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Factories and Shops Acts.

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

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

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

RAY. H. BEERS,  
Secretary for Labour.

### SCHEDULE.

#### CARDBOARD BOX TRADE BOARD.

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

(2)

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

SCHEDULE—continued.

CARDBOARD BOX TRADE BOARD—continued.

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS.

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

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

Where the work is performed by a female junior—

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

Clauses (5) to (33) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 188 of the 25th May, 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 16s. 3d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 20s. 10d. 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.

COUNTRY PRINTERS BOARD.

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

2. TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.		
		A*.	B*.	C*.
		£ s. d.	£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 16 0	6 11 0	6 8 0
A2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	6 7 0 6 10 0 6 16 0	6 2 0 6 5 0 6 11 0	5 19 0 6 2 0 6 8 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	6 16 0	6 11 0	6 8 0
A4	Proof reader and/or reviser— (a) In newspaper and commercial printing offices (b) Commercial printing only	6 10 0 6 10 0	6 5 0 6 5 0	6 2 0 6 2 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine..			
A6	Hand compositor			
A7	Sluggier			
A8	Bulk hand			
A9	Stonehand	6 7 0	6 2 0	5 19 0
A10	Electrotypist			
A11	Stereotypist			
A12	Letterpress Machinist			
A13	Machinist working a flat-bed machine printing from a reel			
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman	6 7 0	6 2 0	..
A15	Stone and/or plate preparer	5 5 0	5 3 0	..
A16	Ink grinder and/or varnisher	5 1 0	4 19 0	..
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	6 7 0	6 2 0	5 19 0
A18	Marbler	6 7 0	6 2 0	5 19 0
A19	Hand Indexer	6 7 0	..	..
A20	Finisher	6 7 0	..	..
A21	Pocket-book maker	6 7 0	..	..
A22	Loose-sheet cover maker	6 7 0	..	..
A23	Ticket maker, turned in work	6 7 0	..	..
A24	Blotting-pad maker	6 7 0	..	..
A25	Portfolio maker	6 7 0	..	..
A26	Map and plan mounter and/or varnisher	6 7 0	..	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	6 7 0	6 2 0	5 19 0
A28	Guillotine machine operator			
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 16 0	6 11 0	6 8 0
A30	Feeder of any kind of machine	5 0 0	..	..
A31	Storeman, packer and/or despatcher	5 6 0	..	..
A32	Male employee not otherwise specified	4 17 0	4 14 0	4 11 0

\* See Clause 3 for definition of grades.

TABLE B.

Adult Females.

	Per week.	£ s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3 3 0
B2	Female employee not otherwise specified	2 13 6
<i>Female Supervisors.</i>		
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of— (a) Up to 8 employees (b) From 9 to 15 employees (both inclusive) (c) Over 15 employees	3 5 6 3 14 6 4 0 6

TABLE C.

Male Juniors in all Sections.

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

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

SCHEDULE—continued.  
COUNTRY PRINTERS BOARD—continued.

TABLE D.  
Apprentices.

Where the work is performed by a male apprentice:—

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

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

Clauses (3) to (42) inclusive and Schedule "A" of the Determination as published in *Government Gazette* No. 3 of 8th January, 1943, shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 14s. for each full week worked" shall be altered to read "a pieceworker shall be paid 16s. for each full week worked".

PAPER BAG TRADE BOARD

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

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
1	Guillotine machine operator .. ..	£ 5 12 0
2	Paper bag machinist .. ..	5 17 6
3	Employee working a paste-making machine	5 3 0
4	Storeman .. ..	5 9 0
5	Packer and/or despatcher .. ..	5 9 0
6	Any other adult male .. ..	5 0 0
7	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	.. ..
<i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	3 1 6
2	Female Packer .. ..	2 18 6
3	Female hand-made paper bag maker .. ..	2 18 6
4	Female bag machine minder, and female threading paper, looking after paste boxes or catching and stacking paper bags ..	3 0 6
5	Female bag machine minder, if with stringing attachment and without assistance .. ..	3 1 6
6	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) .. .. (b) from nine to fifteen employees (both inclusive) .. .. (c) over fifteen employees .. ..	3 5 0 3 12 6 3 18 6
7	Female employee not otherwise specified ..	2 15 6

FEMALE TO BE PAID MALE RATE.

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

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

TABLE E.

Female Juniors in all Sections.

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

	Percentage of Needs of Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.	
				Per week.	Per week.
E1 First year's experience ..	22	0 6	1 0	£ 1 1	s. d. 6
E2 Second year's experience ..	26	0 6	1 6	£ 1 5	6
E3 Third year's experience ..	32	1 0	2 0	£ 1 12	0
E4 Fourth year's experience ..	38	1 0	2 6	£ 1 18	0
E5 Fifth year's experience ..	50	1 6	3 0	£ 2 10	0
E6 And thereafter the minimum wage prescribed for females for the class of work which she is doing.					

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

RATES FOR JUNIORS.

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

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

Where the work is performed by a female junior—

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

SCHEDULE—continued.  
**PRINTERS BOARD.**

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

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

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

SCHEDULE—continued.

PRINTERS BOARD—continued.

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

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

Where the work is performed by a male apprentice—

8. First year	1 1 6
9. Second year	1 8 0
10. Third year	1 16 0
11. Fourth year	2 8 6
12. Fifth year	3 1 0
13. Sixth year	4 5 6
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him,	

SCHEDULE—continued.

PRINTERS BOARD—continued.

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

Where the work is performed by a female junior—

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

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

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

Clauses (8) to (36) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 198 of the 27th May, 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 1s. 1d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 9s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

PROCESS ENGRAVERS BOARD.

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

(2)

(i)

APPRENTICES AND IMPROVERS.

Wages per Week.							PROPORTION.	
(Other than those subject to the Apprenticeship Commission).							Apprentices.	
(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.							(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.	
Commencing Age.							(b) Apprentices other than those provided for in sub-clause (a) hereof.	
	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	(i) Females doing work for which a rate has been provided for females in clause (3) of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	(ii) Other apprentices. One apprentice to every three or fraction of three male adults receiving not less than the minimum wage.	
1st year—								
1st six months	23 3	23 3	28 0	34 3	39 6	42 0		
2nd six months	23 3	23 3	28 0	34 3	39 6	47 9		
2nd year ..	26 3	28 0	33 6	37 3	45 0	..		
3rd year ..	30 9	32 6	36 3	41 6	..	..		
4th year ..	38 6	40 3	45 0	..	..	..		
5th year ..	47 9	52 6	..	..	..	..		
6th year ..	56 3	..	..	..	..	..		
(b) Other apprentices or improvers:—							Improvers.	
Apprentices.			Improvers.					
		s. d.				s. d.		
1st year ..	..	13 3	1st year ..	..	..	27 6		
2nd year ..	..	22 9	2nd year ..	..	..	36 0		
3rd year ..	..	31 0	3rd year ..	..	..	50 6		
4th year ..	..	41 9	4th year ..	..	..	60 6		
5th year ..	..	54 6	5th year ..	..	..	80 0		
6th year ..	..	72 9						
Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—								
		s. d.						
1st year ..	..	22 9						
2nd year ..	..	31 0						
3rd year ..	..	41 9						
4th year ..	..	54 6						
5th year ..	..	72 9						

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

SCHEDULE—continued.

PROCESS ENGRAVERS BOARD—continued.

(3)

OTHER EMPLOYEES.

Photolithography.

		Wages per Week. s. d.	
Operator .. .. .	} 21 years of age	..	130 0
Half-tone colour negative separator and/or dot etcher .. .. .		Thereafter	135 0
Step and repeat printing-down Machine operative .. .. .	} Males	..	130 0
Printer .. .. .		..	125 0
Proofer .. .. .	} Females	..	130 0
Negative opaquer, retoucher, and/or plate worker .. .. .		..	72 6

Photogravure.

Operator employed in connexion with photogravure or rotogravure work .. .. .	} 21 years of age	..	130 0
Retouchers of negatives or positives .. .. .		Thereafter	135 0
All others .. .. .	} Females	..	72 6
		21 years of age	130 0
	Thereafter	135 0	

Process Engraving.

Operator .. .. .	} 21 years of age	..	130 0
Half-tone etcher .. .. .		Thereafter	135 0
Printer .. .. .	} Males	..	130 0
Line etcher .. .. .		..	130 0
Engraver .. .. .	} Females	..	125 0
Router .. .. .		..	72 6
Mounter .. .. .	} Males	..	130 0
Proofer .. .. .		..	130 0
Negative retoucher, opaquer, and/or plate worker .. .. .	} Females	..	125 0
		..	72 6

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

PROVINCIAL PRINTERS BOARD.

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 6 12 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation .. .. . (b) For a second period of six months' probation .. .. . (c) Thereafter the rate for a machine compositor .. .. .	6 3 0 6 6 0 6 12 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid .. .. .	6 12 0
A4.	Proof reader .. .. .	6 6 0
A5.	Proof reader and reviser .. .. .	6 6 0
A6.	Proof reader's assistant .. .. .	4 19 0
A7.	Hand compositor .. .. .	6 3 0
A8.	Sluggers .. .. .	6 3 0
A9.	Bulk hand .. .. .	6 3 0
A10.	Stone hand .. .. . (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	6 6 0
A11.	(An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper .. .. .	6 3 0
A13.	Stereotyper's assistant .. .. .	5 11 0
A14.	Rotary machinist or rotary machine minder .. .. .	6 9 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily .. .. .	5 14 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening .. .. .	5 5 0
A17.	Machinist working a flat bed machine printing from a reel .. .. .	6 3 0
A18.	Publishing employee .. .. .	5 8 0
A19.	(a) Working mechanic of slug-casting machine, if in charge .. .. . (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic .. .. .	6 3 0 5 19 0
A20.	Cleaner of slug-casting machine .. .. .	4 19 0
A21.	Galley puller .. .. .	4 19 0
A22.	Storeman .. .. .	5 2 0
A23.	Male employee not otherwise specified .. .. .	4 18 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	



SCHEDULE—*continued.*  
 PROVINCIAL PRINTERS BOARD—*continued.*  
 PART I.—DAILY NEWSPAPER OFFICES ONLY—*continued.*

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

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

(2) FEMALE TO BE PAID MALE RATE.

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

(3) RATES FOR JUNIORS AND APPRENTICES.

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

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

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year	1 0 6
9. Second year	1 6 0
10. Third year	1 13 0
11. Fourth year	2 4 6
12. Fifth year	2 16 6
13. Sixth year	3 19 6

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

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

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

	Per Week.
	£ s. d.
1. First year's experience	1 0 6
2. Second year's experience	1 4 0
3. Third year's experience	1 10 0
4. Fourth year's experience	1 15 6
5. Fifth year's experience	2 7 0

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

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

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

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
		£ s. d.
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 19 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 10 0
	(b) For a second period of six months' probation	6 13 0
	(c) Thereafter the rate for a machine compositor	6 19 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	6 19 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	6 10 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 15 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	6 10 0

SCHEDULE—*continued.*

PROVINCIAL PRINTERS BOARD—*continued.*

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

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

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

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

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

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

Where the work is performed by a male apprentice—

	Per week
	£ s. d.
8. First year	1 1 6
9. Second year	1 8 0
10. Third year	1 16 0
11. Fourth year	2 8 6
12. Fifth year	3 1 0
13. Sixth year	4 5 6

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

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

Where the work is performed by a female junior—

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

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

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 4s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 10s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 9s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

STATIONERY BOARD.

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

(2)

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

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

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

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

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

Per week.

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

Where the work is performed by a male apprentice—

Per week.

	£	s.	d.
8. First Year	1	1	6
9. Second year	1	8	0
10. Third year	1	16	0
11. Fourth year	2	8	6
12. Fifth year	3	1	6
13. Sixth year	4	5	6
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.			
15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week, beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.			

Where the work is performed by a female junior—

Per week.

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

[1285]



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No. 79]

MONDAY, MAY 8.

[1944

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FURTHER PROROGUING THE PARLIAMENT OF VICTORIA

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

**W**HEREAS The Parliament of Victoria stands prorogued until Tuesday, the ninth day of May, 1944:  
Now I, the Governor of the State of Victoria, in the Commonwealth of Australia, do by this my Proclamation further prorogue the said Parliament of Victoria until Tuesday, the sixth day of June, 1944.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this eighth day of May, in the year of our Lord One thousand nine hundred and forty-four, and in the eighth year of the reign of His Majesty King George VI.

(L.S.)

WINSTON DUGAN.

By His Excellency's Command,

A. A. DUNSTAN,  
Premier.

GOD SAVE THE KING!

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



[1287]



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GOVERNMENT GAZETTE.

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No. 80]

MONDAY, MAY 8.

[1944

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DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of a Determination of the Shops Board No. 1 (Boot Dealers) made on the 23rd February, 1944,

AND

IN THE MATTER of an Appeal against certain provisions of the said Determination.

(Before His Honour Judge Stretton, Mr. C. H. Grant, and Mr. J. V. Stout.)

Monday, the 1st day of May, 1944.

Having heard the abovementioned Appeal this Court doth determine that such Appeal be dismissed.

By Order of the Court,  
REX L. CECIL,  
*Registrar.*

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

No. 80.—4700/44.

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