journeymen	5 13 0	5 0	4 0	6 2 0
Journeywomen	2 17 9	2 6	2 0	3 2 3

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

Clauses (3) to (31) inclusive of the Determination as published in *Government Gazette* No. 355 of 11th December, 1942, shall remain in force.

SCHEDULE—continued.

LIME BURNERS BOARD.

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

Apprentices or Improvers. (Day Shift.)				Other Employees. (Day Shift.)								
Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.								
	s.	d.			s.	d.						
16 years of age or under	41	6		Lime burners or feeders	..	..	..	111	0
17 years of age	47	6		Drawers	..	..	..	111	0
18 years of age	58	6		Crusher hands	..	..	..	106	6
19 years of age	73	0		Operator of a mechanical bagging machine	..	..	..	111	0
20 years of age	101	0		Hydrator attendant	..	..	..	120	6
							Lime screeners	..	..	..	109	6
							Attendant on an automatic feeder	..	..	..	112	0
							Drawers' assistants	..	..	..	106	6
							Stack lime workers	..	..	..	106	6
							All others	..	..	..	103	6

PROPORTION (WITHIN ANY PLACE).
One apprentice and one improver to every three or fraction of three workers receiving not less than 103s. 6d. per week of 44 hours.
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 222 of the 6th August, 1941, shall remain in force.

MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 214 of the 20th October, 1943, shall be replaced by the following clause:—

2. WAGES.

	Apprentices.						Improvers.																		
	Males.			Females.			Males.			Females.															
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.													
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.													
1st year	21	9	0	9	22	6	21	9	0	9	22	6	Under 16 years of age	23	3	0	0	24	0	19	9	0	6	20	3
2nd "	28	3	0	9	29	0	24	6	0	9	25	3	16 years of age	28	3	0	9	29	0	21	9	0	9	22	6
3rd "	35	9	1	0	36	9	28	3	0	9	29	0	17 "	37	6	1	0	38	6	24	6	0	9	25	3
4th "	43	6	1	3	44	9	35	6	1	0	36	6	18 "	51	3	1	6	52	9	28	9	0	9	29	6
5th "	52	0	1	6	53	6	43	9	1	3	45	0	19 "	63	3	1	9	65	0	35	0	1	0	36	0
													20 "	79	3	2	3	81	6	43	9	1	3	45	0

NUMBER (in any place).

Apprentices. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
Male Improvers. One male improver to every two male workers receiving 105s. per week.
Female Improvers. Two female improvers to each female worker receiving 60s. 6d. per week.

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

OTHER EMPLOYEES.	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
	s.	d.	s.
Males.			
Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	133	0	3
Foreman of any Department in which three to five workers are employed	124	0	3
First Assistant in any Department in which five or more workers are employed	116	0	3
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	109	0	3
Salesman in any Department under supervision	106	6	3
All others	102	0	3
EMPLOYEES IN FACTORIES AND ELSEWHERE.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	133	0	3
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	124	0	3
First Assistant where five or more workers are employed	116	0	3
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	109	0	3
(b) Granulating	109	0	3
(c) Pill and Tablet Coating	109	0	3
All others	102	0	3
Females.			
Forewoman in charge of one to five workers	75	0	2
Forewoman in charge of six or more workers	78	0	2
Other adults	58	9	1

Clauses (3) to (16) inclusive of the Determination published in the *Government Gazette* No. 214 of the 20th October, 1943, shall remain in force.

SCHEDULE—continued.

MARKET GARDENERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 176 of the 25th August, 1943, shall be replaced by the following clause:—

(2)	Improvers.	Wages per Week.	Other Employees.	Wages per Week.
		£ s. d.		£ s. d.
15 years of age or under	1 4 6	Foreman gardener, i.e., a gardener in charge of two or more employees	6 3 0
16 years of age	1 14 3	All others	5 8 0
17 years of age	2 4 0		
18 years of age	2 18 9		
19 years of age	3 15 9		
20 years of age or over, the appropriate rate prescribed under the heading "Other Employees".				

PROPORTION.

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 176 of the 25th August, 1943, shall remain in force.

MEAT PRESERVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 109 of the 4th June, 1943, shall be replaced by the following clause:—

(2) WAGES.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years	33 0	1 3	34 3	31 6	1 0	32 6
16 years and under 17 years	38 3	1 3	39 6	35 6	1 3	36 9
17 " " 18 " "	46 6	1 6	48 0	39 6	1 3	40 9
18 " " 19 " "	55 3	2 0	57 3	45 0	1 6	46 6
19 " " 20 " "	68 6	2 3	70 9	50 3	1 9	52 0
20 " " 21 " "	84 9	3 0	87 9	57 3	1 9	59 0

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.
One male apprentice to every three or fraction of three male workers receiving not less than 115s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 63s.3d. per week of 44 hours.

Improvers.
One male improver to every 25 or fraction of 25 male workers receiving not less than 115s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 66s.3d. per week of 44 hours.

ALL OTHER SECTIONS.

Apprentices.
One male apprentice to every three or fraction of three male workers receiving not less than 116s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 66s. 3d. per week of 44 hours.

Improvers.
One male improver to every 25 or fraction of 25 male workers receiving not less than 115s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 66s.3d. per week of 44 hours.

OTHER EMPLOYEES.

MEAT PRESERVING SECTION.				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	117 6	4 0	121 6	Leading Hand, i.e., a person in charge of a Department or shift	118 6	4 0	122 6
Assistant preserver	117 6	4 0	121 6	Mixer	119 6	4 0	123 6
Retort Hand, i.e., a person who loads and unloads retorts	115 6	4 0	119 6	Potman	119 6	4 0	123 6
Scalder	115 6	4 0	119 6	Females engaged—			
Doughmaker	115 6	4 0	119 6	Patting, wrapping, stamping, or branding			
Females engaged—				Labelling, wiping tins, and carrying off from filling tables			
Stamping, or Branding				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	64 3	2 0	66 3
Labelling, keying, wiping tins, and carrying off from filling table				Taking away from automatic machines			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds	64 3	2 0	66 3	Wrapping premier jus for oleo presses			
Preparing for, placing in, taking away from machines and placing in trays				All others	112 6	4 0	116 6
Cutting Sausages							
All others	111 6	4 0	115 6				

Clauses (3) to (33) inclusive of the Determination published in *Government Gazette* No. 109 of the 4th June, 1943, shall remain in force.

SCHEDULE—*continued.*

MILLET BROOM BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall be replaced by the following clause:—
(2)

(a) Apprentices or Improvers				(b) Other Employees.	
Broom Section.	Feather Duster or Mop Sections.				
	MALES.		FEMALES.		
Wages per Week of 44 Hours. <i>s. d.</i>	Wages per Week of 44 Hours. <i>s. d.</i>		Wages per Week of 44 Hours. <i>s. d.</i>	Wages per Week of 44 Hours. <i>s. d.</i>	
1st Year .. 22 6	1st Year .. 22 6		1st Year .. 22 6	Broom Making.	
2nd „ .. 28 0	2nd „ .. 28 0		2nd „ .. 28 0	Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) 125 0	
3rd „ .. 36 6	3rd „ .. 36 6		3rd „ .. 31 0	Second sorter 120 0	
4th „ .. 50 6	4th „ .. 50 6		4th „ .. 36 6	Maker or sewer 125 0	
5th „ .. 62 0	5th „ .. 62 0		5th „ .. 42 0	Cutter off 117 6	
6th „ .. 78 6	6th „ .. 78 6		6th „ .. 50 6	All others 110 0	
And thereafter the minimum wage.	And thereafter the minimum wage.		And thereafter the minimum wage.	Feather Duster Making.	
PROPORTION IN ANY FACTORY OR PLACE.				Wages per Week of 44 Hours. <i>s. d.</i>	
APPRENTICES.				Males 110 0	
<i>Broom Section.</i>				Females 67 6	
One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours, or the prescribed piecework prices.					
APPRENTICES.					
<i>Feather Duster or Mop Sections.</i>					
One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.					
IMPROVERS.					
<i>Feather Duster Making Section.</i>					
Two male improvers to every worker receiving not less than 110s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 67s. 6d. per week of 44 hours.					
IMPROVERS.					
<i>Mop Making Section.</i>					
Two male improvers to every worker receiving not less than 110s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 67s. 6d. per week of 44 hours.					
IMPROVERS.					
<i>Broom Section.</i>					
One improver to every three or fraction of three workers receiving not less than 110s. per week of 44 hours, or the prescribed piece-work prices.					
Mop Making.				Wages per Week of 44 Hours. <i>s. d.</i>	
				Males 110 0	
				Females 67 6	

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 11s.

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 300 of the 15th August, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
If under 16 years of age	44 6		
16 and under 18 years of age	56 6		
18 and under 19 years of age	69 0		
19 and under 20 years of age	90 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 95s. 6d. per week of 44 hours.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 95s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	125 0 122 0
		(b) If they do not raise or lower human beings	119 0 116 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	115 0 112 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	112 0 109 0
		(c) On dredges	112 0 109 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	115 0 112 0
		Attending to a steam engine without condenser	112 0 109 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	112 0 109 0
		(ii) if under 50 b.h.p.	109 0 106 0
		Motor Drivers or Attendants	103 0 100 0
		Firemen—	
		(a) Attending one boiler	103 0 100 0
		(b) Attending two boilers	104 6 101 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	106 0 103 0
		Greasers	101 0 98 0
		All others	98 6 95 6

JUVENILE WORKERS.

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

DAY SHIFT.		s. d.
17 years of age .. .. .	.. .. .	67 9 per week
18 " " .. .. .	.. .. .	80 6 "
19 " " .. .. .	.. .. .	89 9 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 95s. 6d. per week of 44 hours.

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

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

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 166 of the 19th August, 1943, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.

Apprentices.		Improvers.	
Wages per Week.			
	<i>s. d.</i>		
1st year's experience	23 0	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—	
2nd " "	30 0	1st year's experience as such 79s. per week.	
3rd " "	37 6	Thereafter The rate provided in Clause 2 "Other Employees" for the class of vehicle driven.	
4th " "	44 6		
And thereafter the minimum wage.		(b) Other Improvers—	
PROPORTION.		Wages per Week.	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Commencing Age—	
		17 years or under.	18 years. 19 years. 20 years.
		<i>s. d.</i>	<i>s. d. s. d. s. d.</i>
		1st year's experience 30 0	37 6 50 6 58 0
		2nd " " 37 6	50 6 58 0
		3rd " " 50 6	58 0
		4th " " 58 0	
		And thereafter the minimum wage.	
		PROPORTION.	
		One improver to every seven or fraction of seven workers receiving not less than the minimum wage.	

OTHER EMPLOYEES.

	" A "	" B "
Employees operating exclusively within a radius of 15 miles of the General Post Office, Melbourne.		Employees operating exclusively outside a radius of 15 miles of the General Post Office, Melbourne, or operating partly within and partly outside such radius.
(i) Vehicles Engaged on Regular Services.		
(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)		
	<i>s. d.</i>	<i>s. d.</i>
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 19 persons	123 0*	118 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons	119 6*	114 6*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	115 6*	110 6*
In which the licensed passenger seating capacity does not exceed 7 persons	113 6*	108 6*
* These rates include a special war loading of 3s. per week.		
(ii) Vehicles Not Engaged on Regular Services.		
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 22 persons	113 6	108 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons	111 6	106 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons	109 6	104 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	106 6	101 6
All other drivers	104 0	99 0
(iii) Employees Not Provided for in (i) and (ii) hereof.		
Conductors (including females)	107 6	102 6
Greasers	105 6	100 6
Cleaners	102 0	97 0
All others—		
Males	102 0	97 0
Females	60 0	53 0

Clauses 3 to 15 inclusive of the Determination as published in *Government Gazette* No. 166 of the 19th August, 1943, shall remain in force.

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 167 of the 17th June, 1941, shall be replaced by the following clause:—

(2)

ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS)

(a) Apprentices.	(b) Improvers.	(c) All other Employees.	Weekly Wages.	
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<p>Weekly Wages.</p> <p>Males. Females. s. d. s. d.</p> <p>1st year 20 7 19 10 2nd " 31 3 30 0 3rd " 41 7 34 7 4th " 62 2 44 11 5th " 82 3 51 6 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>Females. One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Weekly Wages.</p> <p>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 18 7 16 7 16 years of age, and under 17 years 20 7 19 10 17 " " " 18 " 31 3 30 0 18 " " " 19 " 41 7 34 7 19 " " " 20 " 62 2 44 11 20 " " " 21 " 82 3 51 6 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p>Males. One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p>Females. One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p>Males.</p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer presser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } Persons employed in making or repairing brass or reed musical instruments or parts thereof .. } All others .. } Females. Veneer matcher .. } All others .. }</p> <p>£ s. d. £ s. d.</p> <p>6 6 0 6 3 0 6 5 6 6 2 6 6 3 6 6 0 6 5 6 0 5 3 0 6 4 0 6 1 0 5 18 0 5 15 0 5 13 0 5 10 0 5 18 0 5 15 0 5 10 0 5 7 0 6 10 0 6 7 0 6 1 0 5 18 0 5 18 0 5 15 0 5 13 0 5 10 0 6 10 0 6 7 0 5 3 0 5 0 0 5 0 0 4 17 0 3 1 0 2 19 6 2 13 0 2 11 6</p>		

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 167 of 17th June, 1941, shall remain in force, provided that in Clause (17) of the said Determination "100s." shall be substituted for "90s." and "53s." substituted for "48s."

SCHEDULE—continued.

MUSICIANS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 330 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—										£	s.	d.
(i) Week's work	..	..	..	..	..	..	..	..	..	10	0	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	1	2	6 extra
(A3) Principals—										8	0	0
(i) Week's work	..	..	..	..	..	..	..	..	..	0	18	0 extra
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	7	0	0
(A4) Other performers—										0	15	9 extra
(i) Week's work	..	..	..	..	..	..	..	..	..	7	0	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	0	15	9 extra

Casual Employees.

(A5) Leaders—each performance	..	..	..	..	..	..	..	..	..	1	12	0
(A6) Principals—each performance	..	..	..	..	..	..	..	..	..	1	5	8
(A7) Other performers—each performance	..	..	..	..	..	..	..	..	..	1	2	6

(B) GENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERE PROVIDED FOR BY THIS DETERMINATION.

Weekly Employees.

- (B1) For the purpose of this sub-clause (B)—
- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

(B2) Week's work of six performances	..	..	..	..	..	..	..	..	..	5	14	6
(B3) Week's work of twelve performances	..	..	..	..	..	..	..	..	..	8	14	6
(B4) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	0	13	6 extra
(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.	..	..	..	..	..	..	..	..	..	0	13	6 extra

Casual Employees.

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

(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	..	..	..	..	..	..	..	..	..	5	11	0
(C3) Week's work of twelve performances	..	..	..	..	..	..	..	..	..	8	11	0
(C4) Each performance not included in a week's work	..	..	..	..	..	..	..	..	..	0	14	0 extra
(C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour.	..	..	..	..	..	..	..	..	..	0	14	0 extra

Intermittent Weekly Employees.

(C6) One performance per week	..	..	..	..	..	..	..	..	..	1	3	0
(C7) Two performances per week	..	..	..	..	..	..	..	..	..	2	2	0
(C8) Three performances per week	..	..	..	..	..	..	..	..	..	2	18	0
(C9) Four performances per week	..	..	..	..	..	..	..	..	..	3	15	6
(C10) Five performances per week	..	..	..	..	..	..	..	..	..	4	16	0
(C11) Each extra performance over five	..	..	..	..	..	..	..	..	..	0	15	0 extra
(C12) Pianist employed additionally for voice trials or similar work 6s. extra per hour of such work, with a minimum payment as for one hour.	..	..	..	..	..	..	..	..	..	0	15	0 extra

Casual Employees.

(C13) Each performance	..	..	..	..	..	..	..	..	..	1	2	6
(C14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours.	..	..	..	..	..	..	..	..	..	1	2	6

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	0†
(D3) Each performance not included in week's work	0	12	0* extra

Casual Employees.

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

(E) BROADCASTING AND RELAYING.

Weekly Employees.

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

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

	£	s.	d.
(E2) Week's work of 18 hours	5	19	6
(E3) Week's work of 36 hours	9	19	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	16	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 3s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

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

(G) BRASS OR REED BANDS.

Casual Employees.

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

(H) 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	16	6
(H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	3	12	6
(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	5	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	16	6
(H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	5	1	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	1	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	16	6
(H9) An employee who has an engagement under (H1) and (H4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3	2	0
(H10) For six performances, each not exceeding three hours	5	8	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	14	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.—	£ s. d.
(i) By any one (other than a pianist playing alone)	5 11 0
(ii) By pianist playing alone	6 8 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 16 0
(ii) By pianist playing alone	6 13 0
(I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—	
(i) By any one (other than by a pianist playing alone)	8 11 0
(ii) By pianist playing alone	9 9 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 16 0
(ii) By pianist playing alone	9 14 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 11 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—	£ s. d.
(i) Pianist playing alone	0 11 0
(ii) Others	0 8 0
(I9) Performing at a dancing class on a week day : Per hour, with a minimum payment as for three hours—	
(i) Pianist playing alone	0 6 6
(ii) Others	0 5 8

(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 7 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 7 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)—	1 13 0
(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 EMPLOYEE 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	11	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	0	10	6† extra
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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.

NAIL MAKERS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 73 of the 14th April, 1943, shall be replaced by the following clauses:—

2.		WAGES PER WEEK OF 44 HOURS.		s. d.	
Nail or tack tool maker	121 0
Nail or tack machinist	114 0
Assistant to nail or tack machinist	109 0
Roofing nail heading machinist	111 0
Barbed wire tool maker or machinist	114 0
Assistant to barbed wire machinist	109 0
Clipper or tier-up on concertina barbed wire	108 0
Rumbler	108 0
Galvanizer	119 0
Pickler—Head, or where only one pickler is employed	113 0
Assistant pickler	107 0
Assistant working over metal pot	113 0
Swinger	105 0
Wire-drawing plate setter	112 0
Wire-drawing block operator	108 0
Storeman, packer, or sorter	111 0
All others	100 0

Leading Hands.

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

3.

APPRENTICESHIP.

Work to be Taught.

- (a) An apprentice shall be taught the work of each of the following occupations:—
- (1) Tool making;
 - (2) Setting-up; and
 - (3) Machining.

Contract of Apprenticeship.

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

Cancellation or Suspension of Indenture.

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

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

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

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

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

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

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

SCHEDULE—continued.
NAIL MAKERS BOARD—continued.

(g) Wages per Week of 44 Hours.

						Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>									
						Per Week.	Per Week.	Per Week.	Per Week.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	..	..	..	..	..	22½	..	0 9	21 0
2nd year	..	..	..	..	..	30	1 0	1 0	29 6
3rd year	..	..	..	..	..	45	1 6	1 6	44 0
4th year	..	..	..	..	..	75	2 0	2 3	72 6
5th year	..	..	..	..	..	95	2 0	3 0	91 6
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>									
1st year	..	..	..	..	..	26	..	0 9	24 6
2nd year	..	..	..	..	..	45	1 0	1 6	43 6
3rd year	..	..	..	..	..	75	2 0	2 3	72 6
4th year	..	..	..	..	..	95	2 0	3 0	91 6

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

4. FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.—Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 44 Hours.

						Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.
<i>I.—Adult Females.</i>								
							<i>s. d.</i>	<i>s. d.</i>
Under three months' experience	..	..	..	..	..	65	3 0	62 0
All others	..	..	..	..	..	75	3 0	71 0
<i>II.—Junior Females.</i>								
17 years of age and under	..	..	..	..	..	40	1 0	37 6
18 years of age	..	..	..	..	..	47½	1 3	44 6
19 years of age	..	..	..	..	..	55	1 6	51 6
20 years of age	..	..	..	..	..	62½	2 0	59 0
<i>III.—Improvers and Junior Males.</i>								
Under 16 years of age	..	..	..	..	..	25	0 6	23 0
16 years of age	..	..	..	..	..	35	0 9	32 6
17 years of age	..	..	..	..	..	47½	1 0	44 0
18 years of age	..	..	..	..	..	60	1 0	55 6
19 years of age	..	..	..	..	..	75	2 0	70 0
20 years of age	..	..	..	..	..	90	2 0	84 0

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

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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

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

Clauses (5) to (23) inclusive, of the Determination as published in *Government Gazette* No. 73 of the 14th April, 1943, shall remain in force.

SCHEDULE—continued.

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 158 of the 16th August, 1943, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

Apprentices.	Wages per Week of 44 Hours.	Improvers.	Wages per Week of 44 Hours.
	<i>s. d.</i>		<i>s. d.</i>
1st year—1st six months' experience ..	13 4	1st year—1st six months' experience ..	14 0
2nd six months' experience ..	14 4	2nd six months' experience ..	15 0
2nd year—1st six months' experience ..	17 1	2nd year—1st six months' experience ..	17 11
2nd six months' experience ..	18 7	2nd six months' experience ..	19 7
3rd year—1st six months' experience ..	39 0	3rd year—1st six months' experience ..	41 0
2nd six months' experience ..	42 3	2nd six months' experience ..	44 6
4th year's experience ..	57 3	4th year's experience ..	60 6
5th year's experience ..	78 0	5th year's experience ..	81 9
6th year's experience ..	92 6	6th year's experience ..	96 9
and thereafter the minimum wage.		and thereafter the minimum wage.	

Proportion (in any place).—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than 100s. per week of 44 hours.

3 (a). OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
	<i>s. d.</i>
Stamper who puts in die and makes force ..	130 0
Repairer ..	130 0
Maker-up ..	130 0
Spinner, 1st class ..	125 0
Spinner (other) ..	112 0
Die setter ..	112 0
Drop hammer stamper (other than one who puts in die and makes force) ..	110 0
Press operator (heavy) ..	110 0
Press operator (light) ..	108 0
Pickler ..	109 0
Hand blanker ..	108 0
All others ..	100 0

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

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 158 of the 16th August, 1943 shall remain in force.

NURSERYMEN'S BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 337 of the 12th September, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.			Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings.	Other Employees.
WAGES.	Per week of 44 hours.		WAGES. Per week of 44 hours. <i>s. d.</i>	WAGES. Per week of 44 hours. <i>s. d.</i>
	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>		
15 years of age or under ..	15 6	15 6	1st year ..	15 6
16 years of age ..	20 9	19 6	2nd year ..	19 0
17 years of age ..	29 9	25 3	3rd year ..	22 0
18 years of age ..	38 6	33 6	Propagators in charge of one or more employees working under glass ..	114 0
19 years of age ..	50 6	40 9	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	103 6
20 years of age ..	64 0	46 0	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	59 9
<p>PROPORTION.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 97s. per week of 44 hours.</p>			Nursery labourers ..	97 0

Clauses (3) to (13) inclusive of the Determination published in the *Government Gazette* No. 337 of the 12th September, 1940, shall remain in force.

SCHEDULE—continued.

OPTICIANS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 41 of the 4th March, 1943, shall be replaced by the following clause:—

(2)

Apprentices.				Improvers.				Other Employees.			
Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.			
Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year ..	19 6	0 9	20 3	1st year ..	19 6	0 9	20 3	Foreman, i.e., man in charge of two or more employees .. Optical workers and repairers ..	136 6	3 0	139 6
2nd year ..	24 3	0 9	25 0	2nd year ..	27 0	1 0	28 0				
3rd year ..	33 9	1 0	34 9	3rd year ..	36 0	1 3	37 3				
4th year ..	44 6	1 6	46 0	4th year ..	51 3	1 9	53 0				
5th year ..	65 0	2 3	67 3	5th year ..	72 0	2 3	74 3				
6th year ..	90 0	3 0	93 0	6th year ..	96 0	3 0	99 0					124 0	3 0	127 0
<p>PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 127s. per week of 44 hours. An indenture of apprenticeship prescribed was approved on 15th December, 1914.</p>				<p>PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 127s. per week of 44 hours. Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.</p>							

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

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 41 of the 4th March, 1943, shall remain in force.

ORGAN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall be replaced by the following clause:—

(2)

Apprentices.		Improvers.		Other Employees.		
WEEKLY WAGES.		WEEKLY WAGES.		WEEKLY WAGES.		
Per Week of 44 Hours.		Per Week of 44 Hours.				
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and in the Mildura and Gippsland Districts.		Elsewhere in Victoria.
1st year ..	20 7	Under 16 years of age ..	18 7			
2nd " ..	31 3	16 and under 17 ..	20 7			
3rd " ..	41 7	17 " " 18 ..	31 3			
4th " ..	62 2	18 " " 19 ..	41 7			
5th " ..	82 3	19 " " 20 ..	62 2			
		20 " " 21 ..	82 3			
<p>Proportion (in any place). One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.</p>		<p>Proportion (in any place). One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>		Organ builder or persons erecting dismantling, or repairing organs ..	6 10 0	6 7 0
				Woodworkers ..	6 10 0	6 7 0
				Polisher required to spirit and/or acid off ..	6 10 0	6 7 0
				Other polishers ..	6 1 0	5 18 0
				Voicer ..	6 10 0	6 7 0
				Tuner ..	6 10 0	6 7 0
				Metal pipe maker ..	6 10 0	6 7 0
				All others ..	5 0 0	4 17 0

Clauses (3) to (24) inclusive of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall remain in force, provided that in Clause 21 of the said Determination 100s. shall be substituted for 92s.

SCHEDULE—continued.

OVENMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 190 of the 8th September, 1943, shall be replaced by the following:—

2. WAGES PER WEEK OF 44 HOURS.	
	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool.
	Other Parts of Victoria.
	s. d.
	s. d.
OVENMAKING SECTION.	
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—	
Up to 3 ft. 6 in. in width	114 0
Between 3 ft. 6 in. and 5 feet in width	117 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	128 0
Fitter mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling	117 0
Tester not engaged as fitter	106 0
Pattern and moulding box fitter and filer	117 0
Painter, brush	107 0
Painter, spray	110 0
Press operator	108 0
Other power machinist	105 0
Polisher and grinder	114 0
Stove blacksmith	111 0
Electroplater in charge	121 0
Electroplater's assistant	109 0
Labourer delivering material to and taking finished articles from fitters	103 0
Stove blacksmith's striker	106 0
Labourer directly assisting workmen whose margins exceed 15s. per week	109 0
All others	100 0
PORCELAIN ENAMELLING SECTION.	
Fuser	118 0
Mill hand and mixer	109 0
Sprayer	110 0
Shot and sand-blast dresser	115 0
Other dresser	110 0
Swiller, gripper, and brusher	106 0
Pickler	106 0
Racksman	104 0
All others	100 0

3. UNAPPRENTICED MALE JUNIORS AND FEMALES.	
	Weekly Hiring.
	s. d.
Junior Males—	
Under 16 years of age	17 0
16 and under 17 years of age	31 9
17 and under 18 years of age	56 0
18 and under 19 years of age	70 6
19 and under 21 years of age	85 3
Adult Females—	
If of less than twelve months' experience	60 3
Of twelve months' experience or more	68 6
Junior Females—	
1st year's experience	14 0
2nd year's experience	18 9
3rd year's experience	35 6
4th year's experience	44 6
5th year's experience	51 3
Thereafter until reaching 21 years	57 0

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 190, of the 8th September, 1943, shall remain in force.

SCHEDULE—continued.

PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 291 of the 17th of September, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS.*

	Wages Per Week of 44 Hours.					
	Male.			Female.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
15 years of age	27 3	1 0	28 3	..	..	..
16 " "	32 9	1 3	34 0	32 9	1 3	34 0
17 " "	38 6	1 3	39 9	38 6	1 3	40 0
18 " "	47 6	1 6	49 0	41 3	1 3	42 6
19 " "	58 3	2 0	60 3	47 6	1 6	49 0
20 " "	77 0	2 6	79 6	52 9	1 9	54 6

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

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

OTHER EMPLOYEES.

Persons employed in manufacturing titanium white—

	Wages.			
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
	s. d.	s. d.	s. d.	Hours.
Day workers ..	105 2	3 0	108 2	44
Shift workers ..	105 0	3 0	108 0	48

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Males—			
Varnish maker or natural gum runner	124 6	3 0	127 6
Varnish maker's assistant	109 0	3 0	112 0
Tinter of paint, lacquer or enamel	112 0	3 0	115 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner)	107 0	3 0	110 0
All others	104 0	3 0	107 0
Females	60 9	2 0	62 9

A shift worker employed on afternoon or night shift shall be paid an allowance of 1s. per shift in addition to the ordinary rate.

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified.

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 291 of the 17th of September, 1942, shall remain in force.

SCHEDULE—continued.

PAINTERS BOARD.

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

(2)

(a) Apprentices or Improvers.		(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.	
		WAGES.	
		Per week of 44 hours.	
		s. d.	
1st year's experience	17 0	1st year's experience	17 0
2nd " "	24 11	2nd " "	24 11
3rd " "	34 4	3rd " "	34 4
4th " "	47 10	4th " "	47 10
5th " "	59 11	5th " "	59 11
PROPORTION (BY ANY EMPLOYER).		PROPORTION.	
<i>Apprentices.</i>		(a) Where one screen table is in operation—	
One apprentice to every three journeymen or fraction of three journeymen employed.		Two juvenile workers to each person receiving not less than 13s. 6d. per week of 44 hours.	
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.		(b) Where two or more screen tables are in operation—	
<i>Improvers.</i>		For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 13s. 6d. per week of 44 hours.	
One improver to three	} workers receiving not less than 13s. 6d. per week of 44 hours.		
Two improvers to six			
Three improvers to twelve and there- after one additional improver to every twelve additional			

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

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne.		(ii) Within 5 Miles of the Post Office at Mildura.		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	
			Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.			
	WAGES.		WAGES.		WAGES.		WAGES.	
	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods.								
Persons employed at—								
Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A)	2 11 ¹⁹ / ₂₂	131 6	3 17/ ₁₁	138 0	2 11 ¹ / ₂₂	128 6		
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto.								
Persons employed at—								
(i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils	2 11 ¹⁹ / ₂₂	131 6	3 17/ ₁₁	138 0	2 11 ¹ / ₂₂	128 6		
(ii) Any other work specified in (B)	2 3 ² / ₁₁	101 0	2 5 ¹ / ₂₂	106 6	2 2 ⁸ / ₁₁	97 0		
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen	} 1s. per day in addition to the ordinary rate		} 1s. per day in addition to the ordinary rate		} 1s. per day in addition to the ordinary rate		} 1s. per day in addition to the ordinary rate.	

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

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

SCHEDULE—continued.

PASTRYCOOKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 221 of 19th November, 1943, shall be replaced by the following clause:—

(2) APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 44 Hours.

Experience.	Commencing Age.		Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.	17 Years and Over.	
	<i>s. d.</i>	<i>s. d.</i>	
First Year	19 9	27 6	
Second Year	27 6	36 6	
Third Year	36 6	53 3	
Fourth Year	53 3	73 0	
Fifth Year	73 0	..	

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 115s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 44 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of Their Working Time.		Females Engaged Decorating Christmas and New Year Cakes.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
14 years of age	23 3	.. .. .	.. .. .
15 " "	28 0	21 6	28 0
16 " "	30 3	23 9	30 3
17 " "	34 9	30 3	34 9
18 " "	39 6	32 6	40 3
19 " "	44 0	35 6	45 9
20 " "	52 6	38 3	50 6

OTHER EMPLOYEES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	128 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge	123 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	115 0
All other males	97 0
Females engaged in general work	59 3
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work	Per hour. 2 7

Clauses (3) to (23) inclusive of the Determination as published in *Government Gazette* No. 221 of 19th November, 1943, shall remain in force.

SCHEDULE—continued.

PHOTOGRAPHERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 170 of 19th August, 1943, shall be replaced by the following clause:—

2.

APPRENTICES OR IMPROVERS.			OTHER EMPLOYEES.		
Wages per Week.			Wages per Week.		
	Males.	Females.		Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
16 years of age or under	30 0	30 0	Operator of a camera other than—		
17 years of age	39 6	34 6	(i) An operator of an enlarging camera, and/or		
*18 years of age	54 6	39 6	(ii) An operator making copy negatives from flat originals—		
*19 years of age	69 6	45 6	*21 years of age	97 0	66 6
*20 years of age	85 0	52 0	*22 years of age	109 6	85 0
			23 years of age or over	126 0	106 6
			Artists colouring or working up	111 6	66 6
			Retouchers	111 6	65 6
			Printers or developers—		
			(a) Developing plates or films exposed by amateurs, or		
			(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	113 6	64 0
			Other printers, developers, and enlargers or operators making copy negatives from flat originals	113 6	72 6
			All others (including spotters)	107 0	59 0

PROPORTION.
Apprentices.
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.
Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 170 of the 19th August, 1943, shall remain in force.

PHOTOGRAPHIC GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 179 of the 20th May, 1942, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.		
Age.	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	26 6	26 3	Adult Males—		<i>s. d.</i>
16 and under 17 years of age	34 3	32 9	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	113 6	
17 " 18 "	43 6	37 9	All others	105 6	
18 " 19 "	52 6	42 3	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.		
19 " 20 "	69 0	46 0	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.		
20 " 21 "	84 6	52 3	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.		
			Adult females	62 0	<i>s. d.</i>
			Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".		
			Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."		
			Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."		

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).
Apprentices or Improvers.
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 179 of the 20th May, 1942, shall remain in force.

SCHEDULE—*continued.*

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 345 of the 4th December, 1942, shall be replaced by the following clauses:—

(2)				(3)				
WAGES PER WEEK OF 44 HOURS.				FEMALE AND UNAPPRENTICED JUNIOR LABOUR.				
Adults, Males.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—				
	WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.				
	£	s.	d.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.		
	£	s.	d.					
Operators engaged on calendars over 72 inches	6	8	6	..	6	5	6	
Operators engaged on calendars 72 inches and under	6	3	6	..	6	0	6	
First assistant on calendars 48 inches or over	5	12	0	..	5	9	0	
First assistant on calendars under 48 inches	5	5	6	..	5	2	6	
Operators engaged on two-roll mills 18 inches or over	5	14	6	..	5	11	6	
Process worker	5	8	0	..	5	5	0	
All others	5	0	0	..	4	17	0	
<i>Casein Industry Only.</i>								
Machinist	6	1	0	..	5	18	0	
Process worker	5	8	0	..	5	5	0	
All others	5	0	0	..	4	17	0	
LEADING HANDS.								
Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.								
				(i) <i>Adult Females.</i>				
				s. d.		s. d.		
				Under three months' experience	62	0	60	0
				All others	71	0	69	0
				(ii) <i>Junior Females.</i>				
				17 years of age and under	37	6	36	0
				18 years of age	44	6	43	0
				19 years of age	51	6	50	0
				20 years of age	59	0	57	0
				(iii) <i>Male Junior Labour.</i>				
				Under 16 years of age	23	0	22	6
				16 years of age	32	6	31	6
				17 years of age	44	0	43	0
				18 years of age	55	6	54	0
				19 years of age	70	0	68	0
				20 years of age	84	0	81	0
				Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.				

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 345, of the 4th December, 1942, shall remain in force.

SCHEDULE—continued.

PLATE GLASS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 141 of the 15th April, 1942, shall be replaced by the following clauses:—

(2)		APPRENTICES AND IMPROVERS.					
Apprentices.*		Improvers.					
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.					
		Males.		Males.		Females.†	
		£.	s. d.	£.	s. d.	£.	s. d.
1st year	.. .. .	20	7	Under 16 years of age	.. .. .	18	7
2nd "	.. .. .	31	3	16 and under 17 years of age	.. .. .	20	7
3rd "	.. .. .	41	7	17 "	18 "	31	3
4th "	.. .. .	62	2	18 "	19 "	41	7
5th "	.. .. .	82	3	19 "	20 "	62	2
and thereafter the minimum wage.				20 "	21 "	82	3

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

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

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

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

Females.

Safety Glass Section—

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

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

(3)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutters	6 5 0	6 2 0
Bevellers	6 5 0	6 2 0
Packers	5 10 0	5 7 0
Autoclave attendants	5 11 0	5 8 0
Leading hand in laminating room	5 8 0	5 5 0
Edge sealers	5 5 0	5 2 0
Furnace attendants	5 6 0	5 3 0
Operator of edge grinding machine	5 8 0	5 5 0
Person rounding corners of glass	5 11 0	5 8 0
<i>Females.</i>		
Females engaged on scratch polishing machines	3 1 0	2 19 6
Females engaged in inspecting and testing	2 17 0	2 15 6
OTHER GLASS SECTION.		
Painter and designer on glass	6 17 0	6 14 0
Brilliant cutter	6 5 0	6 2 0
Other cutters		
Glazier		
Plate glass beveller		
Silverer	6 10 0	6 7 0
Pencil hand embosser		
Persons assisting in glazing	5 10 0	5 7 0
Persons packing or unpacking glass		
Persons assisting plate glass cutter		
Rubber-out embosser	5 6 0	5 3 0
Cementer	5 5 0	5 2 0
Persons turning out lead from mill for lead-light glazier		
All others	5 0 0	4 17 0

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette* No. 141 of the 15th April, 1942, shall remain in force.

SCHEDULE—continued.

PLUMBERS BOARD.

Clause (2A) of the Determination published in *Government Gazette* No. 235 of the 14th August, 1941, shall be replaced by the following clause:—

(2A)

Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Other Employees.		
WAGES.		WAGES.		Persons employed—		
Per Week of 44 Hours.		Per Week of 44 Hours.		Wages Per Week of 44 Hours.		
s. d.		s. d.		£ s. d.		
1st year	19 5	1st year	29 3	(a) Where the artificial temperature is—		
2nd "	27 4	2nd "	36 6	Over 130° F.	11 5 5	5 1 ²¹ / ₄₄
3rd "	36 0	3rd "	43 10	115° F., but not exceeding 130° F.	10 8 7	4 8 ³⁹ / ₄₄
4th "	49 0	4th "	65 8	50° F. or lower	11 5 5	5 1 ²¹ / ₄₄
5th "	64 10	5th "	87 8	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	9 6 11	4 2 ⁴² / ₄₄
6th "	89 3	6th "	113 0	(c) Lead burning or at lead work connected therewith	8 10 1	3 10 ¹⁷ / ₄₄
and thereafter the minimum wage.		and thereafter the minimum wage.		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	7 5 10	3 3 ¹⁷ / ₂₂
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	7 5 10	3 3 ¹⁷ / ₂₂
One apprentice to every two or fraction of two workers receiving not less than £7 5s. 10d. per week of 44 hours.		One improver to four		(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	7 5 10	3 3 ¹⁷ / ₂₂
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.		Two improvers to fifteen		NOTE.—See clause 10 <i>re</i> casual rate, and clause 12 <i>re</i> ship work.		
		Three improvers to thirty				
		and thereafter one additional improver to every seven additional				

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

(2B) The Wages prescribed in 2A hereof include as a war loading the sum of 6s. in the case of rates per week, and the sum of 1⁷/₁₁d. in the case of rates per hour.

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

POSTER HANGERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
Per Week of 44 Hours.				Per Week of 44 Hours.			
s. d.				s. d.			
1st six months' experience			38 6	Posterhangers or billposters			102 0
2nd "			44 0				
3rd "			56 0				
4th "			66 6				
5th "			69 6				
6th "			76 0				
PROPORTION.				PROPORTION.			
Apprentices.				Improvers.			
One apprentice to every three or fraction of three workers receiving not less than 102s. per week of 44 hours.				One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 102s. per week of 44 hours.			

Clauses (3) to (8) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall remain in force.

SCHEDULE—continued.
 POTTERY BOARD—continued.
 FEMALES—continued.
 Wages per Week of 44 hours.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	32 0	1 9	33 9	36 0	1 9	37 9	42 6	2 3	44 9
2nd	41 0	2 0	43 0	45 6	2 3	47 9	..	..	..
3rd	45 6	2 3	47 9	..	..	..	..	..	..
4th .. .. .	..	..	..	..	..	..	..	..	..
5th .. .. .	..	..	..	..	..	..	..	..	..
6th .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	} At the Rates prescribed for Adults.	22 3	1 3	23 6
15 years of age		24 3	1 3	25 6
16 " "		29 9	1 6	31 3
17 " "		33 6	1 9	35 3
18 " "		47 9	2 6	50 3
19 " "		55 6	3 0	58 6
20 " "		68 3	3 9	72 0

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	22 3	1 3	23 6	..	..	..	..	..	..
2nd 6 months	25 0	1 3	26 3	..	..	..	..	..	..
1st year	28 0	1 6	29 6	25 0	1 3	26 3	26 3	1 3	27 6
2nd	31 0	1 9	32 9	31 0	1 9	32 9	32 9	1 9	34 6
3rd	33 3	1 9	35 0	33 3	1 9	35 0	38 9	2 0	40 9
4th	38 9	2 0	40 9	44 3	2 3	46 6	44 3	2 3	46 6
5th .. .. .	..	..	..	..	..	..	..	..	..
6th	44 3	2 3	46 6	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	30 9	1 9	32 6	33 9	1 9	35 6	38 9	2 0	40 9
2nd	38 9	2 0	40 9	44 3	2 3	46 6	..	..	..
3rd	44 3	2 3	46 6	..	..	..	..	..	..
4th .. .. .	..	..	..	..	..	..	..	..	..
5th .. .. .	..	..	..	..	..	..	..	..	..
6th .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
 An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
 Three female improvers to every female worker receiving not less than the minimum wage.

SCHEDULE—continued.
POTTERY BOARD—continued.
ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3877) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
All Departments.								
Head burner	107 0	5 0	112 0	2 6 ² / ₁₁	104 0	5 0	109 0	2 5 ² / ₁₁
All other burners	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ² / ₁₁
Mouldmakers	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6 ² / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	113 0	5 0	118 0	2 8 ² / ₁₁	113 0	5 0	118 0	2 8 ² / ₁₁
All other clayhole men (employers to provide tools)	104 0	5 0	109 0	2 5 ² / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Men boring or using explosives	108 0	5 0	113 0	2 6 ² / ₁₁	105 0	5 0	110 0	2 6
FEMALES.								
Females	55 3	2 9	58 0	1 3 ² / ₁₁	52 3	2 9	55 0	1 3
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	108 0	5 0	113 0	2 6 ² / ₁₁	105 0	5 0	110 0	2 5 ² / ₁₁
Man in charge of plunger	102 6	5 0	107 6	2 5 ² / ₂₂	99 6	5 0	104 6	2 4 ² / ₁₁
Pressers	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ² / ₁₁
Setters	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ² / ₁₁
Junction sticker	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 ² / ₁₁
Man working pipe flanging machine	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Bitumen jointers	100 0	5 0	105 0	2 4 ² / ₁₁	97 0	5 0	102 0	2 3 ² / ₁₁
Drawers	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Feeders of pipe machine	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Man sorting pipes	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Pipe dressers	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Packers of goods into railway trucks	98 0	5 0	103 0	2 4 ² / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 3 ² / ₁₁	94 0	5 0	99 0	2 3
Dust Tile Making.								
Leading hand slip making	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Slip house attendants	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Head placer inside a kiln	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Man dipping tiles and in charge of dipping room	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Man hand-pressing dust tiles with 6-in. press	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Sagger maker	101 0	5 0	106 0	2 5 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁
Man operating lever on sagger machine	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Head packer	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ² / ₁₁
Packer who packs articles with protective substances into containers with secured lids	100 0	5 0	105 0	2 4 ² / ₁₁	97 0	5 0	102 0	2 3 ² / ₁₁
Other packers	98 0	5 0	103 0	2 4 ² / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 3 ² / ₁₁	94 0	5 0	99 0	2 3
General Pottery and Insulator Making.								
Sanitary ware presser	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ² / ₁₁
Head packer	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ² / ₁₁
Packer who packs articles with protective substances into containers with secured lids	100 0	5 0	105 0	2 4 ² / ₁₁	97 0	5 0	102 0	2 3 ² / ₁₁
Other packers	98 0	5 0	103 0	2 3 ² / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
Leading hand slip making	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Slip house attendants	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
Tea-pot hand pressers	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Man fixing handles or spouts	100 0	5 0	105 0	2 4 ² / ₁₁	97 0	5 0	102 0	2 3 ² / ₁₁
Hollow ware presser or head dipper	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Turner	104 0	5 0	109 0	2 5 ² / ₁₁	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁
Caster	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Stoneware thrower—								
4th year's experience	99 0	5 0	104 0	2 4 ² / ₁₁	96 0	5 0	101 0	2 3 ² / ₁₁
5th year's experience	103 0	5 0	108 0	2 5 ² / ₁₁	100 0	5 0	105 0	2 4 ² / ₁₁
and thereafter	109 0	5 0	114 0	2 7 ¹ / ₁₁	106 0	5 0	111 0	2 6 ² / ₁₁
Head placer inside a kiln	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	2 4 ² / ₁₁
Other placers	100 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	2 4 ² / ₁₁

SCHEDULE—continued.
POTTERY BOARD—continued.
All Other Employees—continued.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
General Pottery and Insulator Making —continued.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Sagger maker	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Jolly and jigger hands	103 0	5 0	108 0	2 5 ⁵ / ₁₁	100 0	5 0	105 0	
Pressers (screw and lever type inclusive)..	102 6	5 0	107 6	2 5 ⁷ / ₂₂	99 6	5 0	104 6	
Man carrying into or out of kiln	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Grinders of burnt ware	102 0	5 0	107 0	2 5 ² / ₁₁	99 0	5 0	104 0	
Potter's printer	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Man operating lever on sagger machine..	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 3 ⁸ / ₁₁	94 0	5 0	99 0	
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	106 0	5 0	111 0	2 6 ³ / ₁₁	103 0	5 0	108 0	
Facemen	102 6	5 0	107 6	2 5 ⁷ / ₂₂	99 6	5 0	104 6	
Pressers (screw and lever type inclusive)..	102 6	5 0	107 6	2 5 ⁷ / ₂₂	99 6	5 0	104 6	
Setters	105 0	5 0	110 0	2 6	102 0	5 0	107 0	
Vent makers	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Man in charge of plunge	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Drawers	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 4 ¹⁰ / ₁₁	98 0	5 0	103 0	
Man feeding tile press	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Man taking off roofing tile press	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Man carrying or wheeling into or out of kiln or to or away from kiln	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Man sorting roofing tiles	99 0	5 0	104 0	2 4 ⁴ / ₁₁	96 0	5 0	101 0	
Packers of goods into railway trucks ..	98 0	5 0	103 0	2 4 ¹ / ₁₁	95 0	5 0	100 0	
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 3 ⁸ / ₁₁	94 0	5 0	99 0	

PIECEWORK.

16. That the lowest piecework prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder, such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.	
Boundary traps, 6 inches	2s. 1d. per trap
Boundary traps, 4 inches	1s. 5 ¹ / ₂ d. "
Gully traps (flanged)	1s. 3 ¹ / ₂ d. each
Disconnectors	1s. 3 ¹ / ₂ d. "
Basins	1s. 8 ¹ / ₂ d. "
Junctions	17s. 8 ¹ / ₂ d. per 100
GENERAL POTTERY.	
Cane Bakers (Hand Pressed).	
7 inches	13s. 0 ¹ / ₂ d. per gross
8 "	17s. 8 ¹ / ₂ d. "
9 "	21s. 6 ¹ / ₂ d. "
10 "	26s. 5 ¹ / ₂ d. "
11 "	30s. 6 ¹ / ₂ d. "
12 "	33s. 10d. "
or 23s. 7 ¹ / ₂ d. per gross all round.	
Chambers (Hand Pressed).	
12's	45s. 1d. per gross
9's	58s. 11d. "
6's	65s. 8d. "
Fluted chambers, finishing and handling ..	25s. 2d. "
6s. per gross extra to be allowed for embossed chambers.	
Chambers (Jiggered).	
Jiggering. Turning. Handling.	
per gross. per gross. per gross.	
12's	14s. 9 ¹ / ₂ d. .. 12s. 1 ¹ / ₂ d. .. 12s. 1 ¹ / ₂ d.
9's	17s. 8 ¹ / ₂ d. .. 14s. 5 ¹ / ₂ d. .. 14s. 5 ¹ / ₂ d.
6's	20s. 4 ¹ / ₂ d. .. 16s. 5 ¹ / ₂ d. .. 16s. 5 ¹ / ₂ d.
6s. 1 ¹ / ₂ d. per gross extra to be allowed for embossed chambers.	
Bed Slippers and Bed Pans (Hand Pressed).	
Bed slippers, large and small	12s. 7d. per dozen
Bed pans	12s. 7d. "
Ewers (Hand Pressed).	
9's	8s. 3 ¹ / ₂ d. per dozen
6's	8s. 9 ¹ / ₂ d. "
Lip Bowls (Hand Pressed).	
No. 1 (11 inches or under)	39s. 9 ¹ / ₂ d. per gross
No. 2 (12 inches)	44s. 6 ¹ / ₂ d. "
No. 3 (13 inches)	50s. 8 ¹ / ₂ d. "
No. 4 (14 inches or over)	57s. 4 ¹ / ₂ d. "
Oval Cover Dishes, with Raised Foot (Hand Pressed).	
7 and 8 inches	8s. 11 ¹ / ₂ d. per dozen
9 and 10 inches	10s. 1 ¹ / ₂ d. "
Soap Dishes.	
3-piece soap dishes	38s. 3d. per gross
1-piece soap dishes	21s. 8 ¹ / ₂ d. "

An amount of 6s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—continued.
POTTERY BOARD—continued.

PIECEWORK—continued.

Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

<i>Male and Female Urinals.</i>	
Male and female urinals	7s. 10½d. per dozen
<i>Cottage Pans and Traps.</i>	
Cane. White.	
Pans	20s. 8d. per dozen .. 22s. 6d. per dozen
Traps	20s. 8d. " .. 22s. 6d. "
<i>Pans (Throwing).</i>	
Bread or Cream--	
Not more than 1½ gallons	51s. 7½d. per 100 gallons
More than 1½ gallons	47s. 10½d. "
<i>Pudding Bowls.</i>	
9's	22s. 0d. per gross
12's	16s. 1¼d. "
18's	12s. 0¼d. "
24's	7s. 4d. "
<i>Jelly Moulds.</i>	
1, 1½, and 2 pints	47s. 2½d. per gross
<i>Jars (Throwing).</i>	
Squat jars—	
Under 2 gallons	37s. 8½d. per 100 gallons
2 gallons and over	34s. 5½d. "
<i>Spittoons (Hand Pressed).</i>	
Large	36s. 4¼d. per gross
Small	30s. 2¼d. "
<i>Vases.</i>	
Vases	29s. 9d. per gross
<i>Bottles (Throwing).</i>	
Acid bottles, including stopping and stamping (3 gallon)	13s. 0¼d. per dozen bottles
<i>Bung Jars and Demijohns (Throwing).</i>	
1 gallon	2s. 8d. per dozen
2 gallon	4s. 7d. "
3 gallon	8s. 4¼d. "
5 gallon	18s. 2d. "
11½d. per dozen extra for handle bottles.	

<i>Pedestal Pans (Hand Pressed).</i>	
Sizes whether in straight or hollow fronts not exceeding 2¼ in. x 16¼ in. x 15 in. or its equivalent in cubic inches—	
Straight fronts—	
Cane	5s. 9½d. each
White	6s. 0d. "
Hollow fronts—	
Cane	4s. 11¼d. "
White	5s. 7d. "
Sizes exceeding the above dimensions—	
Cane	6s. 3d. "
White	7s. 2¼d. "
State pattern—	
Cane	5s. 6d. "
White	5s. 11¼d. "
<i>Jugs (Throwing).</i>	
39's	11s. 11d. per gross
36's	12s. 8¼d. "
30's	15s. 8¼d. "
24's	17s. 3¼d. "
12's	24s. 1¼d. "
<i>Barrels (Throwing).</i>	
Barrels	51s. 7½d. per 100 gallons
<i>Washing or Toilet Bowls (Hand Pressed).</i>	
Plain	51s. 6d. per gross
Embossed	57s. 3d. "
<i>Foot Warmers (Hand Pressed).</i>	
Plain	8s. 8¼d. per dozen
Plain, with screw top	10s. 7½d. "
Embossed, with screw top	8s. 6d. "
<i>Jam Jugs.</i>	
Handling jam jugs	13s. 4¼d. per gross
<i>Syrup Jars.</i>	
Large	16s. 1¼d. per dozen
Small	12s. 0¼d. "
<i>Filler Shells (Throwing).</i>	
Dripstone	52s. 8¼d. per 100 gallons
Candles (making and shaving)	10½d. per gallon
<i>Ginger Beer and Ale Bottles (Throwing).</i>	
1 gallon (screwed)	38s. 2¼d. per gross
Ale bottles	12s. 10d. "
Others	6s. 10½d. "
<i>Jugs (Hand Pressed).</i>	
30's	35s. 10½d. per gross
24's	42s. 3¼d. "
12's	52s. 4¼d. "

TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>	
3 inches	2s. 10½d. per gross
4 "	3s. 10½d. "
5 "	5s. 8¼d. "
6 "	7s. 6¼d. "
7 "	9s. 1¼d. "
8 "	15s. 0¼d. "
9 "	18s. 8¼d. "
10 "	23s. 2¼d. "
12 "	46s. 7d. "
13 "	65s. 7¼d. "
14 "	89s. 7¼d. "
15 "	110s. 11¼d. "
18 "	225s. 1d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>	
4 inches	2s. 9¼d. per gross
5 "	3s. 9¼d. "
6 "	5s. 8¼d. "
7 "	7s. 8d. "
8 "	11s. 2d. "
9 "	14s. 7d. "
10 "	17s. 7¼d. "
12 "	23s. 2¼d. "
13 "	34s. 6¼d. "
14 "	44s. 7¼d. "
15 "	55s. 8d. "
<i>Ridging.</i>	
Ridging made by hand from wood or plaster moulds	3s. 1¼d. per dozen

<i>Crimp-pots and Saucers (Throwing and Finishing).</i>	
Crimp-pots. Crimp-pot Saucers.	
5 inches	10s. 5¼d. per gross .. 6s. 6¼d. per gross
6 "	13s. 3d. " .. 8s. 9d. "
7 "	16s. 8d. " .. 10s. 8d. "
8 "	23s. 6¼d. " .. 15s. 7¼d. "
9 "	26s. 7¼d. " .. 20s. 7¼d. "
10 "	33s. 4d. " .. 25s. 10¼d. "
<i>Seed Pans.</i>	
8 inches	14s. 11¼d. per gross
9 "	18s. 8d. "
10 "	20s. 9¼d. "
12 "	31s. 1¼d. "
13 "	38s. 8¼d. "
14 "	48s. 8¼d. "
15 "	60s. 1d. "
<i>Butter Coolers and Butter-cooler Saucers.</i>	
Butter Coolers. Butter-cooler Saucers.	
8's	6s. 5¼d. per dozen .. 1s. 1¼d. per dozen
9's	7s. 3¼d. " .. 1s. 4¼d. "
<i>Chimney-pots.</i>	
16 inches and under	10s. 5d. per dozen
Over 16 inches	12s. 11¼d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.

An amount of 5s. per week or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—continued.
 POTTERY BOARD—continued.
 PIECEWORK—continued.
 Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.			
Boundary traps, 6 inches	2s. 0d. per trap	Disconnectors	1s. 2d. each
Boundary traps, 4 inches	1s. 4½d. "	Basins	1s. 2d. "
Gully Traps (flanged)	11½d. each "	Junctions	17s. 1d. per 100
GENERAL POTTERY.			
Cane Bakers (Hand Pressed).		Oval Cover Dishes, with Raised Foot (Hand Pressed).	
7 inches	12s. 4½d. per gross	7 and 8 inches	8s. 5½d. per dozen
8	16s. 11½d. "	9 and 10 inches	9s. 8d. "
9	20s. 9½d. "		
10	24s. 11½d. "	Soap Dishes.	
11	29s. 0d. "	3-piece soap dishes	37s. 8½d. per gross
12	33s. 9½d. "	1-piece soap dishes	20s. 7½d. "
or 22s. 11½d. per gross all round.			
Chambers (Hand Pressed).		Male and Female Urinals.	
12's	43s. 7d. per gross	Male and female urinals	7s. 6½d. per dozen
9's	55s. 8½d. "		
6's	61s. 1d. "	Cottage Pans and Traps.	
Fluted chambers, finishing and handling	23s. 8½d. "		
5s. 9½d. per gross extra to be allowed for embossed chambers.			
Chambers (Jiggered).		Cane.	
			White.
Jiggering.	Turning.	Pans	19s. 9½d. per dozen
per gross.	per gross.	Traps	19s. 9½d. "
12's	13s. 10d. "		
9's	16s. 11½d. "		
6's	19s. 7½d. "		
5s. 9½d. per gross extra to be allowed for embossed chambers.			
Bed Slippers and Bed Pans (Hand Pressed).		Pans (Throwing).	
Bed slippers, large and small	11s. 11½d. per dozen	Bread or Cream—	
Bed pans	11s. 11½d. "	Not more than 1½ gallons	48s. 8½d. per 100 gallons
		More than 1½ gallons	44s. 4½d. "
Ewers (Hand Pressed).		Spittoons (Hand Pressed)	
9's	7s. 11½d. per dozen	Large	34s. 7½d. per gross
6's	8s. 5½d. "	Small	29s. 1½d. "
Vases.		Washing or Toilet Bowls (Hand Pressed).	
Vases	28s. 4½d. per gross	Plain	48s. 3½d. per gross
		Embossed	54s. 7½d. "
Bottles (Throwing).		Foot Warmers (Hand Pressed).	
Acid bottles, including stopping and stamping (3 gallon)	12s. 1½d. per dozen bottles	Plain	8s. 4½d. per dozen
		Plain, with screw top	10s. 7½d. "
		Embossed, with screw top	12s. 11½d. "
Bung Jars and Demijohns (Throwing)		Jam Jugs.	
1 gallon	2s. 6½d. per dozen	Handling jam jugs	12s. 9d. per gross
2	4s. 4½d. "		
3	7s. 8½d. "	Syrup Jars.	
5	17s. 3½d. "	Large	14s. 11½d. per dozen
10½d. per dozen extra for handle bottles.		Small	11s. 1½d. "
Pedestal Pans (Hand Pressed).		Pudding Bowls.	
Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—		9's	21s. 1½d. per gross
Straight fronts—		12's	15s. 6d. "
Cane	5s. 4½d. each	18's	11s. 7½d. "
White	5s. 9½d. "	24's	6s. 11½d. "
Hollow fronts—			
Cane	5s. 0½d. "	Jelly Moulds.	
White	5s. 4½d. "	1, 1½, and 2 pints	44s. 11½d. per gross
Sizes exceeding above dimensions—			
Cane	5s. 10½d. "	Jars (Throwing)	
White	6s. 8½d. "	Squat jars—	
State Pattern—		Under 2 gallons	36s. 2½d. per 100 gallons
Cane	5s. 1½d. "	2 gallons and over	32s. 8d. "
White	5s. 9d. "		
Jugs (Throwing).		Filter Shells (Throwing).	
39's	11s. 5½d. per gross	Dripstone	48s. 10½d. per 100 gallons
36's	11s. 11½d. "	Candles (making and shaving)	9½d. per gallon
30's	14s. 11½d. "		
24's	14s. 11½d. "	Ginger Beer and Ale Bottles (Throwing).	
12's	24s. 0d. "	1 gallon (screwed)	35s. 6½d. per gross
		Ale bottles	4s. 3½d. "
		Others	6s. 8½d. "
Barrels (Throwing).		Jugs (Hand Pressed).	
Barrels	49s. 0½d. per 100 gallons	30's	33s. 8d. per gross
		24's	41s. 1½d. "
		12's	49s. 7½d. "
Lip Bowls (Hand Pressed).			
No. 1 (11 inches or under)	37s. 9d. per gross		
No. 2 (12 inches)	41s. 10½d. "		
No. 3 (13 inches)	48s. 6d. "		
No. 4 (14 inches or over)	54s. 6½d. "		

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

SCHEDULE—continued.
POTTERY BOARD—continued.
Within all other parts of Victoria—continued.

TERRA COTTA			
<i>Flower-pots (Throwing and Finishing).</i>			
3 inches	.. .. .	2s. 10d.	per gross
4 "	.. .. .	3s. 6½d.	"
5 "	.. .. .	5s. 4½d.	"
6 "	.. .. .	7s. 2½d.	"
7 "	.. .. .	8s. 10½d.	"
8 "	.. .. .	14s. 4½d.	"
9 "	.. .. .	17s. 10d.	"
10 "	.. .. .	22s. 3½d.	"
12 "	.. .. .	31s. 1d.	"
13 "	.. .. .	64s. 9½d.	"
14 "	.. .. .	86s. 0½d.	"
15 "	.. .. .	106s. 6½d.	"
18 "	.. .. .	213s. 3½d.	"
<i>Flower-pot Saucers (Throwing and Finishing).</i>			
4 inches	.. .. .	2s. 7½d.	per gross
5 "	.. .. .	3s. 6½d.	"
6 "	.. .. .	5s. 6d.	"
7 "	.. .. .	7s. 0½d.	"
8 "	.. .. .	10s. 9d.	"
9 "	.. .. .	14s. 5d.	"
10 "	.. .. .	16s. 10d.	"
12 "	.. .. .	22s. 1d.	"
13 "	.. .. .	33s. 9½d.	"
14 "	.. .. .	42s. 9½d.	"
15 "	.. .. .	52s. 2½d.	"
<i>Ridging.</i>			
Ridging made by hand from wood or plaster	.. .. .	2s. 10½d.	per dozen moulds
<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
Crimp-pots. Crimp-pot Saucers.			
5 inches	.. .. .	9s. 11½d.	per gross
6 "	.. .. .	12s. 7½d.	"
7 "	.. .. .	16s. 3½d.	"
8 "	.. .. .	22s. 11½d.	"
9 "	.. .. .	26s. 5½d.	"
10 "	.. .. .	32s. 5d.	"
<i>Seed Pans.</i>			
8 inches	.. .. .	14s. 3½d.	per gross
9 "	.. .. .	17s. 9d.	"
10 "	.. .. .	19s. 10d.	"
12 "	.. .. .	28s. 7½d.	"
13 "	.. .. .	36s. 11½d.	"
14 "	.. .. .	45s. 11½d.	"
15 "	.. .. .	55s. 10½d.	"
<i>Butter Coolers and Butter-cooler Saucers.</i>			
Butter Coolers. Butter-cooler Saucers.			
8's	.. .. .	6s. 3½d.	per dozen
9's	.. .. .	6s. 8½d.	"
<i>Chimney-pots.</i>			
16 inches and under	.. .. .	9s. 9½d.	per dozen
Over 16 inches	.. .. .	12s. 1d.	"

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning. Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Clauses (3) to (15) inclusive, and Clauses (17) to (19) inclusive of the Determination published in *Government Gazette* No. 133, of the 12th July, 1943, shall remain in force.

QUARRY BOARD.

Clauses (2) and (19) of the Determination published in *Government Gazette* No. 255 of the 5th August, 1942, shall be replaced by the following clauses:—
 (2)

Apprentices.*				Improvers.*			
Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	40 3	2 3	42 6	Carting and Driving—			
2nd year	47 3	2 6	49 9	Under 18 years	74 3	4 0	78 3
3rd year	54 3	3 0	57 3	18 and under 19 years	86 0	4 6	90 6
				19 and under 20 years	95 6	5 0	100 6
				20 and under 21 years	103 0	5 6	108 6
				And thereafter the minimum wage.			
				4th year	86 0	4 6	90 6
				1st year	59 6	3 3	62 9
				2nd year	62 6	3 3	65 9
				3rd year	71 3	3 9	75 0
				4th year	86 0	4 6	90 6
				And thereafter the minimum wage.			

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 110s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

PROPORTION (within any place).

(a) Where a working crane is in operation for the production of pitchers or building stone:—
 One improver to every three or fraction of three workers receiving not less than 128s. per week.

(b) Where spall quarrying is carried on:—
 One improver to every twenty or fraction of twenty workers receiving not less than 116s. per week.

SCHEDULE—continued.
 QUARRY BOARD—continued.
 Other Employees.*

	Day Shift.				Afternoon or Night Shift.			
	Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder monkey †	132 0	6 0	138 0	3 1 7/11	160 0	6 0	166 0	3 9 3/11
Assistant powder monkey †	121 6	6 0	127 6	2 10 17/22	147 0	6 0	153 0	3 5 8/11
Hammerman	126 0	6 0	132 0	3 0	153 3	6 0	159 3	3 7 19/44
Dresser of pitchers or cubes, or scabblers								
Spaller	119 0	6 0	125 0	2 10 1/11	144 6	6 0	150 6	3 5 1/22
Faceman	122 0	6 0	128 0	2 10 10/11	147 6	6 0	153 6	3 5 13/22
Feeder of a stone crushing machine	119 0	6 0	125 0	2 10 1/11	144 6	6 0	150 6	3 5 1/22
Dust hole man	119 0	6 0	125 0	2 10 1/11	144 6	6 0	150 6	3 5 1/22
Persons boring holes by hand or machine	119 0	6 0	125 0	2 10 1/11	144 6	6 0	150 6	3 5 1/22
Borer's assistant	119 0	6 0	125 0	2 10 1/11	144 6	6 0	150 6	3 5 1/22
Blacksmith	132 0	6 0	138 0	3 1 7/11	157 6	6 0	163 6	3 8 13/22
Tool sharpener	121 0	6 0	127 0	2 10 7/11	146 6	6 0	152 6	3 5 13/22
Carters or drivers driving—								
One horse	114 0	6 0	120 0	2 8 5/11	137 3	6 0	143 3	3 3 3/44
Two horses	119 0	6 0	125 0	2 10 1/11	143 6	6 0	149 6	3 5 17/22
Three horses	123 0	6 0	129 0	2 11 2/11	148 0	6 0	154 0	3 6
Four or five horses	125 0	6 0	131 0	2 11 9/11	150 0	6 0	156 0	3 6 8/11
And 6d. extra per day for each additional horse.								
Drivers of motor vehicles of the following carrying capacity:—								
Not exceeding 25 cwt.	110 0	6 0	116 0	2 5	134 6	6 0	140 6	2 11 1/2
Exceeding 25 cwt., but not exceeding 3 tons	111 3	6 0	117 3	2 5 5/16	136 3	6 0	142 3	2 11 9/16
Exceeding 3 tons	116 3	6 0	122 3	2 6 9/16	142 9	6 0	148 9	3 1 2/16
All others	110 0	6 0	116 0	2 7 7/11	133 3	6 0	139 3	3 1 43/41

* See clause (3) re hours. † See clause (9) re definition. ‡ See clause (10) re definition.

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

(19) Piecework.—The lowest piecework prices to be paid to persons engaged in the undermentioned work shall be—

	Dressing, per hundred.		Knocking Out and Dressing, per hundred.	
	s.	d.	s.	d.
Pitchers—				
9 inches wide × 9 inches deep × 10 to 14 inches long	15	10	27	0
9 " " × 9 " " × 10 " 13 " " "	13	7	25	1
9 " " × 8 " " × 10 " 13 " " "	12	8	23	1
9 " " × 4 to 6 inches deep × 10 to 14 inches long	10	8	20	3
Cubes—				
4 1/2 to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long	12	11	23	11
3 1/2 " 6 " " × 7 inches " × 10 " 14 " "	11	10	20	5
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "	10	10	18	2

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

	Knocking Out and Dressing.	
	s.	d.
Monumental stone—		
All stone up to 4 feet long by 12 inches wide by 7 inches deep	0	7 per lineal foot.
All stone exceeding 4 feet to 8 feet long by 12 inches wide by 7 inches deep	0	11 " "
Pitcher kerb	0	3 " "
Kerbing stones—Hammer dressed—		
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length	0	5 1/2 " "
All radial stone	0	9 " "
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length	0	6 1/2 " "
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet	0	6 1/2 per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	0	11 " "

When the Material is removed in a wheelbarrow to a distance of more than 50 yards.

	Per superficial yard.		Per superficial yard.	
	s.	d.	s.	d.
Stripping—				
Not exceeding 18 inches in depth	2	6	2	5
Exceeding 18 inches, but not exceeding 30 inches in depth	2	9	2	6
	Per cubic yard.		Per cubic yard.	
Exceeding 30 inches in depth	2	9	2	3

Spalling, but not including spalls produced on the banker from cut stone or pitchers
 The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.

Clauses (3) to (18) inclusive of the Determination published in Government Gazette No. 255 of the 5th August, 1942, shall remain in force.

SCHEDULE—continued.

RADIO BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 22, of the 29th January, 1943, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 44 Hours—	
	Within the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, and at Warrnambool.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Radio serviceman	6 10 6	6 7 6
Radio repairer	5 15 0	5 12 0
Radio wiper, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	5 10 0	5 7 0
Process worker	5 8 0	5 5 0
All others	5 0 0	4 17 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

	Per Week.
	£ s. d.
Motor car	3 0 0
Motor cycle and side car	1 15 0
Motor cycle	1 5 0

LEADING HANDS.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—	
			Within the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, and at Warrnambool.	Other Parts of Victoria.
		s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>				
Under three months' experience	65	3 0	62 0	60 0
All others	75	3 0	71 0	69 0
<i>II.—Junior Females.</i>				
17 years of age and under	40	1 0	37 6	36 0
18 years of age	47½	1 3	44 6	43 0
19 years of age	55	1 6	51 6	50 0
20 years of age	62½	2 0	59 0	57 0
<i>III.—Male Junior Labour.</i>				
Under 16 years of age	25	0 6	23 0	22 6
16 years of age	35	0 9	32 6	31 6
17 years of age	47½	1 0	44 0	43 0
18 years of age	60	1 0	55 6	54 0
19 years of age	75	2 0	70 0	68 0
20 years of age	90	2 0	84 0	81 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

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

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 22 of the 29th January, 1943, shall remain in force.

SCHEDULE—continued.

RETAIL DAIRY BOARD.

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

(2)

Improvers.			Other Employees.								
WAGES.*			WAGES.*								
Per week of 44 hours.			Per week of 44 hours.								
Shift Workers.		All Others.	Shift Workers.			All Others.					
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.			
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			
Under 16 years ..	..	44 2	Manager .. .. .	..	..	124 6	2 0	126 6	118 6	2 0	120 6
16-17 years ..	..	52 1	Foreman .. .. .	..	..	124 6	2 0	126 6	118 6	2 0	120 6
17-18 " ..	..	58 6	Operator of—								
18-19 " ..	74 10	66 10	Separator, pasteurizer, or milk cooler .. .. .	..	..	112 6	2 0	114 6	106 6	2 0	108 6
19-20 " ..	82 4	74 6	Washer or sterilizer of cans or bottles .. .. .	..	..	112 6	2 0	114 6	106 6	2 0	108 6
20-21 " ..	88 6	80 8	All others .. .. .	..	..	111 6	2 0	113 6	105 6	2 0	107 6

PROPORTION (IN ANY PLACE).

Males.

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

* Adult employees whose usual hours of duty extend over seven days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 8s. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

Any employee employed on a six-day week system shall be entitled to one day off in each seven days; provided that any employee who is usually employed six days a week, and who, because of exceptional circumstances, is required to work on his day off shall in such week be paid one extra day's pay exclusive of any overtime earned.

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

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 356 of the 17th December, 1941, shall remain in force.

SCHEDULE—continued.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 332 of the 23rd November, 1942, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

	Wages per Week of 44 Hours.		
	Males.	Females.	
Under 16 years of age	s. d. 27 9	s. d. 22 0	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.
16 years of age	37 6	27 0	
17 " "	46 6	32 3	
18 " "	56 0	37 0	
19 " "	65 9	42 3	
20 " "	74 9	44 9	
And thereafter the minimum wage.			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 97s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 97s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 51s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 51s. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 51s. per week of 44 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 51s. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

(3)

ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
	£ s. d.
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture, or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used (except storemen and packers not herein specifically provided for) other than those set out hereunder	4 17 0
2. Sifter and/or drier of compounding ingredients	4 19 0
3. Operator in charge of drying machine	5 1 0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	5 4 0
5. Storeman and packer as defined herein	5 1 0
6. Wrapper of goods made by wrapped process	4 19 0
7. Operator in charge of lead-covered hose stripping machine	5 1 0
8. Operator in charge of hose-making machine (wrapped process)	5 3 0
9. Helper on hose-making machine (wrapped process)	5 1 0
10. Lead-covering machine helper	5 1 0
11. Operator in charge of lead-covering machine (hose)	5 7 6
12. Maker of wrapped hose by hand-made process	5 10 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	5 1 0
14. Operator on washing mill and/or grinding waste	5 1 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	5 3 0
16. Operator on cracker mill	5 1 0
17. Operator on mixing mill	5 10 0
18. Reclaimer or employee engaged on acid tank	5 1 0
19. Employee on digester machine	5 3 0
20. Spreader in charge of machine (not otherwise classified)	5 4 0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	5 10 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	5 0 0
23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	5 1 0
24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	5 3 0
25. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	5 5 0
26. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	5 7 6
27. Inspector and/or examiner and/or tire tester	5 3 0
28. Tester with water	4 17 0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	5 3 0
30. Operator in charge of cotton creels	5 3 0
31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	5 1 0
32. Maker of packing	5 3 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	5 3 0

SCHEDULE—continued.
RUBBER TRADE BOARD—continued.

ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours		
	£	s.	d.
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—			
First year	5	1	0
Second and third year	5	7	6
Thereafter	5	12	0
35. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	5	5	0
36. Operator employed fitting pneumatic tire to rim and/or wheel	5	1	0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	5	3	0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	5	3	0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	5	7	6
40. Operator on lathe engaged fashioning biased bowls	5	7	6
41. Operator dipping balloons and/or other dipped goods	5	3	0
42. Operator of rubber thread cutting lathe	5	5	0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	5	3	0
44. Helper on self-contained mould and/or curing pan and/or dry heater	4	17	0
45. Operator in charge of vulcanizing press, more than 4 feet in length	5	7	6
46. Operator in charge of vulcanizing press, not more than 4 feet in length	5	5	0
47. Helper on vulcanizing press, more than 4 feet in length	5	3	0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	5	10	0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	5	7	6
50. Operator in charge of person engaged in making and/or moulding solid motor tires	5	7	6
51. Operator engaged in making and/or moulding solid motor tires	5	1	0
52. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	5	3	0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	5	5	0
54. Operator in charge hand making transmission conveyor and/or elevator belting	5	7	6
55. Operator engaged hand making transmission conveyor and/or elevator belting	5	4	0
56. Operator engaged on belt making machine	5	1	0
57. Operator laying mats, tiles, or rubber flooring	5	10	0
58. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	5	10	0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tubes	5	3	0
60. Operator re-treading new tires	5	1	0
61. Maker of air bags with extruded material	5	3	0
62. Maker of air bags (not otherwise classified)	5	10	0
63. Operator in charge of forcing machine	5	5	0
64. Operator in charge of forcing machine straining rubber	5	1	0
65. Operator in charge of textile cutting machine	5	3	0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	5	1	0
67. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	5	12	0
68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	5	3	0
69. First assistant on calender 48 inches and over	5	7	6
70. First assistant on calender under 48 inches	5	1	0
71. Operator in charge of calender 72 inches and under	5	19	0
72. Operator in charge of calender over 72 inches	6	4	0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	5	8	0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	5	3	0
75. Storeman in charge of moulds	4	19	0
76. Operator engaged on sand blasting in a properly enclosed cabinet	5	1	0

ADULT FEMALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2	16	6
78. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2	15	6
79. Adult female employee employed on sewing machine	2	16	6
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes	2	19	0
81. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2	14	0
82. Adult female employee employed on dipped goods	2	14	0
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2	14	0
84. Adult female employee employed on wire or bead making	2	15	6
85. Adult female employees not specially provided for	2	11	0

Preparing or manufacturing articles of xylonite or celluloid.

ADULT MALES.

	Wages per Week of 44 Hours.		
	£	s.	d.
86. Machine operators and/or process workers	5	5	0
87. All adult Females	2	14	0

The wages rates of all employees covered by this Determination shall be increased by the addition of the following loadings:—

	per week.		
	s.	d.	
Adult males	6	0	
Adult females	5	0	
Junior males and junior females	3	0	

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

Clauses (4) to (28) inclusive of the Determination published in Government Gazette No. 332 of the 23rd November, 1942, shall remain in force.

SCHEDULE—continued.

SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 346 of the 7th December, 1942, shall be replaced by the following clause:—

(3)

WAGES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.*	War Loading.*	
		£ s. d.	£ s. d.	
Journeymen	£ 5 13 0	5 0	4 0	£ 6 2 0
Journeywomen	2 17 9	2 6	2 0	3 2 3

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

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 346 of the 7th December, 1942, shall remain in force.

SALTWORKERS BOARD.

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

(2) (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).		Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).		
MALES.		MALES.	MALES.		
Per Week of 44 Hours.		Per Week of 44 Hours.	—	Per Hour	Per Week of 44 Hours.
£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
14 years of age .. 23 0	14 years of age .. 23 0	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—			
15 " " .. 30 0	15 " " .. 30 0	Foreman—i.e., one who has the control of more than six men	2 8 ² / ₁₁	118 0	
16 " " .. 37 0	16 " " .. 37 0	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	2 6 ³ / ₂₂	110 6	
17 " " .. 48 0	17 " " .. 48 0	Truckman or brakeman—			
18 " " .. 60 6	18 " " .. 60 6	(a) Power trucks	2 5 ¹² / ₂₂	109 6	
19 " " .. 74 0	19 " " .. 74 0	(b) Horse trucks or wagons	2 4 ¹ / ₂	104 6	
20 " " .. 87 0	20 " " .. 87 0	Employees in charge of movement of sea water and engaged in preparation of brine	2 5 ⁷ / ₂₂	107 6	
		Thatcher of salt stacks	2 5 ⁷ / ₂₂	107 6	
		Stack builder, where mechanical stackers are used	2 5 ⁷ / ₂₂	107 6	
		All others	2 4 ¹ / ₂	104 6	
		<i>Shed and Factory Hands.</i>			
		Persons employed treating, crushing, or refining salt:—			
		Shed hand in charge of seven or more men	2 8 ¹ / ₂₂	117 6	
		Shed hand in charge of six or less men	2 6 ³ / ₂₂	110 6	
		Shed hand who is required to stack	2 4 ¹ / ₂	104 6	
		Shift Foreman—			
		In charge of a wet and dry plant	2 10 ⁸ / ₂₂	125 6	
		In charge of a dry plant	2 8 ¹ / ₂₂	117 6	
		In charge of a wet plant	2 8 ¹ / ₂₂	117 6	
		Millwrights	2 8 ¹ / ₂₂	117 6	
		Hydro Operator	2 4 ¹ / ₁₁	103 0	
		All Others	2 3 ¹² / ₂₂	101 6	
		FEMALES.			
		Per week of 44 hours	1 3 ⁹ / ₁₁	58 0	

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

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 118 of 28th April, 1941, shall remain in force.

SCHEDULE—continued.
SAND PIT BOARD.

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

(2)

WAGES.

Apprentices and Improvers.			Other Employees.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.	
	s.	d.		s.	d.
Under 16 years of age	29	3	Leading hand in charge of five or more employees	108	0
" 17 " "	37	9	Powder monkey employed in sand pit	110	0
" 18 " "	46	6	Nozzleman	101	0
" 19 " "	55	6	Ploughman	101	0
" 20 " "	64	9	Tipman	101	0
" 21 " "	73	3	Scoopman	101	6
PROPORTION. (Within any factory or place.)			Shoveller	101	0
<i>Apprentices.</i>			Shaft sinker	108	0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Pneumatic pickman	106	0
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.			Jumperman	106	0
<i>Improvers.</i>			Pickman	101	0
One improver to every five or fraction of five workers receiving not less than the minimum wage.			Drivers—		
			One horse	100	0
			Two horses	103	0
			Three horses	106	0
			Motor vehicle having maker's capacity of—		
			25 cwt. or less	106	0
			Over 25 cwt., but not over 3 tons	110	0
			Over 3 tons, but under 6 tons	113	0
			All others	97	0

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 274 of the 16th July, 1940, shall remain in force.

SAUSAGE CASINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 115 of the 16th June, 1943, shall be replaced by the following clause:—

(2)

WAGES.

		Wages per Week of 44 Hours.	
		s.	d.
<i>Juvenile Workers.</i>			
15 years of age and under 17 years of age	.. .. .	40	9
17 " " " 18 " " "	.. .. .	51	9
18 " " " 19 " " "	.. .. .	62	9
19 " " " 20 " " "	.. .. .	73	9
20 " " " 21 " " "	.. .. .	98	9

		Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.
<i>Other Employees.</i>				
Persons employed at Casing Factories outside Freezing Works—				
Pullers-off and strippers	.. .. .	125 0	4 0	129 0
All others	.. .. .	125 0	4 0	129 0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade—				
Pullers-off and strippers	.. .. .	119 0	3 0	122 0
All others	.. .. .	119 0	3 0	122 0

	Wages per Day.						
	Monday to Friday.			Saturday.			
	Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.	Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.	
	s. d.	d.	s. d.	s. d.	d.	s. d.	
Persons employed at Casing Factories in Freezing Works—							
Pullers-off and strippers	22 6	9	23 3	12 6	3	12 9
All others	22 6	9	23 3	12 6	3	12 9
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade—							
Pullers-off and strippers	22 6	9	23 3	12 6	3	12 9
All others	22 6	9	23 3	12 6	3	12 9

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 115 of the 16th June, 1943, shall remain in force.

SCHEDULE—*continued.*

SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 59 of the 24th March, 1943, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

	Adjustable	War Loading	Total
	Wage.	(Non-adjustable).	Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Ganger, i.e., a man in charge of over six men	118 0	3 0	121 0
Leading waterman	115 0	3 0	118 0
Leading hand, i.e., a man in charge of from three to six men	110 0	3 0	113 0
Waterman, i.e., a man who distributes sewage from channels over land	107 0	3 0	110 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	107 0	3 0	110 0
Sewage tank attendant	107 0	3 0	110 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers	107 0	3 0	110 0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent	107 0	3 0	110 0
Tide gate attendant, i.e., a man who keeps channels open at seafront	105 0	3 0	108 0

Employees engaged on afternoon or night shift shall, in addition to the appropriate rate fixed above, be paid $7\frac{1}{2}$ per cent. and 10 per cent. per week respectively of the total wage.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, septic tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above be paid at the rate of 9s. per week whilst so engaged, with a minimum of two hours' pay on any one day.

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

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 59 of the 24th March, 1943, shall remain in force.

SCHEDULE—continued.

SEWER BUILDERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 79 of the 21st April, 1943, shall be replaced by the following clause:—
(2)

Apprentices or Improvers.		Juvenile Workers.	All other Employees.				
WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.	WAGES. Per Week of 44 Hours.				
			Day Shift and Afternoon Shift.		Night Shift.		
			s.	d.	s.		
1st year	} .. 71 8	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant .. 76 5	Man in charge of six or more employees ..	130	6	155	6
2nd ..			Man in charge of boters, testing ground ..	127	2	152	5
3rd ..			Powder monkey	134	6	161	3
PROPORTION.			Concrete manhole builder	134	2	160	8
Apprentices.			Man in charge of concrete mixer doing running repairs	124	0	148	8
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."			Manhole builders' labourer	121	8	145	8
			Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	121	8	145	8
			Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	127	2	152	5
			Renderers employed in pipes, tunnels, or covered drains	158	0	188	0
			Renderers employed in open drains	144	3	175	2
			Persons employed patching, i.e., cutting out porous concrete and filling up the hole, or, without cutting out, filling up holes in porous face with cement mortar, and striking and finishing the surface to approximately the same condition as the immediately adjoining concrete surface ..	123	8	148	8
			Rigger in charge of vent erecting or dismantling Sinks (other than manhole sinks), Drivers, Hammer and drill hands, Jumpermen and trimmers (other than leading trimmers), Persons drawing timber in drives, or working below 12 feet in shafts drawing timber, Vent erectors, Vent dismantlers, and Borers testing ground ..	121	8	145	8
			Man in charge of machine pumping water from trenches and doing running repairs	121	8	145	8
			Foreman's assistant	121	8	145	8
			Machine borer, pneumatic pick or scabber user ..	130	6	156	0
			Pitcher setter	123	6	147	6
			Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	123	8	148	8
			Pipe layer or jointer or any other person cutting out live pipes or cutting into live mains, sub-mains, or live manholes, or mains or sub-mains in open connexion with live mains or sub-mains	152	6	183	3
			Man in charge of compressed air machine, doing running repairs, and jack hammer repairer ..	134	2	160	8
			Toolsmith	125	6	151	0
			Slurry filler	116	9	140	0
			Topman	111	8	133	8
			Scoop filler	121	8	145	8
			Ploughman	127	8	154	6
			Ploughman's assistant	114	8	138	2
			Windlass hand working alone on a tripod windlass	117	8	141	2
			Other Windlass hands	114	8	138	2
			All others	111	8	133	8
			Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 5s. per day of 8 hours in addition to the ordinary rates. Hours to be 8 per shift, from bank to bank. Compression to be at the rate of 2 lb. per minute. Decompression to be at the rate of 1½ lb. per minute.				

Clauses (3) to (24) inclusive of the Determination as published in *Government Gazette* No. 79 of the 21st April, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 160 of the 16th August, 1943, shall be replaced by the following clauses :—

(2) APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
	Commencing Age.				<i>s. d.</i>				<i>s. d.</i>
	Under 16 years.	16 years.	17 years.	18 years or over.					
1st year	15 9	23 9	23 9	35 0	Under 16 years of age				25 6
2nd year	23 9	35 0	35 0	45 0	16 and under 17 years of age				28 6
3rd year—					17 and under 18 years of age				31 6
1st 6 months	35 0	45 0	45 0	63 9	18 and under 19 years of age				34 6
2nd 6 months	35 0	45 0	45 0	73 3	19 and under 20 years of age				38 6
4th year—					20 and under 21 years of age				41 3
1st 6 months	45 0	55 3	63 9	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months	45 0	55 3	73 3	Minimum wage	<i>Apprentices.</i>				
5th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
1st 6 months	55 3	63 9	Minimum wage	Minimum wage	<i>Improvers.</i>				
2nd 6 months	55 3	73 3	Minimum wage	Minimum wage	Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.				
6th year—					PROPORTION (IN ANY PLACE).				
1st 6 months	63 9	Minimum wage	Minimum wage	Minimum wage	<i>Apprentices.</i>				
2nd 6 months	73 3	Minimum wage	Minimum wage	Minimum wage	One apprentice to every three or fraction of three workers receiving not less than 118s. per week of 44 hours.				
Thereafter	Minimum wage	Minimum wage	Minimum wage	Minimum wage	<i>Improvers.</i>				
	Minimum wage	Minimum wage	Minimum wage	Minimum wage	One improver to every four workers receiving not less than 118s. per week of 44 hours.				

(3) OTHER EMPLOYEES.

Wages per Week of 47 Hours.					Wages per Week of 44 Hours.			
				<i>s. d.</i>		Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Female Receiver, Despatcher, or Saleswoman—					Males	115 0	3 0	118 0
21 years of age				45 6				
22 years of age				53 6				
23 years of age				60 6				

Clauses (4) to (10) inclusive of the Determination as published in *Government Gazette* No. 160 of the 16th August, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 139 of the 17th July, 1943, shall be replaced by the following clauses:—

(2a) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.				Apprentices and Improvers not elsewhere included.			
				APPRENTICES.			
				Five-Year Terms.			
				Four-Year Terms.			
				EMPLOYMENT OF MALE JUNIORS.			
				(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.			
				(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:— After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher, and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.			

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				Apprentices and Improvers not included elsewhere.			
				The wage rates of unapprenticed junior labour shall be as follows:—			
				Weekly Wage.			
				£ s. d.			
				First year's experience 1 7 6			
				Second year's experience 1 18 6			
				Third year's experience 2 13 0			
				Fourth year's experience 3 17 0			
				Fifth year's experience and until reaching the age of 21 years 4 14 0			
				Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on.			
				Juniors under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.			
				Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.			
				PROPORTION OF JUVENILES AND APPRENTICES.			
				The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only; or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.			

SCHEDULE—continued.

SHOPS BOARD No 3 (BUTCHERS)—continued.

(2b) OTHER EMPLOYEES.

DIVISION A.—ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	6 16 0	6 0	7 2 0
Slaughterman	6 7 0	6 0	6 13 0
Head and Feet Boners	5 13 0	3 0	5 16 0
Scalders	5 13 0	3 0	5 16 0
Meat Lumpers	5 10 6	3 0	5 13 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	5 7 0	3 0	5 10 0
General labourers	5 4 6	3 0	5 7 6

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	(c) Within the Mildura and Gippsland Districts.
	At Yallourn.	All other Parts of Victoria.	
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	£ s. d.	£ s. d.	£ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	6 12 6	6 19 0	6 9 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work	6 12 6	6 19 0	6 9 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing	6 17 0	7 3 6	6 13 0
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	6 11 0	6 17 0	6 8 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	6 5 0	6 11 6	6 2 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	6 2 0	6 8 6	5 19 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	6 2 0	6 8 6	5 19 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	5 8 0	5 14 6	5 5 0
All others	5 6 0	5 12 6	5 3 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			
DIVISION C.—SMALL GOODS SECTION.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	6 12 6	6 19 0	6 9 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work	6 12 6	6 19 0	6 9 6
Whilst employed on other work	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods	6 5 0	6 11 6	6 2 0
Fillermen	5 17 0	6 3 6	5 14 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	6 2 0	6 8 6	5 19 0
Packing-room hands	5 11 0	5 17 6	5 8 0
Linkers and table hands	5 10 0	5 16 6	5 7 0
All others	5 6 0	5 12 6	5 3 0

SCHEDULE—*continued.*

SHOPS BOARD No. 3 (BUTCHERS)—*continued.*

OTHER EMPLOYEES—*continued.*

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	(c) Within the Milledura and Gippsland Districts.
	At Yallourn.	All other Parts of Victoria.	
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
Drivers of Motor Vehicles—	£ s. d.	£ s. d.	£ s. d.
Not exceeding 25 cwt. capacity	5 6 6	5 13 0	5 3 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	5 10 6	5 17 0	5 7 6
Exceeding 3 tons capacity	5 14 6	6 1 0	5 11 6
Horse Drivers—			
One horse	5 4 0	5 10 6	5 1 0
Two horses	5 6 6	5 13 0	5 3 6
Three horses	5 8 6	5 15 0	5 5 6
Head stableman (if more than one employed)	5 2 0	5 8 6	4 19 0
Other stablemen or grooms	4 18 0	5 4 6	4 15 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
(1) Drivers of motor vehicles—	£ s. d.	£ s. d.	£ s. d.
(i) not exceeding 25 cwt. capacity	5 11 0	5 17 6	5 8 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	5 15 0	6 1 6	5 12 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	5 18 0	6 4 6	5 15 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer.			
(2) Horse drivers—			
(i) one horse	5 6 0	5 12 6	5 3 0
(ii) two horses	5 11 0	5 17 6	5 8 0
(iii) three horses	5 14 0	6 0 6	5 11 0
(iv) four horses	5 16 0	6 2 6	5 13 0

DIVISION F.—EMPLOYEES ON GAS PRODUCER UNITS.

In addition to the rates prescribed, employees shall be paid the following additional rates and granted the following conditions :—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s.
Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s.
Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s.
Provided that the special loadings prescribed by clause (59) of this Determination shall not apply to any driver or cleaner covered by this Division.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

Clauses (3) to (59) inclusive of the Determination published in *Government Gazette* No. 139 of the 17th July, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 6 (CHEMISTS).

Clause (2) of the Determination published in *Government Gazette* No. 82 of the 21st April, 1943, shall be replaced by the following clause:—

2. (a) *Apprentices.*

WAGES PER WEEK OF 46 HOURS.				PROPORTION.	
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	(In any shop or place.)	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	One apprentice to one or more than one worker receiving not less than the minimum wage:	
1st year	18 6	0 6	19 0	Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.	
2nd	24 0	0 6	24 6		
3rd	36 0	1 0	37 0		
4th	36 0	1 0	37 0		
5th	67 0	2 0	69 0		
6th	79 0	2 0	81 0		

(b) *Juvenile Workers.*

In any pharmacy one Juvenile worker (i.e., a female shop assistant, not engaged in dispensing or compounding medicines drugs, or medicinal preparations, and who is under 21 years of age), may be employed at the following rates, viz.:—

WAGES PER WEEK OF 46 HOURS.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	14 6	0 6	15 0	14 6	0 6	15 0	20 6	0 6	21 0
2nd	20 6	0 6	21 0	24 0	0 6	24 6	26 6	0 6	27 0
3rd	24 0	0 6	24 6	28 0	0 6	28 6	34 6	1 0	35 6
4th	28 0	0 6	28 6	34 6	1 0	35 6	39 6	1 0	40 6
5th	34 6	1 0	35 6	39 6	1 0	40 6	..	..	..
6th	39 6	1 0	40 6	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	20 6	0 6	21 0	24 0	0 6	24 6	24 0	0 6	24 6
2nd	28 0	0 6	28 6	34 6	1 0	35 6	..	..	..
3rd	39 6	1 0	40 6	..	..	..	..	..	..
4th .. .. .	..	..	..	..	..	..	..	..	..
5th .. .. .	..	..	..	..	..	..	..	..	..
6th .. .. .	..	..	..	..	..	..	..	..	..

(c) *Other Employees.*

WAGES PER WEEK OF 46 HOURS.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>	£ <i>s. d.</i>
Managing Pharmaceutical Chemist ..	7 12 0	0 6 0	7 18 0	7 0 6	0 6 0	7 6 6
Assistant Pharmaceutical Chemist ..	6 10 0	0 6 0	6 16 0	6 0 2	0 6 0	6 6 2
Unregistered Assistant ..	6 0 6	0 3 0	6 3 6	5 11 5	0 3 0	5 14 5

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 82 of the 21st April, 1943, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two of the Determination published in *Government Gazette* No. 80 of the 6th March, 1942, shall be replaced by the following clauses:—

PART ONE.

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

(1) **APPRENTICES OR IMPROVERS.**
Wages per Week of 44 Hours.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	28 6	0 9	29 3	27 6	0 9	28 3
16 years of age	38 0	1 0	39 0	29 6	0 9	30 3
17 years of age	46 6	1 3	47 9	33 0	0 9	33 9
18 years of age	60 6	1 6	62 0	36 0	1 0	37 0
19 years of age	81 0	2 0	83 0	44 0	1 3	45 3
20 years of age	85 0	2 3	87 3	50 6	1 3	51 9

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 115s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 115s. per week of 44 hours.

FEMALES.

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners	117 6	3 0	120 6
Grader who grades for the export trade	123 0	3 0	126 0
Females employed filling cartons with boned meat	58 0	1 6	59 6
All others	112 0	3 0	115 0

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

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

plus 10 per cent. plus 10 per cent. plus 22 per cent.

PART TWO.

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

(1) **APPRENTICES OR IMPROVERS.**
Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	26 6	0 9	27 3	21 6	0 9	22 3
16 years of age	34 6	1 0	35 6	26 0	0 9	26 9
17 years of age	46 0	1 3	47 3	32 0	1 0	33 0
18 years of age	56 6	1 9	58 3	41 0	1 3	42 3
19 years of age	65 6	2 0	67 6	44 6	1 3	45 9
20 years of age	78 0	2 3	80 3	49 0	1 6	50 6

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY)—continued.

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 103s. 6d. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every four or fraction of four workers receiving not less than 103s. 6d. per week of 48 hours, or 44 hours, as the case may be.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 56s. per week of 48 hours, or 44 hours, as the case may be.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 56s. per week of 48 hours, or 44 hours, as the case may be.

OTHER EMPLOYEES.

Wages per Week.

	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	130 6	3 0	133 6	125 6	3 0	128 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	69 0	2 0	71 0	65 0	2 0	67 0
Foreman having the supervision of four or more workers	120 6	3 0	123 6	115 6	3 0	118 6
Shop hands (males) or salesmen	107 6	3 0	110 6	102 6	3 0	105 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	110 6	3 0	113 6	106 6	3 0	109 6
Wet chain pluckers	118 0	3 0	121 0	118 0	3 0	121 0
Labourers assisting—						
(a) Wholesale fish salesmen	115 6	3 0	118 6	110 6	3 0	113 6
(b) Wholesale poultry salesmen	105 6	3 0	108 6	102 6	3 0	105 6
Persons employed grading and/or placing plucked poultry in boxes	110 6	3 0	113 6	106 6	3 0	109 6
Females employed—						
(a) As shop hands	57 6	1 9	59 3	54 6	1 6	56 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	57 6	1 9	59 3	54 6	1 6	56 0
All others	100 6	3 0	103 6	100 6	3 0	103 6

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

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

	s. d.
(i) Roughing fowls by hand	0 3½ per pair
Roughing fowls by machine	0 3 per pair
Stumping the same day as they are roughed by hand	0 3½ per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair
Stumping fowls which have been roughed by a machine	0 4 per pair
Plucking fowls	0 7 per pair
Plucking duck, where wings are not plucked right out	0 7½ per pair
Plucking ducks, where wings are required to be plucked right out	0 11½ per pair
Plucking Muscovy drakes (redheads)	1 3 per pair
Plucking turkey hens	0 8½ per pair
Plucking turkey cocks	1 1 per pair
Plucking geese	1 1 per pair
Plucking teal	0 4 per pair
Plucking black duck	0 5 per pair
Plucking blue wing	0 4 per pair
Plucking mountain duck	0 5 per pair
Plucking pigeons and small birds	0 3 per pair
Plucking quail	0 3 per pair
Plucking pheasants	0 7 per pair
Drawing and trussing fowls or ducks	0 3 per pair extra
Drawing and trussing geese	0 6 per pair extra
Drawing and trussing turkeys	0 9 per pair extra
(ii) *Blooding cuts	0 9 per large box
*Splitting cuts	1 0 per large box
*Sealing and cleaning salmon	1 6 per large box
*Sealing and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box
*Cleaning whiting	0 3 per dozen
*Filleting whiting	0 6 per dozen
*Cleaning flounders	0 3 per dozen
Trimming shark	0 6 per box
Skimming and trimming shark	2 0 per box

Plus 35 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause (20), sub-clause (a) with the addition of 50 per cent.

Clauses (other than Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two) of the Determination as published in *Government Gazette* No. 80 of the 6th March, 1942, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 69 of the 8th April, 1943, shall be replaced by the following clauses:—
(2) (i)

Improvers.		Other Employees.		
WAGES PER WEEK OF 44 HOURS.		WAGES.		
		<i>(a) In Hay, Corn, or Chaff Stores.</i>		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.
		<i>(b) Employed handling or distributing brewers' or distillers' grains</i>		
<i>s. d.</i>		<i>s. d.</i>		All other parts of Victoria where this Determination applies.
<i>s. d.</i>		<i>s. d.</i>		
Under 17 years of age	42 9	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	112 0 per week of 44 hours	115 0 per week of 44 hrs.
17 years of age	50 0	Drivers of motor wagons—		
18	61 6	(a) having a capacity of 2 tons or less ..	106 0 .. 44 ..	109 0 .. 44 ..
19	68 3	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	111 0 .. 44 ..	114 0 .. 44 ..
20	75 6	(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	117 0 .. 44 ..	120 0 .. 44 ..
		Carters driving one horse	102 0 .. 44 ..	105 0 .. 44 ..
		Carters driving two horses	107 0 .. 44 ..	110 0 .. 44 ..
		And for every additional horse	0 6 extra per day ..	0 6 extra per day
		All others	105 0 per week of 44 hours	108 0 per week of 44 hrs.
PROPORTION.		<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>		
One improver to the first four or fraction of four workers receiving not less than 103s. per week of 44 hours, and thereafter one improver to each additional four such workers.		Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard		
			105 0 per week of 44 hours	108 0 per week of 44 hours
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less ..	106 0 .. 44 ..	109 0 .. 44 ..
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	111 0 .. 44 ..	114 0 .. 44 ..
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	117 0 .. 44 ..	120 0 .. 44 ..
		Carters driving one horse	102 0 .. 44 ..	106 0 .. 44 ..
		Carters driving two horses	107 0 .. 44 ..	110 0 .. 44 ..
		And for every additional horse	0 6 extra per day ..	0 6 extra per day
		All others	103 0 per week of 44 hours	106 0 per week of 44 hours
		<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>		
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less ..	106 0 per week of 44 hours	109 0 per week of 44 hours
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	111 0 .. 44 ..	114 0 .. 44 ..
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	117 0 .. 44 ..	120 0 .. 44 ..
		Carters driving one horse	102 0 .. 44 ..	105 0 .. 44 ..
		Carters driving two horses	107 0 .. 44 ..	110 0 .. 44 ..
		And for every additional horse	0 6 extra per day ..	0 6 extra per day
		All others	116 0 per week of 44 hours	119 0 per week of 44 hours
		<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>		
		Benchmen	109 0 per week of 44 hours	112 0 per week of 44 hours
		Drivers of motor wagons—		
		(a) having a capacity of 2 tons or less ..	106 0 .. 44 ..	109 0 .. 44 ..
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	111 0 .. 44 ..	114 0 .. 44 ..
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	117 0 .. 44 ..	120 0 .. 44 ..
		Carters driving one horse	102 0 .. 44 ..	105 0 .. 44 ..
		Carters driving two horses	107 0 .. 44 ..	110 0 .. 44 ..
		And for every additional horse	0 6 extra per day ..	0 6 extra per day
		All others	105 0 per week of 44 hours	108 0 per week of 44 hours

See also Clauses (2) (ii) and (3).

(2) (ii) EXTRA RATES.

Further additional amount for a person employed handling or distributing brewers' or distillers' grains	per week
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	3 0
(3) ALLOWANCES.—(i) To the amounts otherwise prescribed in this Determination shall be added the following:—	1 0

- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit An extra 1s.
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.
- (iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

Clauses (4) to (15) inclusive of the Determination published in *Government Gazette* No. 69 of the 8th April, 1943, shall remain in force.

NOTE.—To the weekly earnings of each pieceworker the sum of 9s. shall be added, provided that where less than 44 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

SCHEDULE—continued.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clauses (2) and (17) of the Determination published in *Government Gazette* No. 184 of the 30th August, 1943, shall be replaced by the following clauses:—

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(2)

IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	<i>Firewood Saw-mills, Mallee Roots, &c.</i>
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age 59 9	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker 116 0
17 years of age 70 0	Other benchmen 111 0
18 " " or over—the appropriate rate prescribed under the heading "other employees."	Lumpers 111 0
19 " " or over—the appropriate rate prescribed under the heading "other employees."	Trolley-men 111 0
	Skip loaders 111 0
	Truck loaders of wood 4 feet or over 111 0
	Wagon or dray loaders 111 0
	Block stackers 105 0
	Wood cutters 116 0
	Carters driving one, two, or three horses 116 0
	And 6s. extra per week for every additional horse in excess of three.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 109 0
	(b) exceeding 25 cwt. but not exceeding 3 tons 115 0
	(c) exceeding 3 tons 121 0
	And if a trailer is attached to the vehicle—1s. 6d. per day extra.
	Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles 121 0
	All others 103 0
	Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
PROPORTION (BY ANY EMPLOYER).	
One improver to the first three workers, receiving not less than 103s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.	

IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	Storemen in charge 113 0
	All others 107 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one horse 108 0
	Carters driving two horses 111 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 109 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 115 0
	(c) exceeding 3 tons 121 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others 107 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
NOTE.—The Board determines that no person shall be employed as an apprentice.	

SCHEDULE—continued.

SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, shall be replaced by the following clause:—

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
Per Week of 44 Hours.		Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.
s. d.		s. d.		s. d.	s. d.
1st year	27 3	1st year	27 3	Slaters or Tilers ..	3 3 ¹ / ₄ 145 8
2nd „	41 0	2nd „	41 0		
3rd „	55 0	3rd „	55 0		
4th „	68 3	4th „	68 3		
5th „	88 9	5th „	88 9		
PROPORTION (by any employer).		PROPORTION (by any employer).		Persons employed stripping or repairing roofs or re-covering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.	
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 145s. 8d. per week of 44 hours.		One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 145s. 8d. per week of 44 hours.			
An indenture of apprenticeship was approved on 18th December, 1911.					

Clauses (3) to (11) inclusive of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, shall remain in force.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 27 and 28 of the Determination published in *Government Gazette* No. 251 of the 31st December, 1943, shall be replaced by the following clauses:—

SECTION A.

SHEEP AND LAMBS.

2.

(a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 4s. 3d. plus 1½d. war loading (total 4s. 4½d.)	} Rams double rates.
per 100 sheep or lambs slaughtered	
To slaughtermen employed in Group B, 45s. plus 1s. 1½d. war loading (total 46s. 1½d.)	}
per 100 sheep or lambs slaughtered	

To learners—

For the first 18 days of employment—

From Monday to Friday inclusive 19s. 3d. plus 6d. war loading (total 19s. 9d.) per day.
 Saturday 10s. 7d. plus 6d. war loading (total 11s. 1d.).

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 23s. 4d. plus 1s. 1d. war loading (total 24s. 5d.) per day.
 Saturday 11s. 7d. plus 7d. war loading (total 12s. 2d.).

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 49s. 3d. plus 1s. 3d. war loading (total 50s. 6d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 4s. 3d. plus 1½d. war loading (total 4s. 4½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 45s. plus 1s. 1½d. war loading (total 46s. 1½d.) per 100 sheep or lambs slaughtered equally between them.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, trimmers, and stringers—

Such men shall be paid by the employer at the rate hereinafter proscribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter proscribed for juvenile workers.

Chain System.—Employees engaged either changing from long hook to gambrel and slide, or inserting spreader and/or feeding to the chain.

Ring System.—Employees either changing over, or inserting spreader, and/or feeding the ring.

Employees changing from long hook to gambrel and slide on the chain system shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 1s. per 100 sheep or lambs.

Employees changing over on the ring system shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees on the chain system who either insert the spreader and/or feed the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs. Provided that employees who feed two or more chains shall first handle 4,000 sheep or lambs daily at "Other Labourers" rates before the additional rates are payable.

Employees on the ring system who either insert the spreader and/or feed the ring shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 3d. per 100 sheep or lambs.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 49s. 3d. plus 1s. 3d. war loading (total 50s. 6d.) per 100 sheep or lambs slaughtered. Rams—double rates.

SCHEDULE—*continued.*SLAUGHTERING FOR EXPORT BOARD—*continued.*

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs and Full Wool Sheep:—

(i) Daggy and/or maggoty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

3.

CATTLE.

(a) Rate of Pay to Slaughtermen.—2s. 9½d. plus 1d. war loading (total 2s. 10½d.) per head of cattle slaughtered.

Bulls, 500 lb. to 600 lb., freezer weight—rate and a half. Over 600 lb., freezer weight—double rates.

Downer cattle, i.e. cattle which are carted to the killing pen—double rates.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

4.

CALVES.

Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on 45s. 8d. plus 1s. 3d. war loading (total 46s. 11d.) per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed 53s. 10½d. plus 1s. 3d. war loading (total 55s. 1½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 59s. plus 1s. 3d. war loading (total 60s. 3d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed 69s. 3½d. plus 1s. 3d. war loading (total 70s. 6½d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 71s. 4d. plus 1s. 3d. war loading (total 72s. 7d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed 86s. 9d. plus 1s. 3d. war loading (total 88s.) per 100 calves.

Calf skimmers engaged skinning cold calves—

Monday to Friday inclusive 24s. 5d. plus 1s. war loading (total 25s. 5d.) per day.

Saturday 12s. 1d. plus 1s. war loading (total 13s. 1d.)

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

5.

PIGS.

(a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb. 7d. per head

101 lb. to 200 lb. 9½d. per head

Over 200 lb. 1s. 3½d. per head

Hand scudded—

Up to 100 lb. 1s. per head

101 lb. to 200 lb. 1s. 3½d. per head

Over 200 lb. 2s. 0½d. per head

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 3 hereof or at the following piece-work prices which, in respect of beef or mutton, shall not apply until the following daily quota has been completed:—

(a) (1) When a 5½-day week is worked the quota shall be:—

for an ordinary day (Monday to Friday inclusive)—

(i) beef—8½ bodies.

(ii) mutton—61 carcasses.

for a Saturday—

(i) beef—3½ bodies,

(ii) mutton—20 carcasses.

(2) When a five day week is worked the quota shall be:—

(i) beef—9½ bodies,

(ii) mutton—65 carcasses.

SCHEDULE—*continued.*

SLAUGHTERING FOR EXPORT BOARD—*continued.*

(b) Piece-work prices referred to above are:—

(i) Mutton:—6d. for each additional carcass in excess of the daily quota.
Rams shall be paid for at double rates whenever done and in addition an employee shall be paid 1½d. for each carcass ribbed and bird caged.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hindquarters shall equal two carcasses.

(ii) Beef:—3s., and 9d. respectively for each additional body or quarter of beef (all-in-weights) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

- Five briskets shall equal one quarter of beef.
- Two rumps and loins shall equal one quarter of beef.
- Four clods and stickings shall equal one quarter of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Three horses' heads shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.

Surplus Fore-quarters i.e., those fore-quarters which have been purchased or acquired under the Acquisition Plan and being additional fore-quarters to the full bodies being treated.

Under 100 lb.	9d. per quarter	} bone-in-weight.
101 lb. to 150 lb.	..	..	..	..	..	..	..	11d. per quarter
Over 150 lb.	..	..	..	..	..	..	..	1s. per quarter

(c) Calves.—At the following rates—

Up to 60 lb.	6d. per carcass	} Veal to be ribbed out.
61 to 120 lb.	..	..	..	..	..	..	..	9d. per carcass
121 to 200 lb.	..	..	..	..	..	..	..	1s. 6d. per carcass

Over 200 lb. to be paid for at beef prices.

For the purposes of this sub-clause—

- Two flying foxes of veal shall equal one carcass.
- Three trunks of veal shall equal two carcasses.
- Three pairs of legs of veal shall equal one carcass.
- Three pairs of loins of veal shall equal one carcass.
- Three pairs of hindquarters of veal shall equal two carcasses.

(d) Pork.—At the rate of 1s. 6d. per 100 lb. bone-in-weight. The work to be done on pork shall be as follows:—
Meat to be boned out, rinded and defatted to the satisfaction of the employer.

Boners on piece-work shall work 44 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed:—

(a) When a five and a half day week is worked the quota shall be:—

(1) for an ordinary day (Monday to Friday inclusive)—

(i) beef—thirteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6

(b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	52 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	48 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	45 quarters.

(ii) mutton—120 carcasses.

(2) for a Saturday—

(i) beef—five bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b)

(ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	20 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	20 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	15 quarters.

(ii) mutton—50 carcasses.

(b) When a five day week is worked the quota shall be:—

(i) beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause, 6 (b) (ii) the quota shall be:—

Under 100 lb.	..	..	..	..	..	..	..	..	56 quarters.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	52 quarters.
Over 150 lb.	..	..	..	..	..	..	..	..	48 quarters.

(ii) mutton—130 carcasses.

(c) Piecework prices referred to above are:—

(i) Mutton—1½d. for each additional carcass in excess of the daily quota.

(ii) Beef—1s. 1½d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota:—

Under 100 lb.	..	..	..	..	..	..	..	..	5·52d. per quarter.
101 lb. to 150 lb.	..	..	..	..	..	..	..	..	6·73d. per quarter.
Over 150 lb.	..	..	..	..	..	..	..	..	7·36d. per quarter.

Slicers and Trimmers on piece-work shall work 44 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

SCHEDULE—*continued.*

SLAUGHTERING FOR EXPORT BOARD—*continued.*

8. DAILY RATES.

JUVENILE WORKERS. For definition see Clause 11.			OTHER EMPLOYEES.						
Wages per Day.			Wages per day when a 5½-day week is worked.						
	Monday to Friday.	Saturday.	Ordinary Wage Monday to Friday.	War Loading Monday to Friday.	Total Wage Monday to Friday.	Ordinary Wage Saturday.	War Loading Saturday.	Total Wage Saturday.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
16 years and under 17 years ..	7 5	2 8	Boners (Beef and Mutton) ..	24 11	1 1	26 0	11 7	0 7	12 2
17 years and under 18 years ..	7 11	3 3	Slicers and Trimmers ..	22 4	0 8	23 0	11 1	0 8	11 9
18 years and under 19 years ..	9 3	3 10	Boners' Labourers ..	21 6	0 6	22 0	10 8	0 6	11 2
19 years and under 20 years ..	10 10	4 0	Skin Shed Labourers ..	21 3	0 6	21 9	10 11	0 6	11 5
20 years and under 21 years ..	14 9	5 10	Other Labourers ..	22 6	0 8	23 2	11 3	0 8	11 11
							Wages per day when a 5-day week is worked.		
							Ordinary Daily Wage.	War Loading (Daily).	Total Daily Wage.
							<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
			Boners (Beef and Mutton) ..	..	..	..	27 2½	1 2½	28 5½
			Slicers and Trimmers ..	..	..	..	24 6½	0 9½	25 4½
			Boners' Labourers ..	..	..	..	23 7½	0 7½	24 2½

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

27. ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—21s. 10d. plus 6d. war loading (total, 22s. 4d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—7s. 11d. plus 2d. war loading (total, 8s. 1d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn } 26s. 6d., plus 6d. war loading
- (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 27s.), per trip.
- (c) Sims Cooper Freezing Works, Newport }

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—27s. 6d., plus 6d. war loading (total, 28s.), per day, including Saturdays and Sundays.

All others—

Monday to Friday—21s. 2d., plus 6d. war loading (total, 21s. 8d.), per day.

Saturday—10s. 11d., plus 6d. war loading (total, 11s. 5d.)

28. JUVENILE WORKERS.

						Wages per Day.	
						Monday to Friday.	Saturday.
						<i>s. d.</i>	<i>s. d.</i>
16 years of age and under 17 years of age ..	..	..	..	..	..	7 5	2 8
17 years of age and under 18 years of age ..	..	..	..	..	..	7 11	3 3
18 years of age and under 19 years of age ..	..	..	..	..	..	9 3	3 10
19 years of age and under 20 years of age ..	..	..	..	..	..	10 10	4 0
20 years of age and under 21 years of age ..	..	..	..	..	..	14 9	5 10

Clauses 9 to 26 inclusive and clauses 29 to 35 inclusive as published in *Government Gazette* No. 251 of the 31st December, 1943, shall remain in force.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS' BOARD.

Clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c), and 17] of the Determination published in *Government Gazette* No. 233 of the 9th December, 1943, shall be replaced by the following:—

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 44 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	72 9	24 0	27 0	26 0	24 0	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 112s. per week of 44 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 111s. per week of 44 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 69s. 3d. per week of 44 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 68s. 6d. per week of 44 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 66s. 6d. per week of 44 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 63s. 9d. per week of 44 hours.</p>
16 to 17 years of age		32 0	30 9	33 3	31 3	
17 to 18 years of age		41 0	36 0	37 6	34 6	
18 to 19 years of age		57 3	40 6	44 6	40 3	
19 to 20 years of age		92 0	74 0	47 3	48 9	
20 to 21 years of age	111 6	90 3	54 0	55 6	51 6	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Under 16 years of age	33 6
16 to 17 years of age	42 0
17 to 18 years of age	48 6
18 to 19 years of age	58 6
19 to 20 years of age	75 6
20 to 21 years of age	90 0

Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

PART I.—continued.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	s. d.
(i) Head storeman, i.e., an employee in charge of a store or a special department in a store ..	121 0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men working regularly under his supervision ..	116 0
All others ..	111 0

Provided that whenever not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt. they shall be paid 6d. per hour extra whilst so employed.

(ii) Casual hands shall be paid at the rate per hour of 3s. 6½d. adjustable under clause 47 hereof.

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

Column No.	Males employed in (or on) or in connexion with—											
	Wharves, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Board or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Riforous Plaster Stores, or Wholesale Softgoods Warehouses.	Foot Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	WAGES PER WEEK OF—											
	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly ..	129 0	120 8	114 0	116 0	113 0	115 6	126 0	115 6	117 6	125 0	113 0	117 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons ..	129 0	120 8	114 0	118 6	115 3	117 9	132 3	117 9	124 9	127 3	115 3	119 9
(b) 7 or more such persons ..	129 0	120 8	114 0	132 6	129 9	132 6	146 9	132 6	133 9	141 3	137 9	133 9
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	113 0	115 6	..	115 6	117 6	125 0	113 0	117 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	..	116 3
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	..	113 0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	..	113 0
Egg packers, sorters, or testers with six months' or more experience ..	..	..	..	..	..	..	..	..	..	..	..	111 0
All male adults not otherwise provided for ..	129 0	120 8	114 0	113 0	110 0	111 0	126 0	111 0	113 0	121 0	111 0	113 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 11¹/₁₁d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

4. (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	44 Hours. s. d.	Wages per 44 Hours. s. d.	Week of— 44 Hours. s. d.	44 Hours. s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	65 9	72 9	77 9	65 9
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	69 9	77 9	82 0	69 9
(ii) 7 or more such persons	79 0	85 0	91 0	79 0
Females employed packing or sorting laundry work	..	..	..	68 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience	..	..	66 9	..
With eight weeks' or more experience	..	..	74 0	..
All female adults not otherwise provided for	63 0	67 9	65 9	63 0

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

17. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 3s. 3d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses other than 4 (a) (i), 4 (a) (ii), 4 (c) and 17 of the Determination published in *Government Gazette* No. 233 of 9th December, 1943, shall remain in force.

SUGAR REFINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 25 of the 15th January, 1942, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years	22 6	2 0	3 0	27 6	Under 16 years	22 6	2 0	3 0	27 6
16 years	29 4	2 3	3 0	34 7	16 years	24 2	2 3	3 0	29 5
17 "	40 9	2 3	3 0	46 0	17 "	27 3	2 6	3 0	32 9
18 "	52 3	3 0	3 0	58 3	18 "	32 6	3 0	3 0	38 6
19 "	61 8	3 6	3 0	68 2	19 "	39 6	3 6	3 0	46 0
20 "	73 0	3 6	3 0	79 6	20 "	48 6	3 6	3 0	55 0

PROPORTION (IN ANY PLACE).		PROPORTION (IN ANY PLACE).	
Males.	Females.	Males.	Females.
One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."	One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."		

JUVENILE WORKERS

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years	22 6	2 0	3 0	27 6	Under 16 years	22 6	2 0	3 0	27 6
16 years	29 4	2 3	3 0	34 7	16 years	24 2	2 3	3 0	29 5
17 "	40 9	2 3	3 0	46 0	17 "	27 3	2 6	3 0	32 9
18 "	52 3	3 0	3 0	58 3	18 "	32 6	3 0	3 0	38 6
19 "	61 8	3 6	3 0	68 2	19 "	39 6	3 6	3 0	46 0
20 "	73 0	3 6	3 0	79 6	20 "	48 6	3 6	3 0	55 0

SCHEDULE—continued.

SUGAR REFINERS BOARD—continued.

(3)

OTHER EMPLOYERS.

	Wages per Week of 44 Hours.			
	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—				
Men unstuffing	98 0	11 0	5 0	114 0
Men cutting in	99 0	11 0	5 0	115 0
Elevator attendant	97 0	11 0	5 0	113 0
Wash tank hands	94 0	11 0	5 0	110 0
Riggers	99 0	11 0	5 0	115 0
Melting House—				
Washing fugalmen	97 6	11 0	5 0	113 6
Melter attendant	94 0	11 0	5 0	110 0
Mixer	94 0	11 0	5 0	110 0
Carbonatation House—				
Men on liquor filter presses	95 0	11 0	5 0	111 0
Men on mud	95 0	11 0	5 0	111 0
Leading hand	100 0	11 0	5 0	116 0
Men on gas tank	96 0	11 0	5 0	112 0
Men on crushing and stacking lime	94 0	11 0	5 0	110 0
Men on washing and checking filterpress sheets	94 0	11 0	5 0	110 0
Char End—				
Kiln repairers	94 0	11 0	5 0	110 0
Kiln firemen	100 0	11 0	5 0	116 0
Wet charmen	100 0	11 0	5 0	116 0
Char runners	100 0	11 0	5 0	116 0
Pan Floor—				
First sugar boilers	115 0	11 0	5 0	131 0
Second sugar boilers	108 0	11 0	5 0	124 0
Pan attendant, attending triple effect	94 0	11 0	5 0	110 0
Refined sugar fugalmen	97 6	11 0	5 0	113 6
Refined sugar fugalmen—Leading hands	100 6	11 0	5 0	116 6
Jelly House—				
Leading hand	97 6	11 0	5 0	113 6
Jelly fugalmen	94 0	11 0	5 0	110 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	97 0	11 0	5 0	113 0
Ice mill attendant	94 0	11 0	5 0	110 0
Driers (leading hand)	97 0	11 0	5 0	113 0
Driers (others)	94 0	11 0	5 0	110 0
Automatic scale attendant	97 0	11 0	5 0	113 0
Leading hand packing floor	97 0	11 0	5 0	113 0
Hand packing sugar	94 0	11 0	5 0	110 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	94 0	11 0	5 0	110 0
Golden syrup and treacle mixer	96 0	11 0	5 0	112 0
Liquor runners	100 0	11 0	5 0	116 0
Liquor runners—assistants	94 0	11 0	5 0	110 0
Distillery—				
Stillman	110 0	11 0	5 0	126 0
Mashman	98 0	11 0	5 0	114 0
Spirit and Methylating Rooms—				
Leading hand	107 6	11 0	5 0	123 6
Assistants	97 6	11 0	5 0	113 6
Leading hand cleaning gang	97 0	11 0	5 0	113 0
All others	91 0	11 0	5 0	107 0
Adult females	51 2	5 3	3 0	59 5

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 25 of the 15th January, 1942, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, shall be replaced by the following:—

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

	Wages per Week of 44 Hours.	
	s.	d.
14 to 15 years of age	25	3
15 to 16 years of age	34	0
16 to 17 years of age	43	9
17 to 18 years of age	52	6
18 to 19 years of age	62	0
19 to 20 years of age	72	3
20 to 21 years of age	80	3

The aggregate proportion of juniors (other than those employed as strainers) to adults shall not exceed one junior to three adults or any fraction of three.

In any "department" as hereinafter defined the proportion of juniors shall not exceed two to five adults or a fraction of five. There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather.

Other Employees.

	Per Week of 44 Hours.	
	£	s. d.
Carrier	6	11 0
Person classing or sorting green hides or sides or skins after being unhaired	6	6 0
Hand flesher	6	3 0
Hand fleshing after machining	6	1 0
Machine flesher	6	1 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	5	16 0
Lime jobber	5	14 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	5	13 0
Bark bagger	5	13 0
Extract worker in tannery	5	9 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	5	9 0
Splitting machinist—		
Operator of big machine	6	9 0
Operator of other machines	6	7 0
Man behind splitting machine	5	13 0
Machine shaver—		
New machine—double width	6	1 0
Old machine—single width	6	2 0
Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	5	17 6
Roller, striker and setter out of sole leather	5	16 6
Shedman who applies dressing to sole leather	5	12 0
Whitening machinist and buffing machinist	6	1 6
Fluffing machinist	5	16 0
Fluffing machinist on suede wheel	6	0 0
Leather dresser (table hand)	5	16 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	5	15 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	5	14 0
Table hand setting out harness leathers	5	16 6
Table hand and knee staker	5	16 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	5	9 0
Strainer (over the age of 18 years)	5	12 0
Employee unhairing either on beam or by sweeping	5	16 0
Person classing or sorting hides, sides or skins or splits of leather after tanning	6	5 0
Employee operating measuring machine	5	12 0
Employee operating setting out machine	5	16 0
Employee operating graining machine	5	14 0
Employee operating ironing machine	5	14 0
Employee operating embossing machine	5	14 0
Employee operating squeezing machine	5	14 0
Employee operating bark grinding machine	5	13 0
Assistant on any of the machines 30 to 35	5	12 0
Operator or assistant on any machine used in the industry not otherwise provided for	5	12 0
Glazer	5	16 0
Staker	5	16 0
Person lime jobbing on mechanical reels	5	14 0
Hair washer	5	10 0
All others	5	7 0

Clauses (3) to (27) inclusive of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, shall remain in force.

SCHEDULE—continued.

TANNERS (FURRED SKINS) BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 234 of 9th December, 1943, shall be replaced by the following:—

2.

Apprentices or Improvers.				Other Employees.	
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.	
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
14 to 15 years of age ..	18 3	} 57 0	15 9		
15 to 16 ..	24 6		18 3		
16 to 17 ..	33 6		23 9		
17 to 18 ..	42 0		31 6		
18 to 19 ..	54 6		39 6		
19 to 20 ..	64 0		46 6		
20 to 21 ..	79 3	103 0	52 0		
PROPORTION (IN ANY PLACE).					
<i>Apprentices and Male Improvers.</i>					
Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.					
<i>Female Improvers.</i>					
One female improver to one, Three female improvers to two, And thereafter, Three additional female improvers to every two additional				} Female workers receiving not less than the minimum wage.	
An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.					

<i>Males.</i>		<i>£ s. d.</i>
Beam fleshers, pullers on upright knife, shavers ..	.. ..	5 18 6
Operators of rotary shaving knife .. ..	.. ..	6 3 0
Other males .. ..	.. ..	5 3 0
<i>Females.</i>		
Females employed in beaming, fleshing, or slickering of any furred skins .. ..	.. ..	5 18 6
Other females .. ..	.. ..	2 17 0

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 234 of 9th December, 1943, shall remain in force.

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 366 of the 31st December, 1941, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

Improvers.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age	70 9	3 0	73 9	Bitumen emulsion maker ..	112 0	3 0	115 0
19 years and under 20 years	83 6	3 0	86 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	112 0	3 0	115 0
20 years and under 21 years	88 6	3 0	91 6	Tar distiller and/or maker of pitch (T.I.C. type of plant)	111 0	3 0	114 0
				Tar distiller and/or maker of pitch (other types of plants)	114 0	3 0	117 0
				Tar acid still attendant ..	114 0	3 0	117 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	112 0	3 0	115 0
				Pitch enamel maker (closed type of plant) ..	114 0	3 0	117 0
				Pitch enamel maker (open type of plant) ..	114 0	3 0	117 0
				All others	For rate 109 6	see clause 7 (c) 3 0	112 6

NOTE.—The Board determines that no person shall be employed as an apprentice.
 Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 366 of the 31st December, 1941, shall remain in force.

SCHEDULE—continued.

TENNIS STRINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, shall be replaced by the following clause:—
(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.		
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.		
Age.	Males.	Females.	Males.	Females.			
Under 17 years	s. d. 32 0	s. d. 32 0	s. d. 32 0	s. d. 32 0	Males .. .. .	..	s. d. 115 6
17 years and under 18 years ..	43 0	37 9	43 0	37 9	Females .. .. .	..	60 9
18 " " 19 " " ..	54 0	43 3					
19 " " 20 " " ..	64 9	48 6					
20 " " 21 " " ..	75 3	54 0					
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 115s. 6d. per week of 44 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 115s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 60s. 9d. per week of 44 hours.</p>			<p><i>Definition of Juvenile Workers.</i></p> <p>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—</p> <p>(a) picking out or selecting.</p> <p>(b) making in the raw state.</p> <p>(c) twisting in the dry state.</p> <p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>Six juvenile workers to each worker receiving not less than 115s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 60s. 9d. per week of 44 hours.</p>				

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, shall remain in force.

TENTMAKERS BOARD.

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

(2)

WAGES PER WEEK OF 44 HOURS.

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeyman engaged in the manufacture or repair of canvas goods of all descriptions	5 7 0	5 0	4 0	5 16 0
All other Journeymen	5 13 0	5 0	4 0	6 2 0
Journeywomen	2 17 0	2 6	2 0	3 2 8

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

Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 8 of the 8th January, 1943, shall remain in force.

SCHEDULE—continued.

TILE LAYERS BOARD.

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

(2)

Apprentices.		Improvers if employed prior to 30th September, 1939. (See Clause 3.)		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.	Per Hour. s. d.	Per Week of 44 Hours. s. d.
1st year	26 3	Under 16 years of age	29 3	Adults	3 1 ¹¹ / ₁₁
2nd	39 6	Between 16 years and 17 years	43 9		
3rd	53 0	" 17	58 0		
4th	72 6	" 18	72 6		
5th	92 3	" 19	87 3		
		" 20	100 3		
PROPORTION (WITHIN ANY PLACE).		PROPORTION (WITHIN ANY PLACE).			
One apprentice to every three or fraction of three workers receiving not less than 137s. 8d. per week of 44 hours.		One improver to every three workers receiving not less than 137s. 8d. per week of 44 hours.			
An indenture of apprenticeship has been prescribed by the Board.					

(12) **PIECEWORK PRICES.**—That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

<i>Floor and Verandah Tiling.</i>	
Each area under 1 square yard	6s. 9d. per area.
Under three square yards	9s. 0d. per square yard.
Three square yards or over	8s. 0d. per square yard.
Loose moravian	13s. 0d. per square yard.
Steps of marble, slate, or material other than tiles with tile risers	9d. per foot run respectively for each step fixed or riser tiled.
Any step with nosing tread or riser tiles	3s. 6d. per foot run.

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

<i>Wall Tiling.</i>	
Wall tiling	8s. 6d. per square yard.
Kitchen stove recesses	11s. 3d. per square yard.
Splash tiling under 1 square yard to basin and/or bath	11s. 3d. per room.
Ceiling or soffits	17s. 0d. per square yard.
Liners, beads, coves, and capping	3d. per foot run in addition to full overall measurements.
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	3s. 6d. per fitting.
Soap and toilets with mitre surrounds	3s. 6d. each.
Tiled recesses in walls up to 6 in. x 6 in. square	6s. 9d. each.
Sills and reveals which occur in isolated cases	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	6d. per lineal foot.

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

Open Joint Tiling.

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

(a) where joints are bagged	1s. per yard	} in addition to the rates fixed in this schedule for laying and fixing.
(b) where joints are struck	3s. 6d. per yard	

Clauses (3) to (11) inclusive and clauses (13) to (15) inclusive of the Determination as published in *Government Gazette* No. 113 of the 18th April, 1941, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette*, No. 169 of the 19th August, 1943, shall be replaced by the following Clauses:—

2.

WAGES.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(a) Sheet Metal Section.</i>			
Bench hand (1st class)	£ 6 13 0	£ 6 19 6	£ 6 10 0
Bench hand (2nd class)	6 1 0	6 7 6	5 18 0
Spinner (1st class)	6 5 0	6 11 6	6 2 0
Other spinner	5 12 0	5 18 6	5 9 0
Die setter	5 12 0	5 18 6	5 9 0
Press operator (heavy)	5 10 0	5 16 6	5 7 0
Press operator (light)	5 8 0	5 14 6	5 5 0
Solderer and dipper	5 10 0	5 16 6	5 7 0
Drop hammer stamper	5 10 0	5 16 6	5 7 0
Cutting machinist	5 8 0	5 14 6	5 5 0
Power machinist (not otherwise specified)	5 8 0	5 14 6	5 5 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	6 16 0	7 2 6	6 13 0
1st class, using Cutler machine	6 3 0	6 9 6	6 0 0
2nd class	5 14 0	6 0 6	5 11 0
3rd class	5 10 0	5 16 6	5 7 0
Tack welder	5 12 0	5 18 6	5 9 0
<i>(c) Canister-making.</i>			
Die setter and/or leading press hand	5 12 0	5 18 6	5 9 0
Canister-maker by hand and riveter by hand	5 12 0	5 18 6	5 9 0
Solderer and dipper	5 8 0	5 14 6	5 5 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	5 12 0	5 18 6	5 9 0
Operator of power capping machines or metal pots on automatic machines	5 10 0	5 16 6	5 7 0
Operator of other power presses and other power machines	5 8 0	5 14 6	5 5 0
Cap solderer (not otherwise classified)	5 8 0	5 14 6	5 5 0
<i>(d) Galvanizing.</i>			
Galvanizer	5 19 0	6 5 6	5 16 0
Tinner and grease tinner	5 19 0	6 5 6	5 16 0
Assistant working over metal pot	5 10 0	5 16 6	5 7 0
Pickler	5 9 0	5 15 6	5 6 0
All others in this Division	5 5 0	5 11 6	5 2 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	6 1 0	6 7 6	5 18 0
Spray operator	5 12 0	5 18 6	5 9 0
Grainer, liner, and filliter	5 8 0	5 14 6	5 5 0
Painter and lacquerer	5 8 0	5 14 6	5 5 0
Dipper	5 8 0	5 14 6	5 5 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	5 18 0	6 4 6	5 15 0
Fuser on medallions, badges, or buckles	5 8 0	5 14 6	5 5 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	5 9 0	5 15 6	5 6 0
Inspector (other)	5 6 0	5 12 6	5 3 0
Mill hand and mixer	5 9 0	5 15 6	5 6 0
Packer and despatcher	5 9 0	5 15 6	5 6 0
Pickler	5 9 0	5 15 6	5 6 0
Racksman	5 4 0	5 10 6	5 1 0
Sand and shot blaster	6 2 0	6 8 6	5 19 0
Sprayer	5 10 0	5 16 6	5 7 0
Swiller, gripper, and brusher	5 8 0	5 14 6	5 5 0
Employee not elsewhere classified in any Division	5 0 0	5 6 6	4 17 3

SCHEDULE—continued.

TINSMITHS BOARD—continued.

Leading Hands.

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

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

Instruction in Welding.

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

Ship Repairing.

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

	<i>s. d.</i>
Tradesmen	3 0 per week.
All other labour .. .	2 0 per week.

Proportion.

(f) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned. The exception is first-class welding, one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupation otherwise than under a contract of apprenticeship as hereinafter provided:—Sheet metal work—first-class bench work.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

(j) WAGES PER WEEK OF 44 HOURS.

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

SCHEDULE—continued.

TINSMITHS BOARD—continued.

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

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

WAGES PER WEEK OF 44 HOURS.

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

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

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

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior

employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

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

Clauses 5 to 24 inclusive of the Determination published in *Government Gazette* No. 169 of the 19th August, 1943, shall remain in force.

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clauses (2) and (20) of the Determination published in *Government Gazette* No. 257 of 6th August, 1942, shall be replaced by the following:—

(2)		Improvers.		Other Employees.		Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.	Per Week of—	
Apprentices.		WAGES. Per Week of 44 Hours.		WAGES. Per Week of 44 Hours.		WAGES.		Hours.	
s. d.		s. d.		s. d.		s. d.			
1st year's experience..	32 6	Under 18 years of age	48 6	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	134 0	129 6	44		
2nd "	45 0	18-19 years of age ..	64 6	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	121 0	117 0	44		
3rd "	56 6	19-20 " "	83 0	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	120 6	117 0	44		
4th "	74 0	20-21 " "	105 6	Other chauffeurs ..	115 0	111 6	44		
5th "	98 0			Workers engaged in driving, washing vehicles, or placing the remains of deceased persons in coffins, or persons who, at branch shops or agencies within 20 miles of G.P.O., Melbourne, or at Ballarat, Bendigo, and Geelong, are engaged in collecting monies, soliciting orders, or canvassing for the business of undertakers	115 0	111 6	46*		
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 111s. 6d. per week of 46 hours. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.		PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 111s. 6d. per week of 46 hours.		Provided that persons who live at either principal or branch establishments or agencies shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. The wife of any such person living on such premises shall in no case be deemed to be an employee.					

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

PIECEWORK.

(20) That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (head to heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long ..	34 10	37 0	38 11	30 9	33 0	35 3
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	31 2	33 4	35 4	27 3	29 6	31 8
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long ..	26 3	27 1	29 3	23 0	24 6	25 10
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	21 0	22 6	24 5	18 8	20 0	21 0
Common coffins, over 4 ft. 9 in. long ..	4 8	5 3	5 11	4 0	4 7	5 3
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness..	5 4	5 11	6 8	4 7	5 3	5 11
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long ..	19 5 each			16 5 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long ..	16 0 "			12 9 "		
Common coffins, up to 2 feet long ..	21 0 per dozen			16 1 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	28 4 "			22 7 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	38 5 "			30 0 "		
Inside shells for lead coffins ..	14 0 each			9 4 each		
Cover lids, up to 2 feet wide ..	19 6 per dozen			13 3 per dozen		
Cover lids, over 2 feet wide ..	29 1 "			21 0 "		
	s. d.			s. d.		
Extra for common coffins or coverlids if glued ..	.. .. .			1 5 each.		
Extra for lids made with two or three decks ..	.. .. .			8 10 "		

Clause (3) to (19) inclusive and clause (21) and (22) as published in *Government Gazette* No. 257 of 6th August, 1942, shall remain in force.

SCHEDULE—continued.

WATCH CASES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 265 of the 17th August, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.

	Males.							Females.		
	Commencing Age—							Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.
	Adjustable Rate.			Emergency Loading Non-adjustable.	Total Weekly Wage.					
	Under 17 Years.	17 Years.	18 Years or Over.		Under 17 Years.	17 Years.	18 Years or Over.			
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year's experience..	19 3	24 3	27 3	0 9	20 0	25 0	28 0	16 9	0 9	17 6
2nd " " "	28 6	30 0	36 6	1 0	29 6	31 0	37 6	23 0	0 9	23 9
3rd " " "	39 0	42 3	48 6	1 6	40 6	43 9	50 0	36 0	1 0	37 0
4th " " "	52 9	52 9	..	2 0	54 9	54 9	..	45 0	1 6	46 6
5th " " "	67 6	..	..	2 6	70 0	..	..	51 6	2 0	53 6
6th " " "	78 0	..	..	3 0	81 0	..	..	..	..	..
7th " " "	83 3	..	..	3 0	86 3	..	..	57 9	2 0	59 9
								Thereafter until reaching 21 years of age ..		

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

Improvers.

One apprentice to every one male worker receiving not less than the minimum wage.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(3) OTHER EMPLOYEES.

Wages per Week of 44 Hours.

	Within a Radius of 50 Miles of G.P.O., Melbourne.			All Other Parts of Victoria.		
	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Adult males—						
First class watch case tradesman	115 0	3 0	118 0	112 6	3 0	115 6
Second class watch case tradesman	105 0	3 0	108 0	102 6	3 0	105 6
All others—						
(a) with less than 3 years' experience	97 0	3 0	100 0	94 6	3 0	97 6
(b) with 3 years' experience or more	105 0	3 0	108 0	102 6	3 0	105 6
Adult females—						
(a) if of less than 12 months' experience	60 3	3 0	63 3	59 3	3 0	62 3
(b) if of 12 months' or more experience	68 6	3 0	71 6	67 6	3 0	70 6

Leading hands male or female in charge of not less than six employees shall be paid at the rate of 5s. per week in addition to the rates fixed above.

Clauses (4) to (17) inclusive of the Determination as published in *Government Gazette* No. 265 of the 17th August, 1942, shall remain in force.

SCHEDULE—continued.

WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES AND IMPROVERS.			
Wages.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	32 9	2 0	34 9
" 17 " "	42 3	2 6	44 9
" 18 " "	51 6	3 0	54 6
" 19 " "	64 9	3 9	68 6
" 20 " "	75 0	4 6	79 6
" 21 " "	87 3	5 3	92 6

PROPORTION (in any place).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 109s. per week of 44 hours.

Improvers.
Three improvers to every four or fraction of four workers receiving not less than 109s. per week of 44 hours.

OTHER EMPLOYEES.						
Wages.						
	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Foreman	137 3	6 0	143 3	142 3	6 0	148 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	131 3	6 0	137 3	136 3	6 0	142 3
(b) eleven nor more than fifteen employees	134 3	6 0	140 3	139 3	6 0	145 3
Pile-driver	128 3	6 0	134 3	133 3	6 0	139 3
Pile-driver's offsider	111 0	6 0	117 0	116 0	6 0	122 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	125 3	6 0	131 3	130 3	6 0	136 3
Oxy acetylene burner on demolition work	125 3	6 0	131 3	130 3	6 0	136 3
Saw sharpener	124 6	6 0	130 6	129 6	6 0	135 6
Machine borer	111 0	6 0	117 0	116 0	6 0	122 0
Cleater	108 0	6 0	114 0	113 0	6 0	119 0
Cradler or squarer	106 0	6 0	112 0	111 0	6 0	117 0
Hand borer	106 0	6 0	112 0	111 0	6 0	117 0
Wharf carpenter's assistant	103 6	6 0	109 6	108 6	6 0	114 6
Dumper	103 0	6 0	109 0	108 0	6 0	114 0
Other demolition workers	103 0	6 0	109 0	108 0	6 0	114 0
All others	103 0	6 0	109 0	108 0	6 0	114 0
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	109 0	6 0	115 0	114 0	6 0	120 0
Concrete floater	108 0	6 0	114 0	113 0	6 0	119 0
Mixer operator	108 0	6 0	114 0	113 0	6 0	119 0
Men filling moulds	106 0	6 0	112 0	111 0	6 0	117 0
Gaugers, i.e., persons filling gauged barrows or boxes	106 0	6 0	112 0	111 0	6 0	117 0
Other mixers	106 0	6 0	112 0	111 0	6 0	117 0
Men employed on reinforcements	103 0	6 0	109 0	108 0	6 0	114 0
Barrowmen or general labourers	103 0	6 0	109 0	108 0	6 0	114 0

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall remain in force.

SCHEDULE—continued.

WICKER AND BABY CARRIAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 4 of the 13th January, 1944, shall be replaced by the following clause:—

2.		(b) Juvenile Workers, i.e. Females under 21 Years of Age (other than Apprentices or Improvers) Employed as Machinists, Sewers, or Cutters.	(c) Other Employees.				
(a) Apprentices or Improvers.		WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.			
WAGES PER WEEK OF 44 HOURS.		s. d.		Section 1.—Baby Carriages, Dolls' Carriages, or Parts thereof.			
1st year	23 3	s. d.		—			
2nd „	29 3	39 3		War Time Loading.			
3rd „	44 9			Total Amount.			
4th „	46 9						
5th „	52 6						
6th „	61 3						
PROPORTION (IN ANY FACTORY OR PLACE).				MALES.			
<i>Apprentices.</i>				Foremen in charge of four or more workers			
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.				Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers ..			
A form of indenture has been prescribed by the Board.				Sprayers			
<i>Improvers.</i>				All others			
One improver to every five workers receiving not less than 100s. per week of 44 hours.				FEMALES.			
				Machinists, sewers, or cutters			
				Folding hood makers			
				Section 2.—All Other Parts of the Trade.			
				Foremen in charge of four or more workers			
				Persons employed—			
				(a) Making baskets			
				(b) Repairing baskets			
				(c) Fitting, lining, or lettering baskets ..			
				(d) Making furniture			
				(e) Making rood tex, hy-tex, or similar materials			

Clauses 3 to 14 inclusive of the Determination published in *Government Gazette* No. 4 of the 13th January, 1944, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 13s.

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2, 3, and 4, as published in *Government Gazette*, No. 47, of the 8th March, 1943, shall be replaced by the following clauses:—

2. ADULTS.		Wages per Week of 44 hours. £ s. d.	Four-year terms—apprenticeship commencing after the age of 17 years:—			
Welder—						
First class (other than when using Cutler machine)	.. .. .	6 16 0				
First class, using Cutler machine	.. .. .	6 3 0				
Second class	.. .. .	5 14 0				
Third class	.. .. .	5 10 0				
Tack Welder	.. .. .	5 12 0				
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines,		5 14 0				
Paint spray operator	.. .. .	5 10 0				
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames		5 11 6				
Scroll maker	.. .. .	5 11 6				
Tubular frame maker	.. .. .	5 14 0				
Person engaged in erecting woven wire fence or tubular gates		5 14 0				
Stamp hand	.. .. .	5 7 6				
All other adult employees	.. .. .	5 0 0				

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 106s. per week of 44 hours for the first six weeks of such employment in the industry.

LEADING HANDS.

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

*4. (a) APPRENTICESHIP.

The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant and war loadings specified.

Four and Five Year Terms.	Percentage of Needs Basic Wage per Week.	Constant Loading per Week.	War Loading per Week.	Wages per Week of 44 Hours
		s. d.	s. d.	s. d.
1st year	22½	0 0	0 9	21 0
3rd year	30	1 0	1 0	29 6
2nd year	45	1 6	1 6	44 0
4th year	75	2 0	2 3	72 6
5th year	95	2 0	3 0	91 6

Clauses 5 to 24, inclusive, of the Determination as published in *Government Gazette*, No. 47, of the 8th March, 1943, shall remain in force.

	Percentage of Needs Basic Wage per Week.	Constant Loading per Week.	War Loading per Week.	Wages per Week of 44 Hours.
		s. d.	s. d.	s. d.
1st year	26	0 0	0 9	24 6
2nd year	45	1 0	1 6	43 6
3rd year	75	2 0	2 3	72 6
4th year	95	2 0	3 0	91 6

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

(b) Male Junior Labour.

The wages of unapprenticed male juniors shall be the under-mentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.	Wages per Week of 44 Hours.
		s. d.	s. d.
Under 16 years of age	25	0 6	23 0
16 years of age	35	0 9	32 6
17 years of age	47½	1 0	44 0
18 years of age	60	1 0	55 6
19 years of age	75	2 0	70 0
20 years of age	90	2 0	84 0

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

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

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

(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee.

(d) No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry.

SCHEDULE—continued.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 23th March, 1941, shall be replaced by the following:—

(2) Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																																																																																											
<p>Wages per week of 44 hours. Apprentices and Improvers.</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Under 16 years</td> <td>24</td> <td>0</td> </tr> <tr> <td>16 to 17 years</td> <td>32</td> <td>6</td> </tr> <tr> <td>17 to 18 "</td> <td>40</td> <td>6</td> </tr> <tr> <td>18 to 19 "</td> <td>52</td> <td>0</td> </tr> <tr> <td>19 to 20 "</td> <td>64</td> <td>6</td> </tr> <tr> <td>20 to 21 "</td> <td>81</td> <td>0</td> </tr> <tr> <td>Thereafter</td> <td colspan="2">Minimum Wage</td> </tr> </tbody> </table> <p>PROPORTION. (In any factory or place.)</p> <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 115s. per week of 44 hours. An indenture of apprenticeship prescribed has been approved.</p> <p><i>Improvers.</i> One improver to every two workers receiving not less than 115s. per week of 44 hours.</p>		s.	d.	Under 16 years	24	0	16 to 17 years	32	6	17 to 18 "	40	6	18 to 19 "	52	0	19 to 20 "	64	6	20 to 21 "	81	0	Thereafter	Minimum Wage		<p>(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—</p> <table border="1"> <thead> <tr> <th></th> <th>Wages per week of 44 hours.</th> </tr> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Under 16 years</td> <td>24</td> <td>0</td> </tr> <tr> <td>16 to 17 years</td> <td>32</td> <td>6</td> </tr> <tr> <td>17 to 18 "</td> <td>40</td> <td>6</td> </tr> <tr> <td>18 to 19 "</td> <td>51</td> <td>6</td> </tr> <tr> <td>19 to 20 "</td> <td>64</td> <td>6</td> </tr> <tr> <td>20 to 21 "</td> <td>81</td> <td>0</td> </tr> </tbody> </table> <p>PROPORTION. One juvenile worker to every six workers receiving not less than 115s. per week of 44 hours.</p> <p>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</p> <table border="1"> <thead> <tr> <th></th> <th>Wages per week of 44 hours.</th> </tr> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Under 16 years</td> <td>24</td> <td>0</td> </tr> <tr> <td>16 to 17 years</td> <td>32</td> <td>6</td> </tr> <tr> <td>17 to 18 "</td> <td>40</td> <td>6</td> </tr> <tr> <td>18 to 19 "</td> <td>51</td> <td>6</td> </tr> <tr> <td>19 to 20 "</td> <td>64</td> <td>6</td> </tr> <tr> <td>20 to 21 "</td> <td>81</td> <td>0</td> </tr> </tbody> </table> <p>PROPORTION. One juvenile worker to every adult weaver receiving not less than 115s. per week of 44 hours.</p>		Wages per week of 44 hours.		s.	d.	Under 16 years	24	0	16 to 17 years	32	6	17 to 18 "	40	6	18 to 19 "	51	6	19 to 20 "	64	6	20 to 21 "	81	0		Wages per week of 44 hours.		s.	d.	Under 16 years	24	0	16 to 17 years	32	6	17 to 18 "	40	6	18 to 19 "	51	6	19 to 20 "	64	6	20 to 21 "	81	0	<p>WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th>Per hour.</th> <th>Per week of 44 hours.</th> </tr> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Wire-workers or Weavers</td> <td>2 7⁴/₁₁</td> <td>115 0</td> </tr> <tr> <td>Tinners</td> <td>2 8¹/₂₂</td> <td>117 6</td> </tr> <tr> <td>Oxy-Welders</td> <td>2 7⁴/₁₁</td> <td>115 0</td> </tr> <tr> <td>Storemen</td> <td>2 7⁴/₁₁</td> <td>115 0</td> </tr> <tr> <td>Paint spraying operators</td> <td>2 7⁴/₁₁</td> <td>115 0</td> </tr> </tbody> </table>		Per hour.	Per week of 44 hours.		s.	d.	Wire-workers or Weavers	2 7 ⁴ / ₁₁	115 0	Tinners	2 8 ¹ / ₂₂	117 6	Oxy-Welders	2 7 ⁴ / ₁₁	115 0	Storemen	2 7 ⁴ / ₁₁	115 0	Paint spraying operators	2 7 ⁴ / ₁₁	115 0
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Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 23th March, 1941, shall remain in force.

WOODWORKERS BOARD.

Clauses (2) (a) and (b) of the Determination published in *Government Gazette* No. 260 of the 10th August, 1942, shall be replaced by the following clauses:—

WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles).*

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith	6 6 0	6 7 0	6 4 0
Driver of caterpillar tractor	5 17 6	.. .. .	.. .. .
Glazier (first class)	6 3 0	6 4 0	6 1 0
Glazier (other than first class)	5 12 0	5 13 0	5 10 0
Log conveyorman	5 7 0	5 8 0	5 5 0
Painter	5 12 0	5 13 0	5 10 0
Mantelpiece maker	6 0 0	6 1 0	5 18 0
Millwright	6 9 0	6 10 0	6 7 0
Watchman	5 7 0	.. .. .	.. .. .
Storeman and packer	5 5 0	5 6 0	5 3 0
Truck builder and/or repairer	5 19 0	.. .. .	.. .. .
Broad axeman and/or Adzeman	6 8 0	6 9 0	6 6 0
Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive	5 19 0	.. .. .	.. .. .
Brakesman on log or timber truck	5 12 0	.. .. .	.. .. .
Leading hand (see definition, Clause 23)	.. .. .	.. .. .	.. .. .
Splitter, packing	5 5 0	5 6 0	5 3 0
Splitter of billets for staves	5 6 0	5 7 0	5 4 0
Splitter, spoke stave and piling	5 9 0	5 10 0	5 7 0
Pulp Wood Cutters and/or Splitters	5 9 0	5 10 0	5 7 0
Other splitters	5 9 0	5 10 0	5 7 0
Spotter at spot mills	5 19 0	.. .. .	.. .. .
Timber bender by hand	5 12 0	5 13 0	5 10 0
Timber or log trucker on haulage by winch on tram line	5 10 0	.. .. .	.. .. .

SCHEDULE—*continued.*
WOODWORKERS BOARD—*continued.*
WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.*

	Employed in the	Employed—(a)	Employed in all
	Bush or in Bush Sawmills or in Log Sawmills.	within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Timber or log trucker on haulage by winch on tram line (where permanently employed as such)	5 12 0	..	..
Loading or turning sleepers over 5 feet long or loading logs	5 6 6	..	..
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof	5 15 0	5 16 0	5 13 0
Platelayer	5 7 0	..	..
Carter and driver—bullock team—bush	6 1 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses	5 7 0	..	..
(b) driver of three horses	5 11 0	..	..
(c) driver of more than three horses	5 14 0	..	..
(d) driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday.			
(e) driver grooming and feeding more than two horses outside ordinary hours—2s. per day extra and 2s. for Sunday.			
Crane attendant or dogman—			
(a) working up to a height of 40 feet	5 5 0	5 6 0	5 3 0
(b) working at a height over 40 feet	5 7 0	5 8 0	5 5 0
Head Faller	6 8 0	..	..
Faller (Pine plantations)	5 14 0	..	..
Other Fallers	5 19 0	..	..
Hookman and/or log yardman and/or log chuteman and/or log conveyorman	5 7 0	5 8 0	5 5 0
Landing builder or repairer	5 7 0	5 8 0	5 5 0
Landing builder or repairer—man in charge of	5 14 0	5 15 0	5 12 0
Loaders, trimmers, and employees cutting pine logs	5 8 0	..	..
Orderman	5 13 0	5 14 0	5 11 0
Tallyman and/or measurer	5 13 0	5 14 0	5 11 0
Ropeman or shoeman	5 19 0	6 0 0	5 17 0
Offsider to ropeman or shoeman	5 5 0	5 6 0	5 3 0
Saw doctor	6 15 0	6 16 0	6 13 0
Saw sharpener (exclusively employed as such)	5 17 0	5 18 0	5 15 0
Grinder (whose principal duty is grinding knives and cutters)	6 4 0	6 5 0	6 2 0
Water dogman	5 11 0	..	..
River logman	5 5 0	..	..
Spar road builder	5 6 0	..	..
Stacker for seasoning by means of stripping	5 6 0	5 7 0	5 4 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet	5 1 0	5 2 0	4 19 0
Timber grader	5 8 0	5 9 0	5 6 0
Tramway builder or repairer	5 6 0	..	..
Tramway builder or repairer—man in charge of	5 13 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber	5 6 0	5 7 0	5 4 0
Sawing employees—			
(a) Log band sawyer	6 9 0	6 10 0	6 7 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	6 9 0	6 10 0	6 7 0
(c) Stave cutting sawyer	6 1 0	6 2 0	5 19 0
(d) (i) Sawyer who breaks down logs but does not cut planks to size (city mills)	..	6 0 0	5 17 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere)	5 18 0	..	5 16 0
(e) Flitching frame sawyer	5 17 0	5 18 0	5 15 0
(f) No. 1 Benchman	6 9 0	6 10 0	6 7 0
(g) No. 2 Benchman	6 1 0	6 2 0	5 19 0
(h) No. 3 Benchman	5 13 0	5 14 0	5 11 0
(i) No. 4 Benchman	5 5 0	5 6 0	5 3 0
(j) Gang frame sawyer	5 14 0	5 15 0	5 12 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main docker	5 10 0	5 11 0	5 8 0
(ii) Docker, other than main	5 4 0	5 5 0	5 2 0
(iii) Responsible man at main docker	5 13 0	5 14 0	5 11 0
(iv) Responsible man at docker other than main	5 7 0	5 8 0	5 5 0
(l) Dockerman and/or tallyman where only one docker	5 7 0	5 8 0	5 5 0
(m) Steam or other power-driven crosscut sawyer	5 12 0	5 13 0	5 10 0
(n) Ripper or crosscut cutting wood blocks	5 5 0	5 6 0	5 3 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	5 19 0	6 0 0	5 17 0
(ii) On dead or manually operated roller where not single handed	5 10 0	5 11 0	5 8 0
(iii) Power driven (other than manual power) or friction feed	5 6 0	5 7 0	5 4 0
(p) Leverman No. 1 Bench	5 6 0	5 7 0	5 4 0
(p1) Handleman No. 1 Bench	5 10 0	5 11 0	5 8 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller	5 12 0	5 13 0	5 10 0
(ii) On dead or manually operated roller where not single handed	5 6 0	5 7 0	5 4 0
(iii) Power driven (other than manual power) or friction feed	5 4 6	5 5 6	5 2 6
(r) Leverman No. 2 Bench	5 4 6	5 5 6	5 2 6
(r1) Handleman No. 2 Bench	5 6 0	5 7 0	5 4 0
(s) Setter on log band saw carriage	5 7 0	5 8 0	5 5 0
(t) Setter on other saw carriage	5 6 0	5 7 0	5 4 0
(u) Puller out or assistant, No. 3 Bench	5 3 0	5 4 0	5 1 0
(v) Roller re-cut band sawyer using blade over 3 inches in width	6 2 0	6 3 0	6 0 0
(w) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 1 0	6 2 0	5 19 0

SCHEDULE—continued.
WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (a) Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Sawing employees—continued.			
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	5 14 0	5 15 0	5 12 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	6 2 0	6 3 0	6 0 0
(z) Circular sawyer if cutting a depth of under 7½ inches	5 14 0	5 15 0	5 12 0
(aa) Edger sawyer to log band sawyer	6 1 0	6 2 0	5 19 0
(ab) Breaking down bench sawyer (Cities and Towns) .. .. .	.. .. .	6 0 0	5 17 0
(ab1) Breaking down small logs not over 30 inches long, and not over 12 inches in diameter (for use in manufacture of boxes)	5 14 0	5 15 0	5 12 0
(ac) Other breaking down bench sawyers	5 17 0	5 18 0	5 15 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 15 0	5 16 0	5 13 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	5 11 0	5 12 0	5 9 0
(af) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	6 1 0	6 2 0	5 19 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw	5 14 0	5 15 0	5 12 0
(ah) Sawyer cutting detail work	6 1 0	6 2 0	5 19 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 15 0	5 16 0	5 13 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	5 14 0	5 15 0	5 12 0
(ak) Crosscut sawyer not provided for elsewhere herein	5 7 0	5 8 0	5 5 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness	5 4 0	5 5 0	5 2 0
(am) Puller out on log band saw, edging, saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	5 6 0	5 7 0	5 4 0
(an) Puller out, dogger or wedger up—any breaking down saw	5 6 0	5 7 0	5 4 0
Machinists operating the following:—			
(a) Shaper, Boulton's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer	6 6 0	6 7 0	6 4 0
(b) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(c) Any automatic lathe (including variety turning, copying, spoke turning or any other) where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(d) Moulding machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 2 0	6 3 0	6 0 0
(e) Moulding machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 15 0	5 16 0	5 13 0
(f) Moulding machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 5 0	5 6 0	5 3 0
(g) Planing machine (one, two, three or more heads) or veneer lathe where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	6 0 0	6 1 0	5 18 0
(h) Any machine in the last preceding paragraph (other than a single-sided planer in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 13 0	5 14 0	5 11 0
(i) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine	5 17 0	5 18 0	5 15 0
(j) Relisher or Tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 19 0	6 0 0	5 17 0
(k) Relisher or Tenoning machine (other than in case or boxmaking) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 13 0	5 14 0	5 11 0
(l) Relisher or Tenoning machine or single-sided planer (in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 10 0	5 11 0	5 8 0
(m) Relisher or Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	5 5 0	5 6 0	5 3 0
(n) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery and/or cabinet work), cross grainer, lock angle machine or spoke throater where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 17 0	5 18 0	5 15 0
(o) Dovetailing machine for box or case making where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 13 0	5 14 0	5 11 0
(p) Any machine in the preceding paragraphs (n) or (o) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	5 7 0	5 8 0	5 5 0

SCHEDULE—continued.
WOODWORKERS BOARD—continued.
WAGES PER WEEK OF 44 HOURS.

(2) (a) Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.

	Employed in the Bush or in Bush Sawmills or in Log Sawmills.	Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Machinists operating the following—continued.			
(g) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine where the machinist is ever required to set up his machine or to grind his knives and cutters and then only from such time as he is required so to act	5 7 0	5 8 0	5 4 0
(r) Any machine in the preceding paragraphs (b), (c), (g), (n), or (q) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	5 3 0	5 4 0	5 1 0
(s) Timber bending machine	5 11 0	5 12 0	5 9 0
(t) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	5 11 0	5 12 0	5 9 0
(u) Belt sander in the making of plywood	5 7 0	5 8 0	5 5 0
(v) Plywood machine—press operator on	5 6 0	5 7 0	5 4 0
(w) Equalizer cutting plywood with parallel saws	5 6 0	5 7 0	5 4 0
(x) Box lacing and/or wiring machine	5 7 0	5 8 0	5 5 0
(y) Box nailing machine	5 6 0	5 7 0	5 4 0
(z) Box printing machine	5 5 0	5 6 0	5 3 0
(aa) Box or crate cleating, spraying, or splicing machine	5 5 0	5 6 0	5 3 0
(ab) Pneumatic clamp	5 13 0	5 14 0	5 11 0
Box, case or crate finisher	5 9 0	5 10 0	5 7 0
Box, case or crate maker and/or repairer (manual)	5 13 0	5 14 0	5 11 0
Employee breaking up boxes, cases and/or crates	5 5 0	5 6 0	5 3 0
Bench hand hoopering and/or wiring boxes, cases or crates	5 13 0	5 14 0	5 11 0
Casein or adhesive mixer responsible for the proper preparation of the product used	5 6 0	5 7 0	5 4 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer	5 6 0	5 7 0	5 4 0
Rigger or tree climber	6 7 0	.. .. .	.. .. .
Meal grinder	5 4 6	5 5 6	5 2 6
Persons not elsewhere included employed in the manufacture of munition boxes	5 7 0	5 8 0	5 5 0
Labourer, experienced (3s. margin)	4 19 0	5 0 0	4 17 0
All others	4 16 0	4 17 0	4 14 0

2 (b) Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles.

(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer	5 14 0	5 15 0	5 12 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer	5 11 0	5 12 0	5 9 0
(c) Sawyer, band or jig, using saw of 1 inch width or under	5 5 0	5 6 0	5 3 0
(d) Band or jig sawyer using a saw of 1 inch width or under, who sharpens and brazes his own saws	5 12 0	5 13 0	5 10 0
(e) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(g) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	5 7 0	5 8 0	5 5 0
(h) Wood turner	6 6 0	6 7 0	6 4 0
(i) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(j) Wood turner machinist (except one turning small plugs for golf shafts) where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(k) Wood turner machinist (except one turning small plugs for golf shafts) where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator, and any adult wood turner machinist turning only small plugs for golf shafts	5 3 0	5 4 0	5 1 0
(l) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	6 6 0	6 7 0	6 4 0
(m) Router machinist (other than one working from templates, dies, or gauges) where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 14 0	5 15 0	5 12 0
(o) Router machinist (working from templates, dies, or gauges) where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator	5 3 0	5 4 0	5 1 0
(p) Buzzer or jointer machinist (using straight irons) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 17 0	5 18 0	5 15 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (b) Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles—continued.

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

Cluses (2) (c) to (34) of the Determination as published in *Government Gazette* No. 260 of the 10th August, 1942, shall remain in force.

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 6 of the 13th January, 1944, shall be replaced by the following clause:—

2 (a)

JUNIORS.

WAGES PER WEEK OF 44 HOURS.

MALES.				FEMALES.									
				£ s. d.									
Under 16 years of age	1	5	6	Under 16 years of age	..	..	..	1	5	0
16 years of age	1	8	0	At 16 years of age	..	..	..	1	8	0
16½	1	17	0	At 16½	..	..	..	1	11	0
17	2	2	0	At 17	..	..	..	1	14	0
17½	2	6	6	At 17½	..	..	..	1	17	6
18	2	11	0	At 18	..	..	..	2	0	0
18½	3	0	0	At 18½	..	..	..	2	3	0
19	3	5	6	At 19	..	..	..	2	6	6
19½	3	15	0	At 19½	..	..	..	2	9	0
20	3	19	6	At 20	..	..	..	2	12	0
20½	4	8	6	At 20½	..	..	..	2	15	6

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d)

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woolen and Worsted Section.

ADULT MALES.

		£ s. d.	
Assistant foreman and/or overlooker	5 19 6
Wool Sorting and Wool Scouring and Carbonizing Department—			
Wool sorters	6 3 0
Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls	5 12 0
Truckers, pressers, and/or storemen (substantially employed as such)	5 6 0
All other machine operators and/or attendants	5 6 0
Dye House—			
Leading hands employed on dye machines or vats	5 10 0
Men on wet crabbers	5 8 0
All other machine operators and/or attendants	5 6 0
Wiley House—			
Leading hand (where more than 4 hands are employed)	5 12 0
Leading hand (where 3 or 4 hands are employed)	5 9 6
Operators and/or attendants	5 6 0
Waste Room—			
Operators and/or attendants	5 6 0
Carding Department—			
Head fettler (leading hand in carding room)	5 11 0
Card fettler	5 7 0
All other machine operators and/or attendants	5 5 0
Woolen Spinning Department—			
Man in charge of one pair of spinning mules	5 7 0
All other machine operators and/or attendants	5 5 0
Worsted Department—			
Jobber in charge and/or comb mechanic in charge	5 17 0
Jobber and/or comb mechanic	5 7 0
All other machine operators and/or attendants	5 5 0
Pin Setting Department—			
Pinsetter—			
First year's experience	5 7 0
Second year's experience	5 12 0
Thereafter—			
Faller pinsetter	5 17 0
Comb circle and French comb cylinder setter	6 3 0
Roller coverer—			
First year's experience	5 6 0
Second year's experience	5 10 0
Thereafter	5 18 0

SCHEDULE—*continued.*
 WOOLLEN AND COTTON TRADE BOARD—*continued.*
 WAGES PER WEEK OF 44 HOURS.
 OTHER EMPLOYEES—*continued.*
Woolen and Worsted Section—continued.
 ADULT MALES—*continued.*

	First Three Months' Experience.	Second Three Months' Experience.	There- after.
	£ s. d.	£ s. d.	£ s. d.
Gill Box Reducing—Intermediate Roving and Spinning Departments—			
Man in charge of one set of spinning mules .. .. .	.. .. .	.. .. .	5 7 0
All other machine operators and/or attendants .. .. .	.. .. .	.. .. .	5 5 0
Winding, Warping, and Twisting Department—			
Warpers .. .. .	.. .. .	.. .. .	5 7 0
Size machine hands .. .. .	.. .. .	.. .. .	5 6 0
All other machine operators and/or attendants .. .. .	.. .. .	.. .. .	5 5 0
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience .. .. .	.. .. .	.. .. .	5 5 0
Second year's experience .. .. .	.. .. .	.. .. .	5 10 0
Thereafter .. .. .	.. .. .	.. .. .	5 15 0
Warp tiers .. .. .	.. .. .	.. .. .	5 5 0
Box loom tuners—			
First year's experience .. .. .	.. .. .	.. .. .	5 8 0
Second year's experience .. .. .	.. .. .	.. .. .	5 14 0
Thereafter .. .. .	.. .. .	.. .. .	6 3 0
Plain loom tuners—			
First year's experience .. .. .	.. .. .	.. .. .	5 6 0
Second year's experience .. .. .	.. .. .	.. .. .	5 12 0
Thereafter .. .. .	.. .. .	.. .. .	5 17 0
Oilers and cleaners .. .. .	.. .. .	.. .. .	5 5 0
Card and/or chain makers .. .. .	.. .. .	.. .. .	5 7 0
Weavers .. .. .	.. .. .	.. .. .	5 8 0
Perchers .. .. .	.. .. .	.. .. .	5 5 0
Finishing Department—			
Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed) .. .. .	.. .. .	.. .. .	5 9 6
Sulphur house hands (for time in sulphur house work) .. .. .	.. .. .	.. .. .	5 12 0
Examiner of finished cloth .. .. .	.. .. .	.. .. .	5 10 0
Piece carbonizers .. .. .	.. .. .	.. .. .	5 8 0
Men engaged on unshrinkable finishing processes .. .. .	.. .. .	.. .. .	5 8 0
Operators and/or attendants .. .. .	.. .. .	.. .. .	5 5 0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed .. .. .	.. .. .	.. .. .	5 9 6
Operators and/or attendants .. .. .	.. .. .	.. .. .	5 5 0
General—			
Recorders .. .. .	.. .. .	.. .. .	5 7 0
Yarn storemen .. .. .	.. .. .	.. .. .	5 5 0
All adult males (in any section) not elsewhere specified .. .. .	.. .. .	.. .. .	4 19 0
ADULT FEMALES.			
Assistant forewoman and/or overlooker	3 9 6	3 9 6	3 9 6
Worsted Department—Combing Section—			
All machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Gill Box, Reducing, Intermediate, Roving, and Spinning Departments—			
All machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Woolen and Worsted Operations—Winding, Warping, and Twisting Department—			
Warpers	2 17 6	3 2 0	3 6 6
All machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Weaving Department—			
Weavers	2 17 6	3 2 6	3 7 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Mending and Darning Department—			
Worsted menders and darners	3 4 6	3 4 6	3 10 6
Other menders and darners (except flannel and blanket menders)	3 3 6	3 3 6	3 6 6
Examiners and/or passers of pieces after mending	2 17 6	3 5 0	3 12 6
Other examiners and passers	2 17 6	3 1 6	3 5 6
Whipping machinists	2 17 6	3 1 0	3 4 6
Knotters and burlers	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Warehouse (Yarn and/or Cloth)—			
Yarn warehouse employees	2 17 6	2 19 6	3 1 0
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
General—			
Recorders	2 17 6	3 2 0	3 6 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Cotton Section.			
ADULT MALES.			
Assistant foreman and/or overlooker when or where employed .. .. .	.. .. .	.. .. .	5 19 6
Dye House and Bleach Croft—			
Leading hand employed on dye or bleaching machines or vats .. .. .	.. .. .	.. .. .	5 10 0
All other machine operators and/or attendants .. .. .	.. .. .	.. .. .	5 6 0
Waste Department—			
Leading hand in waste department where more than 4 hands engaged .. .. .	.. .. .	.. .. .	5 12 0
Leading hand in waste department where 3 or 4 hands engaged .. .. .	.. .. .	.. .. .	5 9 6
Scutching machine hand .. .. .	.. .. .	.. .. .	5 8 0
Other machine operators and/or attendants .. .. .	.. .. .	.. .. .	5 5 0

SCHEDULE—continued.
WOOLLEN AND COTTON TRADE BOARD—continued.
WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Cotton Section—continued.

	First Three Months' Experience.	Second Three Months' Experience.	There- after.
	£ s. d.	£ s. d.	£ s. d.
Blowing Room—			
Blow-room major and/or leading hand	5 12 0
Scutching machine hand	5 8 0
All other machine operators and/or attendants	5 6 0
Carding Department—			
Head stripper and grinder (leading hand in carding-room)	5 11 0
Stripper and grinder	5 8 0
All other machine operators and/or attendants	5 6 0
Combing Department—			
Jobber in charge and/or comb mechanic in charge	5 17 0
Jobber and/or comb mechanic	5 9 6
All other machine operators and/or attendants	5 6 0
Pin Setting Department—			
First year's experience	5 7 0
Second year's experience	5 12 0
Thereafter	6 3 0
Roller Coverer—			
First year's experience	5 6 0
Second year's experience	5 10 0
Thereafter	5 18 0
Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—			
Ring jobber	5 17 0
All machine operators and/or attendants	5 5 0
Mule Spinning Department—			
Man in charge of one pair of spinning mules	5 7 0
All other machine operators and/or attendants	5 5 0
Twisting, Winding, Reeling, and Warping Departments—			
Warpers	5 7 0
Slasher sizer hand	5 6 0
All other machine operators and/or attendants	5 5 0
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience	5 5 0
Second year's experience	5 10 0
Thereafter	5 16 0
Warp tiers	5 5 0
Box loom tuners—			
First year's experience	5 8 0
Second year's experience	5 14 0
Thereafter	6 3 0
Plain loom tuners—			
First year's experience	5 6 0
Second year's experience	5 12 0
Thereafter	5 17 0
Card and/or chain makers	5 7 0
Weavers	5 8 0
Perchers	5 5 0
Oilers and cleaners	5 5 0
Finishing Department—			
Man in charge of finishing machines	5 9 6
Man examining finished cloth	5 10 0
All other machine operators and/or attendants	5 5 0
Warehouse (Yarn and/or Cloth)—			
Leading hand in warehouse where warehouse foreman is not employed	5 9 6
Operators and/or attendants	5 5 0
General—			
Recorders	5 7 0
Yarn storemen	5 5 0
Adult males (in any section) not elsewhere specified	4 19 0

ADULT FEMALES.

Assistant forewoman and/or overlooker	3 9 6	3 9 6	3 9 6
Combing, Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—			
All machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Twisting, Winding, Reeling, and Warping Departments—			
Warpers	2 17 6	3 2 0	3 6 6
All machine operators and/or attendants	2 17 6	3 1 0	3 4 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Weaving Department—			
Weavers	2 17 6	3 2 6	3 7 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Mending and Darning Department—			
Menders and darners	3 3 6	3 3 6	3 6 6
Examiners and/or passers of pieces after mending	2 17 6	3 5 0	3 12 6
Other examiners and passers	2 17 6	3 1 6	3 5 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
Warehouse (Yarn and/or Cloth)—			
Yarn warehouse employees	2 17 6	2 19 6	3 1 0
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6
General—			
Recorders	2 17 6	3 2 0	3 6 6
Other female employees not elsewhere specified	2 17 6	2 17 6	2 17 6

Clauses (3) to (28) inclusive of the Determination as published in *Government Gazette* No. 6 of the 13th January, 1944, shall remain in force.



VICTORIA
GOVERNMENT GAZETTE.

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No. 21]

WEDNESDAY, FEBRUARY 9.

[1944

COMMONWEALTH NATIONAL SECURITY (GENERAL)
REGULATIONS.

STATE OF VICTORIA.

RURAL FIRES PREVENTION ORDER.

ORDER No. 55.

WHEREAS by Regulation 35A of the Commonwealth National Security (General) Regulations it is provided, inter alia, that the Premier of any State may, after consultation with the Minister of State for Home Security or an officer of the Department of Home Security authorized by that Minister to act on his behalf and with the Commander of a Lines of Communication Area or an officer authorized by the Minister of State for the Army to act on behalf of such a Commander, by Order, make such provision as he deems necessary for preventing in any way the destruction by fire of trees or forest produce or of pastures, crops, livestock or other sources of food supply:

Now therefore I, Albert Arthur Dunstan, Premier of the State of Victoria, having duly held such consultations, do hereby make the following Order:—

1. This Order may be cited as the Rural Fires Prevention Order (Victoria) No. 4. Citation.
2. The Rural Fires Prevention Order (Victoria) is amended— Amendment.
 - (a) by inserting after clause 11 the following clause:—

“11A. (1) On any day in respect of which the Forests Commission of the State of Victoria, after consultation with the Director of Meteorological Services or an officer authorized by such Director to act on his behalf, has caused to be broadcast from a broadcasting station in the said State a warning of the likelihood of the occurrence of weather conditions conducive to the spread of bush fires in the whole or in any specified parts or areas of the said State, no person shall use or have in operation any producer gas equipment to or on any motor car or motor tractor within the said State or within such parts or areas of the said State (as the case may be).

Use of
producer gas
equipment.

(2) In this clause unless inconsistent with the context or subject matter— Interpretations.

‘Producer gas equipment’ means equipment for the generation of producer gas.

‘Motor car’ means any vehicle propelled or capable of being propelled by electricity, steam, gas, oil or internal combustion and used or intended for use on any public highway and includes motor cycle.

‘Motor tractor’ means any vehicle used for haulage and propelled or capable of being propelled by electricity, steam, gas, oil or internal combustion.

(b) by inserting in clause 13A after the words “control of” the words “or to any vehicle under the control of.”

A. A. DUNSTAN,
Premier of the State of Victoria.

Dated this 5th day of February, 1944.

No. 170.