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[1946

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1946, as set out in the Schedule hereto:—

Dated at Melbourne, this
 29th day of August, 1946.

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 15 0 | 1 14 0 |
| 17 and under 18 years of age | 2 4 0 | 2 2 6 |
| 18 " " 19 " " | 2 11 0 | 2 9 0 |
| 19 " " 20 " " | 3 2 6 | 3 0 6 |
| 20 " " 21 " " | 3 13 6 | 3 11 0 |
| Females— | | |
| Under 18 years of age | 1 11 6 | 1 10 6 |
| 18 and under 19 years of age | 1 19 6 | 1 18 6 |
| 19 " " 20 " " | 2 1 6 | 2 0 6 |
| 20 " " 21 " " | 2 11 0 | 2 9 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 3 0 | 6 0 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 13 0 | 5 10 0 |
| Employee on automatic combined bottle-washing, syrapping, bottling, sealing (or crowning), and labelling machine | 5 8 0 | 5 5 0 |
| Employee bottling aerated or carbonated waters | 5 5 6 | 5 2 6 |
| Employee engaged in handling Glauber Salts | 5 5 6 | 5 2 6 |
| Box repairer and wood worker | 5 9 0 | 5 6 0 |
| All others | 5 3 0 | 5 0 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 17 0 | 2 15 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. 86 of the 22nd May, 1944, shall be replaced by the following clauses:—

| 2. | Wages per Week of 44 Hours. | |
|--|--|------------------------------|
| | Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. |
| DIVISION I.—AGRICULTURAL IMPLEMENT SECTION. | | |
| <i>(a) Assembly, Fitting and Process Working.</i> | | |
| Assembler | 5 12 0 | 5 9 0 |
| Assembler after two years' experience | 5 16 0 | 5 13 0 |
| Carpenter on agricultural implement making (including tool allowance) | 6 6 0 | 6 3 0 |
| Dismantler | 5 11 0 | 5 8 0 |
| Implement and/or comb fitter | 6 0 0 | 5 17 0 |
| Implement and/or comb fitter after two years' experience | 6 3 0 | 6 0 0 |
| Pattern fitter and finisher | 6 3 0 | 6 0 0 |
| Plough fitter | 5 18 0 | 5 15 0 |
| Process worker | 5 10 0 | 5 7 0 |
| Wheel rimmer | 6 0 0 | 5 17 0 |
| Windmill erector | 6 0 0 | 5 17 0 |
| Windmill maker other than fitter | 5 19 0 | 5 16 0 |
| <i>(b) Blacksmithing, &c.</i> | | |
| Blacksmith's striker | 5 11 0 | 5 8 0 |
| Blacksmith's striker on double fires | 5 13 0 | 5 10 0 |
| Bulldozer operator | 5 17 0 | 5 14 0 |
| Hammer driver | 5 13 0 | 5 10 0 |
| Heater | 5 11 0 | 5 8 0 |
| Implement smith of five years' experience able to do all classes of implement work | 6 6 0 | 6 3 0 |
| Other smith (including iron bender) | 6 3 0 | 6 0 0 |
| <i>(c) Dressing, Grinding, and Pickling.</i> | | |
| Chipper | 5 11 0 | 5 8 0 |
| Dresser and fettler | 5 13 0 | 5 10 0 |
| Emery-wheel attendant | 5 13 0 | 5 10 0 |
| Grinder | 5 13 0 | 5 10 0 |
| Grinder using portable machine | 5 15 0 | 5 12 0 |
| Pickler | 5 8 0 | 5 5 0 |
| Shot and sand blast dresser | 5 15 0 | 5 12 0 |
| <i>(d) Furnacemen.</i> | | |
| Cupola | 6 0 0 | 5 17 0 |
| Electric | 5 19 0 | 5 16 0 |
| All other furnaces (not including small rivet or bolt heating) | 5 17 0 | 5 14 0 |
| Small rivet or bolt heating | 5 13 0 | 5 10 0 |
| Assistant | 5 11 0 | 5 8 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 Warrumbbool, 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 15 0 | 6 12 0 |
| Loose pattern moulder | 6 8 0 | 6 5 0 |
| Plate and machine moulder and/or coremaker | 6 0 0 | 5 17 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 28 hereof. | | |
| (f) Inspection, &c. | | |
| Checker | 5 13 0 | 5 10 0 |
| Inspector | 5 13 0 | 5 10 0 |
| (g) Machinists. | | |
| 1st class | 6 15 0 | 6 12 0 |
| 2nd class | 6 3 0 | 6 0 0 |
| 3rd class | 5 16 0 | 5 13 0 |
| Driller | 5 13 0 | 5 10 0 |
| Process worker | 5 10 0 | 5 7 0 |
| (h) Painting, &c. | | |
| Dipper | 5 8 0 | 5 5 0 |
| Painter (brush hand) | 5 11 0 | 5 8 0 |
| Paint mixer | 5 8 0 | 5 5 0 |
| Spray painter | 5 12 0 | 5 9 0 |
| Writer and liner | 6 0 0 | 5 17 0 |
| (i) Sheet Metal. | | |
| Bench hand—1st class | 6 15 0 | 6 12 0 |
| Bench hand—2nd class | 6 3 0 | 6 0 0 |
| (j) Stores. | | |
| Attendant at casting stores | 5 8 0 | 5 5 0 |
| Storeman and/or packer | 5 11 0 | 5 8 0 |
| (k) Welders. | | |
| 1st class | 6 18 0 | 6 15 0 |
| 2nd class | 5 16 0 | 5 13 0 |
| 3rd class | 5 12 0 | 5 9 0 |
| Tack welder | 5 14 0 | 5 11 0 |
| (l) Wire Workers. | | |
| Wire drawer | 5 11 0 | 5 8 0 |
| Wire weaver | 5 11 0 | 5 8 0 |
| DIVISION II.—ELECTRICAL. | | |
| Electrical mechanic | 6 15 0 | 6 12 0 |
| Shift electrician | 6 15 0 | 6 12 0 |
| Tradesman, electrical fitter | 6 15 0 | 6 12 0 |
| Tradesman's and electrical mechanic's assistant | 5 11 0 | 5 8 0 |
| DIVISION III.—ENGINEERING. | | |
| Electrical fitter | 6 15 0 | 6 12 0 |
| Machinist—1st class | 6 15 0 | 6 12 0 |
| Machinist—2nd class | 6 3 0 | 6 0 0 |
| Machinist—3rd class | 5 16 0 | 5 13 0 |
| Motor mechanic | 6 12 0 | 6 0 0 |
| Patternmaker | 7 3 0 | 7 0 0 |
| Toolmaker | 7 5 0 | 7 2 0 |
| Tradesman | 6 15 0 | 6 12 0 |
| Tradesman the greater part of whose time is occupied in marking off | 6 18 0 | 6 15 0 |
| Tradesman, wet stone grinder and glazier | 6 15 0 | 6 12 0 |
| DIVISION IV.—ENGINEERING SMITHING. | | |
| Coppersmith | 6 16 0 | 6 13 0 |
| Forger and/or faggoter | 7 7 0 | 7 4 0 |
| Forgeman's assistant | 5 13 0 | 5 10 0 |
| Other smith | 6 16 0 | 6 13 0 |
| Toolsmith | 6 18 0 | 6 15 0 |
| DIVISION V.—WOOD MILL. | | |
| Band sawyer | 5 17 0 | 5 14 0 |
| Bending machinist | 5 14 0 | 5 11 0 |
| Boring and drilling machinist | 5 10 0 | 5 7 0 |
| Buzzer machinist (only operating or feeding machines) | 5 6 0 | 5 3 0 |
| Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters) | 6 0 0 | 5 17 0 |
| Casemaker | 5 16 0 | 5 13 0 |
| Casemaking sawyer | 5 7 0 | 5 4 0 |
| Circular sawyer | 5 17 0 | 5 14 0 |
| Crosscut sawyer | 5 10 0 | 5 7 0 |
| Morticing machinist | 5 10 0 | 5 7 0 |
| Moulding machinist (where the machinists set up their machines only) | 5 18 0 | 5 15 0 |
| Moulding machinist (where the machinists set up their machines and grind their knives and cutters) | 6 5 0 | 6 2 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. |
| DIVISION V.—WOOD MILL— <i>continued.</i> | | |
| Pulling out machinist | £ 5 9 0 | £ 5 6 0 |
| Sanding machinist | 5 14 0 | 5 11 0 |
| Saw doctor | 6 18 0 | 6 15 0 |
| Shaper machinist | 6 9 0 | 6 6 0 |
| Stacker | 5 9 0 | 5 6 0 |
| Tenoning machinist (only operating or feeding machines) | 5 8 0 | 5 5 0 |
| Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters) | 6 2 0 | 5 19 0 |
| Thickener machinist | 5 13 0 | 5 10 0 |
| Turner | 6 9 0 | 6 6 0 |
| DIVISION VI.—MISCELLANEOUS. | | |
| Belt maker and cutter | 5 19 0 | 5 16 0 |
| Carpenter (other than agricultural implement making) | 6 16 0 | 6 13 0 |
| Carrier | 6 7 0 | 6 4 0 |
| Employee not elsewhere classified | 5 2 0 | 4 19 0 |

APPRENTICESHIP.

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

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

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

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

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

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

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

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

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

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

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

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

Wages.

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

| | Percentage of Needs Basic Wage. | Loading (Constant). | War Loading. | Total Wage Payable. | |
|--|---------------------------------|---------------------|--------------|--|------------------------------|
| | | | | Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong or at Warrnambool and within Mildura and Gippsland Districts. | All other Parts of Victoria. |
| Four and five-year terms— | | | | | |
| 1st year | 22½ | 0 0 | 0 9 | 21 6 | 21 0 |
| 2nd year | 30 | 1 0 | 1 0 | 30 0 | 29 0 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 | 43 6 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 | 71 6 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 | 90 6 |
| Four-year terms—Apprenticeship commencing after the age of 17 years— | | | | | |
| 1st year | 26 | 0 0 | 0 9 | 25 0 | 24 0 |
| 2nd year | 45 | 1 0 | 1 6 | 44 6 | 43 0 |
| 3rd year | 75 | 2 0 | 2 3 | 74 0 | 71 6 |
| 4th year | 95 | 2 0 | 3 0 | 93 6 | 90 6 |

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

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

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

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

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

UNAPPRENTICED MALE JUNIORS AND FEMALES.

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

WAGES PER WEEK OF 44 HOURS.

| | Percentage of Needs Basic Wage. | Loading. (Constant). | War Loading. | Total Wage Payable. | |
|--|---------------------------------|----------------------|--------------------|--|------------------------------|
| | | | | Within 20 miles of G.P.O., Melbourne Within 10 miles of G.P.O., Geelong or at Warrnambool and within Mildura and Gippsland Districts. | All other Parts of Victoria. |
| | | s. d. | Per Week. s. d. | s. d. | s. d. |
| <i>I.—Adult Females.</i> | | | | | |
| Under three months' experience | 65 | 3 0 | .. | 63 6 | 61 6 |
| All others | 75 | 3 0 | .. | 72 6 | 70 6 |
| <i>II.—Junior Females.</i> | | | | | |
| 17 years of age and under | 40 | 1 0 | .. | 38 0 | 37 0 |
| 18 years of age | 47½ | 1 3 | .. | 45 6 | 44 0 |
| 19 years of age | 55 | 1 6 | .. | 52 6 | 51 0 |
| 20 years of age | 62½ | 2 0 | .. | 60 0 | 58 0 |
| <i>III.—Male Juniors.</i> | | | | | |
| Under 16 years of age | 25 | 0 6 | .. | 23 6 | 23 0 |
| 16 years of age | 35 | 0 9 | .. | 33 6 | 32 0 |
| 17 years of age | 47½ | 1 0 | .. | 45 0 | 43 6 |
| 18 years of age | 60 | 1 0 | .. | 57 0 | 55 0 |
| 19 years of age | 75 | 2 0 | .. | 71 6 | 69 6 |
| 20 years of age | 90 | 2 0 | .. | 85 6 | 83 0 |
| <i>IV. Junior Males (Foundries).</i> | | | | | |
| Under 16 years of age | 25 | 0 6 | 1 0 | 24 6 | 24 0 |
| 16 years of age | 33 | 0 9 | 1 9 | 33 0 | 32 0 |
| 17 years of age | 60 | 1 0 | 3 0 | 60 0 | 58 0 |
| 18 years of age | 75 | 2 0 | 4 0 | 75 6 | 73 6 |
| 19 years of age and over | 90 | 2 6 | 4 6 | 90 6 | 88 0 |

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

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

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

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

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 43 of the 15th March, 1946, 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 .. | 47 2 | 1 6 | 48 8 | Carcass skimmers | 126 0 | 4 0 | 130 0 |
| 16 years of age and under 17 years of age .. | 51 0 | 1 8 | 52 8 | All others | 120 0 | 4 0 | 124 0 |
| 17 years of age and under 19 years of age .. | 65 9 | 2 1 | 67 10 | | | | |
| 19 years of age and under 20 years of age .. | 75 10 | 2 5 | 78 3 | Afternoon shift employees shall receive an additional 10 per cent. per week. | | | |
| 20 years of age and under 21 years of age .. | 85 5 | 2 9 | 88 2 | Night shift employees shall receive an additional 10 per cent. per week. | | | |
| PROPORTION (by any Employer). | | | | Leading hands on afternoon or night shift shall receive an additional 1s. per shift. | | | |
| <i>Apprentices.</i> | | | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than 124s. per week. | | | | | | | |
| An indenture of apprenticeship has been prescribed by the Board. | | | | | | | |
| <i>Improvers.</i> | | | | | | | |
| One improver to every four workers receiving not less than 124s. 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 (16) inclusive of the Determination as published in *Government Gazette* No. 43 of the 15th March, 1946, shall remain in force.

ASBESTOS-CEMENT WORKERS BOARD.

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

(2)

| Apprentices or Improvers. | | | | Other Employees. | | | |
|--|-------------------------|-----------------------------|--------------------|---|-------------------------|-----------------------------|--------------------|
| | Wages. | | | | Wages. | | |
| | Per Week of 44 Hours. | | | | Per Week of 44 Hours. | | |
| | Adjustable Weekly Rate. | Non-adjustable War Loading. | Total Weekly Rate. | | Adjustable Weekly Rate. | Non-adjustable War Loading. | Total Weekly Rate. |
| | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| 16 and under 17 years of age .. | 35 2 | 1 0 | 36 2 | Wet Machine Leading Hand (where in sole charge of running) .. | 110 0 | 5 0 | 115 0 |
| 17 and under 18 years of age .. | 39 4 | 1 2 | 40 6 | Mixer Attendant in Charge .. | 109 0 | 5 0 | 114 0 |
| 18 and under 19 years of age .. | 46 8 | 1 4 | 48 0 | Asbestos Disintegrator (asbestos treatment) attendant .. | 108 0 | 5 0 | 113 0 |
| 19 and under 20 years of age .. | 57 3 | 1 7 | 58 10 | Leading cutter-off .. | 107 0 | 5 0 | 112 0 |
| 20 and under 21 years of age .. | 72 3 | 2 1 | 74 4 | Accessories moulders .. | 107 0 | 5 0 | 112 0 |
| No apprentices or improvers under the age of sixteen years to be engaged. | | | | Wiremen in charge of Pressure Pipe Machine .. | 107 0 | 5 0 | 112 0 |
| PROPORTION (IN ANY PLACE). | | | | Wet trimmer (Power Guillotine only) .. | 106 6 | 5 0 | 111 6 |
| <i>Apprentices and Improvers.</i> | | | | Dry trimmer in charge of Power-Cutting Machines .. | 106 6 | 5 0 | 111 6 |
| Two apprentices or improvers to every three or fraction of three workers receiving not less than 109s. per week of 44 hours. | | | | Cutters and turners Pressure Pipe Leading attendant Pressure Pipe Curing Tanks .. | 106 6 | 5 0 | 111 6 |
| | | | | Men engaged in formation of corrugated sheets .. | 105 0 | 5 0 | 110 0 |
| | | | | All others | 104 0 | 5 0 | 109 0 |

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

SCHEDULE—continued.

BAG MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 46 of the 15th March, 1946, shall be replaced by the following clause:—

2.

| IMPROVERS—MALE. | | | | | | | IMPROVERS AND JUVENILE WORKERS—FEMALES. | | | | | | |
|--|---------------------|-----------|-----------|-----------|-----------|-----------|---|---------------------|-----------|-----------|-----------|-----------|-----------|
| Wages—Per Week of 44 Hours. | | | | | | | Wages—Per Week of 44 Hours. | | | | | | |
| Commencing Age. | | | | | | | Commencing Age. | | | | | | |
| — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. | — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st 6 months | 26 6 | 31 3 | 37 0 | 58 0 | 75 9 | 93 3 | 1st 6 months .. | 26 3 | 31 0 | 36 9 | 43 6 | 47 9 | 54 0 |
| 2nd 6 months | 31 3 | 37 0 | 58 0 | 75 9 | 93 3 | .. | 2nd 6 months.. | 31 0 | 36 9 | 43 6 | 47 9 | 54 0 | .. |
| 2nd year .. | 37 0 | 58 0 | 75 9 | 93 3 | .. | .. | 2nd year .. | 36 9 | 43 6 | 47 9 | 54 0 | .. | .. |
| 3rd year .. | 58 0 | 75 9 | 93 3 | .. | .. | .. | 3rd year .. | 43 6 | 47 9 | 54 0 | .. | .. | .. |
| 4th year .. | 75 9 | 93 3 | .. | .. | .. | .. | 4th year .. | 47 9 | 54 0 | .. | .. | .. | .. |
| 5th year .. | 93 3 | .. | .. | .. | .. | .. | 5th year .. | 54 0 | .. | .. | .. | .. | .. |
| PROPORTION. | | | | | | | PROPORTION. | | | | | | |
| <i>Males.</i> | | | | | | | <i>Female Improvers.</i> | | | | | | |
| One male improver to every three or fraction of three male workers receiving not less than 113s. per week of 44 hours. | | | | | | | Two female improvers to every six or fraction of six female workers receiving not less than 66s. 6d. per week of 44 hours. | | | | | | |
| | | | | | | | JUVENILE WORKERS. | | | | | | |
| | | | | | | | Not more than three juvenile workers to each adult female worker receiving not less than 66s. 6d. per week of 44 hours. | | | | | | |
| | | | | | | | NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying. | | | | | | |

OTHER EMPLOYEES.

| | Per Week of 44 Hours. | |
|---|-----------------------|-------|
| | s. | d. |
| <i>Males.</i> | | |
| Combination bag-making machine attendant .. | .. | 113 0 |
| Repairers by hand .. | .. | 113 0 |
| Repairers by machine .. | .. | 113 0 |
| <i>Females.</i> | | |
| Bag-making machinist .. | .. | 67 3 |
| Repairers by hand .. | .. | 74 6 |
| Repairers by machine .. | .. | 74 6 |
| Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade— | | |
| 1st 3 months .. | .. | 52 6 |
| 2nd 3 months .. | .. | 58 0 |
| Persons over 21 years of age repairing (hand or machine) without previous experience at the trade— | | |
| 1st 3 months .. | .. | 52 6 |
| All others .. | .. | 66 6 |

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

Clauses (3) to (17) inclusive of the Determination published in *Government Gazette* No. 46 of the 15th March, 1946, shall remain in force, provided that the percentage shown in the margin of clause (13) shall be altered from 35 per cent. to 36 per cent.

SCHEDULE—*continued.*

BEDSTEAD MAKERS BOARD.

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

| 2. | Wages per week of 44 hours. | |
|---|---|--|
| | Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool. | Other Parts of Victoria where the Determination applies. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Bedstead smith | 113 0 | 110 0 |
| Chill fitter called on to design and model | 126 0 | 123 0 |
| Other chill fitter | 113 0 | 110 0 |
| Machinist | 110 | 107 0 |
| Plater in charge | 123 0 | 120 0 |
| Plater's assistant | 111 0 | 108 0 |
| Polisher and grinder | 112 0 | 109 0 |
| Chipper and caster | 109 0 | 106 0 |
| Bedstead fitter and mounter | 113 0 | 110 0 |
| Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter | 112 0 | 109 0 |
| Japanner and lacquerer | 110 0 | 107 0 |
| All others | 102 0 | 99 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>s. d.</i> |
|---|--------------|
| (a) Junior Males. | |
| Under 16 years of age | 17 0 |
| 16 and under 17 years of age | 32 9 |
| 17 " " 18 " " | 57 6 |
| 18 " " 19 " " | 72 0 |
| 19 " " 21 " " | 86 9 |
| (b) Adult Females. | |
| If of less than 12 months' experience | 62 0 |
| Of 12 months' experience or more | 70 3 |
| (c) Junior Females. | |
| 1st year's experience | 14 0 |
| 2nd " " | 18 9 |
| 3rd " " | 36 3 |
| 4th " " | 45 6 |
| 5th " " | 52 0 |
| Thereafter until reaching the age of 21 years | 58 6 |

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

SCHEDULE—*continued.*

BISCUIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 144 of the 29th July, 1946, shall be replaced by the following clause:—

(2)

| Apprentices or Improvers. | | | Other Employees. | |
|---|--------------------------------|----------------------------------|--|-------|
| WAGES PER WEEK OF 44 HOURS. | | | WAGES. | |
| | Male Apprentices or Improvers. | Female Apprentices or Improvers. | Per week of 44 hours. s. d. | |
| Under 16 years of age | s. d. 33 9 | s. d. 42 0 | Bakers (including Wafer Bakers and Branette Bakers) | 116 0 |
| 16 years of age | 36 3 | 42 0 | Brakesman | 112 6 |
| 17 " | 50 0 | 46 6 | Machine Attendant | 110 0 |
| 18 " | 57 0 | 54 6 | Men carrying and stacking flour | 118 0 |
| 19 " | 67 3 | 59 3 | Mixers (including Wafer Mixers and Sugar Cream Mixers) | 116 0 |
| 20 " | 76 0 | 64 3 | Oven firemen | 116 0 |
| Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates. | | | Adult males operating "Enroba" chocolate dipping machine | 109 0 |
| PROPORTION (IN ANY PLACE). | | | Despatch hands | 109 0 |
| <i>Apprentices.</i> | | | All other males | 106 0 |
| MALES. | | | All other females | 79 6 |
| One male apprentice to every three or fraction of three male workers receiving not less than 106s. per week of 44 hours | | | | |
| FEMALES. | | | | |
| One female apprentice to every three or fraction of three female workers receiving not less than 79s. 6d. per week of 44 hours. | | | | |
| <i>Improvers.</i> | | | | |
| MALES. | | | | |
| Two male improvers to every male worker receiving not less than 106s. per week of 44 hours. | | | | |
| FEMALES. | | | | |
| Four female improvers to every female worker receiving not less than 79s. 6d. per week of 44 hours. | | | | |

Clauses (3) to (19) inclusive of the Determination published in *Government Gazette* No. 144 of the 29th July, 1946, shall remain in force.

SCHEDULE—continued.

BOARDING HOUSES BOARD.

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

(2)

| APPRENTICES OR IMPROVERS. | | | | | | | |
|----------------------------------|-----------------|--------------|--------------|----------------|--------------|--------------|---|
| | Wages per Week. | | | | | | PROPORTION (IN ANY PLACE). MALES OR FEMALES. |
| | Males. | | | Females. | | | |
| | Ordinary Wage. | War Loading. | Total Wage. | Ordinary Wage. | War Loading. | Total Wage. | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | |
| During 1st 6 months' experience | 19 0 | 0 9 | 19 9 | 18 3 | 0 9 | 19 0 | <p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p> |
| " 2nd " " | 24 6 | 1 0 | 25 6 | 21 9 | 1 0 | 22 9 | |
| " 3rd " " | 30 0 | 1 3 | 31 3 | 28 0 | 1 3 | 29 3 | |
| " 4th " " | 34 3 | 1 3 | 35 6 | 30 0 | 1 3 | 31 3 | |
| " 5th " " | 40 9 | 1 6 | 42 3 | .. | .. | .. | |
| " 6th " " | 48 0 | 2 0 | 50 0 | .. | .. | .. | |
| 4th Year's experience | 66 3 | 2 9 | 69 0 | .. | .. | .. | |
| and thereafter the minimum wage. | | | | | | | |

| 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 Chitwell, and the Boroughs of Eaglehawk and Sebastopol. | All other Parts of Victoria. |
| | | <i>s. d.</i> | <i>s. d.</i> |
| <i>Males.</i> | | | |
| Porter .. .. . | .. .. . | 103 0 | 100 0 |
| Head Waiter .. .. . | .. .. . | 107 0 | 104 0 |
| Other Waiters .. .. . | .. .. . | 103 0 | 100 0 |
| First Cook, where the number of persons employed in the kitchen is eight or more .. .. . | .. .. . | 137 0 | 134 0 |
| Five, six or seven .. .. . | .. .. . | 122 0 | 119 0 |
| Three or four .. .. . | .. .. . | 112 6 | 109 6 |
| Two or less .. .. . | .. .. . | 108 0 | 105 0 |
| Second Cook, where the number of persons employed in the kitchen is eight or more .. .. . | .. .. . | 117 0 | 114 0 |
| Five, six, or seven .. .. . | .. .. . | 108 0 | 105 0 |
| Other Second Cooks .. .. . | .. .. . | 105 6 | 102 6 |
| Sweets Cook .. .. . | .. .. . | 108 0 | 105 0 |
| Grill, Relieving, or Assistant Cook .. .. . | .. .. . | 105 6 | 102 6 |
| Pantryman or Kitchenman .. .. . | .. .. . | 103 0 | 100 0 |
| Persons not otherwise provided for .. .. . | .. .. . | 103 0 | 100 0 |
| <i>Females.</i> | | | |
| Housekeeper .. .. . | .. .. . | 74 6 | 71 6 |
| Laundress .. .. . | .. .. . | 63 0 | 60 0 |
| Housemaid, Parlourmaid, or General .. .. . | .. .. . | 60 0 | 57 0 |
| Head Waitress .. .. . | .. .. . | 63 0 | 60 0 |
| Other Waitresses .. .. . | .. .. . | 60 0 | 57 0 |
| First Cook .. .. . | .. .. . | 74 6 | 71 6 |
| Second Cooks .. .. . | .. .. . | 66 6 | 63 6 |
| Sweets Cook .. .. . | .. .. . | 68 6 | 65 6 |
| Grill, Relieving, or Assistant Cook .. .. . | .. .. . | 65 0 | 62 0 |
| Pantrymaid or Kitchenmaid .. .. . | .. .. . | 60 0 | 57 0 |
| Persons not otherwise provided for .. .. . | .. .. . | 60 0 | 57 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.

BOARDING SCHOOL EMPLOYEES BOARD.

Clause 2 (a) and (b) of the Determination published in *Government Gazette* No. 74 of the 26th April, 1946, shall be replaced by the following clause:—

WAGES.

2. (a) Apprentices or Improvers.

| Males. | Per Week. | Females. | Per Week. |
|--------------------------------------|--------------|---------------------------------------|--------------|
| | <i>s. d.</i> | | <i>s. d.</i> |
| Under 17 years of age | 52 3 | Under 16 years of age | 31 6 |
| 17 years of age and under 18 | 62 9 | 16 years of age and under 17 | 38 0 |
| 18 years of age and under 19 | 73 3 | 17 years of age and under 17½ | 44 3 |
| 19 years of age and under 20 | 83 9 | 17½ years of age and under 18 | 50 6 |
| 20 years of age and under 21 | 94 3 | 18 years of age and under 19 | 56 9 |
| | | and thereafter the minimum wage. | |

Proportion (in any place).

Apprentices.—One apprentice to every four or fraction of four workers of either sex receiving not less than the minimum wage.

Improvers.—One improver to every four or fraction of four workers of either sex receiving not less than the minimum wage.

(b) Other Employees.

| Males. | Per Week. | Females. | Per Week. |
|---|----------------|---|----------------|
| | <i>£ s. d.</i> | | <i>£ s. d.</i> |
| First Cook, where the number of persons employed in the kitchen is | | First Cook, where the number of persons employed in the kitchen is | |
| Eight or more | 7 3 6 | Eight or more | 4 11 0 |
| Five, six, or seven | 6 18 6 | Five, six, or seven | 4 8 0 |
| Four or less | 6 13 6 | Four or less | 4 4 0 |
| Cook employed alone | 5 18 6 | Cook employed alone | 3 15 9 |
| Second Cook, where the number of persons employed in the kitchen is | | Second Cook, where the number of persons employed in the kitchen is | |
| Eight or more | 6 8 6 | Eight or more | 4 0 9 |
| Five, six, or seven | 6 3 6 | Five, six, or seven | 3 16 9 |
| Four or less | 5 18 6 | Four or less | 3 13 3 |
| Vegetable Cook | 5 8 6 | Vegetable Cook | 3 6 9 |
| Other Cooks | 5 13 6 | Other Cooks | 3 10 9 |
| Kitchenman, pantryman, houseman, or waiter | 5 4 6 | Head waitress | 3 8 3 |
| All others | 5 4 6 | Needlewoman or seamstress | 3 8 3 |
| | | Kitchenmaid, pantrymaid, housemaid, or waitress | 3 3 3 |
| | | All others | 3 3 3 |

Clauses 2 (c) to 16 inclusive of the Determination published in the *Government Gazette* No. 74 of the 26th April, 1946, shall remain in force.

BOILERMAKERS BOARD

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 111 of the 26th June, 1946, shall be replaced by the following clauses:—

2.

WAGES.

| Adults. | Day Shift. | | |
|---|---|----------------|--------------------------|
| | Wages per Week of 44 Hours. | | |
| | Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other parts of Victoria. |
| | <i>£ s. d.</i> | <i>£ s. d.</i> | <i>£ s. d.</i> |
| Boilermaking and steel construction section— | | | |
| Assembler window-frame making (non-tradesman) | 6 0 0 | 6 6 6 | 5 17 0 |
| Attendants at small rivet heating, bolt heating or similar types of fires or furnaces | 5 13 0 | 5 19 6 | 5 10 0 |
| Blacksmith's striker | 5 11 0 | 5 17 6 | 5 8 0 |
| Blacksmith's striker on double fires and other assistant | 5 13 0 | 5 19 6 | 5 10 0 |
| Boiler (inside) chipper and cleaner | 5 17 0 | 6 3 6 | 5 14 0 |
| Boilermaker and/or structural steel tradesman | 6 15 0 | 7 1 6 | 6 12 0 |
| Boilersmith and/or angle iron smith | 6 18 0 | 7 4 6 | 6 15 0 |
| Cold saw operator | 5 13 0 | 5 19 6 | 5 10 0 |
| Dogman | 5 13 0 | 5 19 6 | 5 10 0 |
| Driller using portable machines | 6 12 0 | 6 18 6 | 6 9 0 |
| Driller using stationary machines | 5 12 0 | 5 18 6 | 5 9 0 |
| Employee assisting a ship plate bender or plate setter | 5 13 0 | 5 19 6 | 5 10 0 |
| Employee directly assisting an employee whose margin above the basic wage is 14s. or more | 5 11 0 | 5 17 6 | 5 8 0 |
| Friction saw operator | 5 11 0 | 5 17 6 | 5 8 0 |
| Furnaceman on heavy angle iron or heavy plate | 5 19 0 | 6 5 6 | 5 16 0 |
| Furnaceman's assistant | 5 11 0 | 5 17 6 | 5 8 0 |
| Holder-up | 5 13 0 | 5 19 6 | 5 10 0 |
| Machinist— | | | |
| 1st class | 6 15 0 | 7 1 6 | 6 12 0 |
| 2nd class | 6 3 0 | 6 9 6 | 6 0 0 |
| 3rd class | 5 16 0 | 6 2 6 | 5 13 0 |

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

| Adults. | Day Shift. | | |
|---|---|--------------|--------------------------|
| | Wages per Week of 44 Hours. | | |
| | Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Machinist, steel construction— | | | |
| 1st class | 5 18 0 | 6 4 6 | 5 15 0 |
| 2nd class | 5 12 0 | 5 18 6 | 5 9 0 |
| Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) .. | 6 19 0 | 7 5 6 | 6 16 0 |
| Painter of ironwork using spray | 5 12 0 | 5 18 6 | 5 9 0 |
| Painter of ironwork (other than ship painter) using brush .. | 5 11 0 | 5 17 6 | 5 8 0 |
| Plate setter and frame bender | 6 17 0 | 7 3 6 | 6 14 0 |
| Press and block hand assisting a boiler or angle ironsmith | 5 13 0 | 5 19 6 | 5 10 0 |
| Process worker | 5 10 0 | 5 16 6 | 5 7 0 |
| Rigger and/or splicer | 5 17 0 | 6 3 6 | 5 14 0 |
| Rivet heater | 5 18 0 | 5 19 6 | 5 10 0 |
| Welder— | | | |
| 1st class (other than when using Cutler machine) .. | 6 18 0 | 7 4 6 | 6 15 0 |
| 1st class (using Cutler machine) | 6 5 0 | 6 11 6 | 6 2 0 |
| 2nd class | 5 16 0 | 6 2 6 | 5 13 0 |
| 3rd class | 5 12 0 | 5 18 6 | 5 9 0 |
| Welder-tack | 5 14 0 | 6 0 6 | 5 11 0 |
| Employee not elsewhere classified | 5 2 0 | 5 8 6 | 4 19 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 13 0 | 5 19 6 | 5 10 0 |
| Cement mixer | 5 14 0 | 6 0 6 | 5 11 0 |
| Cement liner | 5 17 0 | 6 3 6 | 5 14 0 |
| Cement liner operator | 6 3 0 | 6 9 6 | 6 0 0 |
| Employee in charge of ring making machines | 5 17 0 | 6 3 6 | 5 14 0 |
| Employee rounding and straightening steel pipes | 5 16 0 | 6 2 6 | 5 13 0 |
| Employee on tar dip and sand rolling | 5 13 0 | 5 19 6 | 5 10 0 |
| Faucet maker in charge of furnace | 6 0 0 | 6 6 6 | 5 17 0 |
| Faucet maker's assistant | 5 13 0 | 5 19 6 | 5 10 0 |
| Machine operator (in charge of machines) | 5 17 0 | 6 3 6 | 5 14 0 |
| Pipe builder | 5 17 0 | 6 3 6 | 5 14 0 |

Leading Hands.

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

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and 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 „ „ |

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Boilermaker and/or structural steel tradesman and/or welder—first class.

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.

SCHEDULE—*continued.*

BOILERMAKERS' BOARD—*continued.*

Cancellation or Suspension of Indentures.

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

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

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

Instruction in Welding.

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

Proportion.

(f) (i) The proportion of apprentices who may be taken by an employer shall not exceed 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 hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of 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:

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 Warrambbool, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|---|---------------------------------|-------------------|--------------|---|--------------|--------------------------|
| — | | | | | | |

Four and Five-year Terms.

| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
|------------------|-----|--------------|--------------|--------------|--------------|--------------|
| 1st year | 22½ | | 0 9 | 21 6 | 23 0 | 21 0 |
| 2nd year | 30 | 1 0 | 1 0 | 30 0 | 32 0 | 29 0 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 | 48 0 | 43 6 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 | 79 0 | 71 6 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 | 99 6 | 90 6 |

Four-year Terms.—Apprentices commencing after the Age of 17 Years.

| | | | | | | |
|------------------|----|-----|-----|------|------|------|
| 1st year | 26 | | 0 9 | 25 0 | 26 6 | 24 0 |
| 2nd year | 45 | 1 0 | 1 6 | 44 6 | 47 6 | 43 0 |
| 3rd year | 75 | 2 0 | 2 3 | 74 0 | 79 0 | 71 6 |
| 4th year | 95 | 2 0 | 3 0 | 93 6 | 99 6 | 90 6 |

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

SCHEDULE—*continued.*

BOILERMAKERS BOARD—*continued.*

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

UNAPPRENTICED MALE JUNIORS.

4. (a) 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:—

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> |
| Under 16 years of age .. | 25 | 0 6 | | 23 6 | 25 6 | 23 0 |
| 16 years of age .. | 35 | 0 9 | | 33 6 | 35 6 | 32 0 |
| 17 years of age .. | 47½ | 1 0 | | 45 0 | 48 6 | 43 6 |
| 18 years of age .. | 60 | 1 0 | | 57 0 | 60 6 | 55 0 |
| 19 years of age .. | 75 | 2 0 | | 71 6 | 76 6 | 69 6 |
| 20 years of age .. | 90 | 2 0 | | 85 6 | 91 6 | 83 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.

(b) 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.

SCHEDULE—continued.

BOILERMAKERS BOARD—continued.

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employee 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: or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
die setting on power presses;
as furnaceman or assistant to furnacemen; or
as operators of power-driven guillotines.

Clauses 5 to 26 inclusive of the Determination as published in *Government Gazette* No. 111 of the 26th June, 1946, shall remain in force.

BOOT BOARD.

Clauses 2 to 5 inclusive of the Determination published in *Government Gazette* No. 73 of the 1st May, 1944, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

| 2. MALES*—Apprentices. Wages per Week of 44 Hours. | Commencing Age. | | | |
|---|-----------------|--------------|--------------|-------------------|
| | Under 16 years. | 16 years. | 17 years. | 18 years or over. |
| | s. d. | s. d. | s. d. | s. d. |
| 1st year's experience— | | | | |
| 1st six months .. | 20 0 | 25 0 | 30 0 | 40 0 |
| 2nd six months .. | 22 6 | 27 6 | 35 0 | 45 0 |
| 2nd year's experience— | | | | |
| 1st six months .. | 25 0 | 30 0 | 40 0 | 50 0 |
| 2nd six months .. | 27 6 | 35 0 | 45 0 | 55 0 |
| 3rd year's experience— | | | | |
| 1st six months .. | 30 0 | 40 0 | 50 0 | 65 0 |
| 2nd six months .. | 35 0 | 45 0 | 55 0 | 70 0 |
| 4th year's experience— | | | | |
| 1st six months .. | 40 0 | 50 0 | 65 0 | Minimum wage |
| 2nd six months .. | 45 0 | 55 0 | 70 0 | |
| 5th year's experience— | | | | |
| 1st six months .. | 50 0 | 65 0 | Minimum wage | |
| 2nd six months .. | 55 0 | 70 0 | | |
| 6th year's experience— | | | | |
| 1st six months .. | 65 0 | Minimum wage | | |
| 2nd six months .. | 70 0 | | | |
| 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.

| 3. FEMALES—Improvers. | | Wages per week of 44 hours. s. d. |
|--|----|--------------------------------------|
| 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. | | |
| 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. | | |
| Apprentices and all other improvers†— | | |
| 1st six month's experience .. | .. | 20 0 |
| 2nd .. | .. | 22 6 |
| 3rd .. | .. | 25 6 |
| 4th .. | .. | 29 0 |
| 5th .. | .. | 33 0 |
| 6th .. | .. | 37 6 |
| 7th .. | .. | 42 6 |
| 8th .. | .. | 48 0 |
| Thereafter not less than the minimum wage for adult females. | | |

Proportion.

(In any factory or place.)

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.

Proportion.

(In any factory or place.)

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.

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.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

* 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. |
|--|--------|--|--|----------|
| 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. (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. | |
| Pattern Cutters or Designers | 128 | 6 | | |
| Clicking— | | | | |
| Clicking outsides (other than felt, fabric, sheep's roans or splits) | 128 | 6 | | |
| Clicking felt, linings, fabrics, sheep's roans, splits— | | | | |
| By hand | 125 | 6 | | |
| By machine | 122 | 6 | | |
| All others | 122 | 6 | | |
| Stuff cutting— | | | | |
| Cutting leather outsides, insoles or half soles | 125 | 6 | | |
| Ranging by hand | 125 | 6 | | |
| All others | 122 | 6 | | |
| Making— | | | | |
| All operatives except those for whom the rates herein- after appearing are proscribed | 128 | 6 | | |
| Operator of bottom levelling machine | 122 | 6 | | |
| Operator of buzzer machine | 122 | 6 | | |
| Operator of loose nailing machine | 122 | 6 | | |
| Levelling by hand | 122 | 6 | | |
| Heeling by hand | 122 | 6 | | |
| Opening channels | 122 | 6 | | |
| Closing channels | 122 | 6 | | |
| Feathering | 122 | 6 | | |
| Turning pumps | 122 | 6 | | |
| Laying linings and shanking | 122 | 6 | | |
| Pulling up backs | 122 | 6 | | |
| Pulling on | 122 | 6 | | |
| Tingling and trimming (hand or machine) | 122 | 6 | | |
| Putting on heels and toe plates | 122 | 6 | | |
| Attaching wood heels by hand | 122 | 6 | | |
| Putting in stiffeners or toes | 119 | 6 | | |
| Putting in bottom fillings and shanks | 119 | 6 | | |
| Slipping off | 119 | 6 | | |
| Pulling out tacks | 119 | 6 | | |
| Stamping and sorting soles | 119 | 6 | | |
| Solutioning or cementing by hand or machine | 119 | 6 | | |
| Putting studs or bars on football boots | 119 | 6 | | |
| Finishing— | | | | |
| Finishing right through by hand | 128 | 6 | | |
| Operating heel trimmer | 128 | 6 | | |
| Operating edge trimmer | 128 | 6 | | |
| Operating edge setter | 128 | 6 | | |
| Operating heel scourer | 128 | 6 | | |
| Operating Naumkeag machine and/or sandpapering machine | 124 | 6 | | |
| Slipping off | 119 | 6 | | |
| All others | 122 | 6 | | |

| | Wages per Week of 44 hours. | Loading Constant. | Total Wage. |
|--|-----------------------------------|----------------------|----------------|
| | s. d. | s. d. | s. d. |
| (c) Females with (i) four years' experience employed on any form of sewing machine | 71 | 9 | 74 |
| (ii) any other machine | 67 | 9 | 70 |
| (iii) any other work set out in Clause (6) hereof | 66 | 0 | 68 |
| (d) Females with four years' experience not otherwise provided for | 66 | 0 | 68 |

(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 68s. 9d. per week and thereafter the rate prescribed for their occupation.

Clauses 6 to 30 inclusive of the Determination as published in *Government Gazette* No. 73 of the 1st May, 1944, shall remain in force.

BOTTLE COVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 66 of the 12th April, 1946, 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. |
| | s. d. |
| Under 17 years of age | 34 |
| 17 years of age | 44 |
| 18 years of age | 59 |
| 19 years of age | 69 |
| 20 years of age | 79 |
| PROPORTION (IN ANY PLACE). | |
| <i>Improvers.</i> | |
| Four improvers for every adult worker. | |
| * The Board has determined, in accordance with section 25 (1) of the <i>Factories and Shops Act</i> 1934, that the trade is so unskilled that no apprentice shall work in the trade. | |
| | s. d. |
| Male adults | 112 |
| Female adults— | |
| Under six weeks' experience | 89 |
| Thereafter | 100 |

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 66 of the 12th April, 1946, shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of two shillings. Where less than forty-four hours is worked in any week by any piece-worker, a proportionate amount of such sum of two shillings shall be added in lieu thereof.

SCHEDULE—continued.

BREAD CARTERS BOARD.

Clauses 2 and 15 of the Determination published in *Government Gazette* No. 12 of the 11th of January, 1946, shall be replaced by the following clauses :—

SECTION 1.

2. Within the Area Set out in Note (1) (a) and (b).

| 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. s. d. | | Per week. s. d. | Per week. s. d. | | Stable Workers | s. d. | s. d. | 48 | 48 |
| 1st Year— | | 14 and under | 14 and under | | | All Others | 92 0 |  |  | 100 0 | 48 | 48 |
| 1st 6 months .. | 34 3 | 21 years of age .. | 79 6 | 21 years of age .. | 88 0 | | | 109 0 | 117 0 |  |  |  | 46 | 50 |
| 2nd 6 months .. | 40 0 | PROPORTION—Wherever this Section applies. | | | | | | | |
| 2nd Year— | | (In any place.) | | | | | | | |
| 1st 6 months .. | 48 9 | One improver to every four or fraction of four workers receiving not less than the minimum wage. | | | | | | | |
| 2nd 6 months .. | 57 3 | Apprentices and improvers shall be subject to the hours per week fixed for their respective sections. | | | | | | | |
| 3rd Year— | | PROPORTION—(In any place.) | | | | | | | |
| 1st 6 months .. | 69 0 | One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | | | | | | | |
| 2nd 6 months .. | 80 3 | Apprentices and improvers shall be subject to the hours per week fixed for their respective sections. | | | | | | | |

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

SECTION 2.

15. Within the Area Set Out in Note (1) (c).

| * Improvers. | | | Other Employees. | | | | | |
|---|----|------|--|-------|--------|--|--|------------------------|
| | | | Wages. | | Wages. | Weekly Hours. | | |
| | | | s. d. | | | During a Week in which Carters' Holiday is Observed. | During a Week in which Carters Receive a Half-holiday as Referred to in Clause 25. | During any Other Week. |
| Under 16 years of age .. | .. | 40 6 | Stable workers .. | 86 0 | 48 | 48 | 48 | |
| 26 years and under 17 years of age .. | .. | 50 6 | | | | | | |
| 17 years and under 18 years of age .. | .. | 60 9 | | | | | | |
| 18 years and under 19 years of age .. | .. | 70 9 | | | | | | |
| 19 years and under 20 years of age .. | .. | 80 9 | | | | | | |
| 10 years and under 21 years of age .. | .. | 91 0 | All others .. | 101 0 | 46 | 48 | 50 | |
| Proportion.—Wherever this section applies :— | | | One improver to every four or fraction of four workers receiving not less than the minimum wage. | | | | | |
| Improvers shall be subject to the hours per week as provided for other employees. | | | | | | | | |

* The Board has determined that no apprentice shall be taken to this Section.

Clauses 3 to 14 inclusive and 16 to 23 inclusive of the Determination published in *Government Gazette* No. 12 of the 11th January, 1946, shall remain in force.

SCHEDULE—continued.
BRICKLAYERS BOARD.

Clause (2) of Part I. and Clauses (1) and (2) of Part II. of the Determination published in *Government Gazette* No. 115 of 1st July, 1946, shall be replaced by the following:—

PART I.

2. * WAGES.

| (a) 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 6 | 1 0 | 27 6 | 1st six months | 22 0 | 1 0 | 23 0 |
| 2nd year | 40 3 | 1 6 | 41 9 | 2nd six months | 32 0 | 1 6 | 33 6 |
| 3rd year | 64 9 | 2 6 | 67 3 | 2nd year | 46 3 | 2 0 | 48 3 |
| 4th year | 72 9 | 3 0 | 75 9 | 3rd year | 75 0 | 3 0 | 78 0 |
| 5th year | 90 9 | 3 6 | 94 3 | 4th year | 96 9 | 4 0 | 100 9 |
| | | | | 5th year | 113 3 | 4 6 | 117 9 |

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 156s. 6d. 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 156s. 6d. per week of 44 hours.

(b) Other Employees.—PER WEEK OF 44 HOURS.

| | Per Week. | Per Hour. |
|--|----------------|-----------------------------------|
| | s. d. | s. d. |
| (1) Foreman bricklayer in charge of three or more employees 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. | 164 1 | 3 8½ |
| (2) 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 (b) Where the temperature exceeds 140° Fahrenheit | 180 7 196 2 | 4 1½ 4 5½ |
| (3) 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 (b) Where the temperature exceeds 140° Fahrenheit | 180 7 196 2 | 4 1½ 4 5½ |
| (4) Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same | 164 1 | 3 8½ |
| (5) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork | 196 2 | 4 5½ |
| (6) Bricklayers laying glass bricks | 156 6 | 3 6 ¹⁵ / ₃₂ |
| (7) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) | 161 10 | 3 8 ⁹ / ₃₂ |
| (8) All other bricklayers | 156 6 | 3 6 ¹⁵ / ₃₂ |
| (9) Persons employed laying or fixing faience or majolica on floors, walls, or ceiling Bricklayers employed building chimney stacks shall be paid— Over 50 feet to 100 feet, 1s. 0½d. per day extra. And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra. | 156 6 | 3 6 ¹⁵ / ₃₂ |

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2. * WAGES.

| (a) 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 6 | 1 0 | 27 6 | 1st six months | 22 0 | 1 0 | 23 0 |
| 2nd year | 40 3 | 1 6 | 41 9 | 2nd six months | 32 0 | 1 6 | 33 6 |
| 3rd year | 64 9 | 2 6 | 67 3 | 2nd year | 46 3 | 2 0 | 48 3 |
| 4th year | 72 9 | 3 0 | 75 9 | 3rd year | 75 0 | 3 0 | 78 0 |
| 5th year | 90 9 | 3 6 | 94 3 | 4th year | 96 9 | 4 0 | 100 9 |
| | | | | 5th year | 113 3 | 4 6 | 117 9 |

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 153s. 6d. 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 153s. 6d. per week of 44 hours.

SCHEDULE—continued.

BRICKLAYERS BOARD—continued.

(b) Other Employees.—PER WEEK OF 44 HOURS.

| | Total Weekly Wage. | | Per Hour. | |
|---|--------------------|----|-----------|---------------------------------|
| | s. | d. | s. | d. |
| (1) Foreman bricklayer in charge of three or more employees 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. | 161 | 1 | 3 | 7 ⁴¹ / ₄₄ |
| (2) Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction | 161 | 1 | 3 | 7 ⁴¹ / ₄₄ |
| (3) 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 | 177 | 7 | 4 | 0 ¹⁹ / ₄₄ |
| (b) Where the temperature exceeds 140° Fahrenheit | 193 | 2 | 4 | 4 ¹⁵ / ₂₂ |
| (4) Bricklayers employed on old firework and/or repairs to boilers, bakors' ovens, furnaces, and all work pertaining thereto— | | | | |
| (a) Where the temperature does not exceed 140° Fahrenheit | 177 | 7 | 4 | 0 ¹⁹ / ₄₄ |
| (b) Where the temperature exceeds 140° Fahrenheit | 193 | 2 | 4 | 4 ¹⁵ / ₂₂ |
| (5) Bricklayers employed on all new firework, construction of sills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same | 161 | 1 | 3 | 7 ⁴¹ / ₄₄ |
| (6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid resisting brickwork | 193 | 2 | 4 | 4 ¹⁵ / ₂₂ |
| (7) Bricklayers laying glass bricks | 153 | 6 | 3 | 5 ¹⁹ / ₂₂ |
| (8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) | 158 | 10 | 3 | 7 ⁷ / ₂₂ |
| (9) All other bricklayers | 153 | 6 | 3 | 5 ¹⁹ / ₂₂ |
| (10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings | 153 | 6 | 3 | 5 ¹⁹ / ₂₂ |
| Bricklayers employed building chimney stacks shall be paid— Over 50 feet to 100 feet, 1s. 0½d. per day extra. And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra. | | | | |

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

* 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 (23) inclusive of Part I, and Clauses (3) to (19) inclusive of Part II, and the whole of Part III, of the Determination as published in *Government Gazette* No. 115 of 1st July, 1946, shall remain in force.

SCHEDULE—continued.

BRICK TRADE BOARD.

Clauses (2) and (17) of the Determination published in *Government Gazette* No. 77 of the 1st May, 1946, shall be replaced by the following clauses:—

2.

| (a) | Improvers. | Other Employees | Per Hour. | Wage per Week of 44 Hours. |
|--|------------|--|------------------------------------|----------------------------|
| WAGES. | | FIREBRICKS AND TEXTURE BRICKS. | | |
| FIREBRICKS AND TEXTURE BRICKS. | | Burners | s. d. | s. d. |
| Per Week of 44 Hours. | | Crusher attendants who also haul | 2 10 ⁷ / ₁₁ | 127 0 |
| s. d. | | Crusher attendants who do not haul | 2 9 ¹⁵ / ₂₃ | 123 6 |
| 14 years of age | 39 8 | Wet or dry pan attendants who do not haul | 2 9 | 121 0 |
| 15 " " | 41 3 | Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine | 2 9 ⁸ / ₁₁ | 124 0 |
| 16 " " | 43 8 | Hand moulders, dressers and cutters | 2 9 ¹⁵ / ₂₃ | 123 6 |
| 17 " " | 49 3 | Drawers | 2 11 ⁵ / ₁₁ | 130 0 |
| 18 " " | 59 9 | Setters | 2 10 ⁴ / ₁₁ | 126 6 |
| 19 " " | 78 8 | Facemen working in a clayhole 25 feet or less in depth | 2 11 ⁵ / ₁₁ | 130 0 |
| 20 " " | 82 3 | All other facemen | 3 0 ⁶ / ₁₁ | 134 0 |
| OTHER BRICKS. | | Wheeler of green or burnt bricks | 3 1 ¹ / ₁₁ | 136 0 |
| 14 years of age | 41 5 | Clayhole men (employer to provide tools) | 2 9 ¹⁵ / ₂₃ | 123 6 |
| 15 " " | 43 0 | Pressers | 2 11 ⁵ / ₁₁ | 131 0 |
| 16 " " | 45 6 | Loftmen | 2 9 ⁸ / ₁₁ | 122 6 |
| 17 " " | 51 4 | Yardmen and wastemen | 2 9 ² / ₁₁ | 122 0 |
| 18 " " | 62 3 | OTHER BRICKS. | | |
| 19 " " | 82 0 | Burners | 2 10 ⁷ / ₁₁ | 127 0 |
| 20 " " | 85 8 | Machine drivers or machine riggers | 2 11 ⁵ / ₁₁ | 131 0 |
| Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 84s. 8d. per week of 44 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather. | | Wet or dry pan attendants who do not haul | 2 11 ² / ₁₁ | 129 0 |
| 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. | | Crusher attendants who do not haul | 2 10 ¹⁷ / ₂₂ | 127 6 |
| PROPORTION (in any factory or place). | | Crusher and wet or dry pan attendants who also haul | 3 0 ³ / ₁₁ | 133 0 |
| One improver to every eight or fraction of eight employees receiving not less than 121s. per week of 44 hours. | | Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) | 3 0 ⁶ / ₁₁ | 134 0 |
| | | Other drawers | 3 1 ⁵ / ₂₂ | 136 6 |
| | | Other setters | 3 1 ⁵ / ₂₂ | 136 6 |
| | | Facemen working in a clayhole 25 feet or less in depth | 3 11 ⁰ / ₁₁ | 139 0 |
| | | All other facemen | 3 3 ⁶ / ₁₁ | 145 0 |
| | | Clayhole men (employer to provide tools) | 3 1 ¹ / ₁₁ | 136 0 |
| | | Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomon | 2 11 ¹⁹ / ₂₂ | 131 6 |
| | | Off-bearers from wire cut machines | 2 11 ¹ / ₂₃ | 128 6 |
| | | Truckers | 2 11 ¹ / ₂₂ | 128 6 |
| | | Adults taking off brick machines | 2 11 ¹ / ₂₃ | 128 6 |
| | | Dampmen or kiln cleaners | 2 11 ⁵ / ₁₁ | 130 0 |
| | | Loftmen | 2 10 ⁷ / ₁₁ | 127 0 |
| | | Yardmen and wastemen | 2 10 ⁴ / ₁₁ | 126 0 |

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

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

17. 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. |
| 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— | s. d. | s. d. | s. d. | s. d. |
| Not more than 26 yards | 3 4 | 3 7 ¹ / ₂ | 3 2 ¹ / ₂ | 3 6 |
| 26 to 36 yards | 3 8 ¹ / ₂ | 4 0 ¹ / ₂ | 3 7 | 3 10 ¹ / ₂ |
| 36 to 46 yards | 3 10 ¹ / ₂ | 4 1 ¹ / ₂ | 3 9 ¹ / ₂ | 4 0 ¹ / ₂ |
| Over 46 yards | 4 5 | 4 8 ¹ / ₂ | 4 3 ¹ / ₂ | 4 7 |

Drawing, wheeling, and loading on railway trucks—

| | 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. |
| Not more than 26 yards | s. d. | s. d. | s. d. | s. d. |
| 26 to 36 yards | 4 6 | 4 9 | 4 9 ¹ / ₂ | 5 0 ¹ / ₂ |
| 36 to 46 yards | 4 10 ¹ / ₂ | 5 1 ¹ / ₂ | 5 1 ¹ / ₂ | 5 4 ¹ / ₂ |
| Over 46 yards | 5 0 ¹ / ₂ | 5 3 ¹ / ₂ | 5 4 | 5 6 ¹ / ₂ |
| Over 46 yards | 5 7 ¹ / ₂ | 5 10 | 5 10 ¹ / ₂ | 6 1 ¹ / ₂ |

SCHEDULE—continued.

BRICK TRADE BOARD—continued.

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets 3s. 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 21 8
 " " " " in sheds 18 9
 " " " " from bowling stool and placing on grass hacks (where material is placed on the table) .. 15 3
 " " " " from bowling stool in sheds (where material is placed on the table) 14 0
 " " " fancy bricks and offbearing to hacks or in sheds 21 8
 " " " " from bowling stool 19 7
 Setting 3 6
 Picking blues 20 0

An amount at the rate of 5s. per week of 44 hours has been added to the earnings of piece workers as compensation for time lost through wet weather.

Clauses (3) to (16) and (18) to (20) inclusive of the Determination as published in *Government Gazette* No. 77 of the 1st May, 1946, shall remain in force.

BRUSH MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 118 of 13th June 1946, shall be replaced by the following clause:—

2.

WAGES.

| (a) APPRENTICES OR IMPROVERS. | | | (b) OTHER EMPLOYEES. | | Wages per week of 44 hours. | |
|--|---|---------------|--|--------------------------------|-----------------------------|-------|
| Experience. | Wages per week of 44 hours. | | <i>Males.</i> | | | |
| | | <i>Males.</i> | <i>Females.</i> | | | |
| | <i>s. d.</i> | <i>s. d.</i> | Persons employed at— | | <i>s. d.</i> | |
| 1st year | 21 6 | 21 6 | Paint brush making | | 124 0 | |
| 2nd year | 28 6 | 28 9 | Hair pan work | | 119 0 | |
| 3rd year | 40 9 | 39 9 | Bass pan work | | 119 0 | |
| 4th year | } minimum wage or earnings on piecework | 50 6 | Hair dressing and mixing | | 119 0 | |
| 5th year | | | } and thereafter the minimum wage or full piecework prices. | Making twisted brushes | | 119 0 |
| 6th year | | | | Making wire brushes | | 119 0 |
| | | | Bass broom drawing | | 119 0 | |
| | | | Finishing | | 119 0 | |
| | | | Boring | | 119 0 | |
| | | | Lacquering or ducoing | | 119 0 | |
| | | | Trimming machine (when employed solely at such machine) | | 109 0 | |
| | | | <i>Females.</i> | | | |
| | | | Automatic boring and filling machinists | | 59 6 | |
| | | | Filling machinists | | 59 6 | |
| | | | Trimming machinists | | 59 6 | |
| | | | Boring machinists | | 59 6 | |
| | | | Bench drawing | | 61 6 | |
| | | | Treadle knot-sizing machinists | | 59 6 | |
| | | | Persons employed at lacquering or ducoing | | 59 6 | |
| <p>PROPORTION. (Within any factory or place.)</p> <p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.</p> | | | | | | |
| <p>IMPROVERS.</p> <p><i>Males.</i></p> <p>One male improver to one or two } Two to three } Three to five } Male workers receiving not less Four to nine } than 119s. per week of 44 Six to twelve } hours or earning full piece- Seven to fifteen } work prices. Nine to eighteen }</p> <p><i>Females.</i></p> <p>One female improver to one or two } Two to three } Three to five } Female workers receiving not Four to nine } less than 59s. 6d. per week Six to twelve } of 44 hours or earning full Seven to fifteen } piecework prices. Nine to eighteen }</p> | | | | | | |

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 118 of the 13th June, 1946, shall remain in force provided that at the commencement of clause 13 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 11s. and in the case of a female 5s. 6d. 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.

Clause 2 of Part 1 and clauses 2 and 3 of Part 2 of the Determination published in *Government Gazette* No. 168 of the 18th December, 1945, shall be replaced by the following clauses:—

PART I
WAGES.

| | Per Week. | Per Hour. |
|----------------------|-----------|---------------------|
| | £ s. d. | s. d. |
| Builders' labourers— | | |
| Skilled | 7 1 3 | 3 2 $\frac{1}{11}$ |
| Unskilled | 6 9 4 | 2 11 $\frac{1}{11}$ |

For the purposes of this clause a builder's labourer shall be deemed to be skilled if employed at any of the following occupations:—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), hod carrier, powder monkey, drainer, jackhammerman, and winch or hoist driver.

All other builders' labourers shall be deemed to be unskilled.

PART II.

| | Wages per Week— | | |
|--|------------------|------------------------------------|-------------|
| | Adjustable Rate. | Plus War Loading (Non Adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. |
| WAGES OF WEEKLY EMPLOYEES. | | | |
| 2. (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, drainer, jackhammerman, and winch or hoist driver. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof | 111 0 | 3 0 | 114 0 |
| (b) Builders' labourers in occupations other than those set out in sub-clause (a) | 105 0 | 3 0 | 108 0 |

WAGES OF CASUAL EMPLOYEES.

3. 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. |
|--|---------------------|---------------------|
| | s. d. | s. d. |
| (a) If doing the work set out in (1) (a) above | 2 11 $\frac{1}{2}$ | 2 8 $\frac{1}{2}$ |
| (b) If doing the work set out in (1) (b) above | 2 9 $\frac{1}{2}$ | 2 7 |

Clauses 3 to 28 inclusive of Part I and Clauses 4 to 25 inclusive of Part II, and the whole of Part III of the Determination as published in *Government Gazette* No. 168 of 18th December, 1945, shall remain in force.

SCHEDULE—continued.

BUTTER FACTORIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 69 of the 12th April, 1946, 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. | | | Ordinary Workers. | Males. | Females. | Shift Workers. | | | Ordinary Workers. | | |
| Where a Seven-day Week is Worked. | Where a Six-day Week is Worked. | | | | | Where a Seven-day Week is Worked. | Where a Six-day Week is Worked. | | | | |
| <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | Under 16 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> | | |
| Under 16 years | .. | .. | 48 3 | Under 16 years | 41 0 | 35 3 | Cream grader | 135 0 | 132 0 | 124 0 | |
| 16-17 years | .. | .. | 56 3 | 16-17 years | 45 6 | 39 6 | Milk grader | 134 0 | 131 0 | 123 0 | |
| 17-18 " | .. | .. | 63 9 | 17-18 " | 56 3 | 44 0 | Milk or cream tester .. | 134 0 | 131 0 | 123 0 | |
| 18-19 " | 83 0 | 79 9 | 71 9 | 18-19 " | 62 0 | 51 0 | Creamery manager .. | 132 0 | 129 0 | 121 0 | |
| 19-20 " | 92 3 | 89 3 | 81 0 | 19-20 " | 72 9 | 56 3 | Milk or cream neutralizer .. | 130 6 | 127 6 | 119 6 | |
| 20-21 " | 99 0 | 96 0 | 88 0 | 20-21 " | 83 0 | 62 6 | Foreman of shift or department or casein plant .. | 132 0 | 129 0 | 121 0 | |
| PROPORTION (IN ANY PLACE). | | | | | | Butter-maker | | | | | |
| | | | | | | 134 0 131 0 123 0 | | | | | |
| <i>Males.</i> | | | | | | Re-worker and/or processor (not requiring a butter-maker's certificate) .. | | | | | |
| | | | | | | 122 0 119 0 111 0 | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than 108s. per week. | | | | | | Operators of any of the following machines, viz. :— | | | | | |
| | | | | | | Separator | | | | | |
| One improver to every eight or fraction of eight workers receiving not less than 108s. per week. | | | | | | Pasteurizer evacuator, or deodorizer | | | | | |
| | | | | | | 120 0 117 0 109 0 | | | | | |
| <i>Females.</i> | | | | | | Weighing machine | | | | | |
| | | | | | | 120 0 117 0 109 0 | | | | | |
| One apprentice and one improver to every three or fraction of three workers receiving not less than 73s. 9d. per week. | | | | | | Filling machine for tinning of butter when butter has not been milled | | | | | |
| | | | | | | 122 0 119 0 111 0 | | | | | |
| | | | | | | Filling machine for tinning of butter when butter has been milled | | | | | |
| | | | | | | 121 0 118 0 110 0 | | | | | |
| | | | | | | Storeman or packer in butter canning establishments .. | | | | | |
| | | | | | | 121 0 118 0 110 0 | | | | | |
| | | | | | | Other storemen or packers .. | | | | | |
| | | | | | | 120 0 117 0 109 0 | | | | | |
| | | | | | | Casein-maker | | | | | |
| | | | | | | 133 0 130 0 122 0 | | | | | |
| | | | | | | Assistant to casein-maker, casein dryers, and millers | | | | | |
| | | | | | | 121 6 118 6 110 6 | | | | | |
| | | | | | | Cheese-maker | | | | | |
| | | | | | | 134 0 131 0 123 0 | | | | | |
| | | | | | | Assistant to cheese-maker .. | | | | | |
| | | | | | | 121 6 118 6 110 6 | | | | | |
| | | | | | | Cheese storehand | | | | | |
| | | | | | | 123 0 120 0 112 0 | | | | | |
| | | | | | | Male adult washing or sterilizing cans or bottles | | | | | |
| | | | | | | 120 0 117 0 109 0 | | | | | |
| | | | | | | All other adult males .. | | | | | |
| | | | | | | 119 0 116 0 108 0 | | | | | |
| | | | | | | All other adult females .. | | | | | |
| | | | | | | 73 9 | | | | | |

Clause (3) to (25) inclusive of the Determination as published in *Government Gazette* No. 69 of the 12th April, 1946, shall remain in force.

CARETAKERS BOARD.

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

(2)

IMPROVERS.

| Wages per week of 46 hours. | | | | PROPORTION (in any place). | |
|-----------------------------|-----------|-----------|--|----------------------------|--|
| | <i>s.</i> | <i>d.</i> | | | |
| Under 18 years of age | 47 | 0 | One improver to every worker receiving not less than 104s. 6d. per week of 46 hours. | | |
| 18 to 19 years of age | 60 | 0 | NOTE.—The Board has determined that no apprentice shall be taken in the trade. | | |
| 19 to 20 years of age | 74 | 0 | | | |
| 20 to 21 years of age | 87 | 9 | | | |

SCHEDULE—continued.
 CARETAKERS BOARD—continued.
 OTHER EMPLOYEES.

| WAGES PER WEEK OF 46 HOURS. | | |
|---|---|---|
| | Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool. | All Other Parts of Victoria where this Determination Applies. |
| | s. d. | s. d. |
| Persons engaged weekly to take care of buildings which contain— | | |
| 41 or more flats | 108 0 | 105 0 |
| 21 to 40 flats | 104 0 | 101 0 |
| 20 or less flats | 102 6 | 99 6 |
| Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes | 99 0 | 96 0 |
| Other caretakers of buildings in charge of— | | |
| 11 or more cleaners | 136 6 | 132 6 |
| 4 to 10 cleaners | 126 6 | 123 6 |
| 1 to 3 cleaners | 115 6 | 112 6 |
| All others | 107 6 | 104 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.

CARPENTER'S BOARD.

Clauses 2 and 30 of the Determination as published in *Government Gazette* No. 98 of the 30th May, 1946, shall be replaced by the following clauses:—

| 2. | Wages. | | | | | |
|--|--|----------|--------------|----------|--------------------------|----------|
| | 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 hour | per week | per hour | per week | per hour |
| | £ s. d. | s. d. | £ s. d. | s. d. | £ s. d. | s. d. |
| (i) For stock work | 6 4 0 | 3 0½ | 6 10 6 | 3 2½ | 6 1 0 | 2 11½ |
| (ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise | 6 19 0 | 3 5 | 7 5 6 | 3 7 | 6 16 0 | 3 4½ |
| (iii) For work of employees in a mixed enterprise | 6 19 0 | 3 5 | 7 5 6 | 3 7 | 6 16 0 | 3 4½ |
| (iv) For building construction work | 7 4 6 | 3 6½ | 7 11 0 | 3 8½ | 7 1 6 | 3 5½ |

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned of this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (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 shop, he shall be paid for such work as for shop work: Provided that, if within three months of his first employment in such shop, his employment is terminated for any cause other than misconduct or his own voluntary act, he shall on such termination become entitled to be paid for such work performed by him on a building as aforesaid the difference between the rate prescribed by clause 2 of this Determination for shop work and that prescribed by the said clause for building construction work.

JUNIOR LABOUR.

Part I.—Unapprenticed.

30. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.

(b) Unapprenticed junior employees shall be paid the same wages as are prescribed in sub-clause (f) of Part II. of this clause and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.

(c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.

(d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

SCHEDULE—continued.

CARPENTERS BOARD—continued.

Part II.—Apprenticed.

(Except those covered by the Apprenticeship Commission.)

(a) All apprenticed junior employees shall be indentured for five years in accordance with the form of indenture prescribed by the Wages Board: Provided that a period of probation of three months shall be allowed to each such junior employee, which shall be reckoned as part of the period of his apprenticeship should he at the commencement thereof, or during, or at the termination thereof become indentured as aforesaid.

(b) All documents of indentures and transfers thereof shall be lodged with the Secretary of the Wages Board.

(c) (i) The proportion of apprenticed junior employees to journeymen employed in shops or joinery mills shall not exceed two to three or a fraction of three after any full multiple of three. The calculation of the proportion shall be based, when it is proposed to take an apprentice, upon the aggregate numbers of employees on full-time employment with the employer for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

(ii) The proportion of apprenticed junior employees to journeymen employed elsewhere than in shops or joinery mills shall be in accordance with the proportion as prescribed by the Apprenticeship Commission for such apprentices as come within the jurisdiction of such Commission.

(d) If an employer is unable to fulfil his obligations to an apprentice, the apprentice shall be entitled to complete his term of apprenticeship with another employer, who may take and employ him as such an apprentice and for that purpose the apprentice shall, if required so to do, sign a deed of apprenticeship to such other employer.

(e) No employer shall be entitled to take an apprentice unless he has been in business for at least one year: Provided that this sub-clause shall not apply to the case of an employer or an apprentice in a joinery mill.

(f) The minimum ordinary rates of payment to be paid by employers to apprentices shall be as follows:—

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

The said minimum rates shall be calculated to the nearest 6d. per week, any fraction not exceeding 3d. to be disregarded.

Clauses 3 to 29 and 31 to 33 inclusive of the Determination as published in *Government Gazette* No. 98 of the 30th May, 1946, 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 | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Carpenter on maintenance work | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Coremaker, jobbing | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Die maker (see "toolmaker") | | | | | | |
| Die setter | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) | 132 0 | 6 0 | 138 0 | 129 0 | 6 0 | 135 0 |
| Electrical fitters | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Electrical mechanic | 126 0 | 9 0 | 135 0 | 123 0 | 9 0 | 132 0 |
| Fitter and/or turner, tradesman | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) | 108 0 | 3 0 | 111 0 | 105 0 | 3 0 | 108 0 |
| Jigmaker, in wood or metal | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Machinist (metal), first class | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Machinist (metal), second class | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Machinist (metal), third class | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Machinist (wood) (see "wood machinist"). | | | | | | |
| Marker-off (see "tradesman, the greater part of whose time is occupied marking off"). | | | | | | |
| Painter, on maintenance work | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Panel worker, tradesman | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Pattern maker | 138 0 | 5 0 | 143 0 | 135 0 | 5 0 | 140 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> | | | | | | |
| 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 .. | 132 0 | 6 0 | 138 0 | 129 0 | 6 0 | 135 0 |
| Pipe fitter— | | | | | | |
| (a) On high pressure work (i.e.; live steam or hydraulic press work) .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| (b) On low pressure work .. | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Plumber on maintenance work .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Saw doctor .. | 132 0 | 6 0 | 138 0 | 129 0 | 6 0 | 135 0 |
| Smith, tradesman .. | 130 0 | 6 0 | 136 0 | 127 0 | 6 0 | 133 0 |
| Template maker .. | 133 0 | 6 0 | 139 0 | 130 0 | 6 0 | 136 0 |
| Tool maker, tool hardener, and die maker (in wood or metal) .. | 135 0 | 10 0 | 145 0 | 132 0 | 10 0 | 142 0 |
| Tradesman, the greater part of whose time is occupied marking off .. | 132 0 | 6 0 | 138 0 | 129 0 | 6 0 | 135 0 |
| Trimmer, tradesman .. | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Turner (see "Fitter and/or turner"). | | | | | | |
| Welder, first class .. | 132 0 | 5 0 | 137 0 | 129 0 | 5 0 | 134 0 |
| Welder, second class .. | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Welder, third class .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Welder, fourth class .. | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Wood machinist, first class .. | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| <i>Production.</i> | | | | | | |
| Acid washer and/or pickler .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Air hammer operator .. | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Assembler (aero engine) .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Assembler and/or wiper, chassis .. | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Assembler, cushion and squab spring .. | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 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) .. | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Assembler of bodies or parts of bodies "on the line" .. | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Assembler of chassis parts independently of main assembly .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Assembler of prepared parts in glass section (not being a process worker) .. | 117 0 | 3 0 | 120 0 | 114 0 | 3 0 | 117 0 |
| Assembler, windscreen frame .. | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Axle maker .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Axle turner .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 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) .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Band sawyer (metal) .. | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Body maker, first class .. | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Body maker, second class .. | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Body moulder .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Bow socket enameller (see "enameller"). | | | | | | |
| Bulldozer operator— | | | | | | |
| (a) Setting up machine .. | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| (b) Not setting up machine .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Chassis assembler (see "Assembler"). | | | | | | |
| Cold setter .. | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 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) .. | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Cutter, Electric machine (trim) (see "Electric machine cutter"). | | | | | | |
| Dent knocker (see "Panel worker and/or dent knocker"). | | | | | | |
| Die setter, press .. | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Dipper and hanger (paint) .. | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Dipper, solder or tin .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Driller .. | 109 0 | 3 0 | 112 0 | 106 0 | 3 0 | 109 0 |
| Driller, not using jigs (panel) .. | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Driller, not using jigs (other) .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Driller, using jigs (panel) .. | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Driller, using jigs (other) .. | 109 0 | 3 0 | 112 0 | 106 0 | 3 0 | 109 0 |
| Drop hammer smith— | | | | | | |
| (a) When dies are not used .. | 130 0 | 6 0 | 136 0 | 127 0 | 6 0 | 133 0 |
| (b) When dies are used .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 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 Warramboul Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District. | | | All other parts of Victoria. | | |
| | Weekly Rate. | War Loading. | Total Wage. | Weekly Rate. | War Loading. | Total Wage. |
| MALES—continued. | | | | | | |
| <i>Production—continued.</i> | | | | | | |
| Drop hammer stamper | s. d. 108 6 | s. d. 3 0 | s. d. 111 6 | s. d. 105 6 | s. d. 3 0 | s. d. 108 6 |
| Edge turner (see "Panel edge trimmer") | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Electric machine cutter (trim) | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Electric stove attendant (see "Stove attendant") | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Electroplater, first class | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Electroplater, second class | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Electroplater, third class | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Enameller, bow socket | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Enameller in colours and/or varnisher (finishing coat brush) | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Folding machine operator | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Frame operative (cushion and squabs) | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Furnace brazer | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Furnaceman | 118 0 | 3 0 | 121 0 | 115 0 | 3 0 | 118 0 |
| Garnish mould bender and/or shaper (see "Bender and/or shaper") | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Garnish mould finisher | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Grainer, transfer (see "Transfer grainer") | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Grinder and/or buffer (metal) | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Grinder and/or buffer (metal) using portable machine | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Guillotine machinist | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Hammer driver, steam, pneumatic, or other power | 103 0 | 3 0 | 106 0 | 100 0 | 3 0 | 103 0 |
| Hanger, paint (see "Dipper and hanger") | 103 0 | 3 0 | 106 0 | 100 0 | 3 0 | 103 0 |
| Kiln attendant (see "Timber kiln attendant") | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Labourer assisting (plating department) | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Labourer assisting without using tools (chassis assembly) | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Liner | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Machinist (metal), first class | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Machinist (metal), second class | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Machinist (metal), third class | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Machinist (wood) (see "Wood machinist") | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Machine setter up, other than machines specified in definition of first class machinist (metal) | 118 0 | 3 0 | 121 0 | 115 0 | 3 0 | 118 0 |
| Marker-out or scriber (using patterns or templates) | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Metal band sawyer (see "Band sawyer, metal") | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Nickel polisher | 128 0 | 5 0 | 133 0 | 125 0 | 5 0 | 130 0 |
| Painter, coach (brush) | 118 0 | 3 0 | 121 0 | 115 0 | 3 0 | 118 0 |
| Painter, spray (on coats other than priming) | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Painter, spray and/or brush (on prime coats) | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Painter, brush and/or spray (on floors, undercarriages, and gear) | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Painter's labourer | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Panel beater, first class | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Panel beater, second class | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Panel edge turner | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Panel fixer, metal | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Panel machinist (other) | 111 0 | 3 0 | 114 0 | 108 0 | 3 0 | 111 0 |
| Panel worker and/or dent knocker | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Paster (trim)— | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| 1st year's experience | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| 2nd year's experience | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Thereafter | 115 0 | 3 0 | 118 0 | 112 0 | 3 0 | 115 0 |
| Petrol tank operative | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| Pickler (see "Acid washer and/or pickler") | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| Plate glass beveller | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| Plate glass cutter | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| Plate glass driller | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Plate glass grinder | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Pleat stuffer | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Polisher, nickel (see "Nickel polisher") | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Polisher (paint) using buffs | 120 0 | 4 0 | 124 0 | 117 0 | 4 0 | 121 0 |
| Polisher (paint) (see "Wet rubber and/or polisher") | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Power hammer driver (see "Hammer driver") | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Press operator (over 400 tons pressure) | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Press operator assistant (over 400 tons pressure) | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Press operator (light) | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Process worker | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Riveter on motor truck or wagon body | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Riveter, chassis | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Riveter, other (up to and including ½-in. rivet) | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Rotary buff operator— | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| (a) While doing dent knocking | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| (b) While not doing dent knocking | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Rotary shearing machinist | 109 0 | 3 0 | 112 0 | 106 0 | 3 0 | 109 0 |
| Sand blast operator (see "Shot and/or sand blast operator") | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Sandpaper and emery machinist (woodwork) | | | | | | |
| Screw driver | | | | | | |
| 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; 6 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. |
| <i>MALES—continued.</i> | | | | | | |
| <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) .. | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Smith tradesmen | 130 0 | 6 0 | 136 0 | 127 0 | 6 0 | 133 0 |
| Solderer, "on the line" | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Solderer not "on the line" | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Solderer (on other than body work) | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Spotter and/or toucher-up | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Spray painter (see "Painter, spray") .. | | | | | | |
| Spring fitter | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Spring maker, cushion (by hand) (see "Cushion spring maker") .. | | | | | | |
| Spring maker, laminated | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Spring maker, spiral (by hand) | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Spring service worker | 108 6 | 3 0 | 111 6 | 105 6 | 3 0 | 108 6 |
| Squab and/or cushion maker | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Stopper-up | 117 0 | 3 0 | 120 0 | 114 0 | 3 0 | 117 0 |
| Stove attendant, electric | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Strap maker | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Stretching machine operator | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Striker | 108 0 | 3 0 | 111 0 | 105 0 | 3 0 | 108 0 |
| Tapper (see "Screwer and/or tapper") .. | | | | | | |
| Tester | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Timber kiln attendant | 105 0 | 3 0 | 108 0 | 102 0 | 3 0 | 105 0 |
| Timber orderman | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Timber stacker | 106 0 | 3 0 | 109 0 | 103 0 | 3 0 | 106 0 |
| Toucher-up (see "Spotter and/or toucher-up") .. | | | | | | |
| Transfer grainer | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 0 |
| Trimmer, sectional | 117 0 | 3 0 | 120 0 | 114 0 | 3 0 | 117 0 |
| Trimmer, tradesman (including cutter by hand) .. | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Tube maker | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Tire fitter | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Uni-shear operator | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Varnisher (see "Enameller in colours and/or varnisher") .. | | | | | | |
| Vyceman | 116 0 | 3 0 | 119 0 | 113 0 | 3 0 | 116 0 |
| Welder, "A" grade | 132 0 | 5 0 | 137 0 | 129 0 | 5 0 | 134 0 |
| Welder, "B" grade | 127 0 | 5 0 | 132 0 | 124 0 | 5 0 | 129 0 |
| Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) | 121 0 | 4 0 | 125 0 | 118 0 | 4 0 | 122 0 |
| Welder, electric spot and butt | 114 0 | 3 0 | 117 0 | 111 0 | 3 0 | 114 0 |
| Wet rubber and/or polisher (paint) | 113 0 | 3 0 | 116 0 | 110 0 | 3 0 | 113 0 |
| Windscreen frame assembler (see "Assembler") .. | | | | | | |
| Wood machinist, first class | 123 0 | 5 0 | 128 0 | 120 0 | 5 0 | 125 0 |
| Wood machinist, second class | 119 0 | 4 0 | 123 0 | 116 0 | 4 0 | 120 0 |
| Writer | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| <i>Horse-drawn Vehicles.</i> | | | | | | |
| Axle maker | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Axle turner | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Grainer | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Nave mortise and boring machinist | 112 0 | 3 0 | 115 0 | 109 0 | 3 0 | 112 0 |
| Nave turner | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Signwriter | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| Spoke lather | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Spoke planer | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Spoke tenoner | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Spoke throater | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Timber bender | 122 0 | 4 0 | 126 0 | 119 0 | 4 0 | 123 0 |
| Wheelwright and wheel maker | 126 0 | 5 0 | 131 0 | 123 0 | 5 0 | 128 0 |
| (All other classifications as prescribed for in other Sections.) | | | | | | |
| <i>Rolling Stock.</i> | | | | | | |
| Body maker | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| Pitman | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Wheel grinder | 119 6 | 4 0 | 123 6 | 116 6 | 4 0 | 120 6 |
| Wheel turner | 129 0 | 6 0 | 135 0 | 126 0 | 6 0 | 132 0 |
| (All other classifications as prescribed for in other Sections.) | | | | | | |
| <i>Miscellaneous (Wherever Employed).</i> | | | | | | |
| Driver of chassis and/or new vehicle | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |
| Case maker | 110 6 | 3 0 | 113 6 | 107 6 | 3 0 | 110 6 |
| Case repairer | 107 0 | 3 0 | 110 0 | 104 0 | 3 0 | 107 0 |

SCHEDULE—continued.

CARRIAGE BOARD—continued.

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

| | Adults. | | | Juniors. | | |
|--|-----------------------|----|----|-----------------------|----|----|
| | Per Week of 44 Hours. | | | Per Week of 44 Hours. | | |
| | £ | s. | d. | £ | s. | d. |
| First six months (without previous experience) | 1 | 16 | 6 | 1 | 14 | 6 |
| Second six months | 2 | 10 | 6 | 2 | 8 | 6 |
| Third six months | 2 | 16 | 0 | 2 | 14 | 6 |
| Thereafter | 3 | 4 | 0 | 3 | 2 | 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 | 16 | 6 | 1 | 14 | 6 |
| For the second six months | 2 | 10 | 6 | 2 | 8 | 6 |
| Thereafter | 3 | 4 | 0 | 3 | 2 | 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)—

| Apprentices— | Wages. | | |
|--|-----------------------|----|----|
| | Per Week of 44 Hours. | | |
| | £ | s. | d. |
| Five-year terms— | | | |
| First year | 19 | 3 | |
| Second year | 27 | 0 | |
| Third year | 46 | 0 | |
| Fourth year | 74 | 9 | |
| Fifth year | 91 | 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 | 45 | 0 | |
| Third year | 74 | 9 | |
| Fourth year | 91 | 0 | |

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

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

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

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

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

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

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

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

SCHEDULE—continued.

CARRIAGE BOARD—continued.

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

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

MALE JUNIOR WORKERS.

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

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

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

| | Wages Per Week of 44 Hours. | |
|-------------------------------|-----------------------------|-------|
| | £ | s. d. |
| Under 16 years of age | 1 | 3 6 |
| 16 years of age | 1 | 13 3 |
| 17 " " | 2 | 5 0 |
| 18 " " | 2 | 17 0 |
| 19 " " | 3 | 11 6 |
| 20 " " | 4 | 5 6 |

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.

CEMENT BOARD.

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

2.

APPRENTICES AND IMPROVERS.

| | CEMENT WORKS. | | | QUARRIES. | | |
|-------------------------------|-----------------------------|------------------------------------|-------------|-----------------------------|------------------------------------|-------------|
| | Wages per Week of 44 Hours. | | | Wages per Week of 44 Hours. | | |
| | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. |
| Under 16 years of age | s. d. 38 0 | s. d. 2 0 | s. d. 40 0 | s. d. 43 0 | s. d. 2 6 | s. d. 46 3 |
| " 17 " " | 48 3 | 2 9 | 51 0 | 54 0 | 3 0 | 57 0 |
| " 18 " " | 55 9 | 3 3 | 59 0 | 63 3 | 3 6 | 66 9 |
| " 19 " " | 68 0 | 4 0 | 72 0 | 74 3 | 4 3 | 78 6 |
| " 20 " " | 77 6 | 4 3 | 81 9 | 83 3 | 4 9 | 88 0 |
| " 21 " " | 88 6 | 5 0 | 93 6 | 93 0 | 5 3 | 98 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.

SCHEDULE—continued.

CEMENT BOARD—continued.

OTHER EMPLOYEES.
(MALES.)

| Cement Works. | Wages per week of 44 hours. | | | | | |
|--|-------------------------------------|------------------------------------|-------------|--|------------------------------------|-------------|
| | Employed Continuously on Day Shift. | | | Employed Alternately on Two or Three Shifts. | | |
| | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Cement Burner | .. | .. | .. | 122 9 | 6 0 | 128 9 |
| Tester on Slurry Controls | .. | .. | .. | 120 3 | 6 0 | 126 3 |
| Miller (new plant) | .. | .. | .. | 119 0 | 6 0 | 125 0 |
| Miller (old plant) | .. | .. | .. | 117 0 | 6 0 | 123 0 |
| Fuller Coal Miller (old plant) | .. | .. | .. | 119 0 | 6 0 | 125 0 |
| Coal Drier (old plant) | .. | .. | .. | 119 0 | 6 0 | 125 0 |
| Potash plant attendant | .. | .. | .. | 119 0 | 6 0 | 125 0 |
| Loader in railway trucks at bagging sheds | 116 0 | 6 0 | 122 0 | .. | .. | .. |
| Machine Bag Filler | 116 0 | 6 0 | 122 0 | .. | .. | .. |
| Stacker | 108 0 | 6 0 | 114 0 | .. | .. | .. |
| Electrostatic Precipitator Attendant (new plant) | .. | .. | .. | 117 3 | 6 0 | 123 3 |
| Electrostatic Precipitator Attendant (old plant) | .. | .. | .. | 112 9 | 6 0 | 118 9 |
| Rubber Band Attendant | 108 0 | 6 0 | 114 0 | 110 9 | 6 0 | 116 9 |
| Slurry Tank Attendant (new plant) | .. | .. | .. | 116 9 | 6 0 | 122 9 |
| Mammoth Crusher Attendant (new plant) | 113 0 | 6 0 | 119 0 | 115 9 | 6 0 | 121 9 |
| Truck Cleaner | 107 0 | 6 0 | 113 0 | .. | .. | .. |
| Truck Tarper | 108 0 | 6 0 | 114 0 | .. | .. | .. |
| Mill Room Helper | 109 3 | 6 0 | 115 3 | 112 0 | 6 0 | 118 0 |
| All Others | 105 0 | 6 0 | 111 0 | 107 9 | 6 0 | 113 9 |

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

| Quarries. | Batesford. | | | | | | Elsewhere within the Area to which the Determination Applies. | | |
|-------------------------------|------------------|------------------------------------|-------------|---------------------------|------------------------------------|-------------|---|------------------------------------|-------------|
| | Day Shift. | | | Afternoon or Night Shift. | | | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. |
| | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Plus War Loading (Non-adjustable). | Total Wage. | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | |
| Powder Monkey | 124 0 | 6 0 | 130 0 | 129 0 | 6 0 | 135 0 | 117 0 | 6 0 | 123 0 |
| Jack Hammerman | 124 0 | 6 0 | 130 0 | 129 0 | 6 0 | 135 0 | 117 0 | 6 0 | 123 0 |
| Platelayer | 121 0 | 6 0 | 127 0 | 126 0 | 6 0 | 132 0 | 114 0 | 6 0 | 120 0 |
| Bankman | 119 0 | 6 0 | 125 0 | 123 9 | 6 0 | 129 9 | 112 0 | 6 0 | 118 0 |
| Underground Drainer | 148 6 | 6 0 | 154 6 | 149 3 | 6 0 | 155 3 | .. | .. | .. |
| Underground Quarryman | 127 0 | 6 0 | 133 0 | 127 9 | 6 0 | 133 9 | .. | .. | .. |
| Pump Attendant | 124 0 | 6 0 | 130 0 | 124 9 | 6 0 | 130 9 | .. | .. | .. |
| Signal Attendant | 117 6 | 6 0 | 123 6 | 118 3 | 6 0 | 124 3 | .. | .. | .. |
| Leverman | 116 0 | 6 0 | 121 0 | 119 6 | 6 0 | 125 6 | .. | .. | .. |
| All others | 112 0 | 6 0 | 118 0 | 116 6 | 6 0 | 122 6 | 105 0 | 6 0 | 111 0 |

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 104 of the 28th May, 1943, shall remain in force.

SCHEDULE—continued.

CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 34 of the 15th March, 1945, 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 9 | 0 9 | 29 6 | Moulders on centrifugal or vibrator pipe machines .. | 115 0 | 3 0 | 118 0 |
| " 17 " " .. | 38 9 | 1 0 | 39 9 | Man operating a machine mixing cement or concrete .. | 112 0 | 3 0 | 115 0 |
| " 18 " " .. | 48 3 | 1 6 | 49 9 | Other moulders of cement or concrete articles, including operator of any machines not elsewhere included .. | 111 0 | 3 0 | 114 0 |
| " 19 " " .. | 60 6 | 1 9 | 62 3 | Repairers or renderers of cement or concrete articles .. | 111 0 | 3 0 | 114 0 |
| " 20 " " .. | 70 0 | 2 0 | 72 0 | Operator of machine making concrete or cinder-concrete blocks or bricks .. | 111 0 | 3 0 | 114 0 |
| " 21 " " .. | 80 9 | 2 3 | 83 0 | Crusher feeder or attendant where bricks are crushed .. | 110 6 | 3 0 | 113 6 |
| | | | | Tile or ridge makers and the takers off of same .. | 109 6 | 3 0 | 112 6 |
| | | | | Other mixers of cement or concrete .. | 109 0 | 3 0 | 112 0 |
| | | | | Mould assemblers .. | 108 6 | 3 0 | 111 6 |
| | | | | Operator of cement sprayer .. | 108 6 | 3 0 | 111 6 |
| | | | | Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls .. | 107 6 | 3 0 | 110 6 |
| | | | | Strippers .. | 107 6 | 3 0 | 110 6 |
| | | | | Pipe tester (i.e., person operating a pump or pressure apparatus) | 107 0 | 3 0 | 110 0 |
| | | | | Employee carrying away from any concrete or cinder-concrete block or brick-making machine .. | 106 6 | 3 0 | 109 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) .. | 106 6 | 3 0 | 109 6 |
| | | | | (b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles .. | 106 6 | 3 0 | 109 6 |
| | | | | Truckers or stackers of concrete or cinder-concrete blocks or bricks .. | 106 6 | 3 0 | 109 6 |
| | | | | Wires on drums or mandrils for pipe-making .. | 105 6 | 3 0 | 108 6 |
| | | | | Finisher of pipes made on vibrator | 104 0 | 3 0 | 107 0 |
| | | | | All others .. | 103 0 | 3 0 | 106 0 |

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

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 34 of the 15th March, 1945, shall remain in force.

SCHEDULE—continued.

CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 116 of the 1st July, 1946, shall be replaced by the following clause:—
2.

| Apprentices or Improvers. | | Other Employees. | | | |
|---|------|-----------------------------------|-----------------------------------|------------------------------|---|
| Wages per Week of 44 Hours. | | Wages. | | | |
| s. d. | | Within the Metropolitan District. | | All other Parts of Victoria. | |
| | | Per Hour. | Per Week of 44 Hours. | Per Hour. | Per Week of 44 Hours. |
| | | s. d. | s. d. | s. d. | s. d. |
| 1st year | 25 0 | | | | |
| 2nd " | 29 0 | | | | |
| 3rd " | 33 6 | | | | |
| 4th " | 40 0 | | | | |
| 5th " | 51 0 | | | | |
| PROPORTION (WITHIN ANY PLACE). | | | | | |
| One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage. | | | | | |
| | | Grave diggers | 2 9 ¹⁵ / ₂₁ | 123 6 | 2 8 ¹³ / ₂₁ 119 6 |
| | | All others | 2 6 | 110 0 | 2 5 ⁸ / ₁₁ 108 0 |

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 116 of the 1st July, 1946, shall remain in force.

CHAFF-CUTTERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 44 of the 15th March, 1946, 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. | |
| | s. d. | | s. d. |
| 1st year | 53 9 | Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) | 117 0 |
| 2nd " | 57 9 | Drivers of Motor trucks— | |
| 3rd " | 69 0 | (a) having a carrying capacity under two tons .. | 115 0 |
| 4th " | 76 3 | (b) having a carrying capacity two tons or over .. | 120 0 |
| 5th " | 87 6 | Carter driving one horse | 113 0 |
| | | " " two horses | 117 6 |
| | | And 2s. extra per week for every additional horse. | |
| <i>Improvers.</i> | | Chaff-cutter feeders— | |
| Under 17 years of age | 53 9 | (a) in stationary mills | 114 6 |
| 17 years of age | 57 9 | (b) on travelling plants | 120 6 |
| 18 " | 69 0 | Stablemen | 105 0 |
| 19 " | 76 3 | All others— | |
| 20 " | 87 6 | (a) in stationary mills | 112 0 |
| PROPORTION (IN ANY PLACE). | | (b) on travelling plants | 118 0 |
| <i>Apprentices.</i> | | CORN-CLEANING OR CORN-GRADING. | |
| One apprentice to every three or fraction of three workers receiving not less than 105s. per week of 44 hours. | | Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) | 117 0 |
| An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923. | | All others | 112 0 |
| <i>Improvers.</i> | | | |
| One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 112s. per week of 44 hours. | | | |

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit— for each day or portion thereof upon which he is called upon to drive such vehicle 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.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 44 of 15th March, 1946, shall remain in force, provided that piecework prices as set out in clause 14 shall be increased by ¼d. per ton.

SCHEDULE—continued.
CHARWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 74 of the 30th May, 1945, shall be replaced by the following clause:—
 2.

| Improvers. | | Other Employees. | | Within the Metro- politan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portion of the City of Sandringham as is not included within the Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eagleshawk and Sebastopol. | Elsewhere in Victoria. |
|---|--------------------------------------|---|-------|--|--------------------------------------|
| MALES. | | WAGES.* | | | |
| WAGES. | | Males. | | Per week of 44 hours. | Per week of 44 hours. |
| | Per week of 44 hours. | | | s. d. | s. d. |
| | s. d. | | | | |
| Under 19 years of age | 45 6 | Office cleaners or general cleaners in charge of— | | | |
| 19 and under 20 years of age | 54 0 | 4 or more office cleaners or general cleaners .. | 130 0 | 127 0 | |
| 20 years of age | 61 0 | 1, 2, or 3 office cleaners or general cleaners .. | 118 6 | 115 6 | |
| | | Other office cleaners or general cleaners .. | 109 6 | 106 6 | |
| PROPORTION. Improvers. | | Females. | | Per week of 44 hours. | Per week of 44 hours. |
| One male improver to every five male workers receiving not less than 109s. 6d. per week of 44 hours. | | Office cleaners or general cleaners in charge of— | | s. d. | s. d. |
| | | 4 or more office cleaners or general cleaners .. | | 116 1 | 113 1 |
| | | 1, 2, or 3 office cleaners or general cleaners .. | | 105 1 | 102 1 |
| | | Other office cleaners or general cleaners .. | | 100 11 | 97 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. | | | | |
| | s. d. | | | | |
| Under 19 years of age | 39 0 | | | | |
| 19 and under 20 years of age | 46 6 | | | | |
| 20 years of age | 54 0 | | | | |
| PROPORTION. Improvers. | | | | | |
| One female improver to every ten female workers receiving not less than 100s. 11d. per week of 44 hours. | | | | | |

Clauses (3) to (13) inclusive of the Determination, as published in *Government Gazette* No. 74 of the 30th May, 1945, shall remain in force.

CIGAR TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 120 of the 1st July, 1946, shall be replaced by the following clauses:—
 2.

| Wages per Week of 44 Hours. | | | | Number (in any piece). | | |
|---|--|---|--|--|------------|------------|
| 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 | s. d. | *Percentage. | | | | |
| 2nd six months | 16 1 | 14 | | | | |
| 2nd year | 18 8 | 16½ | | | | |
| 3rd year | 26 9 | 23½ | | | | |
| 4th year | 40 0 | 34½ | | | | |
| or in lieu of weekly wages the work may be paid at the following piece-work prices:— | | 44 | | | | |
| Making Cigars. | | | | IMPROVERS. | | |
| 2nd year .. | One-third of the piece-work prices. | } See also clause 11 sub-clause (m) | One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage. | | | |
| 3rd year .. | Two-thirds of the piece-work prices. | | One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage. | | | |
| 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. | per 1,000. | per 1,000. | per 1,000. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st year .. | 1 0 | 1 0 | 1 0 | 1 3 | 1 6 | 2 0 |
| 2nd year .. | 1 3 | 1 3 | 1 3 | 1 6 | 2 3 | 2 6 |
| 3rd year .. | 1 6 | 1 6 | 1 9 | 2 0 | 2 9 | 3 0 |
| 4th year .. | 2 0 | 2 0 | 2 3 | 2 6 | 3 3 | 3 6 |
| } See also clause 11 sub-clause (m). | | | | | | |
| IMPROVERS. | | | | | | |
| | | | s. d. | *Percentage. | | |
| 18 years | | | 40 0 | 34½ | | |
| 19 years | | | 55 9 | 48½ | | |
| 20 years | | | 69 3 | 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. |
| | | s. d. | % | s. d. | % | s. d. | % | s. d. | % |
| Making cigar boxes | | 18 8 | 16½ | 18 8 | 16½ | 21 3 | 18½ | 21 3 | 18½ |
| Turning bunches | | 18 8 | 16½ | 18 8 | 16½ | 21 3 | 18½ | 21 3 | 18½ |
| Stripping fillers | | 18 8 | 16½ | 18 8 | 16½ | 21 3 | 18½ | 23 10 | 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. | | | | |
| | | s. d. | % | s. d. | % | s. d. | % | s. d. | % |
| Making cigar boxes | | 31 11 | 27½ | 34 6 | 30 | 47 5 | 41½ | 61 3 | 53½ |
| Turning bunches | | 31 11 | 27½ | 34 6 | 30 | 47 5 | 41½ | 61 3 | 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. |
| | s. d. | % | s. d. | % | s. d. | % | s. d. | % | s. d. | % | s. d. | % | s. d. | % |
| Any other class of work for which the rate of wages fixed does not exceed 115s. per week of 44 hours | 23 7 | 20½ | 26 2 | 22½ | 31 11 | 27½ | 40 3 | 35 | 50 4 | 43½ | 65 7 | 57 | 83 1 | 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. |
| | | s. d. | % | s. d. | % | s. d. | % | s. d. | % |
| Trimming cigar boxes | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Stripping and booking cigar bunch wrapper leaf | | 38 0 | 56½ | 38 0 | 56½ | 38 0 | 56½ | 38 0 | 56½ |
| Ringing cigars | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Stripping fillers | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Packing cigars, viz.: | | | | | | | | | |
| Havanette | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Royal Bengals | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Bonanzas | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Gem of East Cigarillos | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Swiss | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Cartons or parcels | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Machine work, viz.: | | | | | | | | | |
| Making bunches | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Covering cigars | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Swiss | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Lucky Hit | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Havanettes | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 39 |
| Senoritas | | 17 7 | 26 | 20 5 | 30½ | 23 6 | 34½ | 26 4 | 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. 29 3 | % 43½ | s. d. 35 2 | % 52 | Piece-work prices | Piece-work prices |
| Stripping and booking cigar bunch wrapper leaf | 49 8 | 73½ | 52 9 | 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 | " | | " | | " | " |
| Senioritas | " | | " | | " | " |
| | } Making throughout | | } | | " | " |

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

Age.

| | 14 years. | | 15 years. | | 16 years. | | 17 years. | | 18 years. | | 19 years. | | 20 years. | |
|---|------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|-------------|---------------|------------|---------------|
| | Wage. | *Per-centage. | Wage. | *Per-centage. | Wage. | *Per-centage. | Wage. | *Per-centage. | Wage. | *Per-centage. | Wage. | *Per-centage. | Wage. | *Per-centage. |
| Any other class of work for which the rate of wages fixed for adults does not exceed 67s. 7d. per week of 44 hours .. | s. d. 22 2 | % 32½ | s. d. 27 9 | % 41 | s. d. 33 3 | % 40½ | s. d. 37 2 | % 55 | s. d. 42 7 | % 63 | s. d. 48 10 | % 72½ | s. d. 55 5 | % 82 |

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

4.

OTHER EMPLOYEES.

| | Wages per Week of 44 Hours. |
|---|-----------------------------|
| | £ s. d. |
| Strippers and bookers of cigar covering leaf (males) | 5 18 6 |
| Strippers and bookers of cigar covering leaf (females) | 4 5 7 |
| Strippers and bookers of cigar bunch wrapper leaf (females) | 3 15 1 |
| Cigar box makers (males) | 6 1 0 |
| Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) | 3 11 1 |
| Stripping fillers (males) | 5 15 0 |
| All others (males) | 5 15 0 |
| " (females) 58½ per cent. of the above rate for "All Others (Males.)" | 3 7 7 |

Clauses (5) to (11) inclusive of the Determination published in *Government Gazette* No. 120 of the 1st July, 1946, shall remain in force except that for sub-clause (m) of clause (11) the following shall be substituted:—

(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. | per week | s. d. | per week |
| Adults | 7 0 | per week | 4 1 | per week |
| 14 years of age | 1 6 | " " | 1 5 | " " |
| 15 " | 1 7 | " " | 1 8 | " " |
| 16 " | 1 11 | " " | 2 0 | " " |
| 17 " | 2 5 | " " | 2 3 | " " |
| 18 " | 3 0 | " " | 2 6 | " " |
| 19 " | 4 0 | " " | 2 11 | " " |
| 20 " | 5 1 | " " | 3 4 | " " |

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

SCHEDULE—continued.

COAL AND COKE BOARD.

Of the Determination published in *Government Gazette* No. 45 of the 15th March, 1946, clause 2 of Part 1, and clause 1 of Part 2, shall be replaced by the following clauses:—

PART I.—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 | 61 3 | Persons trimming or spreading coal that is heated or on fire | 203 4 |
| 17 years of age | 72 0 | Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader | 137 4 |
| 18 " " | 82 9 | Persons trimming from the "Grab" | 144 8 |
| 19 " " or over—the appropriate rate prescribed under the heading "other employees". | | Other coal trimmers | 137 4 |
| | | Coal baggers or loaders | 137 4 |
| | | Persons employed loading by shovel or fork loose coal from railway trucks to vehicles | 137 4 |
| | | Persons employed loading by shovel or fork loose coal from vehicles to railway trucks | 159 4 |
| | | Persons loading by shovel or fork loose coal from the ground into railway trucks | 170 4 |
| | | Coke stackers at wharf coal yards | 146 6 |
| | | Coke yard employees | 108 0 |
| | | Carters driving one horse | 106 0 |
| | | Carters driving two horses | 111 0 |
| | | Carters driving three horses | 114 0 |
| | | Carters driving four horses | 116 0 |
| | | Carters driving five horses | 117 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 | 111 0 |
| | | (b) Over 25 cwt., but not over 3 tons | 115 0 |
| | | (c) Over 3 tons, but under 6 tons | 118 0 |
| | | Further tonnage—for each complete ton over 5 an extra 1s. per week | |
| | | All other coal yard employees | 130 4 |

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. |
|---|---|
| WAGES PER WEEK OF 44 HOURS. | WAGES PER WEEK OF 44 HOURS. |
| s. d. | s. d. |
| Under 17 years of age 59 3 | Wood cutters, using axe, power crosscut circular saw, or other method .. 118 0 |
| 17 years of age 69 9 | Carters driving one horse 106 0 |
| 18 " " 80 3 | Carters driving two horses 111 0 |
| 19 " " or over—the appropriate rate prescribed under the heading "other employees". | Carters driving three horses 114 0 |
| | Carters driving four horses 116 0 |
| | Carters driving five horses 117 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 111 0 |
| | (b) Over 25 cwt., but not over 3 tons 115 0 |
| | (c) Over 3 tons, but under 6 tons 118 0 |
| PROPORTION (BY ANY EMPLOYER.) | Further tonnage—for each complete ton over 5 an extra 1s. per week. |
| One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 106s. per week. | Charcoal burning by retorts, metal or brick kilns, or pits— |
| | (a) Operator in charge of plant 133 0 |
| | (b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 123 0 |
| | Grinding or grading charcoal— |
| | (a) Attendant in charge of plant— |
| | (i) With four or more persons under his supervision .. 143 0 |
| | (ii) With three or fewer persons under his supervision .. 139 0 |
| | (b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 133 0 |

- (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. |
|--|-----------|
| | 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 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. 45 of the 15th March, 1946, 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. 8d. per day shift. | |
| | Wages. | War-time Loading. | Total. | | |
| | s. d. | d. | s. d. | Underground Workers. | |
| 14 years | 7 3 | 3 | 7 6 | Shaft sinkers | 26 4 |
| 15 " | 8 11 | 4 | 9 3 | Timber drawers | 27 2 |
| 16 " | 10 9 | 5 | 11 2 | Shiftmen | 25 1 |
| 17 " | 13 1 | 6 | 13 7 | Platmen | 25 1 |
| 18 " | 15 2 | 7 | 15 9 | Assistant platmen | 23 9 |
| 19 " | 17 5 | 8 | 18 1 | Set runners (riding or walking) | 24 9 |
| 20 " | 19 8 | 9 | 20 5 | Jigmen | 24 9 |
| | | | | Wheelers (hand wheeling or using one horse) | 23 9 |
| | | | | Wheelers (using two horses) .. | 25 4 |
| | | | | Examiners | 27 2 |
| | | | | Contract miners' minimum wage | 25 6 |
| | | | | Miners working on coal and/or brushing | 25 6 |
| | | | | Persons employed in stone-drives | 25 1 |
| | | | | Probationary miners | 25 1 |
| | | | | Machine-men (including assistant) | 26 10 |
| | | | | Shiftmen acting as examiners .. | 26 1 |
| | | | | Ventilation stopping builders .. | 25 1 |
| | | | | Ventilation stopping builders' assistants | 23 9 |
| | | | | Persons not provided for otherwise | 23 9 |

* Including 1/- war-time loading.

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

3. SHIFTS.—That work performed except on a day shift as defined in Clause 16 herein shall be paid for at the rate prescribed for day-shift work, with the addition of 7¼ 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. 111 of the 27th August, 1945, 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. | | | Typists, Stenographers or Operators of Ledger-keeping Machines. | All Other Improvers. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | |
| 1st year | 26 3 | 26 3 | 28 9 | 30 9 | 1st year | 26 3 | 26 3 | |
| 2nd year | 34 3 | 34 3 | 41 3 | 49 9 | 2nd year | 30 9 | 30 9 | |
| 3rd year | 41 3 | 44 3 | 58 9 | 67 0 | 3rd year | 40 0 | 40 0 | |
| 4th year— | | | | | 4th year | 49 9 | 49 9 | |
| 1st six months | 54 3 | 61 0 | 89 0 | 85 0 | 5th year and until 21 | | | |
| 2nd six months | 54 3 | 61 0 | 85 0 | 86 6 | years of age | 61 0 | 61 0 | |
| 5th year— | | | | | | | | |
| 1st six months | 73 3 | 76 9 | 100 9 | 106 6 | | | | |
| 2nd six months | 73 3 | 97 9 | 100 9 | 106 6 | | | | |
| 6th year and until 21 years of age | 100 9 | 106 6 | | | | | | |

SCHEDULE—*continued.*COMMERCIAL CLERKS BOARD—*continued.*

PROPORTION (in any place).

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

Workers receiving not less than minimum wage

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

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

| | Wages per Week. | |
|--|-----------------|---|
| | s. d. | |
| 1st year | 28 | 0 |
| 2nd year | 33 | 0 |
| 3rd year | 42 | 3 |
| 4th year | 51 | 6 |
| 5th year and until 21 years of age | 63 | 3 |

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

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. |
| | s. d. | | s. d. | | s. d. | |
| Stenographers, typistes, or operators of calculating, or ledger-keeping machines | 120 | 80 | 117 | 74 | 114 | 68 |
| Telephone switchboard attendants | 120 | 78 | 117 | 74 | 114 | 68 |
| All other adults | 120 | 76 | 117 | 72 | 114 | 68 |

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 111 of the 27th August, 1945, shall remain in force.

COMMERCIAL TRAVELLERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 164 of the 9th October, 1944, shall be replaced by the following clause:—

2. WEEKLY WAGES.

| | Town Travellers. | Country Travellers. |
|-------------------------|------------------|---------------------|
| | £ s. d. | £ s. d. |
| Probationary Travellers | 5 13 0 | 6 16 0 |
| Special Travellers .. | 6 13 0 | 7 16 0 |
| Other Travellers .. | 6 13 0 | 7 16 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. 164 of the 9th October, 1944 shall remain in force.

SCHEDULE—continued.

CONDENSERIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 67 of the 12th April, 1946, shall be replaced by the following clause:—

| 2. Apprentices or Improvers. | | Juvenile Workers. | | | | Other Employees. | | |
|------------------------------|--------------|-----------------------------|--------------|--------------|--|-----------------------------|----------------|--------------|
| WAGES PER WEEK OF 44 HOURS. | | WAGES PER WEEK OF 44 HOURS. | | | | WAGES PER WEEK OF 44 HOURS. | | |
| Shift Workers. | All Others. | Males. | | Females. | | | Shift Workers. | All Others. |
| <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years .. | 48 3 | Under 16 years | 40 6 | 35 9 | Milk or cream grader, tester or neutralizer .. | 134 0 | 123 0 | |
| 16-17 years .. | 56 0 | 16-17 years | 45 3 | 39 0 | Foreman of shift or department .. | 134 0 | 123 0 | |
| 17-18 .. | 64 0 | 17-18 .. | 56 0 | 41 0 | Operator of any of the following machines:— | | | |
| 18-19 .. | 84 3 | 18-19 .. | 62 0 | 51 9 | Milk drier (roller system) .. | 127 0 | 116 0 | |
| 19-20 .. | 93 9 | 19-20 .. | 72 9 | 56 0 | Milk drier (spray system) .. | 128 0 | 117 0 | |
| 20-21 .. | 100 0 | 20-21 .. | 83 0 | 62 6 | Assistant to milk drier (spray system) .. | 127 0 | 116 0 | |
| | | | | | Sugar boiler .. | 122 0 | 111 0 | |
| | | | | | Vacuum pan—condensery .. | 129 0 | 118 0 | |
| | | | | | Vacuum pan-dried milk .. | 128 0 | 117 0 | |
| | | | | | Vacuum pan-milk sugar .. | 128 0 | 117 0 | |
| | | | | | Evaporator .. | 127 0 | 116 0 | |
| | | | | | Homogenizer or visolizer .. | 125 6 | 114 6 | |
| | | | | | Cream retort .. | 122 0 | 112 0 | |
| | | | | | Powder sifter .. | 120 0 | 110 0 | |
| | | | | | Tubular heater or ejector .. | 122 0 | 111 0 | |
| | | | | | Separator .. | 120 0 | 109 0 | |
| | | | | | Pasteurizer .. | 120 0 | 109 0 | |
| | | | | | Weighting machine (milk receiving) | 127 0 | 116 0 | |
| | | | | | Wire-hoopers, storeman, stackers or packers .. | 121 0 | 110 0 | |
| | | | | | Washers of vacuum pan, vacuum holding vats, or evaporator .. | 122 0 | 111 0 | |
| | | | | | Male adult washing or sterilizing cans or bottles .. | 121 0 | 110 0 | |
| | | | | | All other male adults not covered by a Determination of any other Wages Board .. | 119 0 | 108 0 | |
| | | | | | Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. | | 78 6 | |
| | | | | | Females operating dried milk automatic filler .. | | 75 6 | |
| | | | | | All other females .. | | 73 3 | |

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 108s. per week.

One improver to every eight or fraction of eight workers receiving not less than 108s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 73s. 3d. per week.

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

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

Other Employees.

WAGES PER WEEK OF 44 HOURS.

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

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

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

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

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

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

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

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

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

Clauses (3) to (29) inclusive of the Determination as published in *Government Gazette* No. 67 of the 12th April, 1946, shall remain in force.

SCHEDULE—continued.

CONFECTIONERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 158 of the 12th August, 1946, 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. <i>Males (assisting the Storeman and Packer).</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 10%;"><i>s.</i></td> <td style="text-align: right; width: 10%;"><i>d.</i></td> </tr> <tr> <td>18 years of age and under 19 years</td> <td style="text-align: right;">61</td> <td style="text-align: right;">0</td> </tr> <tr> <td>19 " " 20 "</td> <td style="text-align: right;">75</td> <td style="text-align: right;">0</td> </tr> <tr> <td>20 " " 21 "</td> <td style="text-align: right;">86</td> <td style="text-align: right;">0</td> </tr> <tr> <td colspan="3" style="text-align: center;"><i>All Other Males.</i></td> </tr> <tr> <td>15 years of age and under</td> <td style="text-align: right;">26</td> <td style="text-align: right;">6</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: right;">33</td> <td style="text-align: right;">9</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">43</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">60</td> <td style="text-align: right;">6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">72</td> <td style="text-align: right;">6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">77</td> <td style="text-align: right;">6</td> </tr> <tr> <td colspan="3" style="text-align: center;"><i>Females.</i></td> </tr> <tr> <td>16 years of age and under</td> <td style="text-align: right;">26</td> <td style="text-align: right;">0</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">32</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">40</td> <td style="text-align: right;">0</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">47</td> <td style="text-align: right;">0</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">54</td> <td style="text-align: right;">0</td> </tr> </table> <p style="text-align: center;">PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i> One male apprentice to every three or fraction of three male workers receiving not less than 108s. per week of 44 hours. One male improver to every four or fraction of four male workers receiving not less than 108s. per week of 44 hours.</p> <p><i>Other Male Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 115s. per week of 44 hours.</p> <p><i>Other Male Improvers.</i> One male improver to every three or fraction of three male workers receiving not less than 115s. per week of 44 hours.</p> <p style="text-align: center;"><i>Females.</i> Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 63s. 6d. per week of 44 hours on day work or at piecework rates.</p> | | <i>s.</i> | <i>d.</i> | 18 years of age and under 19 years | 61 | 0 | 19 " " 20 " | 75 | 0 | 20 " " 21 " | 86 | 0 | <i>All Other Males.</i> | | | 15 years of age and under | 26 | 6 | 16 years of age | 33 | 9 | 17 years of age | 43 | 0 | 18 years of age | 60 | 6 | 19 years of age | 72 | 6 | 20 years of age | 77 | 6 | <i>Females.</i> | | | 16 years of age and under | 26 | 0 | 17 years of age | 32 | 0 | 18 years of age | 40 | 0 | 19 years of age | 47 | 0 | 20 years of age | 54 | 0 | <p>WAGES PER WEEK OF 44 HOURS. <i>General Hands.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 10%;"><i>s.</i></td> <td style="text-align: right; width: 10%;"><i>d.</i></td> </tr> <tr> <td>15 years of age and under</td> <td style="text-align: right;">26</td> <td style="text-align: right;">6</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: right;">33</td> <td style="text-align: right;">9</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">43</td> <td style="text-align: right;">0</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">60</td> <td style="text-align: right;">6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">72</td> <td style="text-align: right;">6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">77</td> <td style="text-align: right;">6</td> </tr> </table> <p style="text-align: center;">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> | | <i>s.</i> | <i>d.</i> | 15 years of age and under | 26 | 6 | 16 years of age | 33 | 9 | 17 years of age | 43 | 0 | 18 years of age | 60 | 6 | 19 years of age | 72 | 6 | 20 years of age | 77 | 6 | <p>WAGES PER WEEK OF 44 HOURS. <i>Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 10%;"><i>s.</i></td> <td style="text-align: right; width: 10%;"><i>d.</i></td> </tr> <tr> <td>Confectioners</td> <td style="text-align: right;">115</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td> <td style="text-align: right;">115</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td style="text-align: right;">112</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store</td> <td style="text-align: right;">112</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td style="text-align: right;">108</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Machinists</td> <td style="text-align: right;">107</td> <td style="text-align: right;">0</td> </tr> <tr> <td>General hand</td> <td style="text-align: right;">102</td> <td style="text-align: right;">0</td> </tr> <tr> <td>All other males</td> <td style="text-align: right;">99</td> <td style="text-align: right;">0</td> </tr> <tr> <td colspan="3" style="text-align: center;"><i>Females.</i></td> </tr> <tr> <td>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)</td> <td style="text-align: right;">63</td> <td style="text-align: right;">6</td> </tr> </table> | | <i>s.</i> | <i>d.</i> | Confectioners | 115 | 0 | Head storeman or packer having not less than three storemen or packers under his control | 115 | 0 | Storeman or packer in charge of one or two persons | 112 | 0 | Storeman or packer being the only person employed in the store | 112 | 0 | Storeman or packer engaged in the despatch or bulk receiving stores | 108 | 0 | Machinists | 107 | 0 | General hand | 102 | 0 | All other males | 99 | 0 | <i>Females.</i> | | | 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) | 63 | 6 |
| | <i>s.</i> | <i>d.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age and under 19 years | 61 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 " " 20 " | 75 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 " " 21 " | 86 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>All Other Males.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 years of age and under | 26 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age | 33 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 43 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 60 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 72 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 77 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Females.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age and under | 26 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 32 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 40 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 47 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 54 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>s.</i> | <i>d.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 years of age and under | 26 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 years of age | 33 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 years of age | 43 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 years of age | 60 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 years of age | 72 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 years of age | 77 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>s.</i> | <i>d.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Confectioners | 115 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Head storeman or packer having not less than three storemen or packers under his control | 115 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer in charge of one or two persons | 112 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer being the only person employed in the store | 112 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storeman or packer engaged in the despatch or bulk receiving stores | 108 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Machinists | 107 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| General hand | 102 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All other males | 99 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <i>Females.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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) | 63 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Clauses 3 to 30 inclusive of the Determination as published in *Government Gazette* No. 158 of the 12th August, 1946, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 135 of the 3rd May, 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. 68 9 | <i>Other Junior Workers.</i> | s. d. 21 0 | s. d. 19 9 |
| Attendants to rope house machine—for under 2 inch circumference | 60 3 | Under 16 years of age | 28 3 | 25 3 |
| Lappers of clothes lines | 59 0 | From 16 to 17 years of age | 34 6 | 30 0 |
| Persons balling lashing | 47 3 | " 17 to 18 " " | 40 9 | 35 0 |
| Persons balling binder twine | 43 0 | " 18 to 19 " " | 51 0 | 41 3 |
| | | " 19 to 20 " " | 64 0 | 44 9 |
| | | " 20 to 21 " " | | |
| Females. | | | | |
| Balling binder twine | 57 6 | | | |
| Balling lashing | 57 6 | | | |
| Bagging binder twine | 56 6 | | | |
| All others | 53 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. |
|---|-----------------------------|
| <i>(a) Adult Males.</i> | |
| First rope layer on heavy type 12 strand machine | s. d. 121 0 |
| Rope layer on heavy type 9 strand machine | 116 0 |
| Foreman in charge of spinning and preparing departments | 117 0 |
| Other rope layers in walk with travellers | 112 0 |
| Rope splicer on driving ropes and springs | 111 0 |
| Storeman in charge | 109 0 |
| Packer working press (hand or power), pressing over 28 lb. in weight | 107 0 |
| Rope house machinist making 2 inch up to and including 4 inch | 107 0 |
| Rope house machinist making over 4 inch | 110 0 |
| Power reeler or finisher in connexion with heavy type 12 strand machine | 107 0 |
| Feeder of 1st spreader | 105 0 |
| Traveller driver on heavy type 12 strand machine | 105 0 |
| Damp mixer or batcher | 104 0 |
| Feeder of softeners or batchers | 104 0 |
| Rope and binder twine packer | 104 0 |
| Winder and warper in tarring department | 105 0 |
| Winding, oiling, and tarring yarn | 105 0 |
| Older and/or belt repairer | 105 0 |
| Maker of rope fenders | 105 0 |
| Maker of pig nets | 104 0 |
| Power reeler or finisher in walk | 104 0 |
| Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) | 102 0 |
| Opening manila hemp | 102 0 |
| Scutcher | 102 0 |
| Lumping, loading or unloading hemp, flax, or twine in store or factory | 102 0 |
| Feeder of tow breaker card | 102 0 |
| Lumping hemp, flax, or binder twine on wharf | 105 0 |
| Packing and balling shop twine | 104 0 |
| Mat finisher | 104 0 |
| Layer of lines or cords in walk | 108 0 |
| Twister or layer of yarn in walk | 104 0 |
| Maker of fishing lines | 104 0 |
| Hand reelers | 102 0 |
| Matting weavers | 104 0 |
| All other machine operators or employees feeding or taking from machines | 102 0 |
| All others | 99 0 |
| <i>(b) Adult Females.</i> | |
| <i>Hard Fibre Department.</i> | |
| Balling binder twine | 57 6 |
| Balling lashing | 57 6 |
| Bagging binder twine | 56 6 |
| All others | 53 6 |
| <i>Soft Fibre Department.</i> | |
| Feeding breaker card with clock | 57 6 |
| Feeding spreaders | 56 6 |
| Feeding finisher cards (hemp) | 56 6 |
| Spinning | 57 6 |
| Wet spinning | 58 6 |
| All other machine operators and employees feeding or taking from machines | 56 6 |
| All others | 53 6 |

Clause (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 135 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

CYCLE TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 128 of the 16th July, 1946, 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 9 | 1st year | .. 22 0 | Foremen, where over five adults are employed | .. 138 6 |
| 2nd " | .. 28 6 | 2nd " | .. 27 6 | Foremen, where five adults or fewer are employed | 136 3 |
| 3rd " | .. 45 0 | 3rd " | .. 43 6 | Lathe hands | .. 135 0 |
| 4th " | .. 65 6 | 4th " | .. 63 0 | Builders and repairers of motor cycle frames and frames other than cycle frames | .. 125 3 |
| 5th " | .. 80 9 | 5th " | .. 83 9 | Builders or repairers or brazers of cycle frames | .. 123 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) | .. 125 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) | .. 123 0 |
| One apprentice to every three or fraction of three persons receiving not less than 113s. per week. | | PROPORTION (IN ANY PLACE). | | Assemblers of motor cycles | .. 123 0 |
| | | One improver to one person receiving not less than 113s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons. | | Other assemblers | .. 117 6 |
| | | | | Filers on motor and other cycles | .. 117 6 |
| | | | | Wheel-builders on motor and other cycles | .. 117 6 |
| | | | | Foremen in rim-making | .. 127 6 |
| | | | | All others employed in rim-making | .. 117 6 |
| | | | | Persons cleaning off joints by sand-blasting or by shot-blasting | .. 117 6 |
| | | | | Handle-bar benders— | |
| | | | | By the mandrel method | .. 113 0 |
| | | | | By any other method | .. 117 6 |
| | | | | Persons not provided for otherwise | .. 107 0 |

* Except those covered by the Apprenticeship Act.

Clauses 3 to 17 inclusive of the Determination as published in *Government Gazette* No. 128 of the 16th July, 1946, shall remain in force.

SCHEDULE—*continued.*

DENTAL MECHANICS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 137 of 16th October, 1945, shall be replaced by the following:—

| Dentist's Mechanic. (Apprentices.) | Dentist's Attendant. (Apprentices and Improvers.) | Other Employees. | Minimum Wage. | Hours of Work per Week. |
|--|--|--------------------------------------|------------------|-------------------------------|
| Wages per week of 40 hours. | | | | |
| | Wages per week of 44 hours. | | | |
| | | | <i>s. d.</i> | |
| 1st six months | 1st six months | Dentist's Surgical Assistant | 173 0 | 40 |
| 2nd ,, ,, | 2nd ,, ,, | Dentist's Mechanic | 129 0 | 40 |
| 3rd ,, ,, | 2nd year | Dentist's Attendant | 68 0 | 44 |
| 4th ,, ,, | 3rd ,, ,, | | | |
| 3rd year | | | | |
| 4th ,, ,, | | | | |
| 5th ,, ,, | | | | |
| 6th ,, ,, | | | | |
| 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. | | | | |
| (Dentists' Attendants.) | | | | |
| One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage. | | | | |

Clauses 3 to 21 inclusive of the Determination as published in *Government Gazette* No. 137 of 16th October, 1945, 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 | 165 6 | 6 0 | 171 6 |
| 2nd " | 21 0 | 1 0 | 22 0 | Assistant Pharmaceutical Chemist | 134 0 | 6 0 | 140 0 |
| 3rd " | 29 0 | 1 3 | 30 3 | Female Shop Assistant 21 years, or over, or who has served a period of four years as an improver in a dispensary and is not engaged in dispensing or compounding medicines, drugs, or medicinal preparations | 75 6 | 3 0 | 78 6 |
| 4th " | 36 0 | 1 9 | 37 9 | | | | |
| 5th " | 43 6 | 2 0 | 45 6 | | | | |
| 6th " | 50 6 | 2 3 | 52 9 | | | | |
| 7th " | 57 6 | 2 6 | 60 0 | | | | |
| 8th " | 71 6 | 3 0 | 74 6 | | | | |

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 140s. per week.

Improvers.
One improver to every ten or fraction of ten workers receiving not less than 140s. 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. | | | | | | | | | | | | |
| Males. | Females. | | | | | | | | | | | |
| Experience. | Commencing Age. | | | | | | Experience. | Commencing Age. | | | | |
| | 15 years and under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. | | 15 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 | 23 0 | 23 0 | 26 0 | 32 6 | 39 0 | 45 3 | 1st year | 20 0 | 22 3 | 26 0 | 32 6 | 38 6 |
| 2nd " | 26 0 | 27 0 | 33 9 | 41 9 | 48 6 | .. | 2nd " | 23 6 | 27 0 | 34 0 | 40 3 | .. |
| 3rd " | 32 6 | 35 6 | 44 6 | 51 9 | .. | .. | 3rd " | 29 3 | 35 6 | 42 3 | .. | .. |
| 4th " | 42 3 | 48 0 | 57 3 | .. | .. | .. | 4th " | 36 9 | 43 9 | .. | .. | .. |
| 5th " | 55 3 | 62 0 | .. | .. | .. | .. | 5th year and until 21 years of age | 45 3 | .. | .. | .. | .. |
| 6th year and until 21 years of age | 71 0 | .. | .. | .. | .. | .. | | | | | | |

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 99s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 54s. 6d. per week of 44 hours.

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

SCHEDULE—continued.

DRY BATTERIES BOARD—continued.

| (3) | OTHER EMPLOYEES. | Per week of 44 hours. |
|--|------------------|-----------------------|
| | (a) Males. | |
| Operator responsible for mixing | | 169 0 |
| Employees engaged on soldering connexions and terminals | | 105 0 |
| Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) | | 105 0 |
| Operator of power-driven machines | | 103 0 |
| Hand stamper | | 102 0 |
| All others | | 99 0 |
| | (b) Females. | |
| Employees engaged on soldering connexions and terminals | | 58 6 |
| Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) | | 58 6 |
| Operator of power-driven machines | | 57 0 |
| Hand wrapper | | 57 0 |
| All others | | 54 6 |

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

ELECTRICAL TRADE BOARD.

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

| 2. | Adults. | Wages per Week of 44 Hours. | | |
|--|--------------------------------|--|--------------|--------------------------|
| | | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, 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 11 0 | 7 17 6 | 7 8 0 |
| (b) Where revenue does not exceed £2,500 per annum | | 7 1 0 | 7 7 6 | 6 18 0 |
| Installation inspector and/or tester | | 6 18 0 | 7 4 6 | 6 15 0 |
| Shift electrician— | | | | |
| (a) Where the installed capacity of the plant exceeds 1,000 kilowatts | | 6 15 0 | 7 1 6 | 6 12 0 |
| (b) In other plants | | 6 7 0 | 6 13 6 | 6 4 0 |
| Assistant shift electrician | | 6 3 0 | 6 9 6 | 6 0 0 |
| Electrician in charge of plant and/or installation | | 6 15 0 | 7 1 6 | 6 12 0 |
| Electrical fitter and/or armature winder | | 6 15 0 | 7 1 6 | 6 12 0 |
| Battery fitter | | 6 15 0 | 7 1 6 | 6 12 0 |
| Cable jointer, on high tension (over 6,600 volts) | | 6 14 0 | 7 0 6 | 6 11 0 |
| Cable jointer, on low tension (under 6,600 volts) | | 6 12 0 | 6 18 6 | 6 9 0 |
| Cable jointer's mate | | 5 11 0 | 5 17 6 | 5 8 0 |
| Electrical mechanic | | 5 15 0 | 7 1 6 | 6 12 0 |
| Linesman | | 6 6 0 | 6 12 6 | 6 3 0 |
| Linesman's assistant | | 5 11 0 | 5 17 6 | 5 8 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 6 0 | 6 12 6 | 6 3 0 |
| (b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing | | 5 13 6 | 6 0 0 | 5 10 6 |
| Meter tester (1st grade) | | 6 5 0 | 6 11 6 | 6 2 0 |
| Meter tester (2nd grade) | | 6 0 0 | 6 6 6 | 5 17 0 |
| Meter fixer | | 6 0 0 | 6 6 6 | 5 17 0 |
| Switchboard attendant | | 6 4 6 | 6 11 0 | 6 1 6 |
| Battery attendant | | 5 12 0 | 5 18 6 | 5 9 0 |
| Electrical fitters and mechanic's assistant | | 5 11 0 | 5 17 6 | 5 8 0 |
| Process worker | | 5 10 0 | 5 16 6 | 5 7 0 |
| | (b) Wet Battery Manufacturing. | | | |
| Battery repairer (factory) | | 5 17 0 | 6 3 6 | 5 14 0 |
| Mixing and pasting by hand | | 5 15 0 | 6 1 6 | 5 12 0 |
| Charging and moulding of grids | | 5 15 0 | 6 1 6 | 5 12 0 |
| Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) | | 5 14 0 | 6 0 6 | 5 11 0 |
| Formation Process | | 5 12 0 | 5 18 6 | 5 9 0 |
| All others in this subdivision | | 5 10 0 | 5 16 6 | 5 7 0 |

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

LEADING HANDS.

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

SHIP REPAIRING.

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

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

TRADESMEN IN LARGE POWER HOUSES.

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

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

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

- Electrical fitting.
- Electrical mechanic.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

(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 Milleura 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. 0 9 | 1 1 6 | 1 3 0 | 1 1 0 |
| 2nd year | 30 | 1 0 | 1 0 | 1 10 0 | 1 12 0 | 1 9 0 |
| 3rd year | 45 | 1 6 | 1 6 | 2 5 0 | 2 8 0 | 2 3 6 |
| 4th year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 5th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 6 |
| <i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i> | | | | | | |
| 1st year | 26 | .. | 0 9 | 1 5 0 | 1 6 6 | 1 4 0 |
| 2nd year | 45 | 1 0 | 1 6 | 2 4 6 | 2 7 6 | 2 3 0 |
| 3rd year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 4th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 6 |

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.

SCHEDULE—continued.

ELECTRICAL TRADE BOARD—continued.

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

Hours.

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

Overtime and Shift Work.

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

Payment by Results.

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

Lost Time.

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

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

WAGES PER WEEK OF 44 HOURS.

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

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

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

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

Prohibited Occupations.

Junior employees shall not be employed—
if under the age of sixteen years on oil or gas burners or fires used for heating of small articles.

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

SCHEDULE—continued.

ELECTROPLATERS BOARD

Clases 2 to 5 inclusive of the Determination as published in *Government Gazette* No. 136 of the 23rd July, 1946, shall be replaced by the following clauses:—

2.

WAGES.

| Adults. | Per Week of 44 Hours. | |
|---|-----------------------|-----------|
| | <i>s.</i> | <i>d.</i> |
| <i>Males.</i> | | |
| Grinder or polisher | 123 | 6 |
| Electro-plater— | | |
| 1st Class | 135 | 0 |
| 2nd Class | 123 | 0 |
| 3rd Class | 110 | 0 |
| Liner or hand decorator | 123 | 6 |
| Coater | 115 | 6 |
| Spray operator | 112 | 0 |
| All others | 99 | 0 |
| <i>Females.</i> | | |
| Females employed at— | | |
| (a) Hand burnishing, hand finishing, or lacquering | 82 | 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 | 123 | 6 |
| All others | 56 | 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.

APPRENTICESHIP.

All Classes of Work other than Electroplater—1st Class.

3. (i)

| Experience. | Wages per Week of 44 Hours. | |
|---------------------------------|-----------------------------|-----------|
| | Males. | Females. |
| | <i>s.</i> | <i>d.</i> |
| 1st year—1st six months | 14 | 9 |
| 2nd | 14 | 9 |
| 2nd year—1st | 28 | 6 |
| 2nd | 28 | 6 |
| 3rd year—1st | 39 | 6 |
| 2nd | 39 | 6 |
| 4th year | 51 | 0 |
| 5th year | 60 | 3 |
| 6th year | 73 | 3 |

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 99s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 56s. 9d. per week of 44 hours.

Electroplater—1st Class only.

(ii) (a) An employer shall not employ any minor in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

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.

SCHEDULE—continued.

ELECTROPLATERS BOARD—continued.

Cancellation or Suspension of Indenture.

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

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

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

Proportion.

(d) 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.

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 apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(h) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage 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.

(i) WAGES PER WEEK OF 44 HOURS.

| | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|---|---------------------------------|-------------------|--------------|---------------------|
| <i>Four and Five-year Terms.</i> | | | | |
| | Per Week. | Per Week. | Per Week. | s. d. |
| 1st year | 22½ | s. d. | s. d. | 21 6 |
| 2nd year | 30 | 1 0 | 1 0 | 30 0 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 |
| <i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i> | | | | |
| 1st year | 26 | | 0 9 | 25 0 |
| 2nd year | 45 | 1 0 | 1 6 | 44 6 |
| 3rd year | 75 | 2 0 | 2 3 | 74 0 |
| 4th year | 95 | 2 0 | 3 0 | 93 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.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

SCHEDULE—continued.

ELECTROPLATERS BOARD—continued.

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 17 and 18 hereof respectively.

IMPROVERS.

All Classes of Work other than Electroplater—1st class.

4.

| 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. | | |
| | <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—1st six months | 15 6 | 18 6 | 30 9 | 33 6 | 49 3 | 57 6 | 15 6 | |
| 2nd " | 18 6 | 30 9 | 33 6 | 49 3 | 57 6 | 78 0 | 18 6 | |
| 2nd year—1st " | 30 9 | 33 6 | 49 3 | 57 6 | 78 0 | .. | 30 9 | |
| 2nd " | 33 6 | 49 3 | 57 6 | 78 0 | 91 0 | .. | 33 6 | |
| 3rd year—1st " | 49 3 | 57 6 | 78 0 | 91 0 | .. | .. | 49 3 | |
| 2nd " | 57 6 | 78 0 | 91 0 | 98 3 | .. | .. | 55 9 | |
| 4th year | 78 0 | 91 0 | 98 3 | .. | .. | .. | .. | |
| 5th year | 91 0 | 98 3 | .. | .. | .. | .. | .. | |
| 6th year | 98 3 | .. | .. | .. | .. | .. | .. | |

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 115s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 56s. 9d. per week of 44 hours.

JUVENILE WORKERS.

5. 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 1¼-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> |
| 1st year—1st six months | 15 6 | 18 6 | 30 9 | 33 6 | 49 3 | 57 6 |
| 2nd " | 18 6 | 30 9 | 33 6 | 49 3 | 57 6 | 78 0 |
| 2nd year—1st " | 30 9 | 33 6 | 49 3 | 57 6 | 78 0 | .. |
| 2nd " | 33 6 | 49 3 | 57 6 | 78 0 | 91 0 | .. |
| 3rd year—1st " | 49 3 | 57 6 | 78 0 | 91 0 | .. | .. |
| 2nd " | 57 6 | 78 0 | 91 0 | 98 3 | .. | .. |
| 4th year | 78 0 | 91 0 | 98 3 | .. | .. | .. |
| 5th year | 91 0 | 98 3 | .. | .. | .. | .. |
| 6th year | 98 3 | .. | .. | .. | .. | .. |

Clauses 6 to 26 inclusive of the Determination as published in *Government Gazette* No. 136 of the 23rd July, 1946, 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. 154 of the 8th August, 1946, 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 18 0 | 7 4 6 | 6 15 0 |
| Annealer and/or case hardener | 6 8 0 | 6 14 6 | 6 5 0 |
| Brassfinisher (tradesman) | 6 15 0 | 7 1 6 | 6 12 0 |
| Brassfinisher (2nd class) | 6 3 0 | 6 9 6 | 6 0 0 |
| Brass polisher | 5 18 0 | 6 4 6 | 5 15 0 |
| Blacksmith's machinist | 5 16 0 | 6 2 6 | 5 13 0 |
| Brass-smith, copper-smith, or other smith | 6 16 0 | 7 2 6 | 6 13 0 |
| Fitter and/or turner | 6 15 0 | 7 1 6 | 6 12 0 |
| Fitter, turbine blade | 6 18 0 | 7 4 6 | 6 15 0 |
| Forger and/or faggoter | 7 7 0 | 7 13 6 | 7 4 0 |
| Heat treater | 6 18 0 | 7 4 6 | 6 15 0 |
| Inspector | 7 5 0 | 7 11 6 | 7 2 0 |
| Key-seating machinist | 6 3 0 | 6 9 6 | 6 0 0 |
| Locksmith | 6 15 0 | 7 1 6 | 6 12 0 |
| Machine setter | 6 15 0 | 7 1 6 | 6 12 0 |
| Machinist—1st class | 6 15 0 | 7 1 6 | 6 12 0 |
| Machinist—2nd class | 6 3 0 | 6 9 6 | 6 0 0 |
| Machinist—3rd class | 5 16 0 | 6 2 6 | 5 13 0 |
| Marker off (i.e., a fitter the greater part of whose time is occupied in marking off) | 6 18 0 | 7 4 6 | 6 15 0 |
| Motor cycle mechanic | 6 12 0 | 6 18 6 | 6 9 0 |
| Motor mechanic | 6 12 0 | 6 18 6 | 6 9 0 |
| Motor tuner and tester | 6 12 0 | 6 18 6 | 6 9 0 |
| Mould polisher | 5 13 0 | 5 19 6 | 5 10 0 |
| Patternmaker | 7 3 0 | 7 9 6 | 7 0 0 |
| Pipe fitter on low pressure work | 6 3 0 | 6 9 6 | 6 0 0 |
| Process worker | 5 10 0 | 5 16 6 | 5 7 0 |
| Refrigeration mechanic or serviceman | 6 15 0 | 7 1 6 | 6 12 0 |
| Safe maker and/or repairer (security work) | 6 15 0 | 7 1 6 | 6 12 0 |
| Scalemaker and/or adjuster | 6 15 0 | 7 1 6 | 6 12 0 |
| Scientific instrument maker | 7 5 0 | 7 11 6 | 7 2 0 |
| Toolmaker | 7 5 0 | 7 11 6 | 7 2 0 |
| Toolsmith | 6 18 0 | 7 4 6 | 6 15 0 |
| Wet stone grinder and glazier (tradesman) | 6 15 0 | 7 1 6 | 6 12 0 |
| Welder—1st class (other than when using Cutler machine) | 6 18 0 | 7 4 6 | 6 15 0 |
| Welder—1st class (using Cutler machine) | 6 5 0 | 6 11 6 | 6 2 0 |
| Welder—2nd class | 5 16 0 | 6 2 6 | 5 13 0 |
| Welder—3rd class | 5 12 0 | 5 18 6 | 5 9 0 |
| Welder—tack | 5 14 0 | 6 0 6 | 5 11 0 |
| Jobbing moulder and/or coremaker | 6 15 0 | 7 1 6 | 6 12 0 |
| Plate and machine moulder and/or coremaker— | | | |
| 1st six months' experience | 5 14 0 | 6 0 6 | 5 11 0 |
| 2nd six months' experience | 5 17 0 | 6 3 6 | 5 14 0 |
| 3rd six months' experience | 6 0 0 | 6 6 6 | 5 17 0 |
| Thereafter | 6 5 0 | 6 11 6 | 6 2 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 16 0 | 7 2 6 | 6 13 0 |
| Cash register mechanic | 6 16 0 | 7 2 6 | 6 13 0 |
| Tradesman | 6 15 0 | 7 1 6 | 6 12 0 |
| First-class mechanic | 6 8 0 | 6 14 6 | 6 5 0 |
| Second-class mechanic | 6 5 0 | 7 1 6 | 6 2 0 |
| Process worker | 5 10 0 | 5 6 6 | 5 7 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.

TRADESMEN IN LARGE POWER HOUSES.

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

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- (i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
- (ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
- (iii) Electrical mechanic.
- (iv) Fitter and/or turner.
- (v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
- (vi) Machinist—1st and 2nd class.
- (vii) Motor mechanic.
- (viii) Moulder and/or coremaker—jobbing.
- (ix) Patternmaker.
- (x) Refrigeration mechanic or serviceman.
- (xi) Safe and strong-room maker.
- (xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
- (xiii) Scientific instrument maker.
- (xiv) Smithing—Blacksmith, copper and/or brass smith.
- (xv) Welder—1st class.
- (xvi) Window frame fitter.
- (xvii) Brass polishing.
- (xviii) Adding machine, calculating machine, book-keeping 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) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed. Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

- Welder—1st class;
- Motor mechanic; and
- Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed 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) Notwithstanding anything hereinbefore provided in the trades of—

- Fitter and/or turner,
- Machinist—1st and 2nd class,
- Motor mechanic, and
- Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. 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 (i), (xi), (xii), and (xvi), 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 (i), (xi), (xii), and (xvi)—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.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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 sixpence, any broken part of sixpence in the result not exceeding threepence 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. |
| | Per Week. | Per Week. | Per Week. | £ s. d. | £ s. d. | £ s. d. |
| Four and five-year terms— | | s. d. | s. d. | | | |
| 1st year | 22½ | 0 0 | 0 9 | 1 1 6 | 1 3 0 | 1 1 0 |
| 2nd year | 30 | 1 0 | 1 0 | 1 10 0 | 1 12 0 | 1 9 0 |
| 3rd year | 45 | 1 6 | 1 6 | 2 5 0 | 2 8 0 | 2 3 6 |
| 4th year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 5th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 6 |
| Four-year terms—Apprentice commencing after the age of 17 years— | | | | | | |
| 1st year | 26 | 0 0 | 0 9 | 1 5 0 | 1 6 6 | 1 4 0 |
| 2nd year | 45 | 1 0 | 1 6 | 2 4 6 | 2 7 6 | 2 3 0 |
| 3rd year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 4th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 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) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

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

IMPROVERS.

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

Wages per Week of 44 Hours.

| | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable— | | |
|------------------|---------------------------------|-------------------|--------------|---|--------------|--------------------------|
| | | | | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | Per Week. | Per Week. | Per Week. | £ s. d. | £ s. d. | £ s. d. |
| 1st year | 22½ | 0 0 | 0 9 | 1 1 6 | 1 3 0 | 1 1 0 |
| 2nd year | 30 | 1 0 | 1 0 | 1 10 0 | 1 12 0 | 1 9 0 |
| 3rd year | 45 | 1 6 | 1 6 | 2 5 0 | 2 8 0 | 2 3 6 |
| 4th year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 5th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 6 |

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 127 of the 16th July, 1946, 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 Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| (a) Ironworking and General— | | | |
| Assembler (leading hand) | 5 13 0 | 5 19 6 | 5 10 0 |
| Assembler (assistant) | 5 8 0 | 5 14 6 | 5 5 0 |
| Attendant at small rivet heating, bolt heating or similar types of fires or furnaces | 5 13 0 | 5 19 6 | 5 10 0 |
| Belt repairer | 5 11 0 | 5 17 6 | 5 8 0 |
| Blacksmith's striker | 5 11 0 | 5 17 6 | 5 8 0 |
| Blacksmith's striker on double fires and other assistant | 5 13 0 | 5 19 6 | 5 10 0 |
| Block and tackle hand | 5 13 0 | 5 19 6 | 5 10 0 |
| Boiler (ins de) chipper and cleaner | 5 17 0 | 6 3 6 | 5 14 0 |
| Cold saw operator | 5 13 0 | 5 19 6 | 5 10 0 |
| Die caster | 5 16 0 | 6 2 6 | 5 13 0 |
| Dogman | 5 13 0 | 5 19 6 | 5 10 0 |
| Dresser and grinder using portable machine | 5 15 0 | 6 1 6 | 5 12 0 |
| Dresser, shot blast and sand blast— | | | |
| (a) who operates from outside a properly enclosed cabin | 5 11 0 | 5 17 6 | 5 8 0 |
| (b) other | 6 1 0 | 6 7 6 | 5 18 0 |
| Dresser and grinder (other) | 5 13 0 | 5 19 6 | 5 10 0 |
| Emery wheel attendant | 5 13 0 | 5 19 6 | 5 10 0 |
| Employee directly assisting an employee whose margin above the basic wage is 14s. or more | 5 11 0 | 5 17 6 | 5 8 0 |
| Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over | 5 15 0 | 6 1 6 | 5 12 0 |
| Forger's assistant | 5 13 0 | 5 19 6 | 5 10 0 |
| Friction saw operator | 5 11 0 | 5 17 6 | 5 8 0 |
| Furnaceman—forge | 6 12 0 | 6 18 6 | 6 9 0 |
| Furnaceman's assistant—forge | 5 13 0 | 5 19 6 | 5 10 0 |
| Furnaceman—electric | 6 2 0 | 6 8 6 | 5 19 0 |
| Furnaceman—other (excepting cupola furnaceman) | 5 17 0 | 6 3 6 | 5 14 0 |
| Furnaceman's assistant | 5 11 0 | 5 17 6 | 5 8 0 |
| Grinding machine or emery wheel operator | 5 13 0 | 5 19 6 | 5 10 0 |
| Hammer driver | 5 13 0 | 5 19 6 | 5 10 0 |
| Lagger | 5 11 0 | 5 17 6 | 5 8 0 |
| Machinist—3rd class (as defined) | 5 16 0 | 6 2 6 | 5 13 0 |
| Overhead oiler | 5 11 0 | 5 17 6 | 5 8 0 |
| Painter of ironwork, using spray | 5 12 0 | 5 18 6 | 5 9 0 |
| Painter of ironwork (other than ship painter) using brush | 5 11 0 | 5 17 6 | 5 8 0 |
| Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes— | | | |
| On bending and cutting machines | 5 13 0 | 5 19 6 | 5 10 0 |
| On bending and cutting machines (assistant) | 5 10 0 | 5 18 6 | 5 7 0 |
| On steel fabric machines | 5 13 0 | 5 19 6 | 5 10 0 |
| On steel fabric machines (assistant) | 5 8 0 | 5 14 6 | 5 5 0 |
| Person working with hammer 14 lb. weight or over— | | | |
| On repair work | 6 1 3 | 6 7 9 | 5 18 3 |
| On other work | 5 13 3 | 5 19 9 | 5 10 3 |
| Pickler | 5 11 0 | 5 17 6 | 5 8 0 |
| Piler | 5 13 0 | 5 19 6 | 5 10 0 |
| Process worker | 5 10 0 | 5 16 6 | 5 7 0 |
| Rigger and/or splicer | 5 17 0 | 6 3 6 | 5 14 0 |
| Tar dipper | 5 11 0 | 5 17 6 | 5 8 0 |
| Employee not elsewhere classified | 5 2 0 | 5 8 6 | 4 19 0 |
| (b) Manufacturing or preparing lead and shot— | | | |
| Pipe trap machine operator | 6 4 0 | 6 10 6 | 6 1 0 |
| Roller | 5 19 0 | 6 5 6 | 5 16 0 |
| Extrusion press operator | 5 18 0 | 6 4 6 | 5 15 0 |
| Melter of lead alloys | 5 11 0 | 5 17 6 | 5 8 0 |
| Lead wool machinist | 5 10 0 | 5 16 6 | 5 7 0 |
| Molten metal feeder and/or mixer for shot | 5 10 0 | 5 16 6 | 5 7 0 |
| Roller's assistant | 5 11 0 | 5 17 6 | 5 8 0 |
| Pipe trap machine operator's assistant | 5 11 0 | 5 17 6 | 5 8 0 |
| Extrusion press operator's assistant | 5 10 0 | 5 16 6 | 5 7 0 |
| All others | 5 2 0 | 5 8 6 | 4 19 0 |

Leading Hands.

Leading hanha 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.

TRADESMEN IN LARGE POWER HOUSES.

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

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

SCHEDULE—*continued*.ENGINEERS AND BRASSWORKERS (UNSKILLED)—*continued*.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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. | Per Week. <i>s. d.</i> | Per Week. <i>s. d.</i> | <i>£ s. d.</i> | <i>£ s. d.</i> | <i>£ s. d.</i> |
| <i>I.—Adult Females.</i> | | | | | | |
| Under three months' experience | 65 | 3 0 | .. | 3 3 6 | 3 7 6 | 3 1 6 |
| All others | 75 | 3 0 | .. | 3 12 6 | 3 17 6 | 3 10 6 |
| <i>II.—Junior Females.</i> | | | | | | |
| 17 years of age and under .. | 40 | 1 0 | .. | 1 18 0 | 2 1 0 | 1 17 0 |
| 18 years of age | 47½ | 1 3 | .. | 2 5 6 | 2 8 6 | 2 4 0 |
| 19 years of age | 55 | 1 6 | .. | 2 12 6 | 2 16 0 | 2 11 0 |
| 20 years of age | 62½ | 2 0 | .. | 3 0 0 | 3 4 0 | 2 18 0 |
| <i>III.—Junior Males.</i> | | | | | | |
| Under 16 years of age | 25 | 0 6 | .. | 1 3 6 | 1 5 6 | 1 3 0 |
| 16 years of age | 35 | 0 9 | .. | 1 13 6 | 1 15 6 | 1 12 0 |
| 17 years of age | 47½ | 1 0 | .. | 2 5 0 | 2 8 6 | 2 3 6 |
| 18 years of age | 60 | 1 0 | .. | 2 17 0 | 3 0 6 | 2 15 0 |
| 19 years of age | 75 | 2 0 | .. | 3 11 6 | 3 16 6 | 3 9 6 |
| 20 years of age | 90 | 2 0 | .. | 4 5 6 | 4 11 6 | 4 3 0 |
| <i>IV.—Junior Males (Foundries).</i> | | | | | | |
| Under 16 years of age | 25 | 0 6 | 1 0 | 1 4 6 | 1 6 6 | 1 4 0 |
| 16 years of age | 33 | 0 9 | 1 9 | 1 13 0 | 1 15 6 | 1 12 0 |
| 17 years of age | 60 | 1 0 | 3 0 | 3 0 0 | 3 3 6 | 2 18 0 |
| 18 years of age | 75 | 2 0 | 4 0 | 3 15 6 | 4 0 6 | 3 13 6 |
| 19 years of age and over .. | 90 | 2 6 | 4 6 | 4 10 6 | 4 16 6 | 4 8 0 |

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

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

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

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

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

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carrying material to or from cupola forgo or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ¼ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(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; or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
as furnaceman or assistant to furnaceman; or
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. 127 of the 16th July, 1946, shall remain in force.

SCHEDULE—continued.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD

Clause 2 of Part I. and clauses 22 and 23 of Part II. of the Determination published in *Government Gazette* No. 155 of the 8th August, 1946, shall be replaced by the following clauses:—

PART I.—Theatrical Entertainments.

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both shall subject to reduction under clause 12 of this Determination be as set out hereunder.

| — | Engaged by the Week. | Not on Tour. | On Tour. |
|-------|--|----------------------|----------------------|
| | | Per Week. £ s. d. | Per Week. £ s. d. |
| (i) | Actor | 6 8 0 | 7 5 6 |
| (ii) | Actress | 5 14 6 | 6 12 0 |
| (iii) | Male engaged in the chorus or ballet | 5 18 0 | 6 15 6 |
| (iv) | Female engaged in the chorus or ballet | 5 4 0 | 6 1 6 |
| (v) | Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. | | |
| (vi) | Juvenile Rates— | | |
| (a) | <i>Males.</i> | | |
| | Under 14 years of age and not within sub-clause (c) hereof | 1 12 6 | 2 2 6 |
| | 14 years of age and under 16 years of age | 2 7 6 | 2 17 6 |
| | 16 years of age and under 18 years of age | 3 15 0 | 4 7 6 |
| | 18 years of age and under 21 years of age | 4 10 0 | 5 5 0 |
| (b) | <i>Females.</i> | | |
| | Under 14 years of age and not within sub-clause (c) hereof | 1 12 6 | 2 2 6 |
| | 14 years of age and under 16 years of age | 2 7 6 | 2 17 6 |
| | 16 years of age and under 18 years of age | 3 10 0 | 4 2 6 |
| | 18 years and under 20 years of age | 4 5 0 | 5 0 0 |

(c) Children under 14 years of age who are engaged in pantomime who do not appear in the night performances shall be paid £1 per week and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children will be supplied by the employers; if the employer makes the costume it shall remain the employer's property but otherwise it shall be the property of the child.

(vii) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(viii) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 5s. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne 10s. per week shall be paid for that part instead of or in addition to the 5s. as the case may be.

(ix) A person who is attending rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid one half of the rates mentioned in sub-clause (a) (i), (ii), (iii), (iv) and (vi) (plus the full on tour allowance where applicable) for any week in which the number of hours worked at such rehearsals does not exceed 24 and full rates for any week in which such number of hours is 24 or more but if such period exceeds four weeks full rates shall be paid for each week in excess of four.

| — | Engaged Casually. | — | |
|-----|--|---------------------|--|
| | | Per Day. £ s. d. | |
| (a) | Actors and Actresses | 1 5 0 | |
| | Chorus and ballet male and female | 1 0 0 | |
| | <i>Juveniles, Male and Female.</i> | | |
| | 14 years and under 16 years of age | 0 8 0 | |
| | 16 years and under 18 years of age | 0 12 0 | |
| | 18 years and under 21 years of age | 0 17 0 | |
| | <i>Supernumeraries.</i> | | |
| | For attending a rehearsal and performance in one day | 0 16 0 | |
| | For attending two performances in one day | 0 15 0 | |
| | For attending a rehearsal only in one day | 0 8 0 | |
| | For attending a performance only in one day | 0 7 0 | |

The above rates include one rehearsal of one hour if required. For any number of performances above one on any one day for the same employer a further quarter of the above rates shall be paid for the second performance and full rate for each performance above two. If the employee be engaged by more than one employer on any one day the above full rates shall be paid by each employer. Performances at different places on the same day for the same employer shall not be deemed to be employment by different persons.

SCHEDULE—continued.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD—continued.

(b) An employee who lives in and is under casual engagement to perform any work at any place outside the metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

The employer shall provide reasonable accommodation at an hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d.

Should the total time of the outward and return journey of a casual employee travelling to and from employment outside the metropolitan area exceed twenty-four hours such employee shall be paid one half of the abovementioned rates for each period of twenty-four hours or part thereof in such excess in addition to the provision of lodging.

(c) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning or end of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked ;

Provided that such employees whilst travelling on ship, if the employer provide passage, including bed and board, shall in respect only of each complete calendar day of such travelling be entitled only to one-twelfth of their weekly wage.

(d) Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

22. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows :—

| Musical presentations— | £ | s. | d. |
|---|---|----|----|
| Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per “side” | 1 | 1 | 0 |
| Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof | 0 | 5 | 6 |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of | 1 | 1 | 0 |
| Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d. A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means. | 0 | 7 | 6 |
| When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of | 0 | 10 | 0 |
| Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or “side.” | | | |
| “Legitimate” or “Straight” presentations— | | | |
| Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per “side” | 1 | 1 | 0 |
| Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof | 0 | 5 | 6 |
| Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of | 1 | 1 | 0 |
| Preliminary rehearsals in which no recording is done per hour or part thereof | 0 | 10 | 6 |
| A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means | | | |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of | 0 | 5 | 0 |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus. | | | |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of | 0 | 5 | 0 |

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than forty hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid .. 8 1 0
For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded “sides of fifteen (15) minutes shall for each “side” in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

£ s. d.

| | | | |
|--|---|----|---|
| 23. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid | 1 | 1 | 0 |
| If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of | 0 | 10 | 6 |

SCHEDULE—continued.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD—continued.

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

24. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows :—

| Musical presentations— | £ | s. | d. |
|---|---|----|----|
| Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast | 1 | 1 | 0 |
| Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour of part thereof | 0 | 5 | 6 |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of | 1 | 1 | 0 |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) | 0 | 7 | 6 |
| When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of | 0 | 10 | 6 |
| Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance. | | | |
| “Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance | 1 | 1 | 0 |
| Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof | 0 | 5 | 6 |
| Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of | 1 | 1 | 0 |
| Preliminary rehearsals in which no broadcasting is done, per hour or part thereof | 0 | 10 | 6 |
| When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of | 0 | 5 | 0 |
| Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus | | | |
| Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof | 0 | 5 | 0 |

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than forty hours in any one week—

| | | | | |
|---|---|---|---|---|
| These employees whether actors, actresses, or radio artists, shall for a week's work be paid | £ | 8 | 1 | 0 |
| For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half. | | | | |

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one “side,” such singer shall be paid for each solo item beyond the first in the same programme the sum of

Rehearsal time for each such solo item beyond the first shall be one half (½) the rehearsal time allowed for the first period of fifteen (15) minutes or one “side.”

0 10 6

Clauses 3 to 21 inclusive of Part I., clauses 25 to 47 inclusive of Part II. and the whole of Part III. of the Determination as published in *Government Gazette* No. 155 of the 8th August, 1946, shall remain in force.

SCHEDULE—continued.

EXCAVATION OR ROADWORK BOARD.

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

| 2. | | IMPROVERS. | |
|--------------------------------------|-----------|---|--|
| Wages. | | Proportion (by any Employer). | |
| | | IMPROVERS. | |
| | Per hour. | | |
| | 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 10 | | |
| 20 years of age and under 21 | 2 0 | | |

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

OTHER EMPLOYEES.

| | | WAGES. | |
|---|---------|-----------|--------|
| | | Per Hour. | |
| | | s. d. | |
| Man operating power rammer | | } 2 11 | |
| Pitcher setter, cube setter, or pavior .. .. . | .. .. . |  |  |
| Weigher and/or mixer on hot asphaltic mixing plant .. .. . | .. .. . |  |  |
| Rigger .. .. . | .. .. . |  |  |
| Splicer of Wire Rope or Hemp Rope .. .. . | .. .. . |  |  |
| Bitumen pourer or kettle attendant .. .. . | .. .. . |  |  |
| Tunnel man or shaft sinker | | | } 2 10 |
| 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 | | | } 2 9 |
| Fencer .. .. . | .. .. . |  |  |
| Sanitary or garbage attendant .. .. . | .. .. . |  |  |
| Seabler in tunnel .. .. . | .. .. . |  |  |
| Metal or gravel spreader .. .. . | .. .. . |  |  |
| Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter .. .. . | .. .. . |  |  |
| Filler of monkey-tail scoop .. .. . | .. .. . |  |  |
| Sotter 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 | | } 2 8 | |
| Cold asphaltic shoveller or forker .. .. . | .. .. . |  |  |
| Ploughman's offsider .. .. . | .. .. . |  |  |
| 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.

FARRIERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 131 of the 16th July, 1946, shall be replaced by the following clause:—

2.

Wages.

| Apprentices and Improvers. | | | | TOTAL WAGE. | | Other Employees. | |
|---------------------------------|--------------|----|----|-----------------------|----|------------------|---|
| Percentage of Needs Basic Wage. | War Loading. | s. | d. | 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:— |
| 1st year's experience .. | 38.4 | 2 | 6 | 38 | 0 | | All Employees *133s. per week of 44 hours |
| 2nd year's experience .. | 41.9 | 2 | 6 | 41 | 6 | | |
| 3rd year's experience .. | 45.9 | 3 | 0 | 45 | 6 | | |
| 4th year's experience .. | 52.9 | 3 | 0 | 52 | 0 | | |
| 5th year's experience .. | 64.5 | 4 | 0 | 64 | 0 | | |

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

(b) Employed outside the areas specified in paragraph (a):—
All Employees *130s. per week of 44 hours
* Including a War Loading of 6s. per week.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 131 of the 16th July, 1946, shall remain in force.

FIBROUS PLASTERERS BOARD.

Clause (1) of Part 1 and Clause (1) of Part 2 of the Determination published in *Government Gazette* No. 119 of the 1st July, 1946, shall be replaced by the following clauses:—

PART I.

B. This Part applies to persons employed wholly inside the employer's factory or workroom:—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) architectural modelling;
- (c) preparing material for or making acoustic tiles moulded into slab form, and having an earth base;
- (d) manufacturing gypsum plaster board; or,
- (e) assisting at any of the operations mentioned in (a), (b), (c), or (d) hereof.

I.

WAGES.

| * 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. | | | | A. | B. | | |
| 1st year's experience | 24 6 | 0 9 | 0 9 | 26 0 | Under 17 years of age | 24 6 | 0 9 | 0 9 | 26 0 |
| 2nd " | 36 6 | 1 0 | 1 3 | 38 9 | 17 years of age | 36 6 | 1 0 | 1 3 | 38 9 |
| 3rd " | 48 3 | 1 4 | 1 6 | 51 1 | 18 " | 48 3 | 1 4 | 1 6 | 51 1 |
| 4th " | 61 6 | 1 9 | 1 9 | 65 0 | 19 " | 61 6 | 1 9 | 1 9 | 65 0 |
| 5th " | 73 9 | 2 1 | 2 3 | 78 1 | 20 " | 73 9 | 2 1 | 2 3 | 78 1 |

and thereafter the minimum wage.

PROPORTION (by any employer).
One apprentice to every three or fraction of three workers receiving not less than 110s. 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 141s. 5d. per week of 44 hours.
(ii) Any other class of work—
One improver to every six workers receiving not less than 141s. 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 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. | | |
| Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board .. | 131 8 | 3 9 | 6 0 | 141 5 |
| Persons engaged in preparing material for or making acoustic tiles moulded into slab form and having an earth base | 104 0 | 3 0 | 3 0 | 110 0 |
| All others | | | | |

SCHEDULE—continued.

FIBROUS PLASTERERS BOARD—continued.

PART II.

C. This Part applies to persons employed :—

- (a) wholly outside the employer's factory or workroom at any work covered by this Determination ; or,
- (b) partly outside, and partly inside the employer's factory or workroom at any work covered by this Determination.

This Part shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.

If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part I. hereof.

Provided that in such case the provisions of clause 6, Allowances, of this Part shall be deemed to be included in Part I. hereof and shall remain in force.

1.

WAGES.

| * Apprentices. | | | | | Improvers. | | | | |
|-----------------------------|------------------------|--------------------------|-------------------------------------|--------------------|-----------------------------|------------------------|--------------------------|-------------------------------------|--------------------|
| WAGES PER WEEK OF 41 HOURS. | | | | | WAGES PER WEEK OF 44 HOURS. | | | | |
| — | Adjustable Rate. A. | Holiday Allowance. B. | Emergency Loading (Non-adjustable). | Total Weekly Wage. | — | Adjustable Rate. A. | Holiday Allowance. B. | Emergency Loading (Non-adjustable). | Total Weekly Wage. |
| | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. | s. d. |
| 1st year's experience | 24 6 | 0 9 | 0 9 | 26 0 | Under 17 years of age | 24 6 | 0 9 | 0 9 | 26 0 |
| 2nd " " " | 36 6 | 1 0 | 1 3 | 38 9 | 17 years of age .. | 30 6 | 1 0 | 1 3 | 38 9 |
| 3rd " " " | 48 3 | 1 4 | 1 6 | 51 1 | 18 " " " | 48 3 | 1 4 | 1 6 | 51 1 |
| 4th " " " | 61 6 | 1 9 | 1 9 | 65 0 | 19 " " " | 61 6 | 1 9 | 1 9 | 65 0 |
| 5th " " " | 73 9 | 2 1 | 2 3 | 78 1 | 20 " " " | 73 9 | 2 1 | 2 3 | 78 1 |

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 15s. 6d. 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 15s. 6d. per week of 44 hours.

(ii) Any other class of work—
One improver to every six workers receiving not less than 15s. 6d. 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. A. | Holiday Allowance. B. | Emergency Loading (Non-adjustable). | Total Weekly Wage. |
| | s. d. | s. d. | s. d. | s. d. |
| Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board | 139 3 | 6 3 | 6 0 | 151 6 |
| Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings | | | | |
| Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base | | | | |

.. . . . Clauses (2) to (17) inclusive of Part I. clauses (2) to (18) inclusive of Part II. and clauses (1) and (2) of Part III. of the Determination as published in *Government Gazette* No. 119 of the 1st July, 1946, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 146 of the 31st July, 1946, 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. | | |
| Under 16 years.. | 26 | 9 | 24 | 0 | MALES. | |
| 16 years | 33 | 9 | 26 | 9 | Persons employed in the cotton wool bleaching department | |
| 17 " | 45 | 6 | 31 | 0 | Woolen pickers | |
| 18 " | 50 | 6 | 37 | 6 | Feeders of— | |
| 19 " | 66 | 3 | 45 | 0 | Rag machines | |
| 20 " | 74 | 9 | 50 | 9 | Other machines | |
| | | | | | | Rippers |
| | | | | | | Persons operating milling machine, hardening machine, or tentering machine |
| | | | | | | Persons operating other machines |
| | | | | | | Assistant to persons operating milling machine, hardening machine or tentering machine |
| | | | | | | Assistant to persons operating other machines |
| | | | | | | Cotton pickers |
| | | | | | | All others |
| | | | | | | Leading hands, if in charge of four or more workers |
| | | | | | | 5s. a week extra |
| | | | | | | FEMALES. |
| | | | | | | Feeders of rag machines |
| | | | | | | Feeders of machines other than rag machines |
| | | | | | | Rippers |
| | | | | | | Woolen pickers |
| | | | | | | Cotton pickers |
| | | | | | | Weighers and wrappers of cotton wool |
| | | | | | | All others |
| | | | | | | Leading hands, if in charge of four or more workers |
| | | | | | | 5s. a week extra |

PROPORTION (IN ANY PLACE).
Improvers.

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

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

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

Clauses 3 to 22 inclusive of the Determination as published in *Government Gazette* No. 146 of the 31st July, 1946, shall remain in force.

FROZEN GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 41 of the 8th March, 1946, 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. | | | | |
| | | | | | Weekly Rate. | *War Loading. | Total Weekly Wage. | Per Hour. | |
| | £ s. d. | s. d. | £ s. d. | s. d. | £ s. d. | s. d. | £ s. d. | s. d. | |
| 16 years of age and under | 2 0 4 | 0 11 | 2 1 3 | 0 11½ | 6 14 6 | 4 0 | 6 18 6 | 3 117/22 | |
| 17 " | 2 4 0 | 0 11 | 2 4 11 | 1 0½ | All others .. | 4 0 | 6 5 10 | 2 107/22 | |
| 18 " | 2 11 4 | 1 10 | 2 13 2 | 1 2½ | | | | | |
| 19 " | 2 19 4 | 1 10 | 3 1 2 | 1 4½ | | | | | |
| 20 " | 3 16 9 | 2 9 | 3 19 6 | 1 9½ | | | | | |

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. 41 of the 8th March, 1946, shall remain in force.

SCHEDULE—continued.
FURNITURE BOARD.

Clauses 2, 3 and 23 of the Determination published in *Government Gazette* No. 157 of the 12th August, 1946, 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 .. .. . | .. .. . | 21 0 | 20 2 | <i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | |
| Second year .. .. . | .. .. . | 31 11 | 30 7 | <i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage. | |
| Third year .. .. . | .. .. . | 42 6 | 35 3 | | |
| Fourth year .. .. . | .. .. . | 63 5 | 45 10 | | |
| Fifth year .. .. . | .. .. . | 83 11 | 52 6 | | |
| And thereafter the minimum wage. | | | | | |
| IMPROVERS. | | | | IMPROVERS. | |
| | | Males. | Females. | | |
| | | <i>s. d.</i> | <i>s. d.</i> | | |
| Under 16 years of age .. .. . | .. .. . | 18 11 | 16 11 | <i>Males.</i> 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. Provided also that— In the case of the bedding and wire mattress section where no apprentices are employed, one male improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage. | |
| 16 and under 17 .. .. . | .. .. . | 21 0 | 20 2 | In the picture frame section one male improver shall be allowed to every three or fraction of three workers receiving not less than the minimum wage. | |
| 17 and under 18 .. .. . | .. .. . | 31 11 | 30 7 | <i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that in the bedding and wire mattress section where no female apprentices are employed, one female improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage. | |
| 18 and under 19 .. .. . | .. .. . | 42 6 | 35 3 | | |
| 19 and under 20 .. .. . | .. .. . | 63 5 | 45 10 | | |
| 20 and under 21 .. .. . | .. .. . | 83 11 | 52 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 Ovensland Districts. | Elsewhere in Victoria. |
| GROUP "A" GENERAL FURNITURE SECTION. | | |
| <i>Males.</i> | | |
| Operator of Boulton's carver or shaping machine | £ s. d. 6 12 0 | £ s. d. 6 0 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 6 12 0 | 6 9 0 |
| (b) who does not grind his own cutters | 6 3 0 | 6 0 0 |
| Cabinet-maker, wood carver, chair-frame maker (other than stuffover chair-frame maker) | 6 12 0 | 6 9 0 |
| Stuffover chair or couch frame maker | 6 0 0 | 5 17 0 |
| Polishers required to spirit off or acid off | 6 12 0 | 6 9 0 |
| Other polishers | 6 3 0 | 6 0 0 |
| Upholsterer | 6 7 0 | 6 4 0 |
| Wood turner, painter, assembler | 6 3 0 | 6 0 0 |
| Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer | 6 0 0 | 5 17 0 |
| Persons setting up or operating copying or automatic lathe | 6 0 0 | 5 17 0 |
| Persons cramping furniture or chairs | 6 0 0 | 5 17 0 |
| Persons packing mantelpieces or overmantels | 5 7 0 | 5 4 0 |
| Persons rubbing down, filling, varnishing, or staining | 5 15 0 | 5 12 0 |
| Sprayhands, staining or lacquering | 6 0 0 | 5 17 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 | 6 0 0 | 5 17 0 |
| Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size | 6 0 0 | 5 17 0 |
| Timber bender, operator or sander, boring, or any other machine not provided for above | 5 12 0 | 5 9 0 |
| Stackers, yardmen | 5 2 0 | 4 19 0 |
| All others | 5 2 0 | 4 19 0 |
| <i>Females.</i> | | |
| Female employed as upholstress | 3 3 6 | 3 2 0 |
| Female employed as veneer matcher | 3 3 6 | 3 2 0 |
| Female employed in designing, making, painting or decorating— | | |
| (a) furnishing accessories or novelties | 3 3 6 | 3 2 0 |
| (b) domestic woodware | 3 3 6 | 3 2 0 |
| (c) walking sticks | 3 3 6 | 3 2 0 |

SCHEDULE—continued.

FURNITURE BOARD—continued.

OTHER EMPLOYEES—continued.

| | 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. |
| GROUP " B " BEDDING AND WIRE MATTRESS SECTION. | | |
| <i>Males.</i> | | |
| Bedding hands engaged in tufting or quilting, including repairers | £ s. d. 5 16 6 | £ s. d. 5 13 6 |
| Operator of Boul't's carver or shaping machine | 6 12 0 | 6 9 0 |
| Moulding machinist— | | |
| (a) who grinds his own cutters | 6 12 0 | 6 9 0 |
| (b) who does not grind his own cutters | 6 3 0 | 6 0 0 |
| Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser | 6 0 0 | 5 17 0 |
| Operator of sandor, boring, or any other machine not otherwise specified | 5 12 0 | 5 9 0 |
| Wireweaver | 5 16 6 | 5 13 6 |
| Stretcher-up, tacker-on, splitter-up, or varnisher | 5 15 0 | 5 12 0 |
| Spray hands | 6 0 0 | 5 17 0 |
| All others | 5 2 0 | 4 19 0 |
| <i>Females.</i> | | |
| Females | 3 3 6 | 3 2 0 |
| GROUP " C " CARPET PLANNING SECTION. | | |
| <i>Males.</i> | | |
| Carpet planner | 6 12 0 | 6 9 0 |
| Cutter of loose covers or curtains or drapes | 6 5 0 | 6 2 0 |
| Persons mounting, making or hanging blinds, fixing drapes and screens, or laying floor covers | 6 0 0 | 5 17 0 |
| All others | 5 2 0 | 4 19 0 |
| <i>Females.</i> | | |
| Females | 3 3 6 | 3 2 0 |
| GROUP " D " PICTURE FRAMES SECTION. | | |
| <i>Males.</i> | | |
| Compo workers | 5 12 0 | 5 9 0 |
| Fitters up | 5 12 0 | 5 9 0 |
| Gilders or bronzers | 5 15 0 | 5 12 0 |
| Mount cutters | 5 15 0 | 5 12 0 |
| Mounters | 5 12 0 | 5 9 0 |
| Joiners | 5 15 0 | 5 12 0 |
| Persons working at— | | |
| Band or jig saws | 6 0 0 | 5 17 0 |
| Other saws | 5 15 0 | 5 12 0 |
| Moulding machines | 6 0 0 | 5 17 0 |
| Shaping machines | 6 6 0 | 6 3 0 |
| Stainers who mix and apply stain and finish any kind of wood or compo | 5 15 0 | 5 12 0 |
| Wood turners | 6 3 0 | 6 0 0 |
| All others | 5 2 0 | 4 19 0 |
| <i>Females.</i> | | |
| Females | 3 3 6 | 3 2 0 |

PIECEWORK.

23. 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 102s., and in the case of females not less than 63s. 6d.

Clauses 4 to 22 inclusive and clauses 24 and 25 of the Determination as published in *Government Gazette* No. 157 of the 12th August, 1946, shall remain in force.

SCHEDULE—continued.

GARDEN EMPLOYEES BOARD.

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

(2)

| Apprentices or Improvers. | | Other Employees. | | | | |
|---------------------------|-----------------------------|---|-----------------------------------|------------------|--------------------------------------|--|
| | Wages per week of 44 hours. | | Wages per Hour. | Wages per Week.* | Hours per Week. | |
| | s. d. | | s. d. | s. d. | | |
| 15 years of age or under | .. 25 3 | (a) Persons employed as gardeners or gardeners' labourers by a master gardener— | | | | |
| 16 years of age | .. 28 3 | Foremen gardeners in charge of two or more employees | 2 10 ⁸ / ₁₁ | 126 8 | } 44 | |
| 17 years of age | .. 31 9 | Gardeners† | 2 7 ¹ / ₂₂ | 113 10 | | |
| 18 years of age | .. 44 9 | Gardeners' labourers | 2 5 ¹² / ₄₄ | 107 5 | | |
| 19 years of age | .. 53 9 | (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— | | | | |
| 20 years of age | .. 64 0 | (1) Employed on Jobbing Work— | | | | |
| | | Gardeners† | 2 7 ¹ / ₂₂ | 113 10 | } 44 | |
| | | Gardeners' labourers | 2 3 ⁸ / ₁₁ | 101 0 | | |
| | | (2) All others— | | | | |
| | | Foremen gardeners in charge of two or more employees | 2 9 ⁸ / ₁₁ | 123 0 | } 44 | |
| | | Gardeners† | 2 5 ⁸ / ₁₁ | 108 4 | | |
| | | Gardeners' labourers | 2 3 ⁸ / ₁₁ | 101 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— | | | | |
| | | Foremen gardeners in charge of two or more employees | 2 9 ⁸ / ₁₁ | 123 0 | } 44 | |
| | | Gardeners† | 2 5 ⁸ / ₁₁ | 108 4 | | |
| | | Gardeners' labourers | 2 3 ⁸ / ₁₁ | 101 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 | | | | |
| | | Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week. | | | | |
| | | An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s. per day or portion of a day extra. | | | | |
| | | (e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith— | | | | |
| | | Greenkeeper solely responsible for preparation of greens | 2 8 ⁷ / ₂₂ | .. | } See clause 19 7 ⁸ hours | |
| | | Greenkeeper working under supervision of green director | 2 5 ⁸ / ₁₁ | .. | | |
| | | Greenkeeper's assistant | 2 3 ⁸ / ₁₁ | .. | | |
| | | (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 ⁸ / ₁₁ | 126 8 | } 44 | |
| | | All others | 2 7 ¹ / ₂₂ | 113 10 | | |
| | | (g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts— | | | | |
| | | On construction work | 2 7 ¹ / ₂₂ | 113 10 | } 44 | |
| | | On maintenance work | 2 3 ⁸ / ₁₁ | 101 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 ⁴ / ₁₁ | 104 8 | } 44 | |
| | | (ii) At any other place— | | | | |
| | | On construction work | 2 7 ¹ / ₂₂ | 113 10 | } 44 | |
| | | On maintenance work | 2 3 ⁸ / ₁₁ | 101 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 7—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. | WAGES PER WEEK OF 44 HOURS. | | | |
| <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— | | | | Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) | | | |
| 1st six months | 23 5 | 0 9 | 24 2 | 7 1 8 | 6 0 | 7 7 8 | |
| 2nd six months | 26 9 | 0 9 | 27 6 | 6 7 0 | 6 0 | 6 13 0 | |
| 2nd year | 32 4 | 1 0 | 33 4 | Meter makers or repairs | 6 6 5 | 6 0 | 6 12 5 |
| 3rd year | 45 5 | 1 6 | 46 11 | Prepayment meter attachment maker | 6 6 5 | 6 0 | 6 12 5 |
| 4th year | 65 9 | 2 3 | 68 0 | Caster of gratings and covers | 6 6 5 | 6 0 | 6 12 5 |
| 5th year | 82 7 | 3 0 | 85 7 | Head tester— | | | |
| PROPORTION (within any place). | | | | (a) where eight or more other testers are employed | 7 1 5 | 6 0 | 7 7 5 |
| <i>Apprentices.</i> | | | | (b) where four and not more than seven other testers are employed | 6 17 6 | 6 0 | 7 3 6 |
| One apprentice to every three or fraction of three workers receiving not less than 102s. per week of 44 hours. | | | | Other testers | 6 3 0 | 4 0 | 6 7 0 |
| <i>Improvers.</i> | | | | Leading diaphragm tier (where two or more other diaphragm tiers are employed) | 6 12 1 | 6 0 | 6 18 1 |
| 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 102s. per week of 44 hours. | | | | Other diaphragm tiers, including persons banding, crimping, or wiring | 5 12 7 | 3 0 | 5 15 7 |
| | | | | Leading diaphragm cutter, where two or more cutters are employed | 6 7 9 | 4 0 | 6 11 9 |
| | | | | Other diaphragm cutters | 5 15 2 | 3 0 | 5 18 2 |
| | | | | Rim, disc, or pre-payment meter cash box makers | 5 18 1 | 3 0 | 6 1 1 |
| | | | | Machinist (power press) | 5 12 9 | 3 0 | 5 15 9 |
| | | | | Other machinist | 5 6 5 | 3 0 | 5 9 5 |
| | | | | Assistant machinist | 5 2 10 | 3 0 | 5 5 10 |
| | | | | All others | 4 19 0 | 3 0 | 5 2 0 |

PIECEWORK PRICES.

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

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

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

"P. AND C." PATTERN.

| | H.C. 1. | | H.C. 2. | | |
|--|--|------------------|------------------|------------------|------------------|
| | per doz. £ s. d. | | per doz. £ s. d. | | |
| <i>Ordinary Meters.</i> Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes | 13 16 5 | | 15 6 8 | | |
| Lights. | | | | | |
| | 2. | 3. | 5. | 10. | 20. |
| | per doz. £ s. d. | per doz. £ s. d. | per doz. £ s. d. | per doz. £ s. d. | per doz. £ s. d. |
| Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes | 9 0 6 | 9 7 1 | 10 10 1 | 12 14 6 | 18 9 1 |
| <i>High Capacity Meters.</i> Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms. | Capacity, 100 cubic feet per hour; £10 0s. 4d. per doz. Capacity, 125 cubic feet per hour; £11 8s. 6d. 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.</p> <p>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 17s. 6d. per doz.</p> |
|---|-----------------------------|

(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 5s. 11d. per doz.</p> |
|--|---|

(c) MAKING RIMS AND DISCS.

| | Lights. | | | | | | | |
|---|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------|--------------------|
| | 2. | 3. | 5. | 10. | 20. | 30. | 50. | 60. |
| | per job of 400 rims and 200 discs. | per job of 620 rims. | per job of 580 rims. | per job of 460 rims. | per job of 240 rims. | per job of 240 rims. | per doz. discs. | per doz. discs. |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| Making rims and discs .. | 6 18 1 | .. | .. | .. | 6 18 1 | 6 18 1 | .. | .. |
| Making rims .. | .. | 6 18 1 | 6 18 1 | 6 18 1 | per doz. discs. | per doz. discs. | .. | .. |
| | | | | | £ s. d. | £ s. d. | | |
| Making discs .. | .. | .. | .. | .. | 0 5 8½ | 0 8 5½ | 1 0 3½ | 1 4 5½ |
| Making rims for circular crimped-on diaphragms | .. | .. | per job of 400 rims. | per job of 400 rims. | .. | .. | .. | .. |
| | | | 6 2 9 | 6 7 6 | | | | |

(d) WIRING OR TYING DIAPHRAGMS.

| | 2, 3, or 5 Lights. | 10 Lights. |
|-------------------------------|---------------------|---------------------|
| | per dozen. s. d. | per dozen. s. d. |
| Wiring or tying diaphragms .. | 6 2½ | 8 0½ |

(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 .. | 37 8 1 | 28 18 1 | 30 18 7 | 20 19 4 | 20 19 4 |

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 8 | 14 8 | 13 6 | 16 3½ | 22 10½ | 26 7½ |
| 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 16 2 | .. | .. | .. |
| Inserting new leather on shut off valve in Parkinson pattern prepayment meter | .. | .. | each meter. s. d. 1 8½ | .. | .. | .. |

| | Lights. | | | | | With 36 per cent. added. |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------------|
| | 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 | } With 36 per cent. added. |
| (b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front | 6 6 | 6 6 | 6 6 | 6 8 | 9 11 | |
| Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements | 2 6 | 2 6 | 2 6 | 2 6 | 2 6 | |
| (ii) Meters fitted with 1924 and similar movements | 3 0 | 3 0 | 3 0 | 3 0 | 3 0 | |
| (iii) Other meters | 2 3 | 2 3 | 2 3 | 2 3 | 2 3 | |

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 | | |
| | 2 | 0 2 | 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 | 0 5 " |

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) of the Determination published in *Government Gazette* No. 68 of the 12th April, 1946, shall be replaced by the following clause:—

(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. | Other Parts of Victoria. |
| | £ s. d. | £ s. d. |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such.. | 6 6 0 | 6 3 0 |
| Stoker in charge of gas or steam engine, or other works plant | 6 6 0 | 6 3 0 |
| Stoker, vertical retort | 6 3 0 | 6 0 0 |
| Stoking machine driver | 6 3 0 | 6 0 0 |
| Stoker, horizontal retort (machine) | 6 0 0 | 5 17 0 |
| Stoker, hand charging | 5 18 0 | 5 15 0 |
| Retort (vertical) operator | 6 3 0 | 6 0 0 |
| Operator vertical retort | 6 3 0 | 6 0 0 |
| Fireman retort house | 6 3 0 | 6 0 0 |
| Machine and stage man | 6 0 0 | 5 17 0 |
| Hydraulic and tar main attendant | 5 19 0 | 5 16 0 |
| Augerer and pipe jumper | 5 18 0 | 5 15 0 |
| Coke and coal conveyor attendant (day worker) | 5 13 0 | 5 10 0 |
| Greaser and oiler (in retort house) | 5 11 0 | 5 8 0 |
| Elevator and coal crusher attendant | 5 10 0 | 5 7 0 |
| Coke and coal conveyor attendant (shift worker) | 5 10 0 | 5 7 0 |
| Oxide breaker—man attending and operating | 5 10 0 | 5 7 0 |
| Purifier—man opening up, or emptying, or filling | 5 10 0 | 5 7 0 |
| All others | 5 3 0 | 4 19 0 |

Clauses 2 (a), and 3 to 38 inclusive of the Determination published in *Government Gazette* No. 68 of the 12th April, 1946, 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. | | | | |
| 1st year's experience .. | 20 9 | 1st six months' experience | 16 9 | | | | |
| 2nd " " .. | 29 3 | 2nd " " .. | 20 9 | | | | |
| 3rd " " .. | 40 3 | 3rd " " .. | 24 6 | | | | |
| 4th " " .. | 54 0 | 4th " " .. | 28 6 | | | | |
| 5th " " .. | 69 0 | 5th " " .. | 32 6 | | | | |
| 6th " " .. | 80 0 | 6th " " .. | 38 9 | | | | |
| 7th " " .. | 85 3 | 7th " " .. | 40 6 | | | | |
| | | 8th " " .. | 45 9 | | | | |
| and thereafter the minimum wage. | | | | | | | |
| NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences. | | | | | | | |
| PROPORTION. | | | | | | | |
| (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. | | | | | | | |
| | | | | Machine operators 105 0 | | | |
| | | | | All others 99 0 | | | |
| | | | | Females. | | | |
| | | | | All adults 54 3 | | | |
| | | | | Abrasive Articles (other than Abrasive Paper or Cloth). | | | |
| | | | | Head burners 109 0 | | | |
| | | | | Other burners 105 0 | | | |
| | | | | Surfacers of abrasive articles 102 0 | | | |
| | | | | All others 99 0 | | | |

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

SCHEDULE—continued.

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | | | | (b) ADULTS. | | | |
|-------------------------|-------|-------------|--------------------|-----------|-----------|-----------|-------------|-----------|---------------|-------|
| Males. | | | Females. | | | | | | | |
| 1st year's experience.. | s. d. | Experience. | Commencing Age. | | | | | | Females .. | s. d. |
| | | | 15 years or under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years. |  |  | .. | s. d. |
| 2nd " | 29 3 | | | | | | | | 54 6 | |
| 3rd " | 40 3 | | | | | | | | Males— | |
| 4th " | 54 3 | | | | | | | | Cutters .. | |
| 5th " | 69 0 | | | | | | | | 102 0 | |
| 6th " | 80 0 | | | | | | | | All others .. | |
| 7th " | 85 0 | | | | | | | | 99 0 | |
| | | 1st year | 18 3 | 20 9 | 23 0 | 27 6 | 34 6 | 40 3 | | |
| | | 2nd " | 26 9 | 28 9 | 32 3 | 40 3 | 43 9 | .. | | |
| | | 3rd " | 34 6 | 37 3 | 41 3 | 51 9 | .. | .. | | |
| | | 4th " | 43 0 | 47 0 | 51 9 | .. | .. | .. | | |
| | | 5th " | 51 9 | 51 9 | .. | .. | .. | .. | | |

and thereafter the rate prescribed for adults.

PROPORTION.

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

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

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|--|----|----|------|----------------------|----|----|-------|
| | | | | Males. | | | |
| | | | | Females. | | | |
| Under 17 years of age | .. | .. | 22 0 | Oven hands | .. | .. | 103 0 |
| 17 years of age | .. | .. | 33 3 | Machine attendants | .. | .. | 103 0 |
| 18 " | .. | .. | 44 3 | All others | .. | .. | 99 0 |
| 19 " | .. | .. | 59 9 | | | | |
| 20 " | .. | .. | 73 0 | | | | |
| Proportion (in any place). | | | | All adults | .. | .. | 55 9 |
| One improver to every three adult employees. | | | | | | | |

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

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

GENERAL BOARD.

(BLUE PRINT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | |
|---|-------|------------------------------|-------|--------------------------------------|-------|-------|
| Males. | | Females. | | | | |
| 1st year's experience | s. d. | 1st six months' experience.. | s. d. | | | |
| 2nd " | 29 3 | 2nd " | 20 9 | | | |
| 3rd " | 40 3 | 3rd " | 24 6 | | | |
| 4th " | 54 0 | 4th " | 28 6 | | | |
| 5th " | 69 0 | 5th " | 32 6 | | | |
| 6th " | 80 0 | 6th " | 36 9 | | | |
| 7th " | 85 3 | 7th " | 40 6 | | | |
| | | 8th " | 45 9 | | | |
| and thereafter the minimum wage. | | | | Operators of blue-printing machines— | s. d. | s. d. |
| 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 | 102 0 | 99 0 |
| PROPORTION. | | | | Females | 68 3 | 58 3 |
| One improver to each person of the same sex receiving not less than the minimum wage. | | | | All other persons— | | |
| | | | | Males | 99 0 | 96 0 |
| | | | | Females | 54 3 | 54 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.

SCHEDULE—continued.

GENERAL BOARD.
(BUTTONS AND BUCKLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|---------|----------------------------|-------|-------------|---------|---------|-------|
| Males. | | Females. | | Males | | Females | |
| | s. d. | | s. d. | | s. d. | | s. d. |
| 1st year's experience | .. 20 0 | 1st six months' experience | 16 6 | Males | .. .. . | .. 99 0 | |
| 2nd " | .. 28 3 | 2nd " | 20 6 | Females | .. .. . | .. 54 6 | |
| 3rd " | .. 38 9 | 3rd " | 24 6 | | | | |
| 4th " | .. 52 9 | 4th " | 28 6 | | | | |
| 5th " | .. 67 0 | 5th " | 32 6 | | | | |
| 6th " | .. 77 6 | 6th " | 36 6 | | | | |
| 7th " | .. 82 3 | 7th " | 40 6 | | | | |
| | | 8th " | 45 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).

Males.

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

Females.

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

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

GENERAL BOARD.
(CAKE ORNAMENT SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------|---------|----------------------------|---------|-------------|---------|---------|-------|
| Males. | | Females. | | Males | | Females | |
| | s. d. | | s. d. | | s. d. | | s. d. |
| 1st year's experience | .. 20 9 | 1st six months' experience | .. 16 9 | | | | |
| 2nd " | .. 29 9 | 2nd " | .. 20 9 | | | | |
| 3rd " | .. 40 3 | 3rd " | .. 24 6 | | | | |
| 4th " | .. 54 0 | 4th " | .. 28 6 | | | | |
| 5th " | .. 69 0 | 5th " | .. 32 6 | | | | |
| 6th " | .. 80 0 | 6th " | .. 36 9 | Males | .. .. . | .. 99 0 | |
| 7th " | .. 85 3 | 7th " | .. 40 6 | Females | .. .. . | .. 54 3 | |
| | | 8th " | .. 45 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 (11) inclusive of the Determination for this Section published in *Government Gazette* No. 82 of the 12th March, 1940, shall remain in force.

GENERAL BOARD.
(CARBON ARTICLES SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | | | |
|------------------------------------|---------|----|-------|----------------------|---------|--------|-------|
| | s. d. | | s. d. | | s. d. | | s. d. |
| Under 16 years of age | | 22 | 3 | Foreman in charge | .. .. . | .. 125 | 0 |
| 16 years of age and under 17 years | | 32 | 9 | All others | .. .. . | .. 110 | 0 |
| 17 " | | 57 | 9 | | | | |
| 18 " | | 73 | 0 | | | | |
| 19 " | | 87 | 9 | | | | |

Proportion (in any place).

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

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

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | |
|-----------------------|---------|----------------------------|-------|--|----------|
| Males. | | Females. | | | |
| | s. d. | | s. d. | | s. d. |
| 1st year's experience | .. 20 9 | 1st six months' experience | 16 9 | Grinding mill attendant | .. 103 0 |
| 2nd " | .. 29 3 | 2nd " | 20 9 | Person engaged in testing and/or checking formulae | .. 109 0 |
| 3rd " | .. 40 3 | 3rd " | 24 6 | Person in charge of mixing ingredients and making chalks from given formulae | .. 104 0 |
| 4th " | .. 54 0 | 4th " | 28 6 | Persons not otherwise provided for— | |
| 5th " | .. 69 0 | 5th " | 32 6 | Males | .. 99 0 |
| 6th " | .. 80 0 | 6th " | 36 9 | Females | .. 54 3 |
| 7th " | .. 85 3 | 7th " | 40 6 | | |
| | | 8th " | 45 9 | | |

and thereafter the minimum wage.

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

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

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

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

(2) PERSONS ENGAGED IN PREPARING FEATHERS.
WAGES PER WEEK OF 44 HOURS.

| (a) Improvers. | | | | (b) Other Employees. | |
|-----------------------|--------------|------------|--------------|----------------------|-------|
| | s. d. | | s. d. | | s. d. |
| Under 17 years of age | 22 0 | All adults | 99 0 | | |
| 17 years of age | 33 0 | | | | |
| 18 " | 44 3 | | | | |
| 19 " | 60 0 | | | | |
| 20 " | 73 0 | | | | |

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

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

(9) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | |
|-----------------------|--------------|----------------------------|---------|-------------|----------|
| Males. | | Females. | | | |
| | s. d. | | s. d. | | s. d. |
| 1st year's experience | 20 6 | 1st six months' experience | .. 16 9 | Males | .. 101 0 |
| 2nd " | 29 3 | 2nd " | .. 20 6 | | |
| 3rd " | 40 3 | 3rd " | .. 24 6 | | |
| 4th " | 54 3 | 4th " | .. 28 6 | | |
| 5th " | 69 3 | 5th " | .. 32 6 | Females | .. 54 3 |
| 6th " | 80 0 | 6th " | .. 36 6 | | |
| 7th " | 85 0 | 7th " | .. 40 6 | | |
| | | 8th " | .. 46 0 | | |
| | | 9th " | .. 50 0 | | |
| | | 10th " | .. 54 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.

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

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

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

SCHEDULE—continued.
GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|-----------------------------|----|----------|-------------------------------|-------------|----|--|-------|
| Males. | | Females. | | Males. | | Females. | |
| | s. | d. | | | s. | d. | |
| 1st year's experience | 20 | 9 | 1st six months' experience .. | 16 | 9 | All adults | 103 0 |
| 2nd " " | 29 | 3 | 2nd " " | 20 | 9 | | |
| 3rd " " | 40 | 3 | 3rd " " | 24 | 6 | | |
| 4th " " | 54 | 0 | 4th " " | 28 | 6 | | |
| 5th " " | 69 | 3 | 5th " " | 32 | 3 | | |
| 6th " " | 79 | 9 | 6th " " | 37 | 0 | | |
| 7th " " | 85 | 3 | 7th " " | 40 | 6 | (a) Designer of patterns to be used for producing articles of wearing apparel .. | 137 9 |
| years of age | 85 | 3 | 8th " " | 46 | 0 | (b) Assistant to (a) above .. | 94 6 |
| | | | 9th " " | 49 | 6 | (c) Designers of patterns used for the production of transfers as applied to fabrics | 94 6 |
| | | | 10th " " | 53 | 9 | (d) Assistants to (c) above .. | 76 0 |
| | | | until 21 years of age .. | 53 | 9 | (e) Operator of perforating machine | 69 9 |
| | | | | | | (f) Any other adult | 56 9 |

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

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

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

(2) WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|--|----|----------|-------------------------------|-------------|----|---------------|------|
| Males. | | Females. | | Males. | | Females. | |
| | s. | d. | | | s. | d. | |
| 1st year's experience | 20 | 9 | 1st six months' experience .. | 16 | 9 | | |
| 2nd " " | 29 | 0 | 2nd " " | 20 | 9 | | |
| 3rd " " | 40 | 3 | 3rd " " | 24 | 6 | | |
| 4th " " | 54 | 0 | 4th " " | 28 | 6 | | |
| 5th " " | 69 | 0 | 5th " " | 32 | 3 | | |
| 6th " " | 79 | 9 | 6th " " | 36 | 9 | | |
| 7th " " | 85 | 3 | 7th " " | 40 | 9 | Males | 99 0 |
| and thereafter the rate prescribed for adults. | 85 | 3 | 8th " " | 45 | 9 | Females | 54 3 |

PROPORTION.

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

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

SCHEDULE—continued.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) OTHER EMPLOYEES. | | | |
|--|----|----|--------------|----------------------|---|---|--------------|
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | .. | 22 | 0 | Persons engaged in making or preparing moulds | 109 0 |
| 17 years of age | .. | .. | .. | 33 | 3 | Persons engaged in coloring or decorating models— | |
| 18 " " | .. | .. | .. | 44 | 3 | (a) by hand | 123 0 |
| 19 " " | .. | .. | .. | 59 | 9 | (b) by spray, or otherwise than by hand | 111 0 |
| 20 " " | .. | .. | .. | 73 | 0 | Persons engaged in assembling or fining models | |
| | | | | | | when taken from moulds | 104 0 |
| | | | | | | All others | 99 0 |
| <i>Proportion (in any place).</i> | | | | | | | |
| One improver to every three adult employees. | | | | | | | |

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

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | | | |
|--------------------------------------|----|----|--------------|-------------|---|---------|--------------|
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | .. | 22 | 0 | Males | 103 0 |
| 17 years of age | .. | .. | .. | 33 | 0 | Females | 59 6 |
| 18 " " | .. | .. | .. | 44 | 3 | | |
| 19 " " | .. | .. | .. | 60 | 0 | | |
| 20 " " | .. | .. | .. | 73 | 0 | | |
| <i>Proportion (in any place).</i> | | | | | | | |
| One improver to each adult employee. | | | | | | | |

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

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) OTHER EMPLOYEES. | | | |
|--|----|----|--------------|----------------------|---|------------|--------------|
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | .. | 22 | 0 | All adults | 103 0 |
| 17 years of age | .. | .. | .. | 33 | 0 | | |
| 18 " " | .. | .. | .. | 44 | 3 | | |
| 19 " " | .. | .. | .. | 60 | 0 | | |
| 20 " " | .. | .. | .. | 73 | 0 | | |
| <i>Proportion (in any place).</i> | | | | | | | |
| Two improvers to each fully paid worker. | | | | | | | |

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

SCHEDULE—continued.

GENERAL BOARD.

(TOYS SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | |
|--------------------------|-------|-------------------------------|-------|----------------------------|-------|
| Males. | | Females. | | Males. | |
| | s. d. | | s. d. | | s. d. |
| 1st year's experience .. | 20 9 | 1st six months' experience .. | 16 9 | Designers .. | 119 0 |
| 2nd " " .. | 29 0 | 2nd " " .. | 20 9 | Cutters-out .. | 106 6 |
| 3rd " " .. | 40 3 | 3rd " " .. | 24 6 | Fillers and/or stuffers .. | 103 0 |
| 4th " " .. | 54 0 | 4th " " .. | 28 6 | All others .. | 99 0 |
| 5th " " .. | 69 0 | 5th " " .. | 32 3 | | |
| 6th " " .. | 79 9 | 6th " " .. | 36 9 | | |
| 7th " " .. | 85 3 | 7th " " .. | 40 9 | | |
| | | 8th " " .. | 45 9 | | |
| | | 9th " " .. | 49 9 | | |
| | | 10th " " .. | 53 0 | | |

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

(a) Where no adult male is employed—one male improver.

(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

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

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

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

GENERAL BOARD.

(VINEGAR AND YEAST SECTION.)

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

(2)

WAGES PER WEEK OF 44 HOURS.

| (a) IMPROVERS. | | | | (b) ADULTS. | |
|--------------------------|-------|--------------------------|-------|---|-------|
| Males. | | Females. | | Males. | |
| | s. d. | | s. d. | | s. d. |
| Under 17 years of age .. | 39 0 | Under 17 years of age .. | 38 9 | Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees .. | 111 0 |
| 17 years of age .. | 46 9 | 17 years of age .. | 42 3 | Man engaged in cleaning vinegar generator .. | 107 0 |
| 18 " " .. | 62 9 | 18 " " .. | 47 3 | *Together with an additional 7s. 6d for each generator cleaned. | |
| 19 " " .. | 78 9 | 19 " " .. | 52 0 | All others .. | 107 0 |
| 20 " " .. | 86 0 | 20 " " .. | 55 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 .. 57 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 of 8 Hours. |
| | | | | s. d. |
| 1st year's experience | 51 3 | 1st year's experience | 46 6 | 22 6 |
| 2nd " | 57 9 | 2nd " | 62 0 | |
| 3rd " | 66 0 | 3rd " | 71 3 | |
| 4th " | 73 6 | 4th year's experience and until reaching the age of 21 years | 83 9 | |
| 5th " | 79 9 | | | |

and thereafter the minimum adult wage or piecework price.

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. | |
| s. d. | | s. d. | |
| Under 16 years of age | 28 0 | Under 15 years of age | 24 9 |
| 16 years, but under 17 years of age | 31 0 | 15 years, but under 16 years of age | 26 9 |
| 17 " " " 18 " " | 40 3 | 16 " " " 17 " " | 34 9 |
| 18 " " " 19 " " | 55 9 | 17 " " " 18 " " | 37 9 |
| 19 " " " 20 " " | 65 0 | 18 " " " 19 " " | 41 0 |
| 20 " " " 21 " " | 74 3 | 19 " " " 20 " " | 47 9 |
| | | 20 " " " 21 " " | 54 3 |

and thereafter the minimum adult wage or piecework price.

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

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

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

| | Per Week. |
|--|-----------|
| | £ s. d. |
| Furnaceman | 5 11 0 |
| Persons employed on sandblasting and acid work | 5 9 6 |
| Storeman | 5 8 0 |
| Packers in straw in headed-up packing | 5 15 0 |
| Lehrman | 5 5 6 |
| Batchmixers | 5 5 6 |
| Sorter and/or cutter | 5 4 6 |
| Packers of opal-ware in cartons | 5 11 6 |
| All other male adults | 5 2 0 |
| Female adults | 2 18 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. |
|---|--|----------|
| | | s. d. |
| Mould-blowers off the ball— | | |
| (a) Flint or plain opal or opal-cased blowers | 12 inches diameter and under | 28 0 |
| (b) Flint or plain opal or opal-cased blowers | Over 12-in. diameter and up to and including 18-in. diameter | 31 0 |
| (c) Flint or plain opal or opal-cased blowers | Over 18-in. diameter | 36 0 |

GLASS BOTTLE SECTION.

| 1. JUNIOR MALES—WAGES PER WEEK. | | OTHER JUNIOR MALES—WAGES PER WEEK. | |
|--|-------|---|------|
| | | s. d. | |
| (a) Employed around the feeders. | | Under 16 years of age | 17 6 |
| (b) Employed in the manufacturing section, but not employed in the yard. | | Over 16, but under 17 years of age | 22 6 |
| | s. d. | Over 17, but under 18 years of age | 30 0 |
| 15 years of age | 22 6 | Over 18, but under 19 years of age | 37 6 |
| 16 " " " | 37 0 | Over 19, but under 20 years of age | 45 0 |
| 17 " " " | 40 9 | Over 20, but under 21 years of age | 55 0 |
| 18 " " " | 49 6 | and thereafter the minimum wage or piecework price. | |
| 19 " " " | 53 0 | | |
| 20 " " " | 56 9 | | |

and thereafter the minimum wage or piecework price.

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

SCHEDULE—continued.

GLASSWORKERS BOARD—continued.

| 2. | ADULTS (other than skilled Glassworkers). | Wages per Week. | |
|----|--|-----------------|-------|
| | | £ | s. d. |
| | Furnacemen | 5 | 11 0 |
| | Salt cake burners | 5 | 11 0 |
| | Lehrmen | 5 | 5 6 |
| | Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground | 5 | 5 6 |
| | Salt cake burners' assistants | 5 | 5 6 |
| | Packers packing in bags or straw | 5 | 4 6 |
| | Sorters | 5 | 4 6 |
| | Lister truck hands and assistants | 5 | 3 6 |
| | All others | 5 | 2 0 |

NOTES.

- (1) Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.
- (2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.
- (3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.
- (4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

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

GLUE AND GELATINE BOARD.

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

2. ADULT MALES.

| | Adjustable Weekly Rate. | Non-adjustable. | | Total Weekly Wage. |
|--|-------------------------|-------------------|--------------|--------------------|
| | | Constant Loading. | War Loading. | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Men working in raw material stores | 99 0 | 6 0 | 7 6 | 112 6 |
| Men working raw material cutting machine | 100 0 | 6 0 | 7 6 | 113 6 |
| Men washing raw material and preparing limes and working at trotter plant | 99 0 | 6 0 | 7 6 | 112 6 |
| Men working at lime pits | 101 0 | 6 0 | 7 6 | 114 6 |
| Men in charge of and actually operating dollies | 103 0 | 6 0 | 7 6 | 116 6 |
| Men assisting in dolly shed | 99 0 | 6 0 | 7 6 | 112 6 |
| Men in charge of and actually working at boiling pans | 101 0 | 6 0 | 7 6 | 114 6 |
| Men assisting in boiling shed | 99 0 | 6 0 | 7 6 | 112 6 |
| Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers | 103 0 | 6 0 | 7 6 | 116 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men operating glue and gelatine cutters | 100 0 | 6 0 | 7 6 | 113 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men working at drying tunnels | 99 0 | 6 0 | 7 6 | 112 6 |
| Men engaged in grinding glue and gelatine | 100 0 | 6 0 | 7 6 | 113 6 |
| Men engaged treating frames | 99 0 | 6 0 | 7 6 | 112 6 |
| Glue and gelatine blenders, and store hands | 99 0 | 6 0 | 7 6 | 112 6 |
| Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones | 101 0 | 6 0 | 7 6 | 114 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men working on vegetable glue dryers and grinders | 100 0 | 6 0 | 7 6 | 113 6 |
| Men in charge of and actually working at vegetable and prepared glue vats | 101 0 | 6 0 | 7 6 | 114 6 |
| Men assisting and store hands including calves feet jelly | 99 0 | 6 0 | 7 6 | 112 6 |
| Men operating residue dryers | 101 0 | 6 0 | 7 6 | 114 6 |
| Men crushing and/or bagging dried residues | 100 0 | 6 0 | 7 6 | 113 6 |
| Men receiving and passing on bones (Melbourne) | 101 0 | 6 0 | 7 6 | 114 6 |
| Men actually operating degreasing plant | 103 0 | 6 0 | 7 6 | 116 6 |
| Men assisting at degreasing plant and bone polishing | 100 0 | 6 0 | 7 6 | 113 6 |
| Men engaged in washing and neutralizing vats (Melbourne) | 99 0 | 6 0 | 7 6 | 112 6 |
| Men engaged in crushing bone residues | 100 0 | 6 0 | 7 6 | 113 6 |
| Men in charge of and actually operating pearl plant | 100 0 | 6 0 | 7 6 | 113 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men actually operating dextrine plant | 101 0 | 6 0 | 7 6 | 114 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men actually operating earth calcining plant | 101 0 | 6 0 | 7 6 | 114 6 |
| Men assisting | 99 0 | 6 0 | 7 6 | 112 6 |
| Men not elsewhere included | 93 0 | 6 0 | 7 6 | 106 6 |

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

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

SCHEDULE—continued.

Wages of Shift Workers.

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

ADULT FEMALES.

| Proportion of Needs Basic Wage and 1937 Loading for Adult Males. | Industry Allowance. | Special Loading 1941. | Total Basic Rate. |
|--|---------------------------|---------------------------|----------------------------|
| Per Week. s. d. 53 0 | Per Week. s. d. 4 6 | Per Week. s. d. 5 0 | Per Week. s. d. 62 6 |

3.

Males.

JUNIORS.

Females.

| Age. | Males. | | | | Age. | Females. | | | |
|----------------|-----------------------------|--------------------|--------------------|----------------------|----------|---------------------------------|--------------------|--------------------|----------------------|
| | Adjustable Portion of Wage. | Loading (Constant) | War Loading. | Total to nearest 6d. | | Base Rate and Constant Loading. | Industry Loading. | War Loading. | Total to nearest 6d. |
| | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. | | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. |
| 14 to 15 years | 18 11 | 0 6 | 1 6 | 21 0 | 14 years | 24 1 | 2 0 | 2 2 | 28 6 |
| 15 to 16 " | 27 3 | 0 6 | 2 2 | 30 0 | 15 " | 26 11 | 2 3 | 2 5 | 31 6 |
| 16 to 17 " | 36 2 | 1 0 | 2 11 | 40 0 | 16 " | 30 1 | 2 6 | 2 9 | 35 6 |
| 17 to 18 " | 46 9 | 1 0 | 3 8 | 51 6 | 17 " | 32 9 | 2 9 | 3 1 | 38 6 |
| 18 to 19 " | 54 6 | 1 6 | 4 5 | 60 6 | 18 " | 36 1 | 3 0 | 3 4 | 42 6 |
| 19 to 20 " | 64 0 | 2 0 | 5 2 | 71 0 | 19 " | 41 6 | 3 5 | 3 9 | 48 6 |
| 20 to 21 " | 72 4 | 2 0 | 5 10 | 80 0 | 20 " | 46 11 | 3 8 | 4 1 | 54 6 |

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

GROCERS SUNDRIES BOARD.

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

2.

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

| Age. | Wages per Week. | PROPORTION (within any Factory or Place). | |
|---|-----------------|---|--|
| | | Apprentices. | Improvers. |
| <i>Males.</i> | | | |
| Under 16 years of age | 29 3 | Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage. | Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included. One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One girl improver to every four or fraction of four women workers receiving not less than the minimum wage. |
| 16 years of age and under 17 years of age | 36 3 | | |
| 17 years of age and under 18 years of age | 44 9 | | |
| 18 years of age and under 19 years of age | 53 9 | | |
| 19 years of age and under 20 years of age | 63 0 | | |
| 20 years of age and under 21 years of age | 78 9 | | |
| <i>Females.</i> | | | |
| Under 16 years of age | 29 9 | Candle Section. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship, prescribed by the Board was approved on 31st July, 1925. | Candle or Soap and Soda Sections. One improver to every five or fraction of five workers receiving not less than the minimum wage. |
| 16 years of age and under 17 years of age | 31 3 | | |
| 17 years of age and under 18 years of age | 38 0 | | |
| 18 years of age and under 19 years of age | 42 6 | | |
| 19 years of age and under 20 years of age | 49 0 | | |
| 20 years of age and under 21 years of age | 55 6 | | |

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

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

| | Wages per Week. | |
|--|---|---|
| | In all Parts of Victoria except Ballarat and Bendigo Districts. | Within Ballarat and Bendigo Districts. |
| | £ s. d. | £ s. d. |
| <i>Division 1.—Grocers' Sundries.</i> | | |
| Employees engaged in the manufacture of grocers' sundries— | | |
| Stone dressers and/or millers | 6 6 6 | 6 3 6 |
| Honey blenders | 6 6 6 | 6 3 6 |
| Employees roasting and/or grinding and who mix or blend, coffee or chicory .. | 6 1 6 | 5 18 6 |
| Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory .. | 5 19 6 | 5 16 6 |
| Roasters of other commodities than coffee or chicory | 5 19 6 | 5 18 6 |
| Coffee essence maker | 5 19 0 | 5 16 0 |
| Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger | 5 19 0 | 5 16 0 |
| Bagged goods carriers and/or stackers | 5 16 6 | 5 13 6 |
| Cellarmen in charge and working at loading and despatching by-products | 5 19 0 | 5 16 0 |
| Mixers or blenders | 5 18 0 | 5 15 0 |
| Kilmen and/or bleachers | 5 14 0 | 5 11 0 |
| Mill assistants | 5 14 0 | 5 11 0 |
| Employees engaged drawing off finished products and/or by-products in cereal mills.. | 5 14 0 | 5 11 0 |
| Bag repairers | 5 12 0 | 5 9 0 |
| Employees engaged at oat cleaning and/or grading | 5 14 0 | 5 11 0 |
| Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—6d. per hour additional | | |
| Leading hands—7s. 6d. per week additional | | |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 2.—Starch, Starch Products and Cornflour.</i> | | |
| Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour— | | |
| Stone dresser and/or miller | 6 6 6 | 6 3 6 |
| Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations | 5 19 0 | 5 16 0 |
| Persons in charge of and actually working at starch draining boxes and/or cornflour runs | 5 19 0 | 5 16 0 |
| Steepmen | 5 16 6 | 5 13 6 |
| Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations | 5 14 0 | 5 11 0 |
| Employees grinding starch and/or cornflour | 5 14 0 | 5 11 0 |
| Mill assistants | 5 14 0 | 5 11 0 |
| Employees assisting the person in charge of starch draining boxes and/or cornflour runs | 5 14 0 | 5 11 0 |
| Starch and cornflour shovellers | 5 14 0 | 5 11 0 |
| Employees engaged on crustng stoves and/or drying rooms and/or tunnels | 5 14 0 | 5 11 0 |
| Leading hands—7s. 6d. per week additional | | |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 3.—Rice.</i> | | |
| Employees engaged in the manufacture and preparation for sale of rice and rice products— | | |
| Stone dressers and/or millers | 6 6 6 | 6 3 6 |
| Mill assistants | 5 14 0 | 5 11 0 |
| Employees engaged drawing off broken rice, bran, straw, and/or rice | 5 14 0 | 5 11 0 |
| Employees engaged taking off and/or sewing and/or stacking rice | 5 14 0 | 5 11 0 |
| Rice meal rammers | 5 12 0 | 5 9 0 |
| Rice hull packers | 5 12 0 | 5 9 0 |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 4.—Gluten, Glucose and Allied Products.</i> | | |
| Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products— | | |
| Vacuum pan men | 5 19 0 | 5 16 0 |
| Converter men | 5 19 0 | 5 16 0 |
| Flour mixers or employees feeding mixers and/or bagging dry gluten | 5 17 0 | 5 14 0 |
| Pumpmen | 5 14 0 | 5 11 0 |
| Employees on tanks, gluten washers, gluten squeezers, gluten dryers | 5 14 0 | 5 11 0 |
| Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers | 5 14 0 | 5 11 0 |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 5.—Macaroni and Allied Products.</i> | | |
| Employees engaged in the manufacture and preparation for sale of macaroni and allied products— | | |
| Employees engaged drying macaroni, vermicelli, and allied products | 6 9 0 | 6 6 0 |
| Paste makers | 5 15 0 | 5 12 0 |
| Hydraulic press attendants | 5 15 0 | 5 12 0 |
| Women working in dough room and vermicelli twisting and spaghetti spreading | 3 9 6 | 3 7 9 |
| All other male adults | 5 9 0 | 5 6 0 |
| All other female adults | 3 4 6 | 3 2 9 |

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

| | Wages per Week. | |
|--|---|---|
| | In all Parts of Victoria except Ballarat and Bendigo Districts. | Within Ballarat and Bendigo Districts. |
| | £ s. d. | £ s. d. |
| <i>Division 6.—Cereal Breakfast Foods.</i> | | |
| Employees engaged in the manufacture and preparation for sale of cereal breakfast foods— | | |
| Men in charge of and working cereal cookers | 6 4 0 | 6 1 0 |
| Men in charge of and working rollers | 6 4 0 | 6 1 0 |
| Men in charge of and working at toasting flakes or biscuits (oven men) | 6 4 0 | 6 1 0 |
| Grinding and milling machinists | 5 15 0 | 5 12 0 |
| Fillers and/or makers | 5 15 0 | 5 12 0 |
| Pressmen | 5 15 0 | 5 12 0 |
| Conveyor workers | 5 15 0 | 5 12 0 |
| Leading hands—10s. per week additional | | |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 7.—Malt Extract.</i> | | |
| Employees engaged in the manufacture and preparation for sale of malt extract— | | |
| Leading vacuum pan attendants | 6 6 6 | 6 3 6 |
| Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration | 5 19 0 | 5 16 0 |
| All other male adults | 5 12 0 | 5 9 0 |
| All female adults | 3 4 6 | 3 2 9 |
| <i>Division 8.—Maize Products.</i> | | |
| Millers and/or stone dressers | 6 6 6 | 6 3 6 |
| Employee engaged on cornflour packing machine | 6 1 6 | 5 18 6 |
| Converter men | 5 19 0 | 5 16 0 |
| Employee in charge of and working at macerators | 5 19 0 | 5 16 0 |
| Vacuum pan men | 5 19 0 | 5 16 0 |
| Men in charge of and working in drip rooms | 5 19 0 | 5 16 0 |
| Dextrine and/or custard mixer or blender | 5 18 0 | 5 15 0 |
| Weighbridge attendants | 5 18 0 | 5 15 0 |
| Steepmen | 5 16 6 | 5 13 6 |
| Silk reel repairers | 5 16 6 | 5 13 6 |
| Maize receiving and cleaning operators | 5 14 0 | 5 11 0 |
| Millers' assistants | 5 14 0 | 5 11 0 |
| Employees engaged on char filters | 5 14 0 | 5 11 0 |
| Char kilnmen | 5 14 0 | 5 11 0 |
| Samplemen | 5 14 0 | 5 11 0 |
| Oliver filter men | 5 14 0 | 5 11 0 |
| Liquor pressers | 5 14 0 | 5 11 0 |
| Feed press valvemen | 5 14 0 | 5 11 0 |
| Feed dryers | 5 14 0 | 5 11 0 |
| Cones men | 5 14 0 | 5 11 0 |
| Oil expeller men | 5 14 0 | 5 11 0 |
| Reels and cracker men | 5 14 0 | 5 11 0 |
| Flushing system men | 5 14 0 | 5 11 0 |
| Neutralizer men | 5 14 0 | 5 11 0 |
| Drip room men | 5 14 0 | 5 11 0 |
| Paddlers | 5 14 0 | 5 11 0 |
| Pumpmen | 5 14 0 | 5 11 0 |
| Starch house kilnmen | 5 14 0 | 5 11 0 |
| Polly feed and/or oil meal baggers and sewers | 5 14 0 | 5 11 0 |
| Bulk cornflour baggers and sewers | 5 14 0 | 5 11 0 |
| Assistant operators on macerators | 5 14 0 | 5 11 0 |
| Women employed at scraping starch | 3 9 6 | 3 7 9 |
| Women employed on custard powder filling machines | 3 9 6 | 3 7 9 |
| Leading hands—7s. 6d. per week additional | | |
| All other male adults | 5 9 0 | 5 6 0 |
| All other female adults | 3 4 6 | 3 2 9 |
| <i>Division 9.—Soap.</i> | | |
| Employees engaged in the manufacture and preparation for sale of soap— | | |
| Assistant soapmaker | 6 6 6 | 6 3 6 |
| Soap mixers | 5 15 0 | 5 12 0 |
| Belt makers and fitting U leathers | 6 3 0 | 6 0 0 |
| Milling room foremen | 5 19 6 | 5 16 6 |
| Caustic soda and/or silicate preparers | 5 19 6 | 5 16 6 |
| Soap crutcher by power | 5 19 0 | 5 16 0 |
| Soda crystal maker | 5 16 0 | 5 13 0 |
| Soap cutting machinists | 5 16 0 | 5 13 0 |
| Soap crutcher by hand | 5 16 0 | 5 13 0 |
| Head soap cutter by hand | 5 16 0 | 5 13 0 |
| Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines | 5 14 0 | 5 11 0 |
| Soap pumpmen | 5 16 6 | 5 13 6 |
| Stampers by foot or hand | 5 12 0 | 5 9 0 |
| Assistant soda crystal maker | 5 11 6 | 5 8 6 |
| Soap cutter by hand | 5 11 6 | 5 8 6 |
| Lye runner | 5 11 6 | 5 8 6 |
| Men in charge of and actually milling soap | 5 19 0 | 5 16 0 |
| Soap miller | 5 12 0 | 5 9 0 |
| Employees working at automatic driers | 5 12 0 | 5 9 0 |
| Leading hands—10s. per week additional | | |
| All other male adults | 5 9 0 | 5 6 0 |
| All female adults | 3 4 6 | 3 2 9 |

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

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

SCHEDULE—continued.

GROCERS SUNDRIES BOARD—continued.

OTHER EMPLOYEES—continued.

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

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

HAM AND BACON CURERS BOARD.

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

2.

IMPROVERS.

Wages.

| | Adjustable Weekly Rate. | Constant Loading. | Total Weekly Wage. |
|--|-------------------------|-------------------|--------------------|
| | s. d. | s. d. | s. d. |
| First six months' experience | 25 3 | 0 6 | 25 9 |
| Second six months' experience | 28 3 | 0 6 | 28 9 |
| Second year's experience | 39 6 | 0 6 | 40 0 |
| Third year's experience | 50 6 | 1 0 | 51 6 |
| Fourth year's experience | 72 9 | 1 6 | 74 3 |
| Fifth year's experience and until reaching the age of 21 years | 88 0 | 2 0 | 90 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.

SCHEDULE—continued.

HAM AND BACON CURERS BOARD—continued.

3. OTHER EMPLOYEES.

Wages.

| | Adjustable Weekly Rate. | Non-Adjustable. | | Total Weekly Wage. |
|---|-------------------------|-------------------|--------------|--------------------|
| | | Constant Loading. | War Loading. | |
| (a) <i>Other than Small Goods Section—</i> | £ s. d. | s. d. | s. d. | £ s. d. |
| Leading hands in the slaughtering and curing departments | 5 19 0 | 6 0 | 3 0 | 6 8 0 |
| General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department .. | 5 11 6 | 6 0 | 3 0 | 6 0 6 |
| First assistant in the curing department | 5 11 6 | 6 0 | 3 0 | 6 0 6 |
| Other assistants in the curing department | 5 6 6 | 6 0 | 3 0 | 5 15 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 4 6 | 6 0 | 3 0 | 5 13 6 |
| Yardmen { For 48 hours per week | 5 8 0 | 6 0 | 3 0 | 5 17 0 |
| { For 44 hours per week | 5 2 0 | 6 0 | 3 0 | 5 11 0 |
| All others | 5 1 6 | 6 0 | 3 0 | 5 10 6 |
| (b) <i>Small Goods Section—</i> | | | | |
| Small goods men (i.e., men employed principally on mixing machines) .. | 5 17 0 | 6 0 | 3 0 | 6 6 0 |
| Filler-men | 5 10 0 | 6 0 | 3 0 | 5 19 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 10 0 | 6 0 | 3 0 | 5 19 0 |
| Packing room hands | 5 3 0 | 6 0 | 3 0 | 5 12 0 |
| Linkers and table hands | 5 3 0 | 6 0 | 3 0 | 5 12 0 |
| Yardmen { For 48 hours per week | 5 8 0 | 6 0 | 3 0 | 5 17 0 |
| { For 44 hours per week | 5 2 0 | 6 0 | 3 0 | 5 11 0 |
| All others | 4 19 0 | 6 0 | 3 0 | 5 8 0 |

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

HORSEHAIR BOARD.

Clauses 2 and 15 of the Determination published in *Government Gazette* No. 75 of the 26th April, 1946, shall be replaced by the following clauses:—

2.

| Apprentices. | | Improvers and Juvenile Workers. | | Other Employees. | |
|---|-----------|---|-----------|--|-----------|
| WAGES. | | WAGES. | | Preparing Body Hair. | |
| | Per Week. | | Per Week. | | |
| | s. d. | | s. d. | | WAGES. |
| 1st year | 29 9 | 1st year | 29 9 | | Per Week. |
| 2nd | 36 9 | 2nd | 44 3 | | s. d. |
| 3rd | 44 3 | 3rd | 73 9 | Person in charge of hair-washing machine | 115 0 |
| 4th | 53 3 | 4th | 85 0 | Persons engaged on hair-washing machines | 108 0 |
| 5th | 73 9 | | | Persons engaged on hair-drying machines | 108 0 |
| PROPORTION (by any employer). | | PROPORTION (by any employer). | | Persons who press washed and dried hair into bales | 108 0 |
| One apprentice to every three or fraction of three workers receiving not less than 10s. per week. | | One improver to every five workers receiving not less than 10s. per week. | | All others | 104 0 |
| | | Juvenile Workers. | | Preparing any other kind of Hair. | |
| | | One juvenile worker to every Hand Spinner. | | | WAGES. |
| | | | | | Per Week. |
| | | | | | s. d. |
| | | | | Hand Spinners | 121 0 |
| | | | | Machine Spinners— | |
| | | | | 1st year | 111 0 |
| | | | | 2nd | 117 0 |
| | | | | And thereafter | 121 0 |
| | | | | Drafters | 121 0 |
| | | | | Wet or dry hacklers | 121 0 |
| | | | | Teasers and tail pullers | 108 0 |
| | | | | Dyers or Scalders | 105 0 |
| | | | | All others | 104 0 |

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD— continued.

(iii) PROPORTION (IN ANY PLACE).

| APPRENTICES. | IMPROVERS. |
|--|--|
| <p>MALES. One male apprentice to every three or fraction of three male workers receiving not less than 114s. per week.</p> <p>FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 63s. 6d. per week.</p> | <p>MALES. One male improver to every eight or fraction of eight male workers receiving not less than 114s. per week.</p> <p>FEMALES. One female improver to every six or fraction of six female workers receiving not less than 63s. 6d. per week.</p> |

NOTE.—The Board has determined that as from the 1st December, 1941, no further persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

3. OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Mildura, or Warrnambool; the Towns of Hamilton, Horsham, Sale, or Warragul; the Borough of Wangaratta; or the Mooropna Riding of Shire of Rodney.

| Males. | | Females. | |
|--|-------------------|--|-------------------|
| WAGES.* (See footnote). | Per Week s. d. | WAGES.* (See footnote). | Per Week s. d. |
| Clerks | 119 6 | Clerks | 73 0 |
| Cooks—First | 126 6 | Cook; where there is only one employed .. | 78 0 |
| Other cooks | 119 6 | Cooks in charge of— | |
| Person in charge of instrument room and/or sharpening and adjusting instruments | 141 0 | One to three kitchen employees | 78 0 |
| Dresser, chief, where five or more dressers are employed | 143 0 | Four to seven kitchen employees | 85 6 |
| Deputy chief dresser, where five or more dressers are employed | 138 6 | Eight or more kitchen employees | 95 6 |
| Dressers doing venereal diseases work | 137 0 | Second cooks | 75 6 |
| Other dressers and/or steriliser room attendant— | | Other cooks | 73 0 |
| 1st year's experience as such | 117 0 | Head housemaids | 68 0 |
| 2nd year's experience as such | 122 0 | Housekeepers | 83 0 |
| Thereafter | 127 0 | Head laundresses in charge of— | |
| Chief theatre attendant | 137 0 | One to three persons | 75 6 |
| Foreman in charge of— | | Four or more persons | 80 6 |
| One to nine employees | 119 6 | Second laundresses | 70 6 |
| Ten or more employees | 127 0 | Laundresses where only one employed | 70 6 |
| Assistant foreman | 117 0 | Other laundresses— | |
| Gardeners in charge of one or more gardeners or where there is only one employed | 116 6 | 1st year's experience as such | 63 6 |
| Other gardeners | 114 0 | 2nd year's experience as such | 64 6 |
| Incinerator attendants | 114 0 | Thereafter | 65 6 |
| Kitchenmen or scullerymen | 114 0 | Sorters | 70 6 |
| Laboratory assistants | 122 6 | Washing machine hands | 78 6 |
| Laundrymen | 117 0 | Storekeeper in charge of one or more store hands or where there is only one employed | 73 0 |
| Mortuary-men employed solely on post-mortem work | 132 0 | Storekeeper's assistants— | |
| Other mortuary-men | 117 0 | 1st year's experience as such | 63 6 |
| And 10s. extra for each post-mortem | 121 6 | 2nd year's experience as such | 64 6 |
| Motor or motor ambulance drivers or assistants | 117 0 | Thereafter | 65 6 |
| Operating theatre attendants | 117 0 | Stenographers and typistes— | |
| Casualty porters engaged on preparations and theatre work | 117 0 | 1st year's experience as such | 73 0 |
| Dispensary porters | 117 0 | 2nd year's experience as such | 75 6 |
| Relieving porters | 116 6 | Thereafter | 78 0 |
| X-ray porters | 114 0 | Telephone attendants | 80 6 |
| Night porters who in the course of their duties patrol the hospital | 117 6 | Waitresses— | |
| Other night porters | 114 0 | 1st year's experience as such | 63 6 |
| Recording attendants | 119 6 | 2nd year's experience as such | 64 6 |
| Splint makers | 127 0 | Thereafter | 65 6 |
| Splint makers' assistants | 117 0 | Wardmaids— | |
| Storemen in charge of one or more storemen or where there is only one employed | 119 6 | 1st year's experience as such | 63 6 |
| Other storemen | 114 0 | 2nd year's experience as such | 64 6 |
| Telephone attendants | 117 0 | Thereafter | 65 6 |
| Ward cleaners handling sputum mugs | 127 0 | Registered X-ray technicians— | |
| Other ward cleaners | 114 0 | 1st year's experience as such | 93 0 |
| X-ray attendants | 122 0 | 2nd year's experience as such | 98 0 |
| X-ray technicians— | | Thereafter | 103 0 |
| 1st year's experience as such | 114 6 | Laboratory assistants | 78 6 |
| 2nd year's experience as such | 129 6 | Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons— | |
| Thereafter | 130 6 | (i) In charge of a ward | 75 6 |
| Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons | 128 0 | (ii) Other than in charge of a ward— | |
| All others | 114 0 | 1st year's experience | 68 6 |
| | | 2nd year's experience | 69 6 |
| | | Thereafter | 70 6 |
| | | Seamstresses who cut out and fit garments | 77 6 |
| | | Other seamstresses— | |
| | | 1st year's experience as such | 65 6 |
| | | 2nd year's experience as such | 66 6 |
| | | Thereafter | 67 6 |
| | | All others— | |
| | | 1st year's experience as such | 63 6 |
| | | 2nd year's experience as such | 64 6 |
| | | Thereafter | 65 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.

Female employees (other than casuals, clerks, stenographers, typistes, telephone attendants, registered X-ray technicians or laboratory assistants) for whom the employer does not make available board and lodging shall receive, in addition to the wages herein prescribed, an allowance of 14s. per week: provided that such persons employed for less than the full working week shall be paid a proportionate amount of the allowance specified.

The foregoing allowance shall not be deemed to be part of the weekly wage.

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

(b) Employed in any other part of Victoria.

| Males. | | Females. | |
|---|-------|--|------|
| WAGES.* (See footnote). | | WAGES.* (See footnote). | |
| Per Week. | | Per Week. | |
| s. d. | | s. d. | |
| Male attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons | 119 0 | Clerks | 68 6 |
| All others | 114 0 | Cooks— | |
| | | First—where there is only one employed .. | 78 0 |
| | | Second | 73 0 |
| | | Head laundress; or where there is only one employed | 70 6 |
| | | Other laundresses | 65 6 |
| | | Stenographers and typistes | 73 6 |
| | | Telephone attendants | 68 6 |
| | | Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons— | |
| | | (i) In charge of a ward | 75 6 |
| | | (ii) Other than in charge of a ward— | |
| | | 1st year's experience | 68 6 |
| | | 2nd year's experience | 69 6 |
| | | Thereafter | 70 6 |
| | | All others— | |
| | | 1st year's experience | 63 6 |
| | | 2nd year's experience | 64 6 |
| | | 3rd year's experience | 65 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.
 Female employees (other than casuals, clerks, stenographers, typistes, telephone attendants, registered X-ray technicians or laboratory assistants) for whom the employer does not make available board and lodging shall receive, in addition to the wages herein prescribed, an allowance of 14s. per week: Provided that such persons employed for less than the full working week shall be paid a proportionate amount of the allowance specified.
 The foregoing allowance shall not be deemed to be part of the weekly wage.

Clauses 4 to 27 inclusive of the Determination as published in *Government Gazette* No. 151 of the 5th August, 1946, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 9 and 21 of the Determination published in *Government Gazette* No. 149 of the 5th August, 1946, 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. | | |
| | s. d. | s. d. | s. d. | s. d. | |
| Improvers employed in the bar— | | | | | |
| 18 years of age or under .. | 67 6 | .. | 67 6 | .. | |
| 19 years of age | 73 0 | .. | 73 0 | .. | |
| 20 years of age | 86 6 | .. | 86 6 | .. | |
| Apprentices and all other Improvers— | | | | | |
| 16 years of age or under .. | 43 6 | 66 3 | 37 6 | 63 0 | |
| 17 years of age | 52 0 | 66 3 | 46 0 | 63 0 | |
| 18 years of age | 58 6 | 66 3 | 51 0 | 63 0 | |
| 19 years of age | 68 0 | 66 3 | 59 0 | 63 0 | |
| 20 years of age | 81 6 | 66 3 | 72 6 | 63 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 | |

PROPORTION (IN ANY PLACE),
 MALES OR FEMALES.
Apprentices.
 One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
Improvers.
 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.

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 | 115 6 | .. | 112 6 | .. |
| Cellarman | 120 6 | .. | 123 6 | .. |
| Assistant Cellarman | 115 6 | .. | 112 6 | .. |
| Steward | 115 6 | .. | 112 6 | .. |
| Barmaids | .. | 115 6 | .. | 112 6 |
| First cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 151 6 | 106 9 | 148 6 | 103 9 |
| Five, six, or seven | 134 0 | 86 9 | 131 0 | 83 9 |
| Three or four | 128 0 | 79 9 | 125 0 | 76 9 |
| Other first cooks, or cook employed alone | 122 0 | 78 9 | 119 0 | 75 9 |
| Second cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 134 0 | 86 9 | 131 0 | 83 9 |
| Five, six, or seven | 122 0 | 78 9 | 119 0 | 75 9 |
| Other second cooks | 116 0 | 74 9 | 113 0 | 71 9 |
| Night or relieving cook where number of persons employed in kitchen is— | | | | |
| Eight or more | 134 0 | 86 9 | 131 0 | 83 9 |
| Five, six, or seven | 122 0 | 78 9 | 119 0 | 75 9 |
| Other night or relieving cooks | 116 0 | 74 9 | 113 0 | 71 9 |
| Larder cook | 119 0 | 74 9 | 116 0 | 71 9 |
| Pastrycook | 122 0 | 74 9 | 119 0 | 71 9 |
| Stove, grill, fish, third or breakfast cook | 116 0 | 70 9 | 113 0 | 67 9 |
| Vegetable or assistant cook | 114 0 | 68 9 | 111 0 | 65 9 |
| Oysterman | 110 0 | .. | 107 0 | .. |
| Pantryman or kitchenman | 110 0 | .. | 107 0 | .. |
| Storeman | 112 6 | .. | 109 6 | .. |
| Head waiter | 115 6 | .. | 112 6 | .. |
| Other waiters | 110 0 | .. | 107 0 | .. |
| Night porter | 110 0 | .. | 107 0 | .. |
| Day porter | 110 0 | .. | 107 0 | .. |
| Billiard-room attendant | 110 0 | .. | 107 0 | .. |
| Commissionaire or messenger | 110 0 | .. | 107 0 | .. |
| Housekeeper, stewardess, or manageress | .. | 82 3 | .. | 79 3 |
| Laundress | .. | 70 9 | .. | 67 9 |
| Head waitress | .. | 70 9 | .. | 67 9 |
| Other waitresses | .. | 66 9 | .. | 63 9 |
| Pantrymaid or kitchenmaid | .. | 67 9 | .. | 64 9 |
| Housemaid | .. | 67 9 | .. | 64 9 |
| Persons not otherwise provided for | 110 0 | 67 9 | 107 0 | 64 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 5 | 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 37 0 | .. | Per week of 20 hours 34 0 |

CLUBS.

9.

APPRENTICES OR IMPROVERS.

| | WAGES PER WEEK OF 44 HOURS. | | | | | | PROPORTION (IN ANY. PLACS). |
|-------------------------------|-----------------------------|--------------|-------------|----------------|--------------|-------------|--|
| | 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. | MALES OR FEMALES. |
| Under 16 years of age | 27 6 | 1 0 | 28 6 | 27 6 | 1 0 | 28 6 | Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage. |
| 16 years of age | 37 0 | 1 6 | 38 6 | 29 0 | 1 0 | 30 0 | |
| 17 | 41 6 | 1 6 | 43 0 | 33 0 | 1 3 | 34 3 | Improvers. One improver to every four or fraction of four workers receiving not less than the minimum wage. |
| 18 | 49 0 | 1 9 | 50 9 | 35 6 | 1 6 | 37 0 | |
| 19 | 59 0 | 2 3 | 61 3 | 38 0 | 1 6 | 39 6 | |
| 20 | 78 0 | 3 0 | 81 0 | 44 0 | 1 9 | 45 9 | |

SCHEDULE—continued.
HOTEL AND RESTAURANT BOARD—continued.
OTHER EMPLOYEES—continued.

| | † WAGES. | | | |
|---|--|--|---------------------------------|--|
| | Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrambol, 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. 110 6 | s. d. .. | s. d. 110 6 | s. d. .. |
| First cook where the number of persons employed in the kitchen is— | | | | |
| Eight or more | 139 6 | 89 6 | 139 6 | 89 6 |
| Five, six, or seven | 123 6 | 77 6 | 123 6 | 77 6 |
| Three or four | 114 3 | 75 0 | 114 3 | 75 0 |
| Other first cooks or cook employed alone | 110 3 | 75 0 | 108 6 | 75 0 |
| Second, or night or relieving cook, when the number of persons employed in the kitchen is— | | | | |
| Eight or more | 119 6 | 77 6 | 119 6 | 77 6 |
| Five, six, or seven | 109 6 | 69 6 | 109 6 | 69 6 |
| Less than five | 108 0 | 67 6 | 106 6 | 67 6 |
| Larder cook, stove, grill, fish, or breakfast cook | 109 6 | 67 6 | 109 0 | 67 6 |
| Pastrycook shall be paid the rates fixed by the Pastrycooks Board | | | | |
| Sweets cook | 110 0 | 69 6 | 109 6 | 69 6 |
| Third cook | 108 0 | 65 0 | 108 6 | 65 0 |
| Vegetable or assistant cook | 108 6 | 65 0 | 108 6 | 65 0 |
| Oysterman | 109 0 | .. | 107 6 | .. |
| Pantryman or kitchenman | 106 0 | .. | 104 6 | .. |
| Storeman | 107 6 | .. | 107 6 | .. |
| Head waiter | 108 0 | .. | 108 0 | .. |
| Other waiters | 106 0 | .. | 104 6 | .. |
| Night porter | 106 0 | .. | 104 6 | .. |
| Day porter | 106 0 | .. | 104 6 | .. |
| Billiard-room attendant | 106 0 | .. | 104 6 | .. |
| Commissionaire or messenger | 106 0 | .. | 104 6 | .. |
| Housekeeper, stewardess, or manageress | .. | 75 0 | .. | 75 0 |
| Laundress | .. | 65 0 | .. | 65 0 |
| Head waitress or supervisor | .. | 65 0 | .. | 65 0 |
| Other waitresses | .. | 61 0 | .. | 61 0 |
| Pantrymaid or kitchenmaid | .. | 61 0 | .. | 61 0 |
| Counterhand | .. | 61 0 | .. | 61 0 |
| Housemaid | .. | 61 0 | .. | 61 0 |
| Linen maid or seamstress | .. | 65 6 | .. | 65 6 |
| Persons not otherwise provided for | 106 0 | 61 0 | 104 6 | 61 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.) | .. | 39 0 | .. | 39 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 14.

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. | | | 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. | | |
| Under 16 years of age | 27 6 | 1 0 | 28 6 | 27 0 | 1 0 | 28 0 | One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | |
| 16 years of age | 37 0 | 1 6 | 38 6 | 27 6 | 1 0 | 28 6 | | |
| 17 | 41 0 | 1 6 | 42 6 | 32 0 | 1 3 | 33 3 | | |
| 18 | 48 0 | 2 0 | 50 0 | 35 0 | 1 6 | 36 6 | | |
| 19 | 58 6 | 2 3 | 60 9 | 37 6 | 1 6 | 39 0 | One improver to every four or fraction of four workers receiving not less than the minimum wage. | |
| 20 | 76 6 | 3 0 | 79 6 | 43 0 | 1 9 | 44 9 | | |

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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

| | 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 8 inclusive in the Hotels Section of this Determination | .. | 83 3 | .. | 80 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 | 136 6 | 80 0 | 136 6 | 80 0 |
| Five, six, or seven | 121 0 | 75 6 | 121 0 | 75 6 |
| Three or four | 112 9 | 73 0 | 112 9 | 73 0 |
| Other first cooks or cook employed alone | 110 6 | 73 0 | 108 3 | 73 0 |
| Second cook where the number of persons employed in the kitchen is— | | | | |
| Eight or more | 116 6 | 75 6 | 116 6 | 75 6 |
| Five, six, or seven | 106 6 | 67 9 | 106 6 | 67 9 |
| Other second cooks | 106 6 | 65 6 | 105 0 | 65 6 |
| Night or relieving cook | 106 9 | 65 6 | 104 9 | 65 6 |
| Larder, stove, grill, fish, or breakfast cook | 108 0 | 65 6 | 106 0 | 65 6 |
| Pastrycook shall be paid the rates fixed by the Pastrycooks Board | | | | |
| Sweets cook | 108 0 | 66 3 | 106 3 | 66 3 |
| Third cook | 106 6 | 63 6 | 104 9 | 63 6 |
| Vegetable or assistant cook | 105 6 | 63 6 | 104 3 | 63 6 |
| Oysterman | 106 0 | .. | 106 0 | .. |
| Pantryman or kitchenman | 103 0 | .. | 101 0 | .. |
| Storeman or storewoman | 108 0 | 64 0 | 108 0 | 64 0 |
| Head waiter | 106 9 | .. | 106 9 | .. |
| Other waiters | 103 0 | .. | 101 0 | .. |
| Night porter | 103 0 | .. | 101 0 | .. |
| Day porter | 103 0 | .. | 101 0 | .. |
| Billiard-room attendant | 103 0 | .. | 101 0 | .. |
| Commissionaire or messenger | 103 0 | .. | 101 0 | .. |
| Housekeeper or stewardess | .. | 73 0 | .. | 73 0 |
| Laundress | .. | 63 6 | .. | 63 6 |
| Head waitress or supervisor | .. | 63 6 | .. | 63 6 |
| Other waitresses | .. | 60 0 | .. | 60 0 |
| Pantrymaid or kitchenmaid | .. | 60 0 | .. | 60 0 |
| Fruit juice, flavour, or soda fountain hand | .. | 63 0 | .. | 63 0 |
| Counterhand (other than a soda fountain hand as defined) | .. | 60 0 | .. | 60 0 |
| Housemaid | .. | 60 0 | .. | 60 0 |
| Linen maid or seamstress | .. | 65 6 | .. | 65 6 |
| Persons not otherwise provided for | 103 0 | 60 0 | 101 0 | 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.) | .. | 39 0 | .. | 39 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.

All clauses, other than clauses 2, 9 and 21 of the Determination as published in *Government Gazette* No. 149 of the 5th August, 1946, shall remain in force.

SCHEDULE—continued.

ICE BOARD.

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

2.

| Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers. | | | | Other Employees. | | | |
|---|------------------|-------------------------------------|-------------|-----------------------------|------------------|-------------------------------------|-------------|
| Wages per Week of 44 Hours. | | | | Wages per Week of 44 Hours. | | | |
| | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| 16 years of age .. | 48 9 | 1 6 | 50 3 | Ice Pullers .. | 122 5 | 4 0 | 126 5 |
| 17 " " .. | 53 0 | 1 9 | 54 9 | Ice Stackers .. | | | |
| 18 " " .. | 63 6 | 2 0 | 65 6 | Ice Packers .. | | | |
| 19 " " .. | 72 0 | 2 3 | 74 3 | | | | |

PROPORTION (in any factory or place).
One juvenile worker to every three or fraction of three workers employed and receiving not less than 126s. 5d. per week of 44 hours.

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

ICE CREAM BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 126 of the 15th July, 1946, shall be replaced by the following clause:—

2.

ORDINARY WORKERS.

| APPRENTICES AND IMPROVERS. | | | | JUVENILE WORKERS. | | | |
|-----------------------------|----------------|-------------------------------|-------------|-----------------------------|----------------|-------------------------------|-------------|
| Wages per Week of 44 Hours. | | | | Wages per Week of 44 Hours. | | | |
| Males. | | | | Males. | | | |
| | Apprentices. | | | | War Loading. | | |
| | Ordinary Wage. | War Loading (Not Adjustable). | Total Wage. | | Ordinary Wage. | War Loading (Not Adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| Under 16 years of age .. | 22 9 | 1 0 | 23 9 | Under 16 years of age .. | 36 6 | 1 6 | 38 0 |
| 16-17 years of age .. | 32 0 | 1 6 | 33 6 | 16-17 years of age .. | 43 6 | 2 0 | 45 6 |
| 17-18 years of age .. | 37 0 | 1 6 | 38 6 | 17-18 years of age .. | 50 0 | 2 6 | 52 6 |
| 18-19 years of age .. | 47 6 | 2 0 | 49 6 | | | | |
| 19-20 years of age .. | 66 0 | 3 0 | 69 0 | | | | |
| 20-21 years of age .. | 79 0 | 3 6 | 82 6 | | | | |
| | Improvers. | | | Females. | | | |
| | Ordinary Wage. | War Loading (Not Adjustable). | Total Wage. | | Ordinary Wage. | War Loading (Not Adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. |
| Under 16 years of age .. | 36 6 | 1 6 | 38 0 | Under 16 years of age .. | 37 0 | 1 6 | 38 6 |
| 16-17 years of age .. | 43 6 | 2 0 | 45 6 | 16-17 years of age .. | 42 0 | 1 6 | 43 6 |
| 17-18 years of age .. | 50 0 | 2 6 | 52 6 | 17-18 years of age .. | 44 0 | 2 0 | 46 0 |
| 18-19 years of age .. | 61 0 | 3 0 | 64 0 | 18-19 years of age .. | 50 0 | 2 0 | 52 0 |
| 19-20 years of age .. | 79 0 | 3 6 | 82 6 | 19-20 years of age .. | 53 6 | 2 0 | 55 6 |
| 20-21 years of age .. | 93 0 | 4 6 | 97 6 | 20-21 years of age .. | 59 3 | 2 6 | 61 9 |

PROPORTION.
One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 110s. per week of 44 hours.

PROPORTION.
Three female juvenile workers to every two female workers receiving 74s. 3d. per week of 44 hours.

SCHEDULE—continued.

ICE CREAM BOARD—continued.

ADULT EMPLOYEES.

Wages per Week of 44 hours.

| | | Males. | | |
|--|--------------------|----------------|--------------------------------|-------------|
| | | Ordinary Wage. | War Loading. (Not Adjustable.) | Total Wage. |
| | | s. d. | s. d. | s. d. |
| Pasteurizer | } Machine operator | 115 0 | 5 0 | 120 0 |
| Mixer | | | | |
| Cooling, or Freezer | | | | |
| Assistant to any of the above-mentioned operators | | 108 0 | 5 0 | 113 0 |
| Dixie | } Machine operator | 109 6 | 5 0 | 114 6 |
| Cup, or | | | | |
| Chocolate bar | | | | |
| Mould cutter, by machine | | 109 6 | 5 0 | 114 6 |
| Mould cutter, by hand | | 113 0 | 5 0 | 118 0 |
| Can washer, floor hand, or person handling crushed ice | | 108 0 | 5 0 | 113 0 |
| All others | | 105 0 | 5 0 | 110 0 |
| Females. | | | | |
| All adults | | 71 3 | 3 0 | 74 3 |

Clauses 3 to 23 inclusive of the Determination published in *Government Gazette* No. 126 of the 15th July, 1946, shall remain in force.

IRONMOULDERS BOARD.

Clauses 2 to 4 inclusive of the Determination as published in *Government Gazette* No. 124 of the 9th July, 1946, 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 moulder—</i> | | | |
| 5 and 6 inch, headman | 6 10 0 | 6 16 6 | 6 7 0 |
| 5 and 6 inch, footman | 5 19 0 | 6 5 6 | 5 16 0 |
| 4 inch and under, headman | 6 3 0 | 6 9 6 | 6 0 0 |
| 4 inch and under, footman | 5 15 0 | 6 1 6 | 5 12 0 |
| <i>Vertical pipe moulders—</i> | | | |
| Rammer, coremaker, corer, or caster | 5 13 0 | 5 19 6 | 5 10 0 |
| Dresser of pipes, including dresser on emery wheels | 5 16 0 | 6 2 6 | 5 13 0 |
| <i>Persons Employed in making Pipes by Machinery—</i> | | | |
| <i>Coremakers—</i> | | | |
| 5 and 6 inch, faucet | 6 10 0 | 6 16 6 | 6 7 0 |
| 5 and 6 inch, spigot | 5 19 0 | 6 5 6 | 5 16 0 |
| 4 inch and under, faucet | 6 3 0 | 6 9 6 | 6 0 0 |
| 4 inch and under, spigot | 5 15 0 | 6 1 6 | 5 12 0 |
| <i>Finishers and casters—</i> | | | |
| 5 and 6 inch | 6 10 0 | 6 16 6 | 6 7 0 |
| 4 inch and under | 6 3 0 | 6 9 6 | 6 0 0 |

SCHEDULE—continued.
IRONMOULDERS BOARD—continued.
WAGES—continued.

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

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

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

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

Leading Hands.

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

3.

APPRENTICESHIP

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided:—Moulder and/or coremaker—Jobbing.

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

Cancellation or Suspension of Indenture.

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

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

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

SCHEDULE—continued.

IRONMOULDERS BOARD—continued.

Proportion.

(e) 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.

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.

Wages.

(h) 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. | 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. |

Four and Five-year Terms.

| | Per Week. | Per Week. | Per Week. | £ s. d. | £ s. d. | £ s. d. |
|------------------|-----------|-----------|-----------|---------|---------|---------|
| | s. d. | s. d. | s. d. | | | |
| 1st year | 22½ | .. | 0 9 | 1 1 6 | 1 3 0 | 1 1 0 |
| 2nd year | 30 | 1 0 | 1 0 | 1 10 0 | 1 12 0 | 1 9 0 |
| 3rd year | 45 | 1 6 | 1 6 | 2 5 0 | 2 8 0 | 2 3 6 |
| 4th year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 5th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 6 |

Four-year Terms.—Apprentices commencing after the Age of 17 Years.

| | | | | | | |
|------------------|----|-----|-----|--------|--------|--------|
| 1st year | 26 | .. | 0 9 | 1 5 0 | 1 6 6 | 1 4 0 |
| 2nd year | 45 | 1 0 | 1 6 | 2 4 6 | 2 7 6 | 2 3 0 |
| 3rd year | 75 | 2 0 | 2 3 | 3 14 0 | 3 19 0 | 3 11 6 |
| 4th year | 95 | 2 0 | 3 0 | 4 13 6 | 4 19 6 | 4 10 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) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination or regulation applicable to him.

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 MALE JUNIORS.

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 Murrumbidgee and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | | s. d. | s. d. | £ s. d. | £ s. d. | £ s. d. |
| <i>I.—Adult Females.</i> | | | | | | |
| Under three months' experience | 65 | 3 0 | .. | 3 3 6 | 3 7 6 | 3 1 6 |
| All others | 75 | 3 0 | .. | 3 12 6 | 3 17 6 | 3 10 6 |
| <i>II.—Junior Females.</i> | | | | | | |
| 17 years of age and under .. | 40 | 1 0 | .. | 1 18 0 | 2 1 0 | 1 17 0 |
| 18 years of age | 47½ | 1 3 | .. | 2 5 6 | 2 8 6 | 2 4 0 |
| 19 years of age | 55 | 1 6 | .. | 2 12 6 | 2 16 0 | 2 11 0 |
| 20 years of age | 62½ | 2 0 | .. | 3 0 0 | 3 4 0 | 2 18 0 |
| <i>III.—Junior Males.</i> | | | | | | |
| Under 16 years of age .. | 25 | 0 6 | 1 0 | 1 4 6 | 1 6 6 | 1 4 0 |
| 16 years of age | 33 | 0 9 | 1 9 | 1 13 0 | 1 15 6 | 1 12 0 |
| 17 years of age | 60 | 1 0 | 3 0 | 3 0 0 | 3 3 6 | 2 18 0 |
| 18 years of age | 75 | 2 0 | 4 0 | 3 15 6 | 4 0 6 | 3 13 6 |
| 19 years of age and over .. | 90 | 2 6 | 4 6 | 4 10 6 | 4 16 6 | 4 8 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.

(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.

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

- (i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
- (ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 124 of the 9th July, 1946, shall remain in force.

SCHEDULE—*continued.*

IRON AND STEEL ROLLING BOARD.

Clauses 2 and 17 of the Determination published in *Government Gazette* No. 100 of the 3rd June, 1946, shall be replaced by the following clauses:—

2.

WAGES.

| Improvers. | | Other Employees. | |
|--|--------|--|---------|
| | | DAY SHIFT | |
| Wages per Week of 44 Hours. £ s. d. | | Wages per Week of 44 Hours. £ s. d. | |
| 17 to 19 years of age | 3 17 9 | Roller | 8 7 3 |
| 19 to 21 years of age | 4 13 6 | Furnaceman | 7 19 6 |
| PROPORTION (in any place). | | | |
| One improver to every six adults receiving not less than 105s. per week of 44 hours. | | | |
| | | Rougher | 7 14 6 |
| | | Catcher (three high roughing Rolls) | 7 14 6 |
| | | Catcher who is responsible for adjusting guards | 6 2 0 |
| | | Other Catchers | 5 19 0 |
| | | Annealer or Heat Treatment Hand | 6 10 0 |
| | | Roller's Assistant | 6 8 0 |
| | | Charger | 6 0 0 |
| | | Shearsman of scrap (Crocodile Shears) | 6 0 0 |
| | | Yard Shearsman | 6 0 0 |
| | | Billet Shearsman | 6 0 0 |
| | | Scrap Bar and/or Scrap Shearsman | 5 16 6 |
| | | Shearsman (small mill Brooklyn) | 5 16 6 |
| | | Other Shearsmen | 5 11 6 |
| | | Setter Up | 5 16 11 |
| | | Carrier Up (large mill) | 5 14 0 |
| | | Carrier Up (small mill) | 5 8 8 |
| | | Underhand, second, handling up to 300-lb. blooms | 6 0 10 |
| | | Underhand who also assists to feed furnace | 5 14 0 |
| | | Underhand | 5 11 6 |
| | | Hookman | 5 14 0 |
| | | Middleman | 5 14 0 |
| | | Straightener | 5 14 0 |
| | | Straightener's Assistant | 5 11 6 |
| | | Chipper | 5 14 0 |
| | | Assistant Furnaceman | 5 14 0 |
| | | Plate Hand | 5 11 6 |
| | | Furnaceman at electric furnace | 6 12 0 |
| | | Pitman at electric furnace | 6 3 0 |
| | | Ladleman at electric furnace | 6 3 0 |
| | | Assistant at electric furnace | 5 12 0 |
| | | Assistant to Shearsman | 5 11 6 |
| | | All others | 5 5 0 |

PIECEWORK.

16.—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.

| | | LARGE MILL. | |
|--------------------------------|-------|---|----|
| | | s. | d. |
| Roller | 3 8 | per ton of finished bars of iron and steel. | |
| | 3 5½ | per ton of scrap iron bars. | |
| Rougher | 2 8½ | per ton of finished bars of iron and steel. | |
| | 4 10½ | per ton of scrap iron bars. | |
| Catcher | 1 10½ | per ton of finished bars of iron and steel. | |
| | 2 10 | per ton of scrap iron bars. | |
| Middleman | 1 9½ | per ton of finished bars of iron and steel. | |
| Large Hook | 1 9 | per ton of finished bars of iron and steel. | |
| | 2 6½ | per ton of scrap iron bars. | |
| Small Hook | 1 9 | per ton of finished bars of iron and steel. | |
| Platehand | 1 9 | per ton of finished bars of iron and steel. | |
| Leading Platehand | 1 9½ | per ton of finished bars of iron and steel. | |
| | 2 7½ | per ton of scrap iron bars. | |
| Furnaceman | 5 9½ | per ton of finished bars of iron and steel. | |
| | 8 4½ | per ton of scrap iron bars. | |
| Underhand | 3 7½ | per ton of finished bars of iron and steel. | |
| | 5 2½ | per ton of scrap iron bars. | |
| Carrier Up | 1 9½ | per ton of finished bars of iron and steel. | |
| Carrier Up (Assistant) | 1 9 | per ton of finished bars of iron and steel. | |

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD—continued.

| | | | | <i>s. d.</i> | | SMALL MILL. | |
|------------|----|----|----|--------------|-----|--|--|
| Roller | .. | .. | .. | 5 | 9½ | 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 | 10½ | per ton of finished bars of iron and steel billets and iron piles over 40 lb. each. | |
| Rougher | .. | .. | .. | 5 | 0 | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 3 | 10½ | per ton of finished bars of iron and steel billets and iron piles under 40 lb. each. | |
| | | | | 3 | 5½ | 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 | 1½ | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 2 | 5½ | per ton of finished bars of iron and steel billets and iron piles under 40 lb. each. | |
| | | | | 2 | 3½ | 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 | 9½ | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 2 | 3½ | per ton of finished bars of iron and steel billets and iron piles under 40 lb. each. | |
| | | | | 2 | 1½ | per ton of finished bars of iron and steel billets and iron piles under 60 lb. each. | |
| | | | | 2 | 0½ | per ton of finished bars of iron and steel billets and iron piles over 60 lb. each. | |
| Furnaceman | .. | .. | .. | 9 | 3 | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 8 | 0½ | per ton of finished bars of iron and steel billets and iron piles under 40 lb. each. | |
| | | | | 7 | 2½ | per ton of finished bars of iron and steel billets and iron piles under 60 lb. each. | |
| | | | | 5 | 9½ | per ton of finished bars of iron and steel billets and iron piles over 60 lb. each. | |
| Underhand | .. | .. | .. | 5 | 6½ | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 4 | 8½ | per ton of finished bars of iron and steel billets and iron piles under 40 lb. each. | |
| | | | | 4 | 3½ | per ton of finished bars of iron and steel billets and iron piles under 60 lb. each. | |
| | | | | 4 | 1½ | per ton of finished bars of iron and steel billets and iron piles over 60 lb. each. | |
| Plateman | .. | .. | .. | 3 | 1½ | per ton of finished bars of iron and steel billets and iron piles under 30 lb. each. | |
| | | | | 2 | 0½ | 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 16 inclusive of the Determination as published in *Government Gazette* No. 100 of the 3rd June, 1946, shall remain in force.

SCHEDULE—continued.
JEWELLERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 135 of the 23rd July, 1946, shall be replaced by the following clause:—

| 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. | |
| | | | MALES. | | MALES. s. d. | |
| Wages per week of 44 hours. | | | Engaged as Process Workers as defined in clause 8. | | Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker 126 6 | |
| | Males. | Females. | 1st year— | s. d. | Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker— | |
| 1st year— | s. d. | s. d. | 1st six months .. | 17 0 | During his 1st six months' experience | 103 0 |
| 1st six months .. | 17 0 | 17 0 | 2nd six months .. | 22 0 | During his 2nd six months' experience | 115 0 |
| 2nd year— | | | 2nd six months .. | 26 0 | Thereafter | 126 6 |
| 1st six months .. | 24 6 | 24 6 | 3rd year— | | Plate roller, or wire roller and drawer, without previous experience— | |
| 2nd six months .. | 27 0 | 27 0 | 1st six months .. | 34 0 | During the 1st six months' experience | 103 0 |
| 3rd year | | | 2nd six months .. | 38 0 | During the 2nd six months' experience | 115 0 |
| 1st six months .. | 29 6 | 29 6 | 4th year— | | Thereafter | 126 6 |
| 2nd six months .. | 32 0 | 32 0 | 1st six months .. | 42 0 | Process Worker— | |
| 4th year | | | 2nd six months .. | 47 0 | During his 1st six months' experience | 103 0 |
| 1st six months .. | 34 6 | 34 6 | 5th year— | | Thereafter | 115 0 |
| 2nd six months .. | 39 6 | 37 0 | 1st six months .. | 57 0 | All others | 115 0 |
| 5th year— | | | 2nd six months .. | 64 6 | | |
| 1st six months .. | 44 6 | 42 0 | 6th year— | | | |
| 2nd six months .. | 54 6 | 47 0 | 1st six months .. | 69 6 | | |
| 6th year— | | | 2nd six months .. | 77 0 | | |
| 1st six months .. | 64 6 | 52 0 | PROPORTION. | | | |
| 2nd six months .. | 74 6 | 62 0 | Three male juvenile workers to each four or fraction of four workers receiving not less than 115s. per week of 44 hours. | | | |
| IMPROVERS. | | | FEMALES. | | FEMALES. | |
| Wages per week of 44 hours. | | | (a) (1) Engaged at sandblasting, pinning-up brooches, scratch brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery ; | | 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 5dwt. to the foot 126 6 | |
| | Males. | Females. | (2) Assisting in making base metal jewellery, no part of which is composed of gold or silver ; | | Maker of the following classes of chain by hand— | |
| 1st year— | s. d. | s. d. | (3) Filling-in enamel work ; | | Up to 5 dwt. to the foot, 18 or 15 carat (solid) 126 6 | |
| 1st six months .. | 17 0 | 17 0 | (4) Carding of jewellery— s. d. | | Up to 4 dwt. to the foot, 9 carat (solid) .. 126 6 | |
| 2nd six months .. | 22 0 | 19 6 | 1st year— | | Up to 2 dwt. to the foot (hollow) .. 126 6 | |
| 2nd year— | | | 1st six months .. | | Examiner, tester, and solderer of machine-made chain (solid)— | |
| 1st six months .. | 26 0 | 22 0 | 2nd six months .. | | Up to 5 dwt. to the foot, 18 carat .. 73 6 | |
| 2nd six months .. | 30 0 | 26 0 | 2nd year .. | | Up to 4 dwt. to the foot, 15 carat .. 73 6 | |
| 3rd year— | | | 3rd year .. | | Up to 3 dwt. to the foot, 9 carat .. 73 6 | |
| 1st six months .. | 34 0 | 29 6 | 4th 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— | |
| 2nd six months .. | 38 0 | 32 0 | 5th year .. | | * { During 1st 3 months' experience .. 56 6 | |
| 4th year— | | | 6th year .. | | * { Thereafter 61 6 | |
| 1st six months .. | 42 0 | 36 0 | | | Pressworker (weight of press not to exceed 3 cwt.)— | |
| 2nd six months .. | 47 0 | 39 6 | | | * { During 1st 3 months' experience .. 60 6 | |
| 5th year— | | | | | * { Thereafter 65 6 | |
| 1st six months .. | 57 0 | 42 0 | | | Pressworker (weight of press exceeding 3 cwt.)— | |
| 2nd six months .. | 64 6 | 47 0 | | | * { During 1st 3 months' experience .. 73 0 | |
| 6th year— | | | | | * { Thereafter 78 6 | |
| 1st six months .. | 69 6 | 52 0 | | | Process worker— | |
| 2nd six months .. | 77 0 | 57 0 | | | * { During 1st 3 months' experience .. 60 6 | |
| PROPORTION (IN ANY PLACE). | | | (b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker— s. d. | | * { Thereafter 65 6 | |
| Apprentices. | | | 1st year— | | Female employed carding jewellery— | |
| One male apprentice to every two or fraction of two male workers receiving not less than 115s. per week of 44 hours. | | | 1st six months .. | | * { During 1st 3 months' experience .. 56 6 | |
| One female apprentice to every three or fraction of three female workers receiving not less than 60s. 6d. per week of 44 hours. | | | 2nd six months .. | | * { Thereafter 60 6 | |
| The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used. | | | 2nd year .. | | All others 115 0 | |
| | | | 3rd year .. | | * 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. | |
| | | | 4th year .. | | | |
| | | | 5th year .. | | | |
| | | | 6th year .. | | | |
| Improvers. | | | 8th year .. | | | |
| One male improver to every four male workers receiving not less than 115s. per week of 44 hours. | | | | | | |
| One female improver to every four female workers receiving not less than 60s. 6d. per week of 44 hours. | | | | | | |

Clauses 3 to 15 inclusive of the Determination published in *Government Gazette* No. 135 of the 23rd July, 1946, shall remain in force.

SCHEDULE—continued.

KNITTING TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No 27 of the 8th February, 1946, shall be replaced by the following:—

2. (a)

JUNIORS.

| Males. | | Wages per Week of 44 Hours. | Females. | | Wages per Week of 44 Hours. |
|-----------------------|---------|--------------------------------|-----------------------|---------|--------------------------------|
| <i>Age.</i> | | <i>£ s. d.</i> | <i>Age.</i> | | <i>£ s. d.</i> |
| Under 16 years of age | .. .. . | 1 6 0 | Under 16 years of age | .. .. . | 1 5 6 |
| 16 years of age | .. .. . | 1 8 6 | At 16 years of age | .. .. . | 1 9 0 |
| 16½ years of age | .. .. . | 1 18 0 | At 16½ years of age | .. .. . | 1 11 6 |
| 17 years of age | .. .. . | 2 3 0 | At 17 years of age | .. .. . | 1 15 0 |
| 17½ years of age | .. .. . | 2 7 6 | At 17½ years of age | .. .. . | 1 18 0 |
| 18 years of age | .. .. . | 2 12 0 | At 18 years of age | .. .. . | 2 1 0 |
| 18½ years of age | .. .. . | 3 1 6 | At 18½ years of age | .. .. . | 2 4 0 |
| 19 years of age | .. .. . | 3 7 0 | At 19 years of age | .. .. . | 2 7 6 |
| 19½ years of age | .. .. . | 3 16 6 | At 19½ years of age | .. .. . | 2 10 0 |
| 20 years of age | .. .. . | 4 1 0 | At 20 years of age | .. .. . | 2 13 0 |
| 20½ years of age | .. .. . | 4 10 6 | At 20½ years of age | .. .. . | 2 16 6 |

Until further order junior employees engaged in the outer and under garment section shall be paid 1s. per week in addition to the above-mentioned 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. |
|--|--------------------------------|
| | <i>£ s. d.</i> |
| Mechanics on full-fashioned machines | 6 5 0 |
| Mechanics on all other machines | 5 19 0 |
| Operators of single unit full-fashioned machines | 6 5 0 |
| Operators of other full-fashioned machines (leggers and footers)— | |
| First year | 5 19 0 |
| Thereafter | 6 5 0 |
| Pliers | 5 19 0 |
| Welt turners | 5 10 0 |
| Board and press hands | 5 9 0 |
| Electric machine cutters | 5 14 0 |
| Hand cutters | 5 11 6 |
| Warpers | 5 9 0 |
| Hand knitters on flat machines | 5 11 6 |
| Circular machine knitters | 5 9 0 |
| Millmen, scourers, bleachers, and shrinkers | 5 8 0 |
| Leading hand employed on dye machines or vats | 5 12 0 |
| All other employees in dye house operating and/or attending machines | 5 7 0 |
| All other machine operators and/or attendants | 5 7 0 |
| Warehousemen | 5 7 0 |
| Oilers and cleaners | 5 7 0 |
| Toppers | 5 7 0 |
| Adult males not elsewhere specified | 5 1 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 19 0 | 3 3 0 | 3 7 0 |
| Operators of steam presses (excepting operatives of manual screw press) .. | 2 19 0 | 3 2 6 | 3 6 0 |
| Electric machine cutters | 2 19 0 | 3 6 0 | 3 13 0 |
| Hand cutters | 2 19 0 | 3 3 0 | 3 7 0 |
| Hand knitters on flat machines | 2 19 0 | 3 3 6 | 3 8 0 |
| Knitters on other machines | 2 19 0 | 3 2 6 | 3 6 0 |
| Linkers | 2 19 0 | 3 3 6 | 3 8 0 |
| Seamers, welters, overlockers, flat lockers, or interlockers | 2 19 0 | 3 3 0 | 3 7 0 |
| All other machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Ironers | 2 19 0 | 3 2 6 | 3 6 0 |
| Clockers | 2 19 0 | 3 3 6 | 3 8 0 |
| Examiners, folders, graders, pairers, sorters, finishers, and parcelers; warehouse women in finished warehouse | 2 19 0 | 3 2 0 | 3 5 0 |
| Menders on full-fashioned hose | 2 19 0 | 3 3 6 | 3 8 0 |
| All other menders | 2 19 0 | 3 2 6 | 3 6 0 |
| Toppers | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |

Until further order all adult employees engaged in the outer and under garment section of the industry shall be paid 2s. per week in addition to the above-mentioned weekly rate as part compensation for lost time.

Clauses 3 to 28 inclusive of the Determination published in *Government Gazette* No. 27 of the 8th February, 1946, shall remain in force.

LAUNDRY WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 155 of the 4th December, 1945, 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. |
| | | | s. d. | s. d. | s. d. | |
| MALES. | | | | | | |
| | Wages per Week of 44 Hours. | | | | | |
| | s. d. | | | | | |
| 15 years of age or under | 28 9 | | | | | |
| 16 years of age | 33 0 | | | | | |
| 17 " " | 46 9 | | | | | |
| 18 " " | 50 6 | | | | | |
| 19 " " | 62 6 | | | | | |
| 20 " " | 74 0 | | | | | |
| FEMALES. | | | | | | |
| | Wages per Week of 44 Hours. | | | | | |
| | s. d. | | | | | |
| 15 years of age or under | 26 3 | | | | | |
| 16 years of age | 29 3 | | | | | |
| 17 " " | 36 6 | | | | | |
| 18 " " | 41 6 | | | | | |
| 19 " " | 46 0 | | | | | |
| 20 " " | 49 3 | | | | | |
| Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor. | | | | | | |
| PROPORTION (in any place). | | | | | | |
| <i>Apprentices and Improvers.</i> | | | | | | |
| 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. | | | | | | |
| | | MALES. | | | | |
| | | Laundry Workers | 108 0 | 3 0 | 111 0 | 44 |
| | | FEMALES. | | | | |
| | | Washers employed on washing machine or hydro extractor | 106 6 | 3 0 | 109 6 | 44 |
| | | Glad ironers | 69 0 | 2 0 | 71 0 | 44 |
| | | Hand washers | 68 6 | 2 0 | 70 6 | 44 |
| | | Employees on treadle shirt or collar ironing machines | 66 0 | 1 9 | 67 9 | 44 |
| | | Employees on treadle press machines | 66 0 | 1 9 | 67 9 | 44 |
| | | Employees backing shirts off treadle shirt ironing machines | 66 0 | 1 9 | 67 9 | 44 |
| | | Starched clothes ironers who completely iron any starched clothes articles by hand | 66 0 | 1 9 | 67 9 | 44 |
| | | Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor | 63 6 | 1 9 | 65 3 | 44 |
| | | Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from | 60 6 | 1 9 | 62 3 | 44 |
| | | Employees on automatic air-driven presses | 60 6 | 1 9 | 62 3 | 44 |
| | | All others | 55 0 | 1 6 | 56 6 | 44 |
| | | * 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. 155 of the 4th December, 1945, 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> | | |
| 1st year | 26 3 | 26 3 | 28 9 | 30 9 | 1st year | 26 3 |
| 2nd year | 34 3 | 34 3 | 41 3 | 49 9 | 2nd year | 30 9 |
| 3rd year | 41 3 | 44 3 | 58 9 | 67 0 | 3rd year | 40 0 |
| 4th year— | | | | | 4th year | 49 9 |
| 1st six months | 54 3 | 61 0 | 69 0 | 85 0 | 5th year and until 21 years of age | 61 0 |
| 2nd six months | 54 3 | 61 0 | 85 0 | 86 6 | | |
| 5th year— | | | | | | |
| 1st six months | 73 3 | 76 9 | 100 9 | 106 6 | | |
| 2nd six months | 73 3 | 97 9 | 100 9 | 106 6 | | |
| 6th year and until 21 years of age | 100 9 | 106 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. |
| | <i>£ s. d.</i> | <i>£ s. d.</i> |
| <i>Males.</i> | | |
| With less than three years' experience in a solicitor's office— | | |
| 1st year's experience | 5 8 6 | 5 5 6 |
| 2nd year's experience | 5 13 6 | 5 10 6 |
| 3rd year's experience | 5 18 6 | 5 15 6 |
| All others | 6 1 0 | 5 18 0 |
| <i>Females.</i> | | |
| All adults | 4 0 9 | 3 18 9 |

Clauses 3 to 16 inclusive of the Determination as published in *Government Gazette* No. 247 of the 23rd December, 1943, shall remain in force.

LEATHER-GOODS BOARD.

Clause 2 of the Determination as published in *Government Gazette* No. 71 of 28th April, 1944, shall be replaced by the following:—

2.

WAGES PER WEEK OF 44 HOURS—

| | Adjustable Weekly Wage. | Non-adjustable. | | Total Wage. |
|--|-------------------------|--------------------|--------------------|----------------|
| | | Loading* Constant. | War-Time* Loading. | |
| | <i>£ s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>£ s. d.</i> |
| Journeymen engaged in the manufacture or repair of machine belting.. | 5 9 0 | 5 0 | 4 0 | 5 18 0 |
| All Other Journeymen | 5 15 0 | 5 0 | 4 0 | 6 4 0 |
| Journeywomen | 2 18 9 | 2 6 | 2 0 | 3 3 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 32 inclusive of the Determination as published in *Government Gazette* No. 71 of 28th April, 1944, shall remain in force.

SCHEDULE—continued.

LIME BURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 222 of the 6th August, 1941, shall be replaced by the following clause:—

| Apprentices or Improvers. (Day Shift.) | | | | Other Employees. (Day Shift.) | | | |
|--|----|----|-------|--|----|----|-------|
| Wages Per Week of 44 Hours. | | | | Wages Per Week of 44 Hours. | | | |
| | | | s. d. | | | | s. d. |
| 16 years of age or under | .. | .. | 42 6 | Lime burners or feeders | .. | .. | 113 0 |
| 17 years of age .. | .. | .. | 49 0 | Drawers .. | .. | .. | 113 0 |
| 18 years of age .. | .. | .. | 59 6 | Crusher hands | .. | .. | 108 6 |
| 19 years of age .. | .. | .. | 74 6 | Operator of a mechanical bagging machine | .. | .. | 113 0 |
| 20 years of age .. | .. | .. | 103 0 | Hydrator attendant | .. | .. | 122 6 |
| | | | | Lime screeners | .. | .. | 111 6 |
| | | | | Attendant on an automatic feeder | .. | .. | 114 0 |
| | | | | Drawers' assistants | .. | .. | 108 6 |
| | | | | Slack lime workers | .. | .. | 108 6 |
| | | | | All others | .. | .. | 105 6 |

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 10s. 6d. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

Clauses 3 to 13 inclusive of the Determination as published in *Government Gazette* No. 222 of the 6th August, 1941, shall remain in force.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 53 of the 25th March, 1946, shall be replaced by the following clause:—

2.

WAGES.

| | Apprentices. | | | | | | Improvers. | | | | | | |
|----------|--------------------------|------------------------------|--------------------|--------------------------|------------------------------|--------------------|--------------------------|------------------------------|--------------------|--------------------------|------------------------------|--------------------|------|
| | Males. | | | Females. | | | Males. | | | Females. | | | |
| | Adjust-able Weekly Rate. | War Loading Non-adjust-able. | Total Weekly Wage. | Adjust-able Weekly Rate. | War Loading Non-adjust-able. | Total Weekly Wage. | Adjust-able Weekly Rate. | War Loading Non-adjust-able. | Total Weekly Wage. | Adjust-able Weekly Rate. | War Loading Non-adjust-able. | Total Weekly Wage. | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | |
| 1st year | 22 3 | 0 9 | 23 0 | 22 3 | 0 9 | 23 0 | Under 16 years of age | 23 9 | 0 9 | 24 6 | 20 3 | 0 6 | 20 9 |
| 2nd " | 28 9 | 0 9 | 29 6 | 25 0 | 0 9 | 25 9 | 16 years of age | 28 9 | 0 9 | 29 6 | 22 3 | 0 9 | 23 0 |
| 3rd " | 36 6 | 1 0 | 37 6 | 28 9 | 0 9 | 29 6 | 17 " | 38 3 | 1 0 | 39 3 | 25 0 | 0 9 | 25 9 |
| 4th " | 44 6 | 1 3 | 45 9 | 36 3 | 1 0 | 37 3 | 18 " | 52 6 | 1 6 | 54 0 | 29 6 | 0 9 | 30 3 |
| 5th " | 53 3 | 1 6 | 54 9 | 44 9 | 1 3 | 46 0 | 19 " | 64 9 | 1 9 | 66 6 | 35 9 | 1 0 | 36 9 |
| | | | | | | | 20 " | 81 0 | 2 3 | 83 3 | 44 9 | 1 3 | 46 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 107s. per week.

Female Improvers. Two female improvers to each female worker receiving 61s. 9d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

| | OTHER EMPLOYEES. | | |
|--|-------------------------|-----------------------------|--------------------|
| | Per Week of 44 Hours. | | |
| | Adjustable Weekly Rate. | War Loading Non-adjustable. | Total Weekly Wage. |
| | s. d. | s. d. | s. d. |
| Males. | | | |
| Employees in Warehouses. | | | |
| Foreman of any Department in which six or more workers are employed | 135 0 | 3 0 | 138 0 |
| Foreman of any Department in which three to five workers are employed | 126 0 | 3 0 | 129 0 |
| First Assistant in any Department in which five or more workers are employed | 118 0 | 3 0 | 121 0 |
| Drug Department employee engaged in weighing, measuring, and wrapping under supervision | 111 0 | 3 0 | 114 0 |
| Salesman in any Department under supervision | 108 6 | 3 0 | 111 6 |
| All others | 104 0 | 3 0 | 107 0 |
| EMPLOYEES IN FACTORIES AND ELSEWHERE. | | | |
| Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers | 135 0 | 3 0 | 138 0 |
| Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers | 126 0 | 3 0 | 129 0 |
| First Assistant where five or more workers are employed | 118 0 | 3 0 | 121 0 |
| Ether Stillman | 116 0 | 3 0 | 119 0 |
| Assistant engaged in any of the following processes under supervision:— | | | |
| (a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery | 111 0 | 3 0 | 114 0 |
| (b) Granulating | | | |
| (c) Pill and Tablet Coating | | | |
| All others | 104 0 | 3 0 | 107 0 |
| Females. | | | |
| Forewoman in charge of one to five workers | 76 9 | 2 3 | 79 0 |
| Forewoman in charge of six or more workers | 79 9 | 2 3 | 82 0 |
| Other adults | 60 0 | 1 9 | 61 9 |

Clauses 3 to 16 inclusive of the Determination as published in *Government Gazette* No. 53 of 25th March, 1946, shall remain in force.

SCHEDULE—continued.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 152 of the 27th November, 1945, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 44 HOURS.

| Apprentices or Improvers. | | | | Adults. | | | | | | | | | |
|--|----|----|----|---------|----|---|---------------------------------------|----|----|----|---|----|---|
| | | | | £ s. d. | | | | | | | | | |
| Under 17 years of age | .. | .. | .. | 1 | 18 | 6 | Leading hand | .. | .. | .. | 5 | 11 | 0 |
| 17 years and under 18 years of age | .. | .. | .. | 2 | 8 | 0 | Bottle washer—machine or hand | .. | .. | .. | 5 | 8 | 0 |
| 18 years and under 19 years of age | .. | .. | .. | 2 | 19 | 0 | Yardman or general hand | .. | .. | .. | 5 | 8 | 0 |
| 19 years and under 20 years of age | .. | .. | .. | 3 | 3 | 0 | All other adult employees | .. | .. | .. | 5 | 8 | 0 |
| 20 years and under 21 years of age | .. | .. | .. | 3 | 19 | 0 | | | | | | | |

PROPORTION.

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

Improvers.—One improver to every three workers receiving not less than the minimum wage.

In the above amounts a special war allowance of 3s. per week is included in each.

Clauses 3 to 17 inclusive of the Determination published in *Government Gazette* No. 152 of the 27th November, 1945, shall remain in force.

MARKET GARDENERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 157 of the 6th December, 1945, shall be replaced by the following clause:—

2.

| Improvers. | | | | Other Employees. | | | | | | | | | |
|---|----|----|----|------------------|----|---|---|----|----|----|---|----|---|
| | | | | Wages per Week. | | | | | | | | | |
| | | | | £ s. d. | | | | | | | | | |
| 15 years of age or under | .. | .. | .. | 1 | 5 | 0 | Foreman gardener, i.e., a gardener in charge of two or more employees | .. | .. | .. | 6 | 5 | 0 |
| 16 years of age | .. | .. | .. | 1 | 14 | 9 | All others | .. | .. | .. | 5 | 10 | 0 |
| 17 years of age | .. | .. | .. | 2 | 5 | 0 | | | | | | | |
| 18 years of age | .. | .. | .. | 3 | 0 | 0 | | | | | | | |
| 19 years of age | .. | .. | .. | 3 | 17 | 6 | | | | | | | |
| 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 19 inclusive of the Determination as published in *Government Gazette* No. 157 of the 6th December, 1945, shall remain in force.

MEAT PRESERVERS BOARD.

Clauses 2 and 32 of the Determination published in *Government Gazette* No. 39 of the 8th March, 1946, shall be replaced by the following clauses:—

Persons other than those employed in connexion with dehydration of meat.

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 | 6 | 34 | 32 | 0 | 33 |
| 16 years and under 17 years | 39 | 3 | 40 | 36 | 6 | 37 |
| 17 " " 18 " " | 47 | 6 | 49 | 40 | 6 | 41 |
| 18 " " 19 " " | 56 | 3 | 58 | 46 | 0 | 47 |
| 19 " " 20 " " | 70 | 0 | 72 | 51 | 3 | 53 |
| 20 " " 21 " " | 86 | 9 | 89 | 58 | 9 | 60 |

SCHEDULE—continued.

MEAT PRESERVERS BOARD—continued.

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 117s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 67s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 117s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 67s. 9d. 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 118s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 67s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 118s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 67s. 9d. 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 | 119 6 | 4 0 | 123 6 | Leading Hand, i.e., a person in charge of a Department or shift | 120 6 | 4 0 | 124 6 |
| Assistant preserver | 119 6 | 4 0 | 123 6 | Mixer | 121 6 | 4 0 | 125 6 |
| Smoke kiln attendant whilst employed solely as such .. | 123 6 | 4 0 | 127 6 | Potman | 121 6 | 4 0 | 125 6 |
| Sausage smoke room attendant | 118 6 | 4 0 | 122 6 | Females engaged— | | | |
| Retort Hand, i.e., a person who loads and unloads retorts .. | 117 6 | 4 0 | 121 6 | Patting, wrapping, stamping, or branding | | | |
| Scaldor or braiser | 117 6 | 4 0 | 121 6 | Labelling, wiping tins, and carrying off from filling tables | | | |
| Doughmaker | 117 6 | 4 0 | 121 6 | Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds | 65 9 | 2 0 | 67 9 |
| Cappers, clinchers, and/or vacuum operators whilst employed solely as such | 117 6 | 4 0 | 121 6 | Taking away from automatic machines | | | |
| Lacquer hands whilst employed solely as such (i.e. employees feeding into and/or taking off machine) | 117 6 | 4 0 | 121 6 | Wrapping premier jus for oleo presses | | | |
| Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) | 117 6 | 4 0 | 121 6 | All others | 114 6 | 4 0 | 118 6 |
| Females engaged— | | | | | | | |
| Running sausage skins for canning purposes | 80 9 | 2 0 | 82 9 | | | | |
| Stamping, or Branding | | | | | | | |
| Labelling, keying, wiping tins, and carrying off from filling table | | | | | | | |
| Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. | 65 9 | 2 0 | 67 9 | | | | |
| Preparing for, placing in, taking away from machines and placing in trays | | | | | | | |
| Cutting Sausages | | | | | | | |
| All others | 113 6 | 4 0 | 117 6 | | | | |

Persons employed in connexion with dehydration of meat.

32. † WAGES PER WEEK.

* IMPROVERS AND JUVENILE WORKERS.

| | s. d. |
|-------------------------------|-------|
| Under 17 years of age | 43 6 |
| 17 years of age | 55 3 |
| 18 years of age | 70 9 |
| 19 years of age | 97 0 |
| 20 years of age | 101 0 |

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the minimum wage.

* The Board has determined that no apprentices shall be employed in this section.

OTHER EMPLOYEES.

| | £ s. d. |
|---|---------|
| Leading hand, i.e., a person in charge of a department or shift (Provided that where four or less retorts are in operation, the leading hand shall perform mixed functions and take charge of shift.) | 6 11 0 |
| Retort hand | 6 1 6 |
| Band saw operator | 6 1 6 |
| All others | 5 17 6 |

† The above rates include a war loading of 3s. per week for adults and proportionate amounts for juniors. Clauses other than Clauses 2 and 32 of the Determination as published in Government Gazette No. 39 of the 8th March, 1946 shall remain in force.

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 300 of the 15th August, 1940, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

| Apprentices or Improvers. | Other Employees. | | |
|---|------------------|---|------------------------------|
| | | Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harriestville, Bright, Wandiligong, Alexandra, Walsdale, and Corryong Divisions of the Mining District of Beechworth. | All Other Parts of Victoria. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| If under 16 years of age | 45 6 | | |
| 16 and under 18 years of age | 58 0 | | |
| 18 and under 19 years of age | 71 0 | | |
| 19 and under 20 years of age | 92 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 97s. 6d. per week of 44 hours. | | | |
| <i>Improvers.</i> | | | |
| One improver to every three workers receiving not less than 97s. 6d. per week of 44 hours. | | | |
| | | Winding and haulage engine-drivers— | |
| | | (a) If they sometimes or always raise or lower human beings | 127 0 124 0 |
| | | (b) If they do not raise or lower human beings | 121 0 118 0 |
| | | Winch drivers— | |
| | | (a) If working underground or on surface of mines, and they raise or lower human beings | 117 0 114 0 |
| | | (b) If working underground or on surface of mines, and they do not raise or lower human beings | 114 0 111 0 |
| | | (c) On dredges | 114 0 111 0 |
| | | Other drivers— | |
| | | (a) Attending to a steam engine with condenser attached | 117 0 114 0 |
| | | Attending to a steam engine without condenser | 114 0 111 0 |
| | | (b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant— | |
| | | (i) if 50 b.h.p. or over | 114 0 111 0 |
| | | (ii) if under 50 b.h.p. | 111 0 108 0 |
| | | Motor Drivers or Attendants | 105 0 102 0 |
| | | Firemen— | |
| | | (a) Attending one boiler | 105 0 102 0 |
| | | (b) Attending two boilers | 106 6 103 6 |
| | | (c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate | 108 0 105 0 |
| | | Greasers | 103 0 100 0 |
| | | All others | 100 6 97 6 |

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

| | <i>s. d.</i> |
|-------------------------|---------------|
| 17 years of age | 69 6 per week |
| 18 " " | 82 6 " |
| 19 " " | 91 6 " |

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 97s. 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. | |
| s. d. | |
| 1st year's experience | (a) Improvers employed as drivers of vehicles in which passengers are being conveyed— |
| 23 6 | 1st year's experience as such 80s. 6d. per week. |
| 2nd " " | Thereafter The rate provided in Clause 2 "Other Employees" for the class of vehicle driven. |
| 30 0 | |
| 3rd " " | |
| 38 6 | |
| 4th " " | (b) Other Improvers— |
| 45 0 | Wages per Week. |
| And thereafter the minimum wage. | Commencing Age— |
| | 17 years or under. 18 years. 19 years. 20 years. |
| | s. d. s. d. s. d. s. d. |
| | 1st year's experience 30 6 38 6 51 6 59 6 |
| | 2nd " " 38 6 51 6 59 6 |
| | 3rd " " 51 6 59 6 |
| | 4th " " 59 6 |
| | And thereafter the minimum wage. |
| | PROPORTION. |
| One apprentice to every three or fraction of three workers receiving not less than the minimum wage. | 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.) | s. d. | s. d. |
| 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 | 125 0* | 120 0* |
| In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons | 121 6* | 116 6* |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons | 117 6* | 112 6* |
| In which the licensed passenger seating capacity does not exceed 7 persons | 115 6* | 110 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 | 115 6 | 110 6 |
| In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons | 113 6 | 108 6 |
| In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons | 111 6 | 106 6 |
| In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street | 108 6 | 103 6 |
| All other drivers | 106 0 | 101 0 |
| (iii) Employees Not Provided for in (i) and (ii) hereof. | | |
| Conductors (including females) | 109 6 | 104 6 |
| Greasers | 107 6 | 102 6 |
| Cleaners | 104 0 | 99 0 |
| All others— | | |
| Males | 104 0 | 99 0 |
| Females | 61 6 | 54 6 |

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. |
| Weekly Wages. | Weekly Wages. | | £ s. d. | £ s. d. |
| <p>Males. Females. s. d. s. d.</p> <p>1st year 21 0 20 2 2nd " 31 11 30 7 3rd " 42 6 35 3 4th " 63 5 45 10 5th " 83 11 52 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>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 18 11 16 11 16 years of age, and under 17 years 21 0 20 2 17 " " " 18 " 31 11 30 7 18 " " " 19 " 42 6 35 3 19 " " " 20 " 63 5 45 10 20 " " " 21 " 83 11 52 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.</p> <p>6 8 0 6 7 6 6 5 6 5 8 0 6 6 0 6 0 0 5 15 0 6 0 0 5 12 0 5 9 0 6 12 0 6 3 0 6 0 0 6 0 0 5 15 0 6 12 0 5 5 0 5 2 0 3 2 0 2 14 0</p> | <p>£ s. d.</p> <p>6 5 0 6 4 6 6 2 6 5 5 0 6 3 0 5 17 0 5 12 0 5 17 0 5 9 0 6 9 0 6 0 0 5 17 0 5 12 0 6 9 0 5 2 0 4 19 0 3 0 6 2 12 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 "102s." shall be substituted for "90s." and "54s." substituted for "48s."

SCHEDULE—continued.

MUSICIANS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 130 of the 16th July, 1946, 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 | 2 | 0 |
| (ii) Each performance not included in week's work .. .. . | .. .. . | 1 | 2 | 6 extra |
| (A3) Principals— | | | | |
| (i) Week's work .. .. . | .. .. . | 8 | 2 | 0 |
| (ii) Each performance not included in week's work .. .. . | .. .. . | 0 | 18 | 0 extra |
| (A4) Other performers— | | | | |
| (i) Week's work .. .. . | .. .. . | 7 | 2 | 0 |
| (ii) Each performance not included in week's work .. .. . | .. .. . | 0 | 15 | 0 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 | 16 | 6 |
| (B3) Week's work of twelve performances .. .. . | .. .. . | 8 | 16 | 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. | | | | |

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. 5d. per hour with minimum as for one and a half hours. | | | | |

(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 | 13 | 0 |
| (C3) Week's work of twelve performances .. .. . | .. .. . | 8 | 13 | 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. | | | | |

Intermittent Weekly Employees.

| | | | | |
|---|---------|---|----|---------|
| (C6) One performance per week .. .. . | .. .. . | 1 | 3 | 0 |
| (C7) Two performances per week .. .. . | .. .. . | 2 | 2 | 6 |
| (C8) Three performances per week .. .. . | .. .. . | 2 | 19 | 0 |
| (C9) Four performances per week .. .. . | .. .. . | 3 | 17 | 0 |
| (C10) Five performances per week .. .. . | .. .. . | 4 | 18 | 0 |
| (C11) Each extra performance over five .. .. . | .. .. . | 0 | 15 | 0 extra |
| (C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour. | | | | |

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. | | | | |

(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.

| | | | | |
|---|---------|---|----|----------|
| (D2) Week's work .. .. . | .. .. . | 4 | 1 | 6† |
| (D3) Each performance not included in week's work .. .. . | .. .. . | 0 | 12 | 0* extra |

Casual Employees.

| | | | | |
|-------------------------------|---------|---|----|----|
| (D4) Each performance | | 0 | 19 | 0* |
|-------------------------------|---------|---|----|----|

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

(E) BROADCASTING AND RELAYING.

Weekly Employees.

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

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

| | £ | s. | d. |
|---|----|----|---------|
| (E2) Week's work of 18 hours | 6 | 1 | 6 |
| (E3) Week's work of 36 hours | 10 | 1 | 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 | 18 | 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 5s. 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 | 17 | 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 | 14 | 0 |
| (H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours) | 5 | 7 | 6 |
| (H4) For six performances, each not exceeding one and a half hours and being one performance per day | 2 | 17 | 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 | 3 | 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 | 3 | 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 | 6 |
| (H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts | 2 | 17 | 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 | 3 | 0 |
| (H10) For six performances, each not exceeding three hours | 5 | 10 | 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 | 16 | 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.

Casual Employees.

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

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

Playing for Dancing.

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

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

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

- (i) A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of twelve performances, two on each of six calendar days, each performance not to exceed three consecutive hours, all to be given within seven consecutive days, and none on a Sunday.
- (I2) Week's work of six performances done between 9 a.m. and 6 p.m.—
- | | | |
|---|---------|---------|
| (i) By any one (other than a pianist playing alone) | .. .. . | £ s. d. |
| (ii) By pianist playing alone | .. .. . | 5 13 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 18 0 |
| (ii) By pianist playing alone | .. .. . | 6 15 0 |
- (I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—
- | | | |
|---|---------|--------|
| (i) By any one (other than a pianist playing alone) | .. .. . | 8 13 0 |
| (ii) By pianist playing alone | .. .. . | 9 11 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 18 0 |
| (ii) By pianist playing alone | .. .. . | 9 16 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 13 0 |
| (ii) For each hour over 30 in a week | .. .. . | 0 5 0 extra |

Casual Employees.

- (I8) Performing at a dance on a week day : Per hour with a minimum payment as for three hours—
- | | | |
|---------------------------|---------|---------|
| (i) Pianist playing alone | .. .. . | £ s. d. |
| (ii) Others | .. .. . | 0 11 0 |
- (I9) Performing at a dancing class on a week day : Per hour, with a minimum payment as for three hours—
- | | | |
|---------------------------|---------|---------|
| (i) Pianist playing alone | .. .. . | £ s. d. |
| (ii) Others | .. .. . | 0 6 6 |

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

Weekly Employees.

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

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on a Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (J2) Week's work of six performances £ s. d.
- (J3) Week's work of twelve long performances 5 9 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 0 12 6 extra
- (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. 6 3 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) GRAMOPHONE 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 of 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.

| | £ | s. | d. |
|--|---|----|----------|
| (O1) If any extra instrument supplied by employee: each performance during week of employment— | | | |
| (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.

| | £ | s. | d. |
|---|---|----|----|
| (P1) In grand opera, and other work comprised in sub-clause (A) of this clause— | | | |
| (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.

| | £ | s. | d. |
|--|---|----|---------|
| (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 | 5 | 18 | 0 |
| (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 |

| | £ | s. | d. |
|---|---|----|----|
| (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 | 13 | 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.

| | £ | s. | d. |
|---|---|----|----------|
| (Q1) Where an orchestra is required to perform on the stage in view of the audience— | | | |
| 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.

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

Casual Employees.

| | | | |
|---|---|---|----------|
| (R2) Employee so required—per performance | 0 | 3 | 6† extra |
|---|---|---|----------|

(R3) For any performance commencing at 11 p.m. or after and extending beyond 12 midnight employees shall, notwithstanding anything hereinbefore contained, be paid at double rates, but in respect of such performance clause 11 hereof shall not apply.

(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. 130 of the 16th July, 1946, shall remain in force.

SCHEDULE—continued.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 117 of the 1st July, 1946, shall be replaced by the following clauses:—

| 2. | | WAGES PER WEEK OF 44 HOURS. | | s. d. | |
|---|---------|-----------------------------|---------|-------|---|
| Nail or tack tool maker | | | | 123 | 0 |
| Nail or tack machinist | | | | 116 | 0 |
| Assistant to nail or tack machinist | | | | 111 | 0 |
| Roofing nail heading machinist | | | | 113 | 0 |
| Barbed wire tool maker or machinist | | | | 116 | 0 |
| Assistant to barbed wire machinist | | | | 111 | 0 |
| Clipper or tier-up on concertina barbed wire | | | | 110 | 0 |
| Rumbler | | | | 110 | 0 |
| Galvanizer | | | | 121 | 0 |
| Pickler—Head, or where only one pickler is employed | | | | 115 | 0 |
| Assistant pickler | | | | 109 | 0 |
| Assistant working over metal pot | | | | 115 | 0 |
| Swinger | | | | 107 | 0 |
| Wire-drawing plate setter | | | | 114 | 0 |
| Wire-drawing block operator | | | | 110 | 0 |
| Storeman, packer, or sorter | | | | 113 | 0 |
| All others | | | | 102 | 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. <i>s. d.</i> | Per Week. <i>s. d.</i> | Per Week. <i>s. d.</i> |
| 1st year | 22½ | .. | 0 9 | 21 6 |
| 2nd year | 30 | 1 0 | 1 0 | 30 0 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 |
| <i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i> | | | | |
| 1st year | 26 | .. | 0 9 | 25 0 |
| 2nd year | 45 | 1 0 | 1 6 | 44 6 |
| 3rd year | 75 | 2 0 | 2 3 | 74 0 |
| 4th year | 95 | 2 0 | 3 0 | 93 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) No apprentice under the age of eighteen years shall 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.

Lost Time.

(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.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. 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 | 63 6 |
| All others | 75 | 3 0 | 72 6 |
| <i>II.—Junior Females.</i> | | | |
| 17 years of age and under | 40 | 1 0 | 38 0 |
| 18 years of age | 47½ | 1 3 | 45 6 |
| 19 years of age | 55 | 1 6 | 52 6 |
| 20 years of age | 62½ | 2 0 | 60 0 |
| <i>III.—Improvers and Junior Males.</i> | | | |
| Under 16 years of age | 25 | 0 6 | 23 6 |
| 16 years of age | 35 | 0 9 | 33 6 |
| 17 years of age | 47½ | 1 0 | 45 0 |
| 18 years of age | 60 | 1 0 | 57 0 |
| 19 years of age | 75 | 2 0 | 71 6 |
| 20 years of age | 90 | 2 0 | 85 6 |

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. 117 of the 1st July, 1946 shall remain in force.

SCHEDULE—*continued.*

NICKELWARE BOARD.

Clauses 2 and 3 of the Determination as published in *Government Gazette* No. 140 of the 20th July, 1946, shall be replaced by the following clauses:—

2. WAGES.

| | Adults. | Per Week of 44 Hours. | |
|--|---------|-----------------------|----|
| | | s. | d. |
| Stamper who puts in die and makes force | | 132 | 0 |
| Repairer | | 132 | 0 |
| Maker-up | | 132 | 0 |
| Spinner, 1st class | | 127 | 0 |
| Spinner (other) | | 114 | 0 |
| Die setter | | 114 | 0 |
| Drop hammer stamper (other than one who puts in die and makes force) | | 112 | 0 |
| Press operator (heavy) | | 112 | 0 |
| Press operator (light) | | 110 | 0 |
| Pickler | | 111 | 0 |
| Hand blanker | | 110 | 0 |
| All others | | 102 | 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.

APPRENTICESHIP.

Spinner—1st Class only.

3. (i) (a) An employer shall not employ any minor in the following trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

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

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

Proportion.

(e) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for 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 journeymen.

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 apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

SCHEDULE—continued.

NICKELWARE BOARD—continued.

Wages.

(h) 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, 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.

Wages per Week of 44 Hours.

| (i) | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|---|---------------------------------|-------------------|--------------|---------------------|
| <i>Four and Five-year Terms.</i> | | | | |
| | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 1st year | 22½ | .. | 0 9 | 21 6 |
| 2nd year | 30 | 1 0 | 1 0 | 30 0 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 |
| <i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i> | | | | |
| 1st year | 26 | .. | 0 9 | 25 0 |
| 2nd year | 45 | 1 0 | 1 6 | 44 6 |
| 3rd year | 75 | 2 0 | 2 3 | 74 0 |
| 4th year | 95 | 2 0 | 3 0 | 93 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) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

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

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

All Classes of Work other than Spinner—1st Class.

| (ii) | 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 .. | .. | 40 0 | 3rd year—1st six months' experience .. | 42 0 |
| 2nd six months' experience .. | .. | 43 3 | 2nd six months' experience .. | 45 3 |
| 4th year's experience | .. | 58 9 | 4th year's experience | 61 9 |
| 5th year's experience | .. | 79 3 | 5th year's experience | 83 6 |
| 6th year's experience | .. | 94 6 | 6th year's experience | 98 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 102s. per week of 44 hours.

Clauses 4 to 23 inclusive of the Determination as published in *Government Gazette* No. 140 of the 29th July, 1946, shall remain in force.

SCHEDULE—continued.

NON-FERROUS METALS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 123 of the 9th July, 1946, 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 Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Furnaceman—electric | 6 2 0 | 6 8 6 | 5 19 0 |
| Furnaceman—other | 5 17 0 | 6 3 6 | 5 14 0 |
| Furnaceman's assistant | 5 11 0 | 5 17 6 | 5 8 0 |
| Press operator | 5 13 0 | 5 19 6 | 5 10 0 |
| Die attendant | 5 13 0 | 5 19 6 | 5 10 0 |
| Hexagon straightener | 5 11 0 | 5 17 6 | 5 8 0 |
| Draw bench operator | 5 7 0 | 5 13 6 | 5 4 0 |
| Pickler | 5 7 0 | 5 13 6 | 5 4 0 |
| Other machine operator | 5 7 0 | 5 13 6 | 5 4 0 |
| Hand straightener | 5 5 0 | 5 11 6 | 5 2 0 |
| Pointer | 5 4 0 | 5 10 6 | 5 1 0 |
| Die striker | 5 3 0 | 5 9 6 | 5 0 0 |
| All others | 4 19 0 | 5 5 6 | 4 16 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.

JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors 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. | Per Week. s. d. | Per Week. s. d. | £ s. d. | £ s. d. | £ s. d. |
| <i>Foundries.</i> | | | | | | |
| Under 16 years of age .. | 25 | 0 6 | 1 0 | 1 4 6 | 1 6 6 | 1 4 0 |
| 16 years of age .. | 33 | 0 9 | 1 9 | 1 13 0 | 1 15 6 | 1 12 0 |
| 17 years of age .. | 60 | 1 0 | 3 0 | 3 0 0 | 3 3 6 | 2 18 0 |
| 18 years of age .. | 75 | 2 0 | 4 0 | 3 15 6 | 4 0 6 | 3 13 6 |
| 19 years of age and over .. | 90 | 2 6 | 4 6 | 4 10 6 | 4 16 6 | 4 8 0 |
| <i>Elsewhere.</i> | | | | | | |
| Under 16 years of age .. | 25 | 0 6 | .. | 1 3 6 | 1 5 6 | 1 3 0 |
| 16 years of age .. | 35 | 0 9 | .. | 1 13 6 | 1 15 6 | 1 12 0 |
| 17 years of age .. | 47½ | 1 0 | .. | 2 5 0 | 2 8 6 | 2 3 6 |
| 18 years of age .. | 60 | 1 0 | .. | 2 17 0 | 3 0 6 | 2 15 0 |
| 19 years of age .. | 75 | 2 0 | .. | 3 11 6 | 3 16 6 | 3 9 6 |
| 20 years of age .. | 90 | 2 0 | .. | 4 5 6 | 4 11 6 | 4 3 0 |

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

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

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(c) 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; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

Clauses 4 to 23 inclusive of the Determination published in *Government Gazette* No. 123 of the 9th July, 1946, shall remain in force.

SCHEDULE—*continued.*
NURSERYMEN'S BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 337 of the 12th September, 1940, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings. | Other Employees. | | | | |
|---|-----------------------|----------|--|-----------------------|---|-----------------------|-------|-------|
| WAGES. | Per week of 44 hours. | | WAGES. | Per week of 44 hours. | WAGES. | Per week of 44 hours. | | |
| | Males. | Females. | | | | | s. d. | s. d. |
| | s. d. | s. d. | | | | | | |
| 15 years of age or under .. | 16 0 | 16 0 | 1st year .. | 16 0 | Propagators in charge of one or more employees working under glass .. | 116 0 | | |
| 16 years of age .. | 21 3 | 20 0 | 2nd year .. | 19 6 | General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting .. | 105 6 | | |
| 17 years of age .. | 30 6 | 26 0 | 3rd year .. | 22 6 | Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding .. | 61 0 | | |
| 18 years of age .. | 39 3 | 34 3 | | | Nursery labourers .. | 99 0 | | |
| 19 years of age .. | 51 6 | 41 9 | | | | | | |
| 20 years of age .. | 65 3 | 47 0 | | | | | | |
| <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 99s. per week of 44 hours.</p> | | | | | | | | |

Clauses 3 to 13 inclusive of the Determination published in the *Government Gazette* No. 337 of the 12th September, 1940, shall remain in force.

OPTICIANS BOARD.

Clauses 2(a) and 2(b) of the Determination published in *Government Gazette* No. 37 of the 15th March, 1945, shall be replaced by the following:—

2. (a) **EMPLOYEES ENGAGED IN CONNECTION WITH SPECTACLE FRAME MAKING.**

| <i>Female and Unapprenticed Junior Labour.</i> | | | | <i>Other Employees.</i> | | | |
|--|---------------------------------|-------------------|---------------------|--|---------------|--------------------|-------|
| (i) Subject to the exception 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. | | | |
| | Percentage of Needs Basic Wage. | Constant Loading. | Total Wage Payable. | Weekly Rate. | War* Loading. | Total Weekly Wage. | |
| | | s. d. | £ s. d. | s. d. | s. d. | s. d. | |
| <i>I.—Adult Females.</i> | | | | | | | |
| Under three months' experience .. | 65 | 3 0 | 3 3 6 | | | | |
| All others .. | 75 | 3 0 | 3 12 6 | | | | |
| <i>II.—Junior Females.</i> | | | | | | | |
| 17 years of age and under .. | 40 | 1 0 | 1 18 0 | | | | |
| 18 years of age .. | 47½ | 1 3 | 2 5 6 | | | | |
| 19 years of age .. | 55 | 1 6 | 2 12 6 | | | | |
| 20 years of age .. | 62½ | 2 0 | 3 0 0 | | | | |
| <i>III.—Junior Males.</i> | | | | | | | |
| Under 16 years of age .. | 25 | 0 6 | 1 3 6 | | | | |
| 16 years of age .. | 35 | 0 9 | 1 13 6 | | | | |
| 17 years of age .. | 47½ | 1 0 | 2 5 0 | | | | |
| 18 years of age .. | 60 | 1 0 | 2 17 0 | | | | |
| 19 years of age .. | 75 | 2 0 | 3 11 6 | | | | |
| 20 years of age .. | 90 | 2 0 | 4 5 6 | | | | |
| <p>The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.</p> <p>(ii) 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.</p> <p><i>Note.</i>—The Board has determined that no apprentice shall be taken to this section.</p> | | | | | | | |
| | | | | Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of metal frames .. | 126 0 | 3 0 | 129 0 |
| | | | | Press operator (heavy) .. | 109 0 | 3 0 | 112 0 |
| | | | | Press operator (light) .. | 107 0 | 3 0 | 110 0 |
| | | | | Process worker (as defined) | 107 0 | 3 0 | 110 0 |

SCHEDULE—continued.

OPTICIANS BOARD—continued.

(b) EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

| Apprentices. | | | | Improvers. | | | | Other Employees. | | | |
|-----------------------------|---------------|--------------------|-------|-----------------------------|---------------|--------------------|-------|--|---------------|--------------------|-------|
| Wages Per Week of 44 Hours. | | | | Wages Per Week of 44 Hours. | | | | Wages Per Week of 44 Hours. | | | |
| Weekly Rate. | War* Loading. | Total Weekly Wage. | | Weekly Rate. | War* Loading. | Total Weekly Wage. | | Weekly Rate. | War* Loading. | Total Weekly Wage. | |
| s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st year .. | 20 0 | 0 9 | 20 9 | 1st year .. | 20 0 | 0 9 | 20 9 | Foreman, i.e., man in charge of two or more employees .. Optical workers and repairers .. | 138 6 | 3 0 | 141 6 |
| 2nd year .. | 24 9 | 0 9 | 25 6 | 2nd year .. | 27 6 | 1 0 | 28 6 | | | | |
| 3rd year .. | 34 3 | 1 0 | 35 3 | 3rd year .. | 37 0 | 1 3 | 38 3 | | | | |
| 4th year .. | 45 6 | 1 6 | 47 0 | 4th year .. | 52 3 | 1 9 | 54 0 | | | | |
| 5th year .. | 66 6 | 2 3 | 68 9 | 5th year .. | 73 6 | 2 3 | 75 9 | | | | |
| 6th year .. | 92 0 | 3 0 | 95 0 | 6th year .. | 98 0 | 3 0 | 101 0 |  |  |  |  | 126 0 | 3 0 | 129 0 |

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 129s. per week of 44 hours.
An indenture of apprenticeship prescribed was approved on 15th December, 1914.

PROPORTION (in any factory, shop, or place).
One improver to every three journeymen receiving not less than 129s. 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.

Clauses 3 to 13 inclusive of the Determination published in *Government Gazette* No. 37 of 15th March, 1945, shall remain in force.

ORGAN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall be replaced by the following clause:—

2.

| Apprentices. | | | Improvers. | | | Other Employees. | | |
|-----------------------|-------|-------|-----------------------|-------|---|--|---------|------------------------|
| WEEKLY WAGES. | | | WEEKLY WAGES. | | | WEEKLY WAGES. | | |
| Per Week of 44 Hours. | | | Per Week of 44 Hours. | | | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts. | | |
| s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | £ s. d. | £ s. d. | Elsewhere in Victoria. |
| 1st year .. | .. | 21 0 | Under 16 years of age | 18 11 | — | — | — | — |
| 2nd " .. | .. | 31 11 | 16 and under 17 | 21 0 | — | — | — | — |
| 3rd " .. | .. | 42 6 | 17 " " | 31 11 | — | — | — | — |
| 4th " .. | .. | 63 5 | 18 " " | 42 6 | Organ builder or persons erecting dismantling, or repairing organs .. | 6 12 0 | 6 9 0 | 6 9 0 |
| 5th " .. | .. | 83 11 | 19 " " | 63 5 | Woodworkers .. | 6 12 0 | 6 9 0 | 6 9 0 |
| | | | 20 " " | 83 11 | Polisher required to spirit and/or acid off .. | 6 12 0 | 6 9 0 | 6 9 0 |
| | | | | | Other polishers .. | 6 3 0 | 6 0 0 | 6 0 0 |
| | | | | | Voicer .. | 6 12 0 | 6 9 0 | 6 9 0 |
| | | | | | Tuner .. | 6 12 0 | 6 9 0 | 6 9 0 |
| | | | | | Metal pipe maker .. | 6 12 0 | 6 9 0 | 6 9 0 |
| | | | | | All others .. | 5 2 0 | 4 19 0 | 4 19 0 |

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.

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.

Clauses 3 to 24 inclusive of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall remain in force.

SCHEDULE—continued.

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 98 of the 5th June, 1944, shall be replaced by the following:—

2.

WAGES PER WEEK OF 44 HOURS.

| | Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chidwell, 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 | 116 0 | 113 0 |
| Between 3 ft. 6 in. and 5 feet in width | 119 0 | 116 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 | 130 0 | 127 0 |
| Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling | 119 0 | 116 0 |
| Tester not engaged as fitter | 108 0 | 105 0 |
| Pattern and moulding box fitter and filer | 119 0 | 116 0 |
| Painter, brush | 109 0 | 106 0 |
| Painter, spray | 112 0 | 109 0 |
| Press operator | 110 0 | 107 0 |
| Other power machinist | 107 0 | 104 0 |
| Polisher and grinder | 116 0 | 113 0 |
| Stove blacksmith | 113 0 | 110 0 |
| Electroplater in charge | 123 0 | 120 0 |
| Electroplater's assistant | 111 0 | 108 0 |
| Labourer delivering material to and taking finished articles from fitters | 105 0 | 102 0 |
| Stove blacksmith's striker | 108 0 | 105 0 |
| Labourer directly assisting workmen whose margins exceed 15s. per week | 111 0 | 108 0 |
| All others | 102 0 | 99 0 |
| PORCELAIN ENAMELLING SECTION. | | |
| Fuser | 120 0 | 117 0 |
| Mill hand and mixer | 111 0 | 108 0 |
| Sprayer | 112 0 | 109 0 |
| Shot and sand-blast dresser | 117 0 | 114 0 |
| Other dresser | 112 0 | 109 0 |
| Swiller, gripper, and brusher | 108 0 | 105 0 |
| Pickler | 108 0 | 105 0 |
| Rackman | 106 0 | 103 0 |
| All others | 102 0 | 99 0 |

3.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

| | Weekly Hiring. |
|---|----------------|
| | s. d. |
| Junior Males— | |
| Under 16 years of age | 17 3 |
| 16 and under 17 years of age | 32 6 |
| 17 and under 18 years of age | 57 3 |
| 18 and under 19 years of age | 72 0 |
| 19 and under 21 years of age | 87 0 |
| Adult Females— | |
| If of less than twelve months' experience | 61 9 |
| Of twelve months' experience or more | 70 0 |
| Junior Females— | |
| 1st year's experience | 14 3 |
| 2nd year's experience | 19 0 |
| 3rd year's experience | 36 6 |
| 4th year's experience | 45 6 |
| 5th year's experience | 52 0 |
| Thereafter until reaching 21 years | 58 6 |

Clauses 4 to 24 inclusive of the Determination as published in *Government Gazette* No. 98, of the 5th June, 1944, shall remain in force.

SCHEDULE—continued.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 291 of the 17th of September, 1942, shall be replaced by the following clause:—

2. IMPROVERS.*

| | Wages Per Week of 44 Hours. | | | | | |
|-------------------------|-----------------------------|-----------------------------|--------------------|-------------------------|-----------------------------|--------------------|
| | Male. | | | Female. | | |
| | Adjustable Weekly Rate. | Non-Adjustable War Loading. | Total Weekly Rate. | Adjustable Weekly Rate. | Non-Adjustable War Loading. | Total Weekly Rate. |
| | <i>s.</i> | <i>d.</i> | <i>s.</i> | <i>d.</i> | <i>s.</i> | <i>d.</i> |
| 15 years of age | 28 | 0 | 1 | 0 | 29 | 0 |
| 16 " " | 33 | 6 | 1 | 3 | 34 | 9 |
| 17 " " | 39 | 3 | 1 | 3 | 40 | 6 |
| 18 " " | 48 | 9 | 1 | 6 | 50 | 3 |
| 19 " " | 59 | 6 | 2 | 0 | 61 | 6 |
| 20 " " | 78 | 9 | 2 | 6 | 81 | 3 |

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

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

OTHER EMPLOYEES.

Persons employed in manufacturing titanium white—

| | Wages. | | | |
|------------------|-------------------------|-----------------------------|--------------------|--------------|
| | Adjustable Weekly Rate. | Non-Adjustable War Loading. | Total Weekly Rate. | Per Week of. |
| | <i>s.</i> | <i>d.</i> | <i>s.</i> | <i>d.</i> |
| Day workers .. | 107 | 2 | 110 | 2 |
| Shift workers .. | 107 | 0 | 110 | 0 |
| | | | | Hours. |
| | | | | 44 |
| | | | | 48 |

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

| | Per Week of 44 Hours. | | |
|--|-------------------------|-----------------------------|--------------------|
| | Adjustable Weekly Rate. | Non-Adjustable War Loading. | Total Weekly Wage. |
| | <i>s.</i> | <i>d.</i> | <i>s.</i> |
| Males— | | | |
| Varnish maker or natural gum runner | 126 | 6 | 129 |
| Varnish maker's assistant | 111 | 0 | 114 |
| Tinter of paint, lacquer or enamel | 114 | 0 | 117 |
| 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) | 109 | 0 | 112 |
| All others | 106 | 0 | 109 |
| Females | 62 | 0 | 64 |

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.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 170 of 19th August, 1943, shall be replaced by the following clause:—

2.

| APPRENTICES OR IMPROVERS. | | | OTHER EMPLOYEES. | | |
|----------------------------------|--------|----------|--|--------|----------|
| Wages per Week. | | | Wages per Week. | | |
| | Males. | Females. | | Males. | Females. |
| | s. d. | s. d. | | s. d. | s. d. |
| 16 years of age or under | 30 6 | 30 6 | Operator of a camera other than— | | |
| 17 years of age | 40 6 | 35 6 | (i) An operator of an enlarging camera, and/or | | |
| *18 years of age | 55 6 | 40 6 | (ii) An operator making copy negatives from flat originals— | | |
| *19 years of age | 71 0 | 46 6 | *21 years of age | 99 0 | 68 0 |
| *20 years of age | 87 0 | 53 0 | *22 years of age | 111 6 | 87 0 |
| | | | 23 years of age or over | 128 0 | 108 6 |
| | | | Artists colouring or working up | 113 6 | 68 0 |
| | | | Retouchers | 113 6 | 67 0 |
| | | | 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 | 115 6 | 65 6 |
| | | | Other printers, developers, and enlargers or operators making copy negatives from flat originals | 115 6 | 74 0 |
| | | | All others (including spotters) | 109 0 | 60 6 |

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.

SCHEDULE—*continued.*PLASTIC MOULDING BOARD—*continued.*

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. 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.

| | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mifura and Gippsland Districts. | | Other Parts of Victoria where this Determination Applies. |
|--|---|-----------|---|
| | <i>s.</i> | <i>d.</i> | |
| (i) <i>Adult Females.</i> | | | |
| Under three months' experience | 63 | 6 | 61 6 |
| All others | 72 | 6 | 70 6 |
| (ii) <i>Junior Females.</i> | | | |
| 17 years of age and under | 38 | 0 | 37 0 |
| 18 years of age | 45 | 6 | 44 0 |
| 19 years of age | 52 | 6 | 51 0 |
| 20 years of age | 60 | 0 | 58 0 |
| (iii) <i>Male Junior Labour.</i> | | | |
| Under 16 years of age | 23 | 6 | 23 0 |
| 16 years of age | 33 | 6 | 32 0 |
| 17 years of age | 45 | 0 | 43 6 |
| 18 years of age | 57 | 0 | 55 0 |
| 19 years of age | 71 | 6 | 69 6 |
| 20 years of age | 85 | 6 | 83 0 |

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

Clauses 4 to 24 inclusive of the Determination as published in *Government Gazette* No. 141 of the 29th July, 1946, shall remain in force.

PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 150 of the 8th August, 1946, 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.† |
| | <i>s.</i> | | <i>s.</i> | <i>d.</i> |
| 1st year | 21 0 | Under 16 years of age | 18 11 | 16 11 |
| 2nd | 31 11 | 16 and under 17 years of age | 21 0 | 20 2 |
| 3rd | 42 6 | 17 .. 18 | 31 11 | 30 7 |
| 4th | 63 5 | 18 .. 19 | 42 6 | 35 3 |
| 5th | 83 11 | 19 .. 20 | 63 5 | 45 10 |
| and thereafter the minimum wage. | | 20 .. 21 | 83 11 | 52 6 |

* Persons may only be apprentices to the following:—Beveilling, silvering, embossing, lead and copper glazing, and painting and designing.

† 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.

SCHEDULE—continued.

PLATE GLASS BOARD—continued.

| 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 7 0 | 6 4 0 |
| Bevellers | | 6 7 0 | 6 4 0 |
| Packers | | 5 12 0 | 5 9 0 |
| Autoclave attendants | | 5 13 0 | 5 10 0 |
| Leading hand in laminating room | | 5 10 0 | 5 7 0 |
| Edge sealers | | 5 7 0 | 5 4 0 |
| Furnace attendants | | 5 8 0 | 5 5 0 |
| Operator of edge grinding machine | | 5 10 0 | 5 7 0 |
| Person rounding corners of glass | | 5 13 0 | 5 10 0 |
| <i>Females.</i> | | | |
| Females engaged on scratch polishing machines | | 3 2 0 | 3 0 6 |
| Females engaged in inspecting and testing | | 2 18 0 | 2 16 6 |
| OTHER GLASS SECTION.* | | | |
| Painter and designer on glass | | 7 9 0 | 7 6 0 |
| Brilliant cutter | | | |
| Other cutters | | | |
| Glazier | | 6 17 0 | 6 14 0 |
| Plate glass beveler | | | |
| Silverer | | | |
| Pencil hand embosser | | 7 2 0 | 6 19 0 |
| Persons assisting in glazing | | | |
| Persons packing or unpacking glass | | 5 17 0 | 5 14 0 |
| Persons assisting plate glass cutter | | | |
| Rubber-out embosser | | 5 12 0 | 5 9 0 |
| Cementer | | | |
| Persons turning out lead from mill for lead-light glazier | | 5 11 0 | 5 8 0 |
| All others | | 5 2 0 | 4 19 0 |

* The rates shown include the allowance of 2s. per week for tool money.

Clauses 4 to 23 inclusive of the Determination as published in *Government Gazette* No. 156 of the 8th August, 1946, shall remain in force.

SCHEDULE—continued.

PLUMBERS BOARD.

Clause 2 of Part I; 1 of Part II.; and 2 of Part III. of the Determination published in *Government Gazette* No. 5 of the 7th January, 1946, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2. WAGES.

| Apprentices (other than those covered by the Apprenticeship Commission). | Improvers.* | Other Employees. | |
|--|--|---|------------------------------------|
| | | Person employed— | Wages Per Hour. |
| Per Week of 44 Hours. s. d. | Per Week of 44 Hours. s. d. | (a) Where the artificial temperature is— | £ s. d. |
| 1st year 20 0 | 1st year 29 10 | Over 130° F. | 5 4 ¹⁷ / ₄₄ |
| 2nd 28 2 | 2nd 37 4 | 115° F., but not exceeding 130° F. | 4 11 ³⁵ / ₄₄ |
| 3rd 37 0 | 3rd 44 10 | 50° F. or lower | 5 4 ¹⁷ / ₄₄ |
| 4th 50 3 | 4th 67 1 | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower | 4 5 ³³ / ₄₄ |
| 5th 66 8 | 5th 89 6 | (c) Lead burning or at lead work connected therewith | 4 1 ¹² / ₄₄ |
| 6th 91 9 | 6th 115 0 | (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) | 3 0 ¹⁵ / ₂₂ |
| and thereafter the minimum wage. | and thereafter the minimum wage. | (e) In fixing any material used instead of metal for pipes, guttering, or roof covering. | 3 6 ¹⁵ / ₂₂ |
| PROPORTION (within any factory or place). | PROPORTION (within any factory or place). | (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) | 3 6 ¹⁵ / ₂₂ |
| One apprentice to every two or fraction of two workers receiving not less than £7 16s. 6d. per week of 44 hours. | One improver to four. Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional | NOTE.—See clause 6 of this Part re casual rate. | |

* 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 Moorparnyal riding of the shire of Corio is illegal.

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.

| Apprentices (other than those covered by the Apprenticeship Commission). | Improvers.* | Other Employees. | |
|---|--|---|------------------------------------|
| | | Persons employed— | Wages Per Hour. |
| WAGES. Per Week of 44 Hours. s. d. | WAGES. Per Week of 44 Hours. s. d. | (a) Where the artificial temperature is— | £ s. d. |
| 1st year 20 0 | 1st year 29 10 | Over 130° F. | 5 1 ¹² / ₄₄ |
| 2nd 28 2 | 2nd 37 4 | 115° F., but not exceeding 130° F. | 4 8 ⁴¹ / ₄₄ |
| 3rd 37 0 | 3rd 44 10 | 50° F. or lower | 5 1 ¹² / ₄₄ |
| 4th 50 3 | 4th 67 1 | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower | 4 3 ¹ / ₄₄ |
| 5th 66 8 | 5th 89 6 | (c) Lead burning or at lead work connected therewith | 3 10 ¹⁸ / ₄₄ |
| 6th 91 9 | 6th 115 0 | (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) | 3 3 ⁹ / ₁₁ |
| and thereafter the minimum wage. | and thereafter the minimum wage. | (e) In fixing any material used instead of metal for pipes, guttering, or roof covering. | 3 3 ⁹ / ₁₁ |
| PROPORTION (within any factory or place). | PROPORTION (within any factory or place). | (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) | 3 3 ⁹ / ₁₁ |
| One apprentice to every two or fraction of two workers receiving not less than £7 6s. 0d. per week of 44 hours. | One improver to four. Two improvers to fifteen Three improvers to thirty and thereafter one additional improver to every seven additional | NOTE.—See clause 9 re casual rate. | |

* 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 Moorparnyal riding of the shire of Corio is illegal.

NOTE.—The Wages prescribed above for 'other employees' include as a war loading the sum of 6s. in the case of rates per week, and the sum of 17¹/₁₁d. in the case of rates per hour.

SCHEDULE—continued.

PLUMBERS BOARD—continued.

PART III.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Parts I. and II. hereof.

| 2. | | WAGES. | | | |
|---|------|--|--|---|-----------------|
| Apprentices (other than those covered by the Apprenticeship Commission). | | Improvers.* | | Other Employees. | |
| WAGES. | | WAGES. | | Per Week of 44 Hours. | Wages Per Hour. |
| Per Week of 44 Hours. | | Per Week of 44 Hours. | | £ s. d. | s. d. |
| 1st year | 20 0 | 1st year | 29 10 | Person employed— | |
| 2nd „ | 28 2 | 2nd „ | 37 4 | (a) Where the artificial temperature is— | |
| 3rd „ | 37 0 | 3rd „ | 44 10 | Over 130° F. | 11 8 10 |
| 4th „ | 50 3 | 4th „ | 67 1 | 115° F., but not exceeding 130° F. | 10 12 0 |
| 5th „ | 66 8 | 5th „ | 89 8 | 50° F. or lower | 11 8 10 |
| 6th „ | 91 9 | 6th „ | 115 0 | (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower | 9 10 4 |
| and thereafter the minimum wage. | | and thereafter the minimum wage. | | (c) Lead burning or at lead work connected therewith | 8 13 6 |
| PROPORTION (within any factory or place). | | PROPORTION (within any factory or place). | | (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 9 3 |
| One apprentice to every two or fraction of two workers receiving not less than £7 9s. 3d. per week of 44 hours. | | One improver to four | workers receiving not less than £7 9s. 3d. per week of 44 hours. | (e) In fixing any material used instead of metal for pipes, guttering, or roof covering | 7 9 3 |
| 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 | | (f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) | 7 9 3 |
| | | Three improvers to thirty | | | |
| | | and thereafter one additional improver to every seven additional | | NOTE.—See clause 10 re casual rate, and clause 6 re ship work. | |

* 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 Moorparanyal riding of the shire of Corio is illegal.

NOTE.—The wages prescribed above for "other employees" include as a loading in lieu of public Holidays (eight days) and Sick Leave (4 days), an amount of 7s. 5d. in the case of rates per week and 2 1/4d. in the case of rates per hour, and also include as a war loading the sum of 6s. in the case of rates per week, and 1 7/11d. in the case of rates per hour.

Clauses 3 to 22 of Part I.; 2 to 12 of Part II.; 3 to 19 of Part III. and the whole of Part IV. of the Determination as published in *Government Gazette* No. 5 of the 7th January, 1946, shall remain in force.

SCHEDULE—continued.

POSTER HANGERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall be replaced by the following clause:—

(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 | .. | .. | .. | 39 | 0 | Posterhangers or billposters | .. | .. | .. | 104 | 0 |
| 2nd " | " | " | " | 45 | 0 | | | | | | |
| 3rd " | " | " | " | 57 | 6 | | | | | | |
| 4th " | " | " | " | 68 | 0 | | | | | | |
| 5th " | " | " | " | 71 | 0 | | | | | | |
| 6th " | " | " | " | 77 | 0 | | | | | | |

PROPORTION.
Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 104s. per week of 44 hours.

Improvers.
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 104s. per week of 44 hours.

Clauses (3) to (8) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall remain in force.

POTTERY BOARD.

Clauses 2 and 17 of The Determination published in *Government Gazette* No. 78 of the 1st May, 1946, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

| | Employed in Clayholes exceeding 25 ft. in Depth. | Employed in All Other Places. | | | | | | | |
|-----------------------|--|-------------------------------|-------------------------------------|-----------------------------------|-------------|---|---|----|---|
| | | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. | | | | |
| | | s. d. | s. d. | s. d. | s. d. | | | | |
| Under 15 years of age | .. | 23 | 6 | 1 | 3 | 2 | 3 | 27 | 0 |
| 15 years of age | .. | 27 | 3 | 1 | 6 | 2 | 9 | 31 | 6 |
| 16 " | .. | 31 | 3 | 1 | 6 | 3 | 3 | 36 | 0 |
| 17 " | .. | 37 | 3 | 1 | 9 | 3 | 9 | 42 | 9 |
| 18 " | .. | 50 | 3 | 2 | 6 | 5 | 0 | 57 | 9 |
| 19 " | .. | 59 | 0 | 3 | 0 | 6 | 0 | 68 | 0 |
| 20 " | .. | 72 | 9 | 3 | 9 | 7 | 3 | 83 | 9 |

At the Rates prescribed for Adults

FEMALES.

Wages per Week of 44 hours.

| | Commencing Age. | | | | | | | |
|--------------|--------------------|-------------------------------------|-----------------------------------|-------------|------------------|-------------------------------------|-----------------------------------|-------------|
| | 15 Years or Under. | | | | 16 Years. | | | |
| | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st 6 months | 23 | 0 | 2 | 3 | 26 | 6 | .. | .. |
| 2nd 6 months | 26 | 9 | 2 | 9 | 30 | 9 | .. | .. |
| 1st year | .. | .. | .. | .. | 26 | 9 | 1 | 3 |
| 2nd " | 30 | 3 | 1 | 6 | 34 | 9 | 1 | 9 |
| 3rd " | 32 | 6 | 1 | 9 | 37 | 6 | 1 | 9 |
| 4th " | 36 | 9 | 1 | 9 | 42 | 3 | 2 | 0 |
| 5th " | 42 | 0 | 2 | 0 | 48 | 3 | 2 | 3 |
| 6th " | 46 | 6 | 2 | 3 | 53 | 6 | .. | .. |

and thereafter the minimum wage

SCHEDULE—continued.
 POTTERY BOARD—continued.
 FEMALES—continued.
 Wages per Week of 44 hours.

| | Commencing Age. | | | | | | | |
|---------------------------------|----------------------|-------------------------------------|-----------------------------------|----------------------|----------------------|-------------------------------------|-----------------------------------|----------------------|
| | 17 Years. | | | | 18 Years. | | | |
| | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. |
| 1st year | <i>s. d.</i> 26 9 | <i>s. d.</i> 1 3 | <i>s. d.</i> 2 9 | <i>s. d.</i> 30 9 | <i>s. d.</i> 31 3 | <i>s. d.</i> 1 9 | <i>s. d.</i> 3 3 | <i>s. d.</i> 36 3 |
| 2nd | 33 3 | 1 9 | 3 6 | 38 6 | 39 9 | 2 0 | 4 0 | 45 9 |
| 3rd | 39 9 | 2 0 | 4 0 | 45 9 | 45 3 | 2 3 | 4 9 | 52 3 |
| 4th | 45 3 | 2 3 | 4 9 | 52 3 | .. | .. | .. | .. |
| and thereafter the minimum wage | | | | | | | | |

| | Commencing Age. | | | | | | | |
|---------------------------------|----------------------|-------------------------------------|-----------------------------------|----------------------|----------------------|-------------------------------------|-----------------------------------|----------------------|
| | 19 Years. | | | | 20 Years. | | | |
| | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. | Adjustable Rate. | Emergency Loading (Non-adjustable). | Special Loading (Non-adjustable). | Total Wage. |
| 1st year | <i>s. d.</i> 34 3 | <i>s. d.</i> 1 9 | <i>s. d.</i> 3 6 | <i>s. d.</i> 39 6 | <i>s. d.</i> 39 9 | <i>s. d.</i> 2 0 | <i>s. d.</i> 4 0 | <i>s. d.</i> 45 9 |
| 2nd | 45 3 | 2 3 | 4 9 | 52 3 | .. | .. | .. | .. |
| 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.

ALL OTHER EMPLOYEES.

| | Within the Metropolitan District as defined in the Factories and Shops Act 1928 (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. | |
| All Departments. | <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> | |
| Head burner | 124 0 | 2 9 ² / ₁₁ | 2 9 ² / ₁₁ | 121 0 | 2 9 | 2 9 | 2 9 | |
| All other burners | 120 0 | 2 8 ⁴ / ₁₁ | 2 8 ⁴ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ | 2 7 ¹⁰ / ₁₁ | 2 7 ¹⁰ / ₁₁ | |
| Mouldmakers | 126 0 | 2 10 ⁴ / ₁₁ | 2 10 ⁴ / ₁₁ | 123 0 | 2 9 ⁸ / ₁₁ | 2 9 ⁸ / ₁₁ | 2 9 ⁸ / ₁₁ | |
| Clayhole men working underground in shaft and/or tunnel (employers to provide tools) | 130 0 | 2 11 ¹ / ₁₁ | 2 11 ¹ / ₁₁ | 130 0 | 2 11 ¹ / ₁₁ | 2 11 ¹ / ₁₁ | 2 11 ¹ / ₁₁ | |
| All other clayhole men (employers to provide tools) | 121 0 | 2 9 | 2 9 | 118 0 | 2 8 ² / ₁₁ | 2 8 ² / ₁₁ | 2 8 ² / ₁₁ | |
| Men boring or using explosives | 125 0 | 2 10 ¹ / ₁₁ | 2 10 ¹ / ₁₁ | 122 0 | 2 9 ² / ₁₁ | 2 9 ² / ₁₁ | 2 9 ² / ₁₁ | |
| FEMALES. | | | | | | | | |
| Females | 64 6 | 1 5 ¹³ / ₂₂ | 1 5 ¹³ / ₂₂ | 61 6 | 1 4 ¹⁷ / ₂₂ | 1 4 ¹⁷ / ₂₂ | 1 4 ¹⁷ / ₂₂ | |
| MALES. | | | | | | | | |
| Glazed Pipes and Salt-glazed Ware. | | | | | | | | |
| Flanger | 125 0 | 2 10 ⁴ / ₁₁ | 2 10 ⁴ / ₁₁ | 122 0 | 2 9 ² / ₁₁ | 2 9 ² / ₁₁ | 2 9 ² / ₁₁ | |
| Man in charge of plunger | 119 6 | 2 8 ¹³ / ₂₂ | 2 8 ¹³ / ₂₂ | 116 6 | 2 7 ¹⁷ / ₂₂ | 2 7 ¹⁷ / ₂₂ | 2 7 ¹⁷ / ₂₂ | |
| Pressers | 122 0 | 2 9 ⁹ / ₁₁ | 2 9 ⁹ / ₁₁ | 119 0 | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | |
| Setters | 122 0 | 2 9 ⁹ / ₁₁ | 2 9 ⁹ / ₁₁ | 119 0 | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | |
| Junction sticker | 122 0 | 2 9 ⁹ / ₁₁ | 2 9 ⁹ / ₁₁ | 119 0 | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | 2 8 ⁸ / ₁₁ | |
| Man working pipe flanging machine | 118 0 | 2 8 ³ / ₁₁ | 2 8 ³ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | |
| Bitumen jointers | 117 0 | 2 7 ¹⁰ / ₁₁ | 2 7 ¹⁰ / ₁₁ | 114 0 | 2 7 ¹ / ₁₁ | 2 7 ¹ / ₁₁ | 2 7 ¹ / ₁₁ | |
| Drawers | 118 0 | 2 8 ³ / ₁₁ | 2 8 ³ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | |
| Feeders of pipe machine | 116 0 | 2 7 ⁷ / ₁₁ | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | |
| Hand feeders of raw or burnt clay into crusher or grinding pan | 118 0 | 2 8 ⁵ / ₁₁ | 2 8 ⁵ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | |
| Man carrying or wheeling into or out of kiln or to or away from kiln | 116 0 | 2 7 ⁷ / ₁₁ | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | |
| Man sorting pipes | 116 0 | 2 7 ⁷ / ₁₁ | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | |
| Pipe dressers | 116 0 | 2 7 ⁷ / ₁₁ | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | |
| Packers of goods into railway trucks | 115 0 | 2 7 ⁴ / ₁₁ | 2 7 ⁴ / ₁₁ | 112 0 | 2 6 ⁴ / ₁₁ | 2 6 ⁴ / ₁₁ | 2 6 ⁴ / ₁₁ | |
| All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) | 114 0 | 2 7 ¹ / ₁₁ | 2 7 ¹ / ₁₁ | 111 0 | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | 2 6 ⁹ / ₁₁ | |

SCHEDULE—continued.

POTTERY BOARD—continued.

All Other Employees—continued.

| | Within the Metropolitan District as defined in the Factories and Shops Act 1923 (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, Fernree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and WhiteSEA. | | Within all other parts of Victoria. | |
|---|--|-----------------------------------|-------------------------------------|-----------------------------------|
| | Wages per Week of 44 Hours. | Wages per Hour. | Wages per Week of 44 Hours. | Wages per Hour. |
| | s. d. | s. d. | s. d. | s. d. |
| Dust Tile Making. | | | | |
| Leading hand slip making | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Slip house attendants | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Head placer inside a kiln | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Man dipping tiles and in charge of dipping room | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Man hand-pressing dust tiles with 6-in. press | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Setter and/or drawer | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Sagger maker | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Man operating lever on sagger machine | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 7 ⁴ / ₁₁ |
| Man carrying into or out of kiln | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Head packer | 120 0 | 2 8 ⁸ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ |
| Packer who packs articles with protective substances into containers with secured lids | 117 0 | 2 7 ¹⁰ / ₁₁ | 114 0 | 2 7 ¹ / ₁₁ |
| Other packers | 115 0 | 2 7 ⁴ / ₁₁ | 112 0 | 2 6 ⁸ / ₁₁ |
| All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives) | 114 0 | 2 7 ¹ / ₁₁ | 111 0 | 2 6 ³ / ₁₁ |
| General Pottery and Insulator Making. | | | | |
| Leading hand employed at pinning, leading, and/or cementing insulators or similar ware | 121 0 | 2 9 | 118 0 | 2 8 ² / ₁₁ |
| Man employed at pinning, leading, and/or cementing insulators or similar ware | 118 0 | 2 8 ² / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Sanitary ware presser | 120 0 | 2 8 ⁸ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ |
| Head packer | 120 0 | 2 8 ⁸ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ |
| Packer who packs articles with protective substances into containers with secured lids | 117 0 | 2 7 ¹⁰ / ₁₁ | 114 0 | 2 7 ¹ / ₁₁ |
| Other packers | 115 0 | 2 7 ⁴ / ₁₁ | 112 0 | 2 6 ⁸ / ₁₁ |
| Leading hand slip making | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Slip house attendants | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Tea-pot hand pressers | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Man fixing handles or spouts | 117 0 | 2 7 ¹⁰ / ₁₁ | 114 0 | 2 7 ⁷ / ₁₁ |
| Hollow ware presser or head dipper | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Turner | 121 0 | 2 9 | 118 0 | 2 8 ² / ₁₁ |
| Caster | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Stoneware thrower— | | | | |
| 4th year's experience | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| 5th year's experience | 120 0 | 2 8 ⁸ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ |
| and thereafter | 126 0 | 2 10 ⁴ / ₁₁ | 123 0 | 2 9 ⁸ / ₁₁ |
| Head placer inside a kiln | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁷ / ₁₁ |
| Other placers | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁷ / ₁₁ |
| Sagger maker | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Jolly and jigger hands | 120 0 | 2 8 ⁸ / ₁₁ | 117 0 | 2 7 ¹⁰ / ₁₁ |
| Pressers (screw and lever type inclusive) | 119 6 | 2 8 ¹⁴ / ₁₁ | 116 6 | 2 7 ¹⁷ / ₁₁ |
| Man carrying into or out of kiln | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Hand feeders of raw or burnt clay into crusher or grinding pan | 118 0 | 2 8 ² / ₁₁ | 115 0 | 2 7 ¹ / ₁₁ |
| Grinders of burnt ware | 119 0 | 2 8 ⁸ / ₁₁ | 116 0 | 2 7 ⁸ / ₁₁ |
| Potter's printer | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Man operating lever on sagger machine | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives) | 114 0 | 2 7 ¹ / ₁₁ | 111 0 | 2 6 ³ / ₁₁ |
| Plastic Tile and Terra-cotta Making. | | | | |
| Flower pot, or flower-pot saucer throwers | 123 0 | 2 9 ⁶ / ₁₁ | 120 0 | 2 8 ⁸ / ₁₁ |
| Facemen | 119 6 | 2 8 ¹² / ₁₁ | 116 6 | 2 7 ¹⁷ / ₁₁ |
| Pressers (screw and lever type inclusive) | 119 6 | 2 8 ¹² / ₁₁ | 116 6 | 2 7 ¹⁷ / ₁₁ |
| Setters | 122 0 | 2 9 ⁸ / ₁₁ | 119 0 | 2 8 ⁸ / ₁₁ |
| Vent makers | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Man in charge of plunge | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Drawers | 118 0 | 2 8 ⁸ / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Hand feeders of raw or burnt clay into crusher or grinding pan | 118 0 | 2 8 ² / ₁₁ | 115 0 | 2 7 ⁴ / ₁₁ |
| Man feeding tile press | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Man taking off roofing tile press | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Man carrying or wheeling into or out of kiln or to or away from kiln | 116 6 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Man digging and/or wheeling clay from an uncovered dump | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Man sorting roofing tiles | 116 0 | 2 7 ⁷ / ₁₁ | 113 0 | 2 6 ⁸ / ₁₁ |
| Packers of goods into railway trucks | 115 0 | 2 7 ⁴ / ₁₁ | 112 0 | 2 6 ⁸ / ₁₁ |
| All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives) | 114 0 | 2 7 ¹ / ₁₁ | 111 0 | 2 6 ³ / ₁₁ |

SCHEDULE—continued.
POTTERY BOARD—continued.

PIECEWORK.

17. 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, Ettham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

| | | |
|--------------------------|---------|-------------------|
| Boundary traps, 6 inches | .. .. . | 2s. 1½d. per trap |
| Boundary traps, 4 inches | .. .. . | 1s. 6½d. " |
| Gully traps (flanged) | .. .. . | 1s. 3½d. each |
| Disconnectors | .. .. . | 1s. 3½d. " |
| Basins | .. .. . | 1s. 3½d. " |
| Junctions | .. .. . | 18s. 1½d. per 100 |

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

| | | |
|----------|---------|---------------------|
| 7 inches | .. .. . | 13s. 3¼d. per gross |
| 8 " | .. .. . | 18s. 1¼d. " |
| 9 " | .. .. . | 21s. 1½d. " |
| 10 " | .. .. . | 26s. 1½d. " |
| 11 " | .. .. . | 31s. 1¼d. " |
| 12 " | .. .. . | 34s. 6d. " |

or 24s. 1d. per gross all round.

Chambers (Hand Pressed).

| | | |
|---|---------|---------------------|
| 12's | .. .. . | 45s. 6½d. per gross |
| 9's | .. .. . | 59s. 6d. " |
| 6's | .. .. . | 66s. 3¼d. " |
| Fluted chambers, finishing and handling | .. .. . | 25s. 5d. " |
| 6s. 1½d. per gross extra to be allowed for embossed chambers. | | |

Chambers (Jiggered).

| | | | |
|------|------------|------------|------------|
| | Jiggering. | Turning. | Handling. |
| | per gross. | per gross. | per gross. |
| 12's | 15s. 1d. | 12s. 4¼d. | 12s. 4¼d. |
| 9's | 18s. 1¼d. | 14s. 8¼d. | 14s. 8¼d. |
| 6's | 20s. 9¼d. | 16s. 9¼d. | 16s. 9¼d. |

6s. 2½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

| | | |
|-------------------------------|---------|---------------------|
| Bed slippers, large and small | .. .. . | 12s. 10d. per dozen |
| Bed pans | .. .. . | 12s. 10d. " |

Ewers (Hand Pressed).

| | | |
|-----|---------|--------------------|
| 9's | .. .. . | 8s. 5¼d. per dozen |
| 6's | .. .. . | 8s. 11¼d. " |

Lip Bowls (Hand Pressed).

| | | |
|----------------------------|---------|---------------------|
| No. 1 (11 inches or under) | .. .. . | 40s. 7¼d. per gross |
| No. 2 (12 inches) | .. .. . | 45s. 5¼d. " |
| No. 3 (13 inches) | .. .. . | 51s. 8¼d. " |
| No. 4 (14 inches or over) | .. .. . | 58s. 6d. " |

Oval Cover Dishes, with Raised Foot (Hand Pressed).

| | | |
|-----------------|---------|--------------------|
| 7 and 8 inches | .. .. . | 9s. 1¼d. per dozen |
| 9 and 10 inches | .. .. . | 10s. 4¼d. " |

Soap Dishes.

| | | |
|---------------------|---------|--------------------|
| 3-piece soap dishes | .. .. . | 30s. 0d. per gross |
| 1-piece soap dishes | .. .. . | 22s. 2d. " |

Male and Female Urinals.

| | | |
|-------------------------|---------|--------------------|
| Male and female urinals | | 8s. 0¼d. per dozen |
|-------------------------|---------|--------------------|

Cottage Pans and Traps.

| | | |
|-------|---------|----------------------|
| | Cane. | White. |
| Pans | .. .. . | 22s. 11¼d. per dozen |
| Traps | .. .. . | 22s. 11¼d. " |

Pans (Throwing).

| | | |
|--------------------------|---------|--------------------------|
| Bread or Cream— | | |
| Not more than 1½ gallons | .. .. . | 52s. 8d. per 100 gallons |
| More than 1½ gallons | .. .. . | 48s. 10¼d. " |

Pudding Bowls.

| | | |
|------|---------|---------------------|
| 9's | .. .. . | 22s. 5¼d. per gross |
| 12's | .. .. . | 16s. 4¼d. " |
| 18's | .. .. . | 12s. 3¼d. " |
| 24's | .. .. . | 7s. 6d. " |

Jelly Moulds.

| | | |
|--------------------|---------|--------------------|
| 1, 1½, and 2 pints | | 48s. 2d. per gross |
|--------------------|---------|--------------------|

Jars (Throwing).

| | | |
|--------------------|---------|---------------------------|
| Squat jars— | | |
| Under 2 gallons | .. .. . | 38s. 5¼d. per 100 gallons |
| 2 gallons and over | .. .. . | 35s. 1¼d. " |

Spittoons (Hand Pressed).

| | | |
|-------|---------|--------------------|
| Large | .. .. . | 37s. 1d. per gross |
| Small | .. .. . | 30s. 9¼d. " |

Vases.

| | | |
|-------|---------|--------------------|
| Vases | | 30s. 4d. per gross |
|-------|---------|--------------------|

Bottles (Throwing).

| | | |
|--|---------|-----------------------------|
| Acid bottles, including stopping and stamping (3 gallon) | | 13s. 3¼d. per dozen bottles |
|--|---------|-----------------------------|

Bung Jars and Demijohns (Throwing).

| | | |
|---|---------|--------------------|
| 1 gallon | .. .. . | 2s. 8½d. per dozen |
| 2 gallon | .. .. . | 4s. 8d. " |
| 3 gallon | .. .. . | 8s. 0¼d. " |
| 5 gallon | .. .. . | 18s. 6¼d. " |
| 11½d. per dozen extra for handle bottles. | | |

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 2¼ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

| | |
|---------------------------------------|-----------------------|
| Straight fronts— | |
| Cane | 5s. 11d. each |
| White | 6s. 1¼d. " |
| Hollow fronts— | |
| Cane | 5s. 0¼d. " |
| White | 5s. 8¼d. " |
| Sizes exceeding the above dimensions— | |
| Cane | 6s. 4¼d. " |
| White | 7s. 4d. " |
| Stave pattern— | |
| Cane | 5s. 7¼d. " |
| White | 6s. 0¼d. " |

Jugs (Throwing).

| | | |
|------|---------|--------------------|
| 39's | .. .. . | 12s. 2d. per gross |
| 36's | .. .. . | 12s. 11¼d. " |
| 30's | .. .. . | 16s. 0¼d. " |
| 24's | .. .. . | 17s. 7¼d. " |
| 12's | .. .. . | 24s. 7¼d. " |

Barrels (Throwing).

| | | |
|---------|---------|--------------------------|
| Barrels | | 52s. 8d. per 100 gallons |
|---------|---------|--------------------------|

Washing or Toilet Bowls (Hand Pressed).

| | | |
|----------|---------|---------------------|
| Plain | .. .. . | 52s. 6¼d. per gross |
| Embossed | .. .. . | 58s. 3¼d. " |

Foot Warmers (Hand Pressed).

| | | |
|--------------------------|---------|---------------------|
| Plain | .. .. . | 8s. 10¼d. per dozen |
| Plain, with screw top | .. .. . | 10s. 10¼d. " |
| Embossed, with screw top | .. .. . | 8s. 8d. " |

Jam Jugs.

| | | |
|-------------------|---------|---------------------|
| Handling jam jugs | | 13s. 7¼d. per gross |
|-------------------|---------|---------------------|

Syrup Jars.

| | | |
|-------|---------|---------------------|
| Large | .. .. . | 16s. 5¼d. per dozen |
| Small | .. .. . | 12s. 3¼d. " |

Filter Shells (Throwing).

| | | |
|------------------------------|---------|--------------------------|
| Dripstone | .. .. . | 53s. 9d. per 100 gallons |
| Candles (making and shaving) | .. .. . | 10¼d. per gallon |

Ginger Beer and Ale Bottles (Throwing).

| | | |
|--------------------|---------|----------------------|
| 1 gallon (screwed) | .. .. . | 38s. 11¼d. per gross |
| Ale bottles | .. .. . | 13s. 1d. " |
| Others | .. .. . | 7s. 0¼d. " |

Jugs (Hand Pressed).

| | | |
|------|---------|---------------------|
| 30's | .. .. . | 36s. 6¼d. per gross |
| 24's | .. .. . | 43s. 1¼d. " |
| 12's | .. .. . | 53s. 5¼d. " |

Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

SCHEDULE—continued.

POTTERY BOARD—continued.

PIECEWORK—continued.

Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

| Cottage Pans and Traps. | | White. | | Pudding Bowls. | |
|--|---------------------|--------------------------|--|---|--------------|
| Cane. | | White. | | 9's 21s. 6½d. per gross | |
| Pans | 20s. 2d. per dozen | 21s. 11d. per dozen | | 12's | 15s. 9½d. " |
| Traps | 20s. 2d. " | 21s. 11d. " | | 18's | 11s. 10½d. " |
| | | | | 24's | 7s. 1d. " |
| Pans (Throwing). | | | | Jelly Moulds | |
| Bread or Cream— | | | | 1, 1½, and 2 pints 45s. 10½d. per gross | |
| Not more than 1½ gallons | | 49s. 8d. per 100 gallons | | Squat jars— | |
| More than 1½ gallons | | 45s. 3½d. " | | Under 2 gallons 36s. 9d. per 100 gallons | |
| | | | | 2 gallons and over 33s. 3½d. " | |
| Spittoons (Hand Pressed) | | | | Filter Shells (Throwing). | |
| Large | 35s. 3½d. per gross | | | Dripstone 49s. 10½d. per 100 gallons | |
| Small | 29s. 8½d. " | | | Candles (making and shaving) 9½d. per gallon | |
| Washing or Toilet Bowls (Hand Pressed). | | | | Ginger Beer and Ale Bottles (Throwing). | |
| Plain | 49s. 3d. per gross | | | 1 gallon (screwed) 36s. 3½d. per gross | |
| Embossed | 53s. 8½d. " | | | Ale bottles 4s. 4½d. " | |
| Foot Warmers (Hand Pressed). | | | | Others 6s. 10½d. " | |
| Plain | 8s. 7½d. per dozen | | | Jugs (Hand Pressed). | |
| Plain, with screw top | 10s. 10d. " | | | 30's 34s. 4d. per gross | |
| Embossed, with screw top | 13s. 2½d. " | | | 24's 41s. 11½d. " | |
| Jam Jugs. | | | | 12's 50s. 7½d. " | |
| Handling jam jugs | 13s. 0d. per gross | | | | |
| Syrup Jars. | | | | TERRA COTTA. | |
| Large | 15s. 3d. per dozen | | | Flower-pots (Throwing and Finishing). | |
| Small | 11s. 4d. " | | | 3 inches 2s. 10½d. per gross | |
| | | | | 4 " 3s. 7½d. " | |
| | | | | 5 " 5s. 6½d. " | |
| | | | | 6 " 7s. 3½d. " | |
| | | | | 7 " 9s. 0½d. " | |
| | | | | 8 " 14s. 8d. " | |
| | | | | 9 " 18s. 2½d. " | |
| | | | | 10 " 22s. 9½d. " | |
| | | | | 12 " 34s. 8½d. " | |
| | | | | 13 " 66s. 0½d. " | |
| | | | | 14 " 87s. 9½d. " | |
| | | | | 15 " 108s. 8½d. " | |
| | | | | 18 " 217s. 6½d. " | |
| | | | | Crimp-pots and Saucers (Throwing and Finishing). | |
| | | | | Crimp-pots. | |
| | | | | 5 inches 10s. 1½d. per gross | |
| | | | | 6 " 12s. 10½d. " | |
| | | | | 7 " 16s. 7½d. " | |
| | | | | 8 " 23s. 5d. " | |
| | | | | 9 " 26s. 11½d. " | |
| | | | | 10 " 32s. 0½d. " | |
| | | | | Crimp-pot Saucers. | |
| | | | | 8 inches 14s. 7½d. per gross | |
| | | | | 9 " 18s. 1½d. " | |
| | | | | 10 " 20s. 2½d. " | |
| | | | | 12 " 29s. 2½d. " | |
| | | | | 13 " 37s. 8½d. " | |
| | | | | 14 " 46s. 10½d. " | |
| | | | | 15 " 57s. 0½d. " | |
| | | | | Seed Pans. | |
| | | | | 8 inches 14s. 7½d. per gross | |
| | | | | 9 " 18s. 1½d. " | |
| | | | | 10 " 20s. 2½d. " | |
| | | | | 12 " 29s. 2½d. " | |
| | | | | 13 " 37s. 8½d. " | |
| | | | | 14 " 46s. 10½d. " | |
| | | | | 15 " 57s. 0½d. " | |
| | | | | Butter Coolers and Butter-cooler Saucers. | |
| | | | | Butter Coolers. | |
| | | | | 8's 6s. 4½d. per dozen | |
| | | | | 9's 6s. 10½d. " | |
| | | | | Butter-cooler Saucers. | |
| | | | | 1s. 1d. per dozen | |
| | | | | 1s. 4½d. " | |
| | | | | Chimney-pots. | |
| | | | | 16 inches and under 10s. 0½d. per dozen | |
| | | | | Over 16 inches 12s. 4d. " | |
| | | | | 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. | |
| Ridging made by hand from wood or plaster moulds | | 2s. 11½d. per dozen | | | |

Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

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 (16) inclusive and Clauses (18) to (20) inclusive of the Determination published in *Government Gazette* No. 78 of the 1st May, 1946, shall remain in force.

SCHEDULE—continued.

QUARRY BOARD.

Clauses 2 and 19 of the Determination published in *Government Gazette* No. 61 of the 1st April, 1946, shall be replaced by the following clauses:—

2.

| (a) 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 | 41 0 | 2 3 | 43 3 | Carting and Driving— | | | |
| 2nd year | 48 6 | 2 6 | 51 0 | Under 18 years .. | 76 0 | 4 0 | 80 0 |
| 3rd year | 55 6 | 3 0 | 58 6 | 18 and under 19 years .. | 88 0 | 4 6 | 92 6 |
| | | | | 19 and under 20 years .. | 97 6 | 5 0 | 102 6 |
| | | | | 20 and under 21 years .. | 105 0 | 5 6 | 110 6 |
| | | | | All other improvers— | | | |
| | | | | 1st year | 60 9 | 3 3 | 64 0 |
| | | | | 2nd year | 63 9 | 3 3 | 67 0 |
| | | | | 3rd year | 72 9 | 3 9 | 76 6 |
| | | | | 4th year | 88 0 | 4 6 | 92 6 |

And thereafter the minimum wage.

PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 118s. per week.

An indenture of apprenticeship prescribed was approved on 6th August, 1923.

And thereafter the minimum wage.

PROPORTION (within any place).

(a) Where a working crane is in operation for the production of pitchers or building stone:—
One improver to every three or fraction of three workers receiving not less than 130s. per week.

(b) Where spall quarrying is carried on:—
One improver to every twenty or fraction of twenty workers receiving not less than 118s. per week.

| (b) 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 † | 134 0 | 6 0 | 140 0 | 3 2 3/11 | 162 0 | 6 0 | 168 0 | 3 9 9/11 | |
| Assistant powder monkey ‡ .. | 123 6 | 6 0 | 129 6 | 2 11 7/22 | 149 0 | 6 0 | 155 0 | 3 6 3/11 | |
| Hammerman | 128 0 | 6 0 | 134 0 | 3 0 4/11 | 155 3 | 6 0 | 161 3 | 3 7 42/44 | |
| Dresser of pitchers or cubes, or scabblers | | | | | | | | | |
| Spaller | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 146 6 | 6 0 | 152 6 | 3 5 13/22 | |
| Faceman | 124 0 | 6 0 | 130 0 | 2 11 5/11 | 149 6 | 6 0 | 155 6 | 3 6 9/22 | |
| Feeder of a stone crushing machine | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 146 6 | 6 0 | 152 6 | 3 5 15/22 | |
| Dust hole man | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 146 6 | 6 0 | 152 6 | 3 5 15/22 | |
| Persons boring holes by hand or machine | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 146 6 | 6 0 | 152 6 | 3 5 13/22 | |
| Borer's assistant | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 146 6 | 6 0 | 152 6 | 3 5 13/22 | |
| Blacksmith | 134 0 | 6 0 | 140 0 | 3 2 2/11 | 159 6 | 6 0 | 165 6 | 3 9 3/22 | |
| Tool sharpener | 123 0 | 6 0 | 129 0 | 2 11 2/11 | 148 6 | 6 0 | 154 6 | 3 6 2/22 | |
| Carters or drivers driving— | | | | | | | | | |
| One horse | 116 0 | 6 0 | 122 0 | 2 9 3/11 | 139 3 | 6 0 | 145 3 | 3 3 27/44 | |
| Two horses | 121 0 | 6 0 | 127 0 | 2 10 7/11 | 145 6 | 6 0 | 151 6 | 3 6 7/22 | |
| Three horses | 125 0 | 6 0 | 131 0 | 2 11 8/11 | 150 0 | 6 0 | 156 0 | 3 6 4/11 | |
| Four or five horses | 127 0 | 6 0 | 133 0 | 3 0 2/11 | 152 0 | 6 0 | 158 0 | 3 7 1/11 | |
| And 6d. extra per day for each additional horse. | | | | | | | | | |
| Drivers of motor vehicles of the following carrying capacity:— | | | | | | | | | |
| Not exceeding 25 cwt. .. | 112 0 | 6 0 | 118 0 | 2 5 1/2 | 136 6 | 6 0 | 142 6 | 2 11 1/2 | |
| Exceeding 25 cwt., but not exceeding 3 tons .. | 113 3 | 6 0 | 119 3 | 2 5 12/16 | 138 3 | 6 0 | 144 3 | 3 0 1/16 | |
| Exceeding 3 tons | 118 3 | 6 0 | 124 3 | 2 7 1/16 | 144 9 | 6 0 | 150 9 | 3 1 11/16 | |
| All others | 112 0 | 6 0 | 118 0 | 2 8 2/11 | 135 3 | 6 0 | 141 3 | 3 2 1/2 | |

* See clause 3 re hours. † See clause 10 re definition. ‡ See clause 11 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.

The adjustable rates shown in sub-clause (b) hereof, include amongst other loadings, an allowance of 4s. 9d. per week, in lieu of payment for public holidays, and sick leave.

SCHEDULE—continued.

QUARRY BOARD—continued.

PIECEWORK.

19. The lowest piecework prices to be paid to persons engaged in the undermentioned work shall be—

| | Dressing. | | Knocking Out and Dressing. | |
|---|--------------|----|----------------------------|----|
| | per hundred. | | per hundred. | |
| | s. | d. | s. | d. |
| Pitchers— | | | | |
| 9 inches wide × 9 inches deep × 10 to 14 inches long | 16 | 2 | 27 | 5 |
| 9 " " × 9 " " × 10 " 13 " " " | 13 | 10 | 25 | 6 |
| 9 " " × 8 " " × 10 " 13 " " " | 12 | 10 | 23 | 6 |
| 9 " " × 4 to 6 inches deep × 10 to 14 inches long | 10 | 10 | 20 | 8 |
| Cubes— | | | | |
| 4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long | 13 | 1 | 24 | 4 |
| 3½ " 6 " " × 7 inches " × 10 " 14 " " | 12 | 0 | 20 | 10 |
| 4 " 6 " " × 5 to 6 inches " × 8 " 12 " " | 11 | 0 | 18 | 6 |

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 | 5½ " " |
| All radial stone | 0 | 9 " " |
| Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length | 0 | 6½ " " |
| All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet | 0 | 6½ 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. | | In all Other Cases. | |
|--|--|-----------------------|-----------------------|-----------------------|
| | Per superficial yard. | Per superficial yard. | 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. | |
| | s. | d. | s. | d. |
| Exceeding 30 inches in depth | 2 | 9 | 2 | 3 |
| Spalling, but not including spalls produced on the banker from cut stone or pitchers | 2 | 8 | — | — |

The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.

Clauses (3) to (18) inclusive and clauses (20) and (21) of the Determination published in *Government Gazette* No. 61 of the 1st April, 1946, shall remain in force.

SCHEDULE—continued.

RADIO BOARD.

Clauses 2 and 3 of the Determination as published in *Government Gazette* No. 65, of the 20th April, 1944, shall be replaced by the following clauses:—

2.

| Adults. | Wages per Week of 44 Hours. | | |
|---|---|--------------|--------------------------|
| | Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Radio serviceman | 6 12 6 | 6 19 0 | 6 9 6 |
| Radio repairer | 5 17 0 | 6 3 6 | 5 14 0 |
| Radio wrier, i.e., employee wiring a complete set from a circuit diagram or model other than on production line | 5 12 0 | 5 18 6 | 5 9 0 |
| Process worker | 5 10 0 | 5 16 6 | 5 7 0 |
| All others | 5 2 0 | 5 8 6 | 4 19 0 |

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows:—

| | Per Week. |
|----------------------------------|-----------|
| | £ s. d. |
| Motor car | 3 0 0 |
| Motor cycle and side car | 1 15 0 |
| Motor cycle | 1 5 0 |

LEADING HANDS.

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

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 44 HOURS.

| | Percentage of Needs Basic Wage. | Constant Loading. | Total Wage Payable— | | |
|--|---------------------------------|-------------------|---|--------------|--------------------------|
| | | | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | | s. d. | s. d. | s. d. | s. d. |
| <i>I.—Adult Females.</i> | | | | | |
| Under three months' experience | 65 | 3 0 | 63 6 | 67 6 | 61 6 |
| All others | 75 | 3 0 | 72 6 | 77 6 | 70 6 |
| <i>II.—Junior Females.</i> | | | | | |
| 17 years of age and under | 40 | 1 0 | 38 0 | 41 0 | 37 0 |
| 18 years of age | 47½ | 1 3 | 45 6 | 48 6 | 44 0 |
| 19 years of age | 55 | 1 6 | 52 6 | 56 0 | 51 0 |
| 20 years of age | 62½ | 2 0 | 60 0 | 64 0 | 58 0 |
| <i>III.—Junior Males.</i> | | | | | |
| Under 16 years of age | 25 | 0 6 | 23 6 | 25 6 | 23 0 |
| 16 years of age | 35 | 0 9 | 33 6 | 35 6 | 32 0 |
| 17 years of age | 47½ | 1 0 | 45 0 | 48 6 | 43 6 |
| 18 years of age | 60 | 1 0 | 57 0 | 60 6 | 55 0 |
| 19 years of age | 75 | 2 0 | 71 6 | 76 6 | 69 6 |
| 20 years of age | 90 | 2 0 | 85 6 | 91 6 | 83 0 |

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

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

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

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

Clauses 4 to 23 inclusive of the Determination as published in *Government Gazette* No. 65 of the 20th April, 1944, shall remain in force.

SCHEDULE—continued.

RETAIL-DAIRY BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 125 of the 24th September, 1945, 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. | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | |
| Under 16 years .. | .. | 45 2 | Manager | 126 6 | 2 0 | 128 6 | 120 6 | 2 0 | 122 6 |
| 16-17 years .. | .. | 53 3 | Foreman | 126 6 | 2 0 | 128 6 | 120 6 | 2 0 | 122 6 |
| 17-18 " .. | .. | 59 10 | Operator of— | | | | | | |
| 18-19 " .. | 76 6 | 68 4 | Separator, pasteurizer, or milk cooler | 114 6 | 2 0 | 116 6 | 108 6 | 2 0 | 110 6 |
| 19-20 " .. | 84 2 | 76 1 | Washer or sterilizer of cans or bottles | 114 6 | 2 0 | 116 6 | 108 6 | 2 0 | 110 6 |
| 20-21 " .. | 90 6 | 82 5 | All others | 113 6 | 2 0 | 115 6 | 107 6 | 2 0 | 109 6 |

PROPORTION (IN ANY PLACE).
Males.
One improver to every eight or fraction of eight workers receiving not less than 109s. 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 usually employed on a six-day week system who is required, because of exceptional circumstances, to work on his usual day off shall for such week be paid:—

(a) his ordinary week's wage, plus any overtime due for work done on days other than his usual day off; and

(b) an extra day's pay for being required to work on his usual day off; and

(c) payment at the rate of time and a half for work done on such usual day off.

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. 125 of the 24th September, 1945, shall remain in force.

RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 71 of the 15th April, 1946, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

| | Wages per Week of 44 Hours. | | Except in the fancy goods section no female shall be employed until she attains the age of fifteen years. |
|----------------------------------|-----------------------------|----------|---|
| | Males. | Females. | |
| | s. d. | s. d. | |
| Under 16 years of age .. | 28 6 | 22 6 | |
| 16 years of age .. | 38 3 | 27 6 | |
| 17 " .. | 47 6 | 32 9 | |
| 18 " .. | 57 3 | 37 9 | |
| 19 " .. | 67 0 | 43 3 | |
| 20 " .. | 76 6 | 45 6 | |
| 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 99s. 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 99s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 52s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 52s. 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 52s. per week of 44 hours.

SCHEDULE—continued.
RUBBER TRADE BOARD—continued.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 52s. 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. |
|--|--------------------------------|
| 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 | £ s. d. 4 19 0 |
| 2. Sifter and/or drier of compounding ingredients | 5 1 0 |
| 3. Operator in charge of drying machine | 5 3 0 |
| 4. Weigher and/or assembler of compounds for mixing, calendering, &c. | 5 6 0 |
| 5. Storeman and packer as defined herein | 5 3 0 |
| 6. Wrapper of goods made by wrapped process | 5 1 0 |
| 7. Operator in charge of lead-covered hose stripping machine | 5 3 0 |
| 8. Operator in charge of hose-making machine (wrapped process) | 5 5 0 |
| 9. Helper on hose-making machine (wrapped process) | 5 3 0 |
| 10. Lead-covering machine helper | 5 3 0 |
| 11. Operator in charge of lead-covering machine (hose) | 5 9 6 |
| 12. Maker of wrapped hose by hand-made process | 5 12 0 |
| 13. Dough mixer working on mill and/or enclosed mixer for solution or cement | 5 3 0 |
| 14. Operator on washing mill and/or grinding waste | 5 3 0 |
| 15. Operator on warming and/or masticating mill and/or reclaim refining mill | 5 5 0 |
| 16. Operator on cracker mill | 5 3 0 |
| 17. Operator on mixing mill | 5 12 0 |
| 18. Reclaimer or employee engaged on acid tank | 5 3 0 |
| 19. Employee on digester machine | 5 5 0 |
| 20. Spreader in charge of machine (not otherwise classified) | 5 6 0 |
| 21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting | 5 12 0 |
| 22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing | 5 2 0 |
| 23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) | 5 3 0 |
| 24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing | 5 5 0 |
| 25. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire) | 5 7 0 |
| 26. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire) | 5 9 6 |
| 27. Inspector and/or examiner and/or tire tester | 5 5 0 |
| 28. Tester with water | 4 19 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 5 0 |
| 30. Operator in charge of cotton creels | 5 5 0 |
| 31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine | 5 3 0 |
| 32. Maker of packing | 5 5 0 |
| 33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine | 5 5 0 |
| 34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year | 5 3 0 |
| Second and third year | 5 9 6 |
| Thereafter | 5 14 0 |
| 35. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) | 5 7 0 |
| 36. Operator employed fitting pneumatic tire to rim and/or wheel | 5 3 0 |
| 37. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press | 5 5 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 5 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 9 6 |
| 40. Operator on lathe engaged fashioning biased bowls | 5 9 6 |
| 41. Operator dipping balloons and/or other dipped goods | 5 3 0 |
| 42. Operator of rubber thread cutting lathe | 5 7 0 |
| 43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater | 5 5 0 |
| 44. Helper on self-contained mould and/or curing pan and/or dry heater | 4 19 0 |
| 45. Operator in charge of vulcanizing press, more than 4 feet in length | 5 9 6 |
| 46. Operator in charge of vulcanizing press, not more than 4 feet in length | 5 7 0 |
| 47. Helper on vulcanizing press, more than 4 feet in length | 5 5 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 12 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 9 6 |
| 50. Operator in charge of person engaged in making and/or moulding solid motor tires | 5 9 6 |
| 51. Operator engaged in making and/or moulding solid motor tires | 5 3 0 |
| 52. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags | 5 5 0 |
| 53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding | 5 7 0 |
| 54. Operator in charge hand making transmission conveyor and/or elevator belting | 5 9 6 |
| 55. Operator engaged hand making transmission conveyor and/or elevator belting | 5 6 0 |
| 56. Operator engaged on belt making machine | 5 3 0 |
| 57. Operator laying mats, tiles, or rubber flooring | 5 12 0 |
| 58. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags | 5 12 0 |
| 59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tubes | 5 5 0 |
| 60. Operator re-treading new tires | 5 3 0 |
| 61. Maker of air bags with extruded material | 5 5 0 |
| 62. Maker of air bags (not otherwise classified) | 5 12 0 |
| 63. Operator in charge of forcing machine | 5 7 0 |
| 64. Operator in charge of forcing machine straining rubber | 5 3 0 |

SCHEDULE—*continued.*

RUBBER TRADE BOARD—*continued.*

ADULT MALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).—*continued.*

| | Wages per Week of 44 Hours. |
|--|--------------------------------|
| | £ s. d. |
| 65. Operator in charge of textile cutting machine | 5 5 0 |
| 66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand | 5 3 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 14 0 |
| 68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts | 5 5 0 |
| 69. First assistant on calender 48 inches and over | 5 9 6 |
| 70. First assistant on calender under 48 inches | 5 3 0 |
| 71. Operator in charge of calender 72 inches and under | 6 1 0 |
| 72. Operator in charge of calender over 72 inches | 6 6 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 10 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 5 0 |
| 75. Storeman in charge of moulds | 5 1 0 |
| 76. Operator engaged on sand blasting in a properly enclosed cabinet | 5 3 0 |

ADULT FEMALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

| | Wages per Week of 44 Hours. |
|---|--------------------------------|
| | £ s. d. |
| 77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots | 2 17 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 16 6 |
| 79. Adult female employee employed on sewing machine | 2 17 6 |
| 80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes | 3 0 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 15 0 |
| 82. Adult female employee employed on dipped goods | 2 15 0 |
| 83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching, and/or carton making and despatching | 2 15 0 |
| 84. Adult female employee employed on wire or bead making | 2 16 6 |
| 85. Adult female employees not specially provided for | 2 12 0 |

* N.B. See note (i) at end of this clause.

Preparing or manufacturing articles of xylonite or celluloid.

ADULT MALES.

| | Wages per Week of 44 Hours. |
|--|-----------------------------------|
| | £ s. d. |
| 86. Machine operators and/or process workers | 5 7 0 |
| ADULT FEMALES. | |
| 87. All adult Females | 2 15 0* |

* N.B. See note (i) at end of this clause.

NOTES:—(i) The wages rates of all employees covered by this Determination shall be increased by the addition of the following loadings:—

| | per week. |
|---|-----------|
| | s. d. |
| Adult males | 6 0 |
| Adult females | 5 0 |
| Junior males and junior females | 3 0 |

These loadings shall not be subject to adjustments pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

*(ii) Notwithstanding anything elsewhere in this Determination contained, the minimum weekly wage for adult females shall be not less than 75 per cent. of the needs basic wage plus 3s. prosperity loading. (Such amount being £3 12s.)

This method of calculating the minimum weekly wage for adult females shall remain in operation during the period of the present war and shall terminate at the expiration of six months thereafter.

Clauses 4 to 28 of the Determination as published in *Government Gazette* No. 71 of the 15th April, 1946, shall remain in force.

SCHEDULE—continued.

SADDLERY AND HARNESS BOARD.

Clause 3 of the Determination published in *Government Gazette* No. 81 of the 8th May, 1944, shall be replaced by the following clause:—

3.

WAGES.

| | Adjustable Weekly Rate. | Non-adjustable. | | Total Weekly Wage. |
|----------------------|-------------------------|--------------------|---------------|--------------------|
| | | Constant Loading.* | War Loading.* | |
| | £ s. d. | s. d. | s. d. | £ s. d. |
| Journeyman | 5 15 0 | 5 0 | 4 0 | 6 4 0 |
| Journeywomen | 2 18 9 | 2 6 | 2 0 | 3 3 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. 81 of the 8th May, 1944 shall remain in force.

SALTWORKERS BOARD.

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 65 of the 11th May, 1945, 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 Week of 44 Hours. |
| s. d. | s. d. | | s. d. |
| 14 years of age .. 24 0 | 14 years of age .. 24 0 | Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— | |
| 15 " " .. 31 0 | 15 " " .. 31 0 | Foreman—i.e., one who has the control of more than six men | 120 0 |
| 16 " " .. 38 0 | 16 " " .. 38 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 | 112 6 |
| 17 " " .. 49 0 | 17 " " .. 49 0 | Truckman or brakeman— | |
| 18 " " .. 61 6 | 18 " " .. 61 6 | (a) Power trucks | 111 6 |
| 19 " " .. 75 6 | 19 " " .. 75 6 | (b) Horse trucks or wagons | 106 6 |
| 20 " " .. 89 0 | 20 " " .. 89 0 | Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith | 114 0 |
| | | Plate layer in charge of the laying down and/or repairing of permanent line | 112 6 |
| | | Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building | 114 0 |
| | | Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building | 112 6 |
| | | Salt loaders from stacks | 109 6 |
| | | Employees in charge of movement of sea water and engaged in preparation of brine | 109 6 |
| | | Thatcher of salt stacks | 109 6 |
| | | Stack builder, where mechanical stackers are used | 109 6 |
| | | All others | 106 6 |
| | | <i>Shed and Factory Hands.</i> | |
| | | Persons employed treating, crushing, or refining salt:— | |
| | | Shed hand in charge of seven or more men | 119 6 |
| | | Shed hand in charge of six or less men | 112 6 |
| | | Shed hand who is required to stack | 106 6 |
| | | Shift Foreman— | |
| | | In charge of a wet and dry plant | 127 6 |
| | | In charge of a dry plant | 119 6 |
| | | In charge of a wet plant | 119 6 |
| | | Millwrights | 119 6 |
| | | Hydro Operator | 105 0 |
| | | Tutosal Operator, i.e., an employee responsible for mixing | 105 0 |
| | | All Others | 103 6 |
| | | FEMALES. | |
| | | Per week of 44 hours | 59 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 24 inclusive of the Determination as published in *Government Gazette* No. 65 of 11th May, 1945, shall remain in force.

SCHEDULE—continued.

SAND PIT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 12th February, 1945, shall be replaced by the following clause:—

2.

WAGES.

| Apprentices and Improvers. | | | | Other Employees. | | | | | | |
|--|----|----|----|---|---|--|----|-----|-----|---|
| | | | | Wages per Week of 44 Hours. | | | | | | |
| | | | | s. d. | | | | | | |
| Under 16 years of age | .. | .. | .. | 30 | 0 | Leading hand in charge of four or more employees | .. | 110 | 0 | |
| " 17 " " | .. | .. | .. | 38 | 6 | Powder monkey employed in sand pit | .. | 112 | 0 | |
| " 18 " " | .. | .. | .. | 47 | 6 | Nozzleman | .. | 103 | 0 | |
| " 19 " " | .. | .. | .. | 56 | 6 | Ploughman | .. | 103 | 0 | |
| " 20 " " | .. | .. | .. | 66 | 0 | Tipman | .. | 103 | 0 | |
| " 21 " " | .. | .. | .. | 75 | 0 | Scoopman | .. | 103 | 0 | |
| PROPORTION. (Within any factory or place.) | | | | | | | | | | |
| <i>Apprentices.</i> | | | | | | | | | | |
| 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 18th June, 1924. | | | | | | | | | | |
| <i>Improvers.</i> | | | | | | | | | | |
| One improver to every five or fraction of five workers receiving not less than the minimum wage. | | | | | | | | | | |
| | | | | Drivers— | | | | | | |
| | | | | One horse | | | | .. | 102 | 0 |
| | | | | Two horses | | | | .. | 105 | 0 |
| | | | | Three horses | | | | .. | 108 | 0 |
| | | | | Motor vehicle having maker's capacity of— | | | | | | |
| | | | | 25 cwt. or less | | | | .. | 108 | 0 |
| | | | | Over 25 cwt., but not over 3 tons | | | | .. | 112 | 0 |
| | | | | Over 3 tons, but under 6 tons | | | | .. | 115 | 0 |
| | | | | All others | | | | .. | 99 | 0 |

Clauses 3 to 12 inclusive of the Determination as published in *Government Gazette* No. 24 of the 12th February, 1945, shall remain in force.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 40 of the 8th March, 1946, shall be replaced by the following clause:—

2.

WAGES.

| | | | | | | | | Wages per Week of 44 Hours. | |
|---|----|----|----|----|----|----|----|-----------------------------|---|
| | | | | | | | | s. d. | |
| <i>Juvenile Workers.</i> | | | | | | | | | |
| 14 years of age and under 17 years of age | .. | .. | .. | .. | .. | .. | .. | 41 | 6 |
| 17 " " " 18 " " | .. | .. | .. | .. | .. | .. | .. | 53 | 0 |
| 18 " " " 19 " " | .. | .. | .. | .. | .. | .. | .. | 64 | 3 |
| 19 " " " 20 " " | .. | .. | .. | .. | .. | .. | .. | 75 | 3 |
| 20 " " " 21 " " | .. | .. | .. | .. | .. | .. | .. | 100 | 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 | .. | 127 | 4 | 131 |
| Pullers-off and strippers upon the produce of animals slaughtered for local trade | .. | 121 | 3 | 124 |

| | 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. | | | | |
| Pullers-off and strippers upon the produce of animals slaughtered for export trade | 22 | 10 | 9 | 23 | 7 | 12 | 10 | 3 | 13 | 1 |

Clauses 3 to 17 inclusive of the Determination as published in *Government Gazette* No. 40 of the 8th March, 1946, shall remain in force.

SCHEDULE—continued.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination as published in *Government Gazette* No. 35 of the 15th March, 1945, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 44 HOURS.

| | Adjustable | War Loading | Total |
|---|------------|-------------------|-------|
| | Wage. | (Non-adjustable). | Wage. |
| | s. d. | s. d. | s. d. |
| Ganger, i.e., a man in charge of over six men | 120 0 | 3 0 | 123 0 |
| Leading waterman | 117 0 | 3 0 | 120 0 |
| Leading hand, i.e., a man in charge of from three to six men | 112 0 | 3 0 | 115 0 |
| Waterman, i.e., a man who distributes sewage from channels over land | 109 0 | 3 0 | 112 0 |
| Groundsman, i.e., a man who prepares ground ahead of a waterman | 109 0 | 3 0 | 112 0 |
| Sewage tank attendant | 109 0 | 3 0 | 112 0 |
| Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers | 109 0 | 3 0 | 112 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 | 109 0 | 3 0 | 112 0 |
| Tide gate attendant, i.e., a man who keeps channels open at seafront | 107 0 | 3 0 | 110 0 |

An employee engaged on afternoon or night shift shall, in addition to the appropriate rate fixed above, be paid 7½ per cent. and 10 per cent. per week respectively of the total wage.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, septic tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above be paid at the rate of 9s. per week whilst so engaged, with a minimum of two hours' pay on any one day.

An additional allowance of 6d. per day shall be paid to shift watermen registered on the roster for shift work, such amount to be paid during the period for which the roster is compiled irrespective of the classes of work on which the shift watermen are engaged.

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. 35 of the 15th March, 1945, shall remain in force.

SCHEDULE—continued.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 14 of the 18th of January, 1946, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | Juvenile Workers. | All other Employees. | | | |
|---|-----------|--|--|-------|---|-----------------|
| WAGES. Per Week of 44 Hours. | | WAGES. Per Week of 44 Hours. | WAGES. Per Week of 44 Hours. | | | |
| | | | | | Day Shift and Afternoon Shift. | Night Shift. |
| s. d. | | s. d. | s. d. | | s. d. | s. d. |
| 1st year | } .. 73 2 | Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant 78 1 | Man in charge of six or more employees .. | 132 6 | 157 6 | |
| 2nd " | | | Man in charge of borers, testing ground .. | 129 2 | 154 5 | |
| 3rd " | | | Powder monkey | 136 6 | 163 3 | |
| PROPORTION. | | | Concrete manhole builder | 136 2 | 162 8 | |
| | | | Man in charge of concrete mixer doing running repairs | 126 0 | 150 8 | |
| Apprentices. | | | Manhole builders' labourer | 123 8 | 147 8 | |
| | | | Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete | 123 8 | 147 8 | |
| One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others." | | | Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter | 129 2 | 154 5 | |
| | | | Renderers employed in pipes, tunnels, or covered drains | 160 0 | 190 0 | |
| Improvers. | | | Renderers employed in open drains | 146 3 | 177 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 .. | 125 8 | 150 8 | |
| One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All Others." | | | 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 .. | 123 8 | 147 8 | |
| | | | Man in charge of machine pumping water from trenches and doing running repairs | 123 8 | 147 8 | |
| | | | Foreman's assistant | 123 8 | 147 8 | |
| | | | Machine borer, pneumatic pick or scabber user .. | 132 6 | 158 0 | |
| | | | Pitcher setter | 125 6 | 149 6 | |
| | | | Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes | 125 8 | 150 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 | 154 6 | 185 3 | |
| | | | Man in charge of compressed air machine, doing running repairs, and jack hammer repairer .. | 136 2 | 162 8 | |
| | | | Toolsmith | 127 6 | 153 0 | |
| | | | Slurry filler | 118 9 | 142 0 | |
| | | | Topman | 113 8 | 135 8 | |
| | | | Scoop filler | 123 8 | 147 8 | |
| | | | Ploughman | 129 8 | 156 6 | |
| | | | Ploughman's assistant | 116 8 | 140 2 | |
| | | | Windlass hand working alone on a tripod windlass | 119 8 | 143 2 | |
| | | | Other Windlass hands | 116 8 | 140 2 | |
| | | | All others | 113 8 | 135 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 l. per minute. | | | |
| | | | Decompression to be at the rate of 1½ lb. per minute. | | | |

Note—Additional rates are provided for persons employed by contractors. See Clause 3.

Clauses 3 to 24 inclusive of the Determination published in *Government Gazette* No. 14 of the 18th January, 1946, shall remain in force.

SCHEDULE—*continued.*

SHOP BOARD No. 2 (BOOT REPAIRERS)

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 26 of the 8th February, 1946, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

| Males. | | | | | Females (see clause 4). | | | |
|-----------------------------|-----------------|--------------|--------------|-------------------|--|----|----|--------------|
| Wages per Week of 44 Hours. | | | | | Wages per Week of 47 Hours. | | | |
| | Commencing Age. | | | | | | | <i>s. d.</i> |
| | 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> | Under 16 years of age | .. | .. | 32 6 |
| 1st year | 25 3 | 32 9 | 32 9 | 40 6 | 16 and under 17 years of age | .. | .. | 36 3 |
| 2nd year | 32 9 | 40 6 | 40 6 | 46 0 | 17 and under 18 years of age | .. | .. | 40 3 |
| 3rd year— | | | | | 18 and under 19 years of age | .. | .. | 44 3 |
| 1st 6 months | 40 6 | 45 0 | 46 0 | 65 3 | 19 and under 20 years of age | .. | .. | 49 3 |
| 2nd 6 months | 40 6 | 46 0 | 46 0 | 74 9 | 20 and under 21 years of age | .. | .. | 52 9 |
| 4th year— | | | | | PROPORTION (BY ANY EMPLOYER). | | | |
| 1st 6 months | 46 0 | 56 3 | 65 3 | Minimum wage | <i>Apprentices.</i> | | | |
| 2nd 6 months | 46 0 | 56 3 | 74 9 | | One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage. | | | |
| 5th year— | | | | | <i>Improvers.</i> | | | |
| 1st 6 months | 56 3 | 65 3 | Minimum wage | | Two female improvers to every female adult worker receiving not less than the rate fixed for age 23. | | | |
| 2nd 6 months | 56 3 | 74 9 | | | | | | |
| 6th year— | | | | | | | | |
| 1st 6 months | 65 3 | Minimum wage | | | | | | |
| 2nd 6 months | 74 9 | | | | | | | |
| Thereafter | Minimum wage | | | | | | | |

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 120s. per week of 44 hours.

Improvers.

One improver to every four workers receiving not less than 120s. per week of 44 hours.

3. OTHER EMPLOYEES.

| Wages per Week of 47 Hours. | | | | | Wages per Week of 44 Hours. | | | |
|--------------------------------|----|----|----|--------------|-----------------------------|------------------|-------------------------------------|--------------------|
| | | | | | | Adjustable Rate. | Emergency Loading (Non-adjustable). | Total Weekly Wage. |
| <i>Females (see Clause 4).</i> | | | | | <i>Males.</i> | | | |
| | | | | <i>s. d.</i> | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| 21 years of age | .. | .. | .. | 60 9 | Males | 117 0 | 3 0 | 120 0 |
| 22 years of age | .. | .. | .. | 63 3 | | | | |
| 23 years of age or over | .. | .. | .. | 68 3 | | | | |

Clauses 4 to 14 inclusive of the Determination published in *Government Gazette* No. 26 of the 8th February, 1946, 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:—

2. (a) 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. | | | |
| | | | | The wage rates of unapprenticed junior labour shall be as follows:— | | | |
| | | | | 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. | | | |

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.

| | Weekly Wage. |
|-------------------------------|--------------|
| | £ s. d. |
| 1st year's experience | 1 19 6 |
| 2nd " " | 2 11 0 |
| 3rd " " | 2 17 6 |
| 4th " " | 4 0 0 |
| 5th year | Minimum wage |

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Apprentices and Improvers not elsewhere included.

| | Weekly Wage. |
|---------------------|--------------|
| | £ s. d. |
| First year | 1 0 0 |
| Second year | 1 14 0 |
| Third year | 2 9 6 |
| Fourth year | 3 11 0 |
| Fifth year | 4 13 6 |
| First year | 1 2 0 |
| Second year | 2 3 0 |
| Third year | 3 11 0 |
| Fourth year | 4 13 6 |

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.

| | Weekly Wage. |
|-------------------------------------|--------------|
| | £ s. d. |
| Under 18 years | 3 0 6 |
| 18 years and under 19 years | 3 11 6 |
| 19 years and under 20 years | 3 19 6 |
| 20 years | Minimum wage |

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

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

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 8 0 |
| Second year's experience | 1 19 6 |
| Third year's experience | 2 14 0 |
| Fourth year's experience | 3 18 6 |
| Fifth year's experience and until reaching the age of 21 years | 4 16 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. Juveniles 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.

(25)

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 18 0 | 6 0 | 7 4 0 |
| Slaughterman | 6 9 0 | 6 0 | 6 15 0 |
| Head and Feet Boners | 5 15 0 | 3 0 | 5 18 0 |
| Scalders | 5 15 0 | 3 0 | 5 18 0 |
| Meat Lumpers | 5 12 6 | 3 0 | 5 15 6 |
| Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) | 5 9 0 | 3 0 | 5 12 0 |
| General labourers | 5 6 6 | 3 0 | 5 9 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 Yalloura. | 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 14 6 | 7 1 0 | 6 11 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 14 6 | 7 1 0 | 6 11 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 19 0 | 7 5 6 | 6 15 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 13 0 | 6 19 6 | 6 10 0 |
| General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays | 6 7 0 | 6 13 6 | 6 4 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 4 0 | 6 10 6 | 6 1 0 |
| Small goods makers in butchers' shops, boners, salters, scalders, and cooks | 6 4 0 | 6 10 6 | 6 1 0 |
| Ordermen who deliver but do not cut meat and who are not carters and drivers | 5 10 0 | 5 16 6 | 5 7 0 |
| All others | 5 8 0 | 5 14 6 | 5 5 0 |
| Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods. | | | |
| DIVISION C.—SMALL GOODS SECTION. | | | |
| Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week | 6 14 6 | 7 1 0 | 6 11 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 14 6 | 7 1 0 | 6 11 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 7 0 | 6 13 6 | 6 4 0 |
| Fillermen | 5 19 0 | 6 5 6 | 5 16 0 |
| Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cooks | 6 4 0 | 6 10 6 | 6 1 0 |
| Packing-room hands | 5 13 0 | 5 19 6 | 5 10 0 |
| Linkers and table hands | 5 12 0 | 5 18 6 | 5 9 0 |
| All others | 5 8 0 | 5 14 6 | 5 5 0 |

SCHEDULE—continued.

SHOPS BOARD No 3 (BUTCHERS)—continued.

OTHER EMPLOYEES—continued.

| | Weekly Wage. | | |
|---|--|---|---|
| | (a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). | (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool. | (c) Within the Mildura and Gippsland Districts. |
| | At Yallourn. | All other Parts of Victoria. | |
| DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS. | Per Week of 48 Hours. | Per Week of 48 Hours. | Per Week of 48 Hours. |
| Drivers of Motor Vehicles— | £ s. d. | £ s. d. | £ s. d. |
| Not exceeding 25 cwt. capacity | 5 8 6 | 5 15 0 | 5 5 6 |
| Exceeding 25 cwt. but not exceeding 3 tons capacity | 5 12 6 | 5 19 0 | 5 9 6 |
| Exceeding 3 tons capacity | 5 16 6 | 6 3 0 | 5 13 6 |
| Horse Drivers— | | | |
| One horse | 5 6 0 | 5 12 6 | 5 3 0 |
| Two horses | 5 8 6 | 5 15 0 | 5 5 6 |
| Three horses | 5 10 6 | 5 17 0 | 5 7 6 |
| Head stableman (if more than one employed) | 5 4 0 | 5 10 6 | 5 2 0 |
| Other stablemen or grooms | 5 0 0 | 5 6 6 | 4 17 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 | | | |
| 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 13 0 | 5 19 6 | 5 10 0 |
| (ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity | 5 17 0 | 6 3 6 | 5 14 0 |
| (iii) exceeding 3 tons capacity but under 6 tons capacity | 6 0 0 | 6 6 6 | 5 17 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 8 0 | 5 14 6 | 5 5 0 |
| (ii) two horses | 5 13 0 | 5 19 6 | 5 10 0 |
| (iii) three horses | 5 16 0 | 6 2 6 | 5 13 0 |
| (iv) four horses | 5 18 0 | 6 4 6 | 5 15 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 " | 25 0 | 0 6 | 25 6 | | |
| 3rd " | 37 0 | 1 0 | 38 0 | | |
| 4th " | 37 0 | 1 0 | 38 0 | | |
| 5th " | 68 0 | 2 0 | 70 0 | | |
| 6th " | 81 0 | 2 0 | 83 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 | 25 0 | 0 6 | 25 6 | 27 6 | 0 6 | 28 0 |
| 3rd " | 25 0 | 0 6 | 25 6 | 29 0 | 0 6 | 29 6 | 35 6 | 1 0 | 36 6 |
| 4th " | 29 0 | 0 6 | 29 6 | 35 6 | 1 0 | 36 6 | 40 6 | 1 0 | 41 6 |
| 5th " | 35 6 | 1 0 | 36 6 | 40 6 | 1 0 | 41 6 | .. | .. | .. |
| 6th " | 40 6 | 1 0 | 41 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 | 25 0 | 0 6 | 25 6 | 25 0 | 0 6 | 25 6 |
| 2nd " | 29 0 | 0 6 | 29 6 | 35 6 | 1 0 | 36 6 | .. | .. | .. |
| 3rd " | 40 6 | 1 0 | 41 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. |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| Managing Pharmaceutical Chemist | 7 14 0 | 0 6 0 | 8 0 0 | 7 2 6 | 0 6 0 | 7 8 6 |
| Assistant Pharmaceutical Chemist | 6 12 0 | 0 6 0 | 6 18 0 | 6 2 2 | 0 6 0 | 6 8 2 |
| Unregistered Assistant | 6 2 6 | 0 3 0 | 6 5 6 | 5 13 5 | 0 3 0 | 5 16 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 16 of Part I. and Clauses 1 and 22 of Part II. of the Determination published in *Government Gazette* No. 92 of the 23rd May, 1946, shall be replaced by the following clauses:—

PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS.
Wages per Week of 44 Hours.

| | Males. | | | Females. | | |
|-------------------------------|----------------|--------------|--------------|----------------|--------------|--------------|
| | Ordinary Wage. | War Loading. | Total Wage. | Ordinary Wage. | War Loading. | Total Wage. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 29 0 | 0 9 | 29 9 | 28 0 | 0 9 | 28 9 |
| 16 years of age | 39 0 | 1 0 | 40 0 | 30 6 | 0 9 | 31 3 |
| 17 years of age | 47 6 | 1 3 | 48 9 | 33 6 | 0 9 | 34 3 |
| 18 years of age | 62 0 | 1 6 | 63 6 | 37 0 | 1 0 | 38 0 |
| 19 years of age | 82 6 | 2 0 | 84 6 | 45 0 | 1 3 | 46 3 |
| 20 years of age | 87 0 | 2 3 | 89 3 | 51 6 | 1 3 | 52 9 |

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 117s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 117s. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 61s. 0d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 61s. 0d. 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 | 119 6 | 3 0 | 122 6 |
| Grader who grades for the export trade | 125 0 | 3 0 | 128 0 |
| Females employed filling cartons with boned meat | 59 6 | 1 6 | 61 0 |
| All others | 114 0 | 3 0 | 117 0 |

PIECE-WORK PRICES.

16. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

| | Within the hours fixed in clause 2. | Outside the hours fixed in clause 2. |
|---|-------------------------------------|--------------------------------------|
| Skinning rabbits (heads off) | 2s. 6d. per 100 | 3s. 9d. per 100 |
| Skinning 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. | |
| Skinning hares | 9s. 3d. per 100 | |

plus 12 per cent. plus 12 per cent.

plus 24 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 | 27 0 | 0 9 | 27 9 | 22 0 | 0 9 | 22 9 |
| 16 years of age | 35 0 | 1 0 | 36 0 | 26 6 | 0 9 | 27 3 |
| 17 years of age | 47 0 | 1 3 | 48 3 | 33 0 | 1 0 | 34 0 |
| 18 years of age | 58 0 | 1 9 | 59 9 | 41 6 | 1 3 | 42 9 |
| 19 years of age | 67 0 | 2 0 | 69 0 | 45 6 | 1 3 | 46 9 |
| 20 years of age | 80 0 | 2 3 | 82 3 | 50 0 | 1 6 | 51 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 105s. 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 105s. 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 57s. 0d. 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 57s. 0d. 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. |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) | 132 6 | 3 0 | 135 6 | 127 6 | 3 0 | 130 6 |
| Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) | 70 6 | 2 0 | 72 6 | 66 6 | 2 0 | 68 6 |
| Foreman having the supervision of four or more workers | 122 6 | 3 0 | 125 6 | 117 6 | 3 0 | 120 6 |
| Shop hands (males) or salesmen | 109 6 | 3 0 | 112 6 | 104 6 | 3 0 | 107 6 |
| Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers | 112 6 | 3 0 | 115 6 | 108 6 | 3 0 | 111 6 |
| Wet chain pluckers | 120 0 | 3 0 | 123 0 | 120 0 | 3 0 | 123 0 |
| Labourers assisting— | | | | | | |
| (a) Wholesale fish salesmen | 117 6 | 3 0 | 120 6 | 112 6 | 3 0 | 115 6 |
| (b) Wholesale poultry salesmen | 107 6 | 3 0 | 110 6 | 104 6 | 3 0 | 107 6 |
| Persons employed grading and/or placing plucked poultry in boxes | 112 6 | 3 0 | 115 6 | 108 6 | 3 0 | 111 6 |
| Females employed— | | | | | | |
| (a) As shop hands | 58 6 | 1 9 | 60 3 | 55 6 | 1 6 | 57 0 |
| (b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry | 58 6 | 1 9 | 60 3 | 55 6 | 1 6 | 57 0 |
| All others | 102 6 | 3 0 | 105 6 | 102 6 | 3 0 | 105 6 |

PIECE-WORK PRICES.

22. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

| | <i>s. d.</i> |
|---|--------------------|
| (i) Roughing fowls by hand | 0 3½ per pair |
| Roughing fowls by machine | 0 3 per pair |
| Stumping fowls the same day as they are roughed by hand | 0 3½ per pair |
| Stumping fowls, which have been put away overnight, or for a longer period, after being roughed | 0 4 per pair |
| Stumping fowls which have been roughed by a machine | 0 4 per pair |
| Plucking fowls | 0 7 per pair |
| Plucking ducks, where wings are not plucked right out | 0 7½ per pair |
| Plucking ducks, where wings are required to be plucked right out | 0 11½ per pair |
| Plucking Muscovy drakes (redheads) | 1 3 per pair |
| Plucking turkey hens | 0 8½ per pair |
| Plucking turkey cocks | 1 1 per pair |
| Plucking geese | 1 1 per pair |
| Plucking teal | 0 4 per pair |
| Plucking black duck | 0 5 per pair |
| Plucking blue wing | 0 4 per pair |
| Plucking mountain duck | 0 5 per pair |
| Plucking pigeons and small birds | 0 3 per pair |
| Plucking quail | 0 3 per pair |
| Plucking pheasants | 0 7 per pair |
| Drawing and trussing fowls or ducks | 0 3 per pair extra |
| Drawing and trussing geese | 0 6 per pair extra |
| Drawing and trussing turkeys | 0 9 per pair extra |
| (ii) *Blooding cousta | 0 9 per large box |
| *Splitting cousta | 1 0 per large box |
| *Scaling and cleaning salmon | 1 6 per large box |
| *Scaling and cleaning bream, flathead, trout, and all other medium fish | 2 6 per large box |
| *Cleaning garfish, flathead, mullet, and all other very small fish | 3 0 per large box |
| *Cleaning whiting | 0 3 per dozen |
| *Filleting whiting | 0 6 per dozen |
| *Cleaning flounders | 0 3 per dozen |
| Trimming shark | 0 6 per box |
| Skimming and trimming shark | 2 0 per box |

Plus 37 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 22, sub-clause (a) with the addition of 50 per cent.

Clauses (other than Clauses 1 and 16 of Part I. and Clauses 1 and 22 of Part II.) of the Determination published in *Government Gazette* No. 92 of the 23rd May, 1946, 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. 55 of the 25th March, 1946, shall be replaced by the following clauses:—

2 (i)

| Improvers. | | Other Employees. | | | | | |
|---|--|--|--|---|--|---|--|
| <p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>s. d.</i></p> <p>Under 17 years of age 43 9</p> <p>17 years of age 51 0</p> <p>18 63 0</p> <p>19 69 9</p> <p>20 77 0</p> | | <p>WAGES.</p> <p>(a) <i>In Hay, Corn, or Chaff Stores.</i></p> <p>(b) <i>Employed handling or distributing brewers' or distillers' grains</i></p> | | <p>Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.</p> | | <p>All other parts of Victoria where this Determination applies.</p> | |
| | | <p>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</p> <p>Drivers of motor wagons—</p> <p>(a) having a capacity of 2 tons or less ..</p> <p>(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..</p> <p>(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer</p> <p>Carters driving one horse</p> <p>Carters driving two horses</p> <p>And for every additional horse</p> <p>All others</p> | | <p><i>s. d.</i></p> <p>114 0 per week of 44 hours</p> <p>108 0 " 44 "</p> <p>113 0 " 44 "</p> <p>119 0 " 44 "</p> <p>104 0 " 44 "</p> <p>109 0 " 44 "</p> <p>0 6 extra per day ..</p> <p>107 0 per week of 44 hours</p> | | <p><i>s. d.</i></p> <p>117 0 per week of 44 hrs.</p> <p>111 0 " 44 "</p> <p>116 0 " 44 "</p> <p>122 0 " 44 "</p> <p>107 0 " 44 "</p> <p>112 0 " 44 "</p> <p>0 6 extra per day ..</p> <p>110 0 per week of 44 hrs.</p> | |
| <p>PROPORTION.</p> <p>One improver to the first four or fraction of four workers receiving not less than 10s. per week of 44 hours, and thereafter one improver to each additional four such workers.</p> | | <p><i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i></p> <p>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 ..</p> <p>Drivers of motor wagons—</p> <p>(a) having a capacity of 2 tons or less ..</p> <p>(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..</p> <p>(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer</p> <p>Carters driving one horse</p> <p>Carters driving two horses</p> <p>And for every additional horse</p> <p>All others</p> <p><i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i></p> <p>Drivers of motor wagons—</p> <p>(a) having a capacity of 2 tons or less ..</p> <p>(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..</p> <p>(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer</p> <p>Carters driving one horse</p> <p>Carters driving two horses</p> <p>And for every additional horse</p> <p>All others</p> <p><i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i></p> <p>Benchmen</p> <p>Drivers of motor wagons—</p> <p>(a) having a capacity of 2 tons or less ..</p> <p>(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..</p> <p>(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer</p> <p>Carters driving one horse</p> <p>Carters driving two horses</p> <p>And for every additional horse</p> <p>All others</p> | | <p><i>s. d.</i></p> <p>107 0 per week of 44 hours</p> <p>108 0 " 44 "</p> <p>113 0 " 44 "</p> <p>119 0 " 44 "</p> <p>104 0 " 44 "</p> <p>109 0 " 44 "</p> <p>0 6 extra per day ..</p> <p>105 0 per week of 44 hours</p> | | <p><i>s. d.</i></p> <p>110 0 per week of 44 hours</p> <p>111 0 " 44 "</p> <p>116 0 " 44 "</p> <p>122 0 " 44 "</p> <p>107 0 " 44 "</p> <p>112 0 " 44 "</p> <p>0 6 extra per day ..</p> <p>108 0 per week of 44 hours</p> | |

2 (ii)

| EXTRA RATES. | | per week. |
|---|----|--------------|
| | | <i>s. d.</i> |
| Further additional amount for a person employed handling or distributing brewers' or distillers' grains | .. | 3 0 |
| Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear | .. | 1 6 |
| Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties | .. | 1 0 |

3. ALLOWANCES.

(i) To the amounts otherwise prescribed in this Determination shall be added the following:—

(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day

(b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

NOTE.—To the weekly earnings of each pieceworker the sum of 11s. 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.

Clauses 4 to 16 inclusive of the Determination published in *Government Gazette* No. 55 of the 25th March, 1946, shall remain in force.

See also Clauses 2 (ii) and 3.

SCHEDULE—continued.

SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY)—continued.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

| 17. IMPROVERS. | | OTHER EMPLOYEES. | |
|--|--------------|--|--------------|
| Wages per Week of 44 Hours. | | Wages per Week of 44 Hours. | |
| | <i>s. d.</i> | | <i>s. d.</i> |
| Under 17 years of age .. | 61 9 | Wood cutters, using axe, power crosscut, circular saw, or other method .. | 118 0 |
| 17 years of age .. | 72 0 | Carters driving one, two, or three horses .. | 118 0 |
| 18 " " .. | 87 6 | And 6s. extra per week for every additional horse in excess of three. | |
| 19 " " or over:—the appropriate rate prescribed under the heading "other employees." | | Drivers of motor vehicles having a carrying capacity— | |
| | | (a) not exceeding 25 cwt. .. | 111 0 |
| | | (b) exceeding 25 cwt. but not exceeding 3 tons .. | 117 0 |
| | | (c) exceeding 3 tons but not exceeding 6 tons .. | 123 0 |
| | | (d) Further tonnage—for each complete ton over 5, an extra 1s. per week. | |
| | | And if a trailer is attached to the vehicle—1s. 6d. per day extra. | |
| | | <i>Gas Producer Units.</i> | |
| | | The following provisions shall apply to drivers of vehicles fitted with gas producer units:— | |
| | | (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra. | |
| | | (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra. | |
| | | Charcoal burning by retorts, metal or brick kilns, or pits— | |
| | | (a) Operator in charge of plant .. | 133 0 |
| | | (b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. | 123 0 |
| | | Grinding or grading charcoal— | |
| | | (a) Attendant in charge of plant— | |
| | | (i) With four or more persons under his supervision .. | 143 0 |
| | | (ii) With three or fewer persons under his supervision .. | 139 0 |
| | | (b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. | 133 0 |

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 118s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

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

Clauses 3 to 16 inclusive and clauses 18 to 34 inclusive of the Determination as published in *Government Gazette* No. 79 of the 3rd May, 1946, shall remain in force, provided that to the weekly earnings of each pieceworker, the sum of 2s. shall be added Where less than 44 hours is worked in any week by a pieceworker, a proportionate amount of such sum of 2s. shall be added in lieu thereof.

SCHEDULE—continued.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination published in *Government Gazette* No. 199 of 13th December, 1944, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | Other Employees. | | | |
|---|----|-----------------------|----------|---|---|-----------------------|----------|
| WAGES. | | Per Week of 48 Hours. | | WAGES. | | Per Week of 48 Hours. | |
| | | Males. | Females. | | | Males. | Females. |
| | | s. | d. | | | s. | d. |
| 15 years of age or under | .. | 21 | 0 | 21 | 0 | | |
| 16 years of age | .. | 26 | 6 | 26 | 6 | | |
| 17 years of age | .. | 38 | 6 | 34 | 6 | | |
| 18 years of age | .. | 47 | 6 | 41 | 0 | | |
| 19 years of age | .. | 57 | 6 | 50 | 6 | | |
| 20 years of age | .. | 68 | 0 | 62 | 0 | | |
| <p>Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.</p> | | | | <p>Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department .. 128 6 113 6</p> | | | |
| <p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i></p> <p>One apprentice to three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p> | | | | <p>First assistant, 25 years of age, where two or more persons over the age of 19 years are employed .. 123 6 108 6</p> <p>*All others—</p> <p>21 years of age 86 0 71 6</p> <p>22 years of age 98 6 82 0</p> <p>23 years of age or over 113 6 97 6</p> <p>* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.</p> | | | |

Clauses 3 to 17 inclusive of the Determination published in *Government Gazette* No. 199 of 13th December, 1944, 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. 143 of the 29th July, 1946, 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. 4½d. plus 1½d. war loading (total 4s. 6½d.) } Rams double rates.
 per 100 sheep or lambs slaughtered
 To slaughtermen employed in Group B, 4s. 5½d. plus 1s. 1½d. war loading (total 47s. 6½d.) }
 per 100 sheep or lambs slaughtered

To learners—

For the first 21 days of employment—

From Monday to Friday inclusive 24s. 2½d. plus 1s. 1d. war loading (total 25s. 3½d.) per day.
 Saturday 12s. 2½d. plus 7d. war loading (total 12s. 9½d.).

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 29s. 9d. plus 1s. 1d. war loading (total 30s. 10d.) per day.
 Saturday 14s. 11d. plus 7d. war loading (total 15s. 6d.).

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 50s. 10d. plus 1s. 3d. war loading (total 52s. 1d.) 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. 4½d. plus 1½d. war loading (total 4s. 6½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 46s. 5½d. plus 1s. 1½d. war loading (total 47s. 6½d.) 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, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers either on the chain or ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees engaged as pushers—in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 4,000 per employee as the case may be shall be divided between those so employed on such task.

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.

SCHEDULE—continued.

SLAUGHTERING FOR EXPORT BOARD—continued.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 50s. 10d. plus 1s. 3d. war loading (total 52s. 1d.) per 100 sheep or lambs slaughtered. Rams—double rates.

(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) Daggly, Maggotty, Diseased Sheep and Lambs and Full Wool Sheep:—

(i) Daggly and/or maggotty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lbs. graded weight, shall be paid for at rate and a half. Extra rates prescribed in this Determination shall not be cumulative.

3.

CATTLE.

(a) Rate of Pay to Slaughtermen.—2s. 10½d. plus 1d. war loading (total 2s. 11½d.) 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 47s. 1½d. plus 1s. 3d. war loading (total 48s. 4½d.) per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed 55s. 6½d. plus 1s. 3d. war loading (total 56s. 9½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 60s. 9½d. plus 1s. 3d. war loading (total 62s. 0½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed 71s. 4d. plus 1s. 3d. war loading (total 72s. 7d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 73s. 5d. plus 1s. 3d. war loading (total 74s. 8d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed 89s. 1½d. plus 1s. 3d. war loading (total 90s. 4½d.) per 100 calves.

Calf skinners engaged skinning cold calves—

Monday to Friday inclusive 25s. 4d. plus 1s. war loading (total 26s. 4d.) per day.

Saturday 12s. 8½d. plus 1s. war loading (total 13s. 8½d.).

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. 7.16d. per head

101 lb. to 200 lb. 9.47d. per head

Over 200 lb. 15.6d. per head

Hand scudded—

Up to 100 lb. 12.28d. per head

101 lb. to 200 lb. 15.6d. per head

Over 200 lb. 24.81d. per head

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

plus 14 per cent., plus 4 per cent. war loading.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

RATES OF PAY TO BONEERS.

6. Boneers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which, in respect of beef or mutton, shall not apply until the following daily quota has been completed:—

(a) (1) When a 5½-day week is worked the quota shall be:—

for an ordinary day (Monday to Friday inclusive)—

(i) beef—3½ bodies.

(ii) mutton—61 carcasses.

for a Saturday—

(i) beef—3½ bodies,

(ii) mutton—20 carcasses.

SCHEDULE—*continued.*

SLAUGHTERING FOR EXPORT BOARD—*continued.*

(2) When a five day week is worked the quota shall be:—

- (i) beef—9½ bodies,
- (ii) mutton—65 carcasses.

(b) Piece-work prices referred to above are:—

(i) Mutton:—6¼d. 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 1¼d. 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. 1d., and 9¼d. 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.
- Seven briskets with shin attached 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. | .. | .. | .. | .. | .. | 9¼d. per quarter | } bone-in-weight. |
| 101 lb. to 150 lb. | .. | .. | .. | .. | .. | 11¼d. per quarter | |
| Over 150 lb. | .. | .. | .. | .. | .. | 1s. 0¼d. per quarter | |

(c) Calves.—At the following rates—

| | | | | | | |
|----------------|--------------------------------|----|----|----|----------------------|--------------------------|
| Up to 60 lb. | .. | .. | .. | .. | 6¼d. per carcass | } Veal to be ribbed out. |
| 61 to 120 lb. | .. | .. | .. | .. | 9¼d. per carcass | |
| 121 to 200 lb. | .. | .. | .. | .. | 1s. 6½d. 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. 6¼d. 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. | .. | .. | .. | .. | .. | .. | .. | 5.45d. per quarter. |
| 101 lb. to 150 lb. | .. | .. | .. | .. | .. | .. | .. | 6.88d. per quarter. |
| Over 150 lb. | .. | .. | .. | .. | .. | .. | .. | 7.53d. per quarter. |

(d) Bull beef (excluding surplus fore quarters) shall be paid for at fifty per cent. above ordinary rates.

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.

STONECUTTERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 137 of the 23rd July, 1946, shall be replaced by the following clauses:—

WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 15 of this Determination, be as follows:—

(a) Weekly Wage.

| Classification. | Total Basic Wage, Including Loadings. | Margin for Skill. | Loading for Leave and Holidays. | Tool Allowance. | Total Wage. |
|---|---------------------------------------|-------------------|---------------------------------|-----------------|-------------|
| | s. d. | s. d. | s. d. | s. d. | s. d. |
| Carver, building | 105 0 | 53 3 | 16 9 | 1 0 | 176 0 |
| Carver, monumental | 105 0 | 39 3 | 15 3 | 1 0 | 160 6 |
| Stonemason | 105 0 | 27 0 | 14 0 | 1 0 | 147 0 |
| Surface operator | 105 0 | 27 0 | 14 0 | 1 0 | 147 0 |
| Letter cutter | 105 0 | 27 0 | 14 0 | 1 0 | 147 0 |
| Lathe machinist | 105 0 | 22 3 | 13 3 | .. | 140 6 |
| Planer machinist | 105 0 | 22 3 | 13 3 | .. | 140 6 |
| Dry grinding machine operator | 105 0 | 22 3 | 13 3 | .. | 140 6 |
| Carborundum machinist on moulding work | 105 0 | 22 3 | 13 3 | .. | 140 6 |
| Carborundum machinist on other than moulding work | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Carborundum sawyer | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Polisher (hand) | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Polisher (machine) | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Frame saw machinist | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Man using hand pneumatic tool of 6 lbs. or over or exceeding 1½-inch piston and which is not a drill or grinder | 105 0 | 166 6 | 28 6 | 1 0 | 301 0 |
| Person cleaning monuments, headstones, or kerbs | 105 0 | 14 9 | 12 6 | .. | 132 3 |
| Person painting letters, or drilling holes for lead letters | 105 0 | 27 0 | 14 0 | 1 0 | 147 0 |
| Person dismantling or re-erecting monuments, headstones, or kerbs | 105 0 | 27 0 | 14 0 | 1 0 | 147 0 |
| Labourer or assistant | 105 0 | .. | 11 0 | .. | 116 0 |

(b) Hourly Wage.

| Classification. | 44-Hour Week Workers. | 40-Hour Week Workers. |
|--|-----------------------|-----------------------|
| | s. d. | s. d. |
| Carver, building | 4 0 | 4 4 ½ |
| Carver, monumental | 3 7 17/22 | 4 0 1/5 |
| Stonemason | 3 4 1/11 | 3 8 1/10 |
| Surface operator | 3 4 1/11 | 3 8 1/10 |
| Letter cutter | 3 4 1/11 | 3 8 1/10 |
| Lathe machinist | 3 2 1/11 | .. |
| Planer machinist | 3 2 1/11 | 3 6 1/5 |
| Dry grinding machine operator | 3 2 1/11 | 3 6 1/5 |
| Carborundum machinist on moulding work | 3 2 1/11 | .. |
| Carborundum machinist on other than moulding work | 3 0 1/11 | .. |
| Carborundum sawyer | 3 0 1/11 | .. |
| Polisher (hand) | 3 0 1/11 | .. |
| Polisher (machine) | 3 0 1/11 | .. |
| Frame saw machinist | 3 0 1/11 | .. |
| Man using hand pneumatic tool of 6 lb. or over or exceeding 1½-inch piston and which is not a drill or grinder | 6 10 1/11 | .. |
| Person cleaning monument, headstones, or kerbs | 3 0 1/11 | .. |
| Person painting letters, or drilling holes for lead letters | 3 4 1/11 | .. |
| Person dismantling or re-erecting monuments, headstones, or kerbs | 3 4 1/11 | .. |
| Labourer or assistant | 2 7 1/11 | .. |

For a leading hand, the stonemason's rate per hour and the following additional rate shall be paid:—

| | Per Week. |
|---|-----------|
| | s. d. |
| In charge of not more than five men | 7 6 |
| In charge of six to ten men | 12 6 |
| In charge of over ten men | 15 0 |

APPRENTICES AND THEIR RATES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of five years; if over 17 years of age, for a period of four years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Secretary for Labour, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons for 44 hours or 40 hours as the case may be.

SCHEDULE—*continued.*STONECUTTERS BOARD—*continued.*

(f) Subject to adjustment under clause 16 hereof, the minimum rates of wage to be paid to apprentices shall be:—

(i) Where an apprentice is indentured for five years:—

| — | | | | | | Adjustable rate Per Week. | Loading (Constant) Per Week. | Loading for Leave and Holidays. | Total Wage Payable. |
|----------|----|----|----|----|----|------------------------------|---------------------------------|------------------------------------|------------------------|
| | | | | | | £ s. d. | s. d. | s. d. | £ s. d. |
| 1st year | .. | .. | .. | .. | .. | 1 7 0 | 0 6 | 1 6 | 1 9 0 |
| 2nd year | .. | .. | .. | .. | .. | 1 18 0 | 1 0 | 2 0 | 2 1 0 |
| 3rd year | .. | .. | .. | .. | .. | 2 10 0 | 1 0 | 2 6 | 2 13 6 |
| 4th year | .. | .. | .. | .. | .. | 3 9 0 | 1 6 | 3 6 | 3 14 0 |
| 5th year | .. | .. | .. | .. | .. | 4 12 0 | 2 0 | 4 6 | 4 18 6 |

(ii) Where an apprentice is indentured for four years:—

| — | | | | | | Adjustable Rate Per Week. | Loading (Constant) Per Week. | Loading for Leave and Holidays. | Total Wage Payable. |
|----------|----|----|----|----|----|------------------------------|---------------------------------|------------------------------------|------------------------|
| | | | | | | £ s. d. | s. d. | s. d. | £ s. d. |
| 1st year | .. | .. | .. | .. | .. | 1 12 6 | 1 0 | 1 6 | 1 15 0 |
| 2nd year | .. | .. | .. | .. | .. | 2 4 6 | 1 0 | 2 0 | 2 7 6 |
| 3rd year | .. | .. | .. | .. | .. | 3 5 0 | 1 6 | 3 6 | 3 10 0 |
| 4th year | .. | .. | .. | .. | .. | 4 12 0 | 2 0 | 4 6 | 4 18 6 |

JUVENILE WORKERS AND THEIR RATES.

4. (a) Subject to adjustment under clause 16 hereof, the minimum rates to be paid to juvenile workers shall be:—

| — | | | | | | Adjustable Rate Per Week. | Loading (Constant) Per Week. | Loading for Leave and Holidays. | Total Wage Payable. |
|-----------------------------------|----|----|----|----|----|------------------------------|---------------------------------|------------------------------------|------------------------|
| | | | | | | £ s. d. | s. d. | s. d. | £ s. d. |
| Under 16 years of age | .. | .. | .. | .. | .. | 1 2 0 | 0 6 | 1 0 | 1 3 6 |
| Over 16 and under 17 years of age | .. | .. | .. | .. | .. | 1 11 6 | 1 0 | 1 6 | 1 14 0 |
| Over 17 and under 18 years of age | .. | .. | .. | .. | .. | 2 2 0 | 1 0 | 2 0 | 2 5 0 |
| Over 18 and under 19 years of age | .. | .. | .. | .. | .. | 2 14 0 | 1 6 | 2 6 | 2 18 0 |
| Over 19 and under 20 years of age | .. | .. | .. | .. | .. | 3 7 6 | 1 6 | 3 6 | 3 12 6 |
| Over 20 and under 21 years of age | .. | .. | .. | .. | .. | 4 2 6 | 2 0 | 4 0 | 4 8 6 |

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

Clauses 5 to 16 inclusive of the Determination published in *Government Gazette* No. 137 of the 23rd July, 1946, shall remain in force.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2 to 4 inclusive of Part I. and clause 17 of Part III. of the Determination published in *Government Gazette* No. 129 of the 16th July, 1946, shall be replaced by the following clauses:—

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 | } 73 9 | 24 6 | 27 6 | 26 6 | 24 6 | <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 113s. 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 112s. 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 70s. 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 69s. 3d. 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 67s. 3d. 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 64s. 6d. per week of 44 hours.</p> |
| 16 to 17 years of age | | 32 6 | 31 3 | 33 9 | 31 9 | |
| 17 to 18 years of age | | 42 0 | 37 0 | 38 6 | 35 6 | |
| 18 to 19 years of age | | 58 9 | 41 6 | 45 6 | 41 3 | |
| 19 to 20 years of age | | 94 0 | 75 6 | 48 3 | 49 9 | |
| 20 to 21 years of age | 113 6 | 92 3 | 55 0 | 56 6 | 52 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 | 34 6 |
| 16 to 17 years of age | 43 0 |
| 17 to 18 years of age | 49 6 |
| 18 to 19 years of age | 59 6 |
| 19 to 20 years of age | 77 6 |
| 20 to 21 years of age | 92 0 |

(a) 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.
(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

PART I.—continued.

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

4. (a)

| | | Wages Per Week of 44 Hours. | |
|---|---------|-----------------------------|----|
| | | s. | d. |
| (i) Storemen or Packers | .. .. . | 113 | 0 |
| Leading hands—as defined in clause 22 hereof— | | | |
| (I.) | .. .. . | 118 | 0 |
| (II.) | .. .. . | 123 | 0 |
| (III.) | .. .. . | 123 | 0 |
| (IV.) | .. .. . | 133 | 0 |
| Blenders—as defined in clause 22 hereof:— | | | |
| Grade 1 | .. .. . | 133 | 0 |
| .. 2 | .. .. . | 128 | 0 |
| .. 3 | .. .. . | 118 | 0 |

Where a blender is also a leading hand as defined in clause 22 hereof he shall be paid the appropriate additional amount prescribed for a leading hand together with the appropriate additional amount prescribed for a Blender.

(ii) Casual hands shall be paid at the rate per hour of 3s. 7½d. adjustable under clause 46 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

| Column No. | Males employed in (or on) or in connexion with— | | | | | | | | | | | |
|---|--|-------------------------|---|----------------------------------|--|---|------------------------------|--|-------------------|--|--------------|-------------------|
| | Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds. | Potato or Onion Stores. | Bond or Free Stores or Establishments engaged in the General Bulk Storage Business. | Lime, Cement, or Plaster Stores. | Fibrous Plaster Stores, or Wholesale Softgoods Warehouses. | Root Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments. | Bread-making Establishments. | Bag (Hessian, Jute or Cotton) Stores, or Wholesale Dealers' Oils, Colour and Varnish Stores. | Machinery Stores. | Dye Stores other than Dye Stores connected with the business of the manufacture of piece-goods or apparel. | Seed Stores. | Any Other Place.* |
| | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. | 44 Hours. |
| | WAGES PER WEEK OF— | | | | | | | | | | | |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Any person engaged as a 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 | 131 0 | 122 8 | 116 0 | 118 0 | 115 0 | 117 6 | 128 0 | 117 6 | 119 6 | 127 0 | 115 0 | 119 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 | 131 0 | 122 8 | 116 0 | 120 6 | 117 3 | 119 9 | 134 3 | 119 9 | 126 9 | 129 3 | 117 3 | 121 9 |
| (b) 7 or more such persons | 131 0 | 122 8 | 116 0 | 134 6 | 131 9 | 134 6 | 148 9 | 134 6 | 135 9 | 143 3 | 139 9 | 135 9 |
| Storeman in charge of a bulk store removed from the main place of business | .. .. . | .. .. . | .. .. . | .. .. . | 115 0 | 117 6 | .. .. . | 117 6 | 119 6 | 127 0 | 115 0 | 119 6 |
| Packers of crockery, china, or glassware | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | 118 3 |
| Packers of metal window frames | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | 115 0 |
| Persons handling pianos, piano-players, or organs | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | 115 0 |
| Egg packers, sorters, or testers with six months' or more experience | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | .. .. . | 113 0 |
| All male adults not otherwise provided for | 131 0 | 122 8 | 116 0 | 115 0 | 112 0 | 113 0 | 128 0 | 113 0 | 115 0 | 123 0 | 113 0 | 115 0 |

Storemen or packers called upon to work in cool stores shall be paid 3s. 11½/22d. per hour whilst so employed. This rate includes 1½/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

| 4. (c) | FEMALES. | | | |
|--|--|---|-----------------------------|------------------|
| | Females Employed in or in Connection with— | | | |
| | Manufacturing Chemists' Factories. | Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woolen and Cotton Pieces. | Egg Packing Establishments. | Any Other Place. |
| | 44 Hours. | Wages per 44 Hours. | Week of— 44 Hours. | 44 Hours. |
| | s. d. | s. d. | s. d. | s. d. |
| Any person engaged as a 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 | 67 3 | 74 0 | 79 3 | 67 3 |
| (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 | 71 3 | 79 3 | 84 0 | 71 3 |
| (ii) 7 or more such persons | 80 6 | 87 0 | 93 0 | 80 6 |
| Females employed packing or sorting laundry work | | | | 70 0 |
| Packers of crockery, china, or glassware | | | | 80 0 |
| Egg Packers, Sorters, or Testers— | | | | |
| With less than eight weeks' experience | | | 68 3 | |
| With eight weeks' or more experience | | | 75 6 | |
| All female adults not otherwise provided for | 64 6 | 69 3 | 67 3 | 64 6 |

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

17. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 3s. 3½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses other than clauses 2 to 4 inclusive of Part I. and clause 17 of Part III. of the Determination published in Government Gazette No. 129 of the 16th July, 1946, shall remain in force.

SUGAR REFINERS BOARD.

Clauses 2 and 3 of the Determination published in Government Gazette No. 99 of the 30th May, 1946, 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. |
| Under 16 years | s. d. 23 0 | s. d. 2 0 | s. d. 3 0 | s. d. 28 0 | Under 16 years | s. d. 23 0 | s. d. 2 0 | s. d. 3 0 | s. d. 28 0 |
| 16 years | 30 0 | 2 3 | 3 0 | 35 3 | 16 years | 24 8 | 2 3 | 3 0 | 29 11 |
| 17 " | 41 8 | 2 3 | 3 0 | 46 11 | 17 " | 27 11 | 2 6 | 3 0 | 33 5 |
| 18 " | 53 5 | 3 0 | 3 0 | 59 5 | 18 " | 33 2 | 3 0 | 3 0 | 39 2 |
| 19 " | 63 0 | 3 6 | 3 0 | 69 6 | 19 " | 40 4 | 3 6 | 3 0 | 46 10 |
| 20 " | 74 7 | 3 6 | 3 0 | 81 1 | 20 " | 49 6 | 3 6 | 3 0 | 56 0 |

PROPORTION (IN ANY PLACE).

Males.

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."

PROPORTION (IN ANY PLACE).

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 "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. |
| Under 16 years | s. d. 23 0 | s. d. 2 0 | s. d. 3 0 | s. d. 28 0 | Under 16 years | s. d. 23 0 | s. d. 2 0 | s. d. 3 0 | s. d. 28 0 |
| 16 years | 30 0 | 2 3 | 3 0 | 35 3 | 16 years | 24 8 | 2 3 | 3 0 | 29 11 |
| 17 " | 41 8 | 2 3 | 3 0 | 46 11 | 17 " | 27 11 | 2 6 | 3 0 | 33 5 |
| 18 " | 53 5 | 3 0 | 3 0 | 59 5 | 18 " | 33 2 | 3 0 | 3 0 | 39 2 |
| 19 " | 63 0 | 3 6 | 3 0 | 69 6 | 19 " | 40 4 | 3 6 | 3 0 | 46 10 |
| 20 " | 74 7 | 3 6 | 3 0 | 81 1 | 20 " | 49 6 | 3 6 | 3 0 | 56 0 |

SCHEDULE—*continued.*SUGAR REFINERS BOARD—*continued.*

3.

OTHER EMPLOYEES.

| | Wages per Week of 44 Hours. | | | |
|--|-----------------------------|------------------------------------|---|-----------------------|
| | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly Wage. |
| <i>Adult Males.</i> | | | | |
| Raw Sugar Store— | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Men unstoring | 100 0 | 11 0 | 5 0 | 116 0 |
| Men cutting in | 101 0 | 11 0 | 5 0 | 117 0 |
| Elevator attendant | 99 0 | 11 0 | 5 0 | 115 0 |
| Wash tank hands | 96 0 | 11 0 | 5 0 | 112 0 |
| Wash tank hands—assistants | 95 0 | 11 0 | 5 0 | 111 0 |
| Riggers | 101 0 | 11 0 | 5 0 | 117 0 |
| Melting House— | | | | |
| Washing fugalmen | 99 6 | 11 0 | 5 0 | 115 6 |
| Melter attendant | 96 0 | 11 0 | 5 0 | 112 0 |
| Mixer | 96 0 | 11 0 | 5 0 | 112 0 |
| Carbonatation House— | | | | |
| Men on liquor filter presses | 97 0 | 11 0 | 5 0 | 113 0 |
| Men on mud | 97 0 | 11 0 | 5 0 | 113 0 |
| Leading hand | 102 0 | 11 0 | 5 0 | 118 0 |
| Men on gas tank | 98 0 | 11 0 | 5 0 | 114 0 |
| Men on crushing and stacking lime | 96 0 | 11 0 | 5 0 | 112 0 |
| Men on washing and checking filterpress sheets | 96 0 | 11 0 | 5 0 | 112 0 |
| Char End— | | | | |
| Kiln repairers | 96 0 | 11 0 | 5 0 | 112 0 |
| Kiln firemen | 102 0 | 11 0 | 5 0 | 118 0 |
| Wet charmen | 102 0 | 11 0 | 5 0 | 118 0 |
| Char runners | 102 0 | 11 0 | 5 0 | 118 0 |
| Pan Floor— | | | | |
| First sugar boilers | 117 0 | 11 0 | 5 0 | 133 0 |
| Second sugar boilers | 110 0 | 11 0 | 5 0 | 126 0 |
| Pan attendant, attending triple effect | 96 0 | 11 0 | 5 0 | 112 0 |
| Refined sugar fugalmen | 99 6 | 11 0 | 5 0 | 115 6 |
| Refined sugar fugalmen—Leading hands | 102 6 | 11 0 | 5 0 | 118 6 |
| Jelly House— | | | | |
| Leading hand | 99 6 | 11 0 | 5 0 | 115 6 |
| Jelly fugalmen | 96 0 | 11 0 | 5 0 | 112 0 |
| Refined Sugar Store— | | | | |
| Receiving at truck yard (leading hands) | 99 0 | 11 0 | 5 0 | 115 0 |
| Iceing mill attendant | 96 0 | 11 0 | 5 0 | 112 0 |
| Driers (leading hand) | 99 0 | 11 0 | 5 0 | 115 0 |
| Driers (others) | 96 0 | 11 0 | 5 0 | 112 0 |
| Automatic scale attendant | 99 0 | 11 0 | 5 0 | 115 0 |
| Leading hand packing floor | 99 0 | 11 0 | 5 0 | 115 0 |
| Hand packing sugar | 96 0 | 11 0 | 5 0 | 112 0 |
| Golden Syrup and Treacle— | | | | |
| Men packing and weighing (bulk) | 96 0 | 11 0 | 5 0 | 112 0 |
| Golden syrup and treacle mixer | 98 0 | 11 0 | 5 0 | 114 0 |
| Liquor runners | 102 0 | 11 0 | 5 0 | 118 0 |
| Liquor runners—assistants | 96 0 | 11 0 | 5 0 | 112 0 |
| Distillery— | | | | |
| Stillman | 112 0 | 11 0 | 5 0 | 128 0 |
| Mashman | 100 0 | 11 0 | 5 0 | 116 0 |
| Spirit and Methylating Rooms— | | | | |
| Leading hand | 109 6 | 11 0 | 5 0 | 125 6 |
| Assistants | 99 6 | 11 0 | 5 0 | 115 6 |
| Leading hand cleaning gang | 99 0 | 11 0 | 5 0 | 115 0 |
| All others | 93 0 | 11 0 | 5 0 | 109 0 |
| Adult females | 52 3 | 5 3 | 3 0 | 60 6 |

Clauses 4 to 18 inclusive of the Determination as published in *Government Gazette* No. 99 of the 30th May, 1946, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 52 of 25th March, 1946, shall be replaced by the following clause:—

JUNIOR LABOUR.

2. 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 | 9 |
| 15 to 16 years of age | 34 | 6 |
| 16 to 17 years of age | 44 | 6 |
| 17 to 18 years of age | 53 | 9 |
| 18 to 19 years of age | 63 | 3 |
| 19 to 20 years of age | 74 | 0 |
| 20 to 21 years of age | 82 | 6 |

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 and/or on hide leathers in tan pits or lime jobbing on hide leathers.

Other Employees.

| | Per Week of 44 Hours. | |
|--|-----------------------|-------|
| | £ | s. d. |
| (1) Currier | 6 | 13 0 |
| (2) Person classing or sorting green hides or sides or skins after being unhaired | 6 | 8 0 |
| (3) Hand flesher | 6 | 5 0 |
| (4) Hand fleshing after machining | 6 | 3 0 |
| (5) Machine flesher | 6 | 3 0 |
| (6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines | 5 | 18 0 |
| (7) Lime jobber | 5 | 16 0 |
| (8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser | 5 | 15 0 |
| (9) Bark bagger | 5 | 15 0 |
| (10) Extract worker in tannery | 5 | 11 0 |
| (11) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract | 5 | 11 0 |
| (12) Splitting machinist— Operator of big machine | 6 | 11 0 |
| Operator of other machines | 6 | 9 0 |
| (13) Man behind splitting machine | 5 | 15 0 |
| (14) Machine shaver— New machine—double width | 6 | 3 0 |
| Old machine—single width | 6 | 4 0 |
| (15) 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 | 19 6 |
| (16) Roller, striker and setter out of sole leather | 5 | 18 6 |
| (17) Shedman who applies dressing to sole leather | 5 | 14 0 |
| (18) Whitening machinist and buffing machinist | 6 | 3 6 |
| (19) Fluffing machinist | 5 | 18 0 |
| (20) Fluffing machinist on suede wheel | 6 | 2 0 |
| (21) Leather dresser (table hand) | 5 | 18 0 |
| (22) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand | 5 | 17 0 |
| (23) Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers | 5 | 16 0 |
| (24) Table hand setting out harness leathers | 6 | 1 0 |
| (25) Table hand and knee staker | 5 | 18 0 |
| (26) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries | 5 | 11 0 |
| (27) Strainer (over the age of 18 years) | 5 | 14 0 |
| (28) Employee unhairing either on beam or by sweeping | 5 | 18 0 |
| (29) Person classing or sorting hides, sides or skins or splits of leather after tanning | 6 | 7 0 |
| (30) Employee operating measuring machine | 5 | 14 0 |
| (31) Employee operating setting out machine | 5 | 18 0 |
| (32) Employee operating graining machine | 5 | 16 0 |
| (33) Employee operating ironing machine | 5 | 16 0 |
| (34) Employee operating embossing machine | 5 | 16 0 |
| (35) Employee operating squeezing machine | 5 | 16 0 |
| (36) Employee operating bark grinding machine | 5 | 15 0 |
| (37) Assistant on any of the machines 30 to 35 | 5 | 14 0 |
| (38) Operator or assistant on any machine used in the industry not otherwise provided for | 5 | 14 0 |
| (39) Glazer | 5 | 18 0 |
| (40) Staker | 5 | 18 0 |
| (41) Person lime jobbing on mechanical reels | 5 | 16 0 |
| (42) Hair washer | 5 | 12 0 |
| (43) All others | 5 | 9 0 |

Casual employees may be engaged by the day at rates 10 per cent. higher than those prescribed for weekly work.

WET WORK

In addition to the wages hereinbefore prescribed adult employees of the classifications set out herein shall receive a special allowance of 5/- per week:—

Persons classing or sorting green hides or skins being unhaired, hand flesher, hand fleshing after machining, machine flesher, unhairer, scudder, persons trimming green hides on tables after being fleshed, persons working unhairing and scudding machine, lime jobber, drum hand, paddle or vat hand, tan pit-man, hydraulic presser, green splitting machinist and man behind, extract worker in tannery, employee unhairing on beam or sweeping, employee operating squeezing machine, person lime jobbing on mechanical reels, hair washers, shed men in hide houses of beam shed department sorting out and hooking hides together, employees setting out from wet drums (excluding sole leather) and shedman who applies dressing to sole leather.

Clauses 3 to 27 inclusive of the Determination as published in *Government Gazette* No. 52 of 25th March, 1946, shall remain in force.

SCHEDULE—continued.

TANNERS (FURRED SKINS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 51 of 25th March, 1946, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | Other Employees. | | | |
|--|--------------|--|---------------------------|--|----------------|--|--|
| WAGES PER WEEK OF 44 HOURS. | | | | WAGES PER WEEK OF 44 HOURS. | | | |
| | Males. | Females employed in beaming, fleshing or slickering of any furred skins. | Other Females. | <i>Males.</i> | | | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | Beam fleshers, pullers on upright knife, shavers .. | <i>£ s. d.</i> | | |
| 14 to 15 years of age .. | 18 9 | 57 6 | 16 3 | Operators of rotary shaving knife | 6 0 6 | | |
| 15 to 16 .. | 25 0 | | 18 9 | Other males | 6 5 0 | | |
| 16 to 17 .. | 34 0 | | 24 3 | | 5 5 0 | | |
| 17 to 18 .. | 43 0 | | 32 0 | <i>Females.</i> | | | |
| 18 to 19 .. | 55 6 | | 40 6 | Females employed in beaming, fleshing, or slickering | | | |
| 19 to 20 .. | 65 6 | 47 6 | of any furred skins | 6 0 6 | | | |
| 20 to 21 .. | 81 0 | 105 0 | Other females | 2 18 6 | | | |
| | | | 53 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. | | | | | | | |

Clauses 3 to 16 inclusive of the Determination as published in *Government Gazette* No. 51 of 25th March, 1946, shall remain in force.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1 of the 3rd January, 1946, shall be replaced by the following clause:—

2.

WAGE PER WEEK OF 44 HOURS.

| Improvers. | Adjustable Rate. | Plus Conditions and Clothing Allowance (Non-adjustable). | Total Wage. | Other Employees. | Adjustable Rate. | Plus Conditions and Clothing 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 .. | 72 3 | 4 6 | 76 9 | Bitumen emulsion maker .. | 114 0 | 4 6 | 118 6 |
| 19 years and under 20 years .. | 85 6 | 4 6 | 90 0 | Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) .. | 114 0 | 4 6 | 118 6 |
| 20 years and under 21 years .. | 90 6 | 4 6 | 95 0 | Tar distiller and/or maker of pitch (T.I.C type of plant) .. | 113 0 | 4 6 | 117 6 |
| | | | | Tar distiller and/or maker of pitch (other types of plants) | 116 0 | 4 6 | 120 6 |
| | | | | Tar acid still attendant .. | 116 0 | 4 6 | 120 6 |
| | | | | Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials .. | 114 0 | 4 6 | 118 6 |
| | | | | Pitch enamel maker (closed type of plant) | 116 0 | 4 6 | 120 6 |
| | | | | Pitch enamel maker (open type of plant) | | | |
| | | | | All others | 111 6 | 4 6 | 116 0 |
| | | | | | For rate see clause 7 (c) | | |

NOTE.—The Board determines that no person shall be employed as an apprentice.
 Clauses 3 to 13 inclusive of the Determination as published in *Government Gazette* No. 1 of the 3rd January, 1946, shall remain in force.

SCHEDULE --continued.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 70 of the 15th April, 1946, shall be replaced by the following clause:—

2

| APPRENTICES OR IMPROVERS. | | | JUVENILE WORKERS. | | OTHER EMPLOYEES. | | |
|--|--------------|--------------|--|--------------|--|-------|--|
| Wages per Week of 44 Hours. | | | Wages per Week of 44 Hours. | | Wages per Week of 44 Hours. | | |
| Age. | Males. | Females. | Males. | Females. | | | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | |
| Under 17 years | 32 9 | 32 9 | 32 9 | 32 9 | Males | 117 6 | |
| 17 years and under 18 years | 44 0 | 38 9 | 44 0 | 38 9 | Females | 62 3 | |
| 18 " " 19 " " | 55 0 | 44 3 | | | | | |
| 19 " " 20 " " | 66 0 | 49 9 | | | | | |
| 20 " " 21 " " | 76 9 | 55 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 117s. 6d. per week of 44 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 117s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 62s. 3d. 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 117s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 62s. 3d. per week of 44 hours.</p> | | |

Clauses 3 to 16 inclusive of the Determination as published in *Government Gazette* No. 70 of the 15th April, 1946, shall remain in force.

TENTMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 82 of the 8th May, 1944, shall be replaced by the following clause:—

2.

ADULTS.
Wages per week of 44 hours.

| | Adjustable Weekly Wage. | Non-Adjustable. | | Total Wage. |
|--|-------------------------|---------------------|---------------------|------------------|
| | | * Loading Constant. | * War-Time Loading. | |
| Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes) where palm and needle is used up to size 2 inches in circumference) | £ s. d. 5 15 0 | s. d. 5 0 | s. d. 4 0 | £ s. d. 6 4 0 |
| Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions | 5 9 0 | 5 0 | 4 0 | 5 18 0 |
| All other Journeymen | 5 15 0 | 5 0 | 4 0 | 6 4 0 |
| Journeywomen | 2 19 0 | 2 6 | 2 0 | 3 3 6 |

* NOTE.—These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this determination.

In addition to the above rates the following shall be paid.

(a) Machinists employed on machining on aeroplane hangars shall be paid 3 13/22d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywoman shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Union alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Secretary for Labour.

(c) Females working on large machines (132K, 7.5, 45K, and Grummet) on canvas goods or like material, 3s. 6d. per week extra on above rates.

(d) Female machinists employed on machining cupra ammonia canvas shall be paid 9d. per hour extra for the time so employed.

Provided that this provision shall apply only to machinists employed on machining canvas or duck supplied to employers by the Department of Supply and Shipping for manufacturing articles to the order of a Commonwealth Government Department or authority and such canvas or duck is limited to that specially treated against rot, and/or damp, and/or flame.

Clauses 3 to 32 inclusive of the Determination as published in *Government Gazette* No. 82 of the 8th May, 1944, shall remain in force.

SCHEDULE—continued.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 6 of the 7th January, 1946, shall be replaced by the following clauses:—

2.

WAGES.

| Apprentices. | | Improvers if employed prior to 30th September, 1939. (See Clause 3.) | | Other Employees. | |
|-----------------------|---------|--|---------|------------------|--|
| Per Week of 44 Hours. | | Per Week of 44 Hours. | | Per Hour. | |
| s. d. | | s. d. | | s. d. | |
| 1st year | .. 26 9 | Under 16 years of age | .. 29 9 | Adults | .. 3 6 ¹⁵ / ₂₂ .. 7 16 6 |
| 2nd " | .. 40 6 | Between 16 years and 17 years | 44 9 | | |
| 3rd " | .. 54 0 | " 17 " " 18 " | 59 3 | | |
| 4th " | .. 73 9 | " 18 " " 19 " | 74 0 | | |
| 5th " | .. 94 0 | " 19 " " 20 " | 89 3 | | |
| | | " 20 " " 21 " | 102 3 | | |

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £7 16s. 6d. per week of 44 hours.
An indenture of apprenticeship has been prescribed by the Board.

PROPORTION (WITHIN ANY PLACE).

One improver to every three workers receiving not less than £7 16s. 6d. per week of 44 hours.

PIECEWORK PRICES.

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

| <i>Floor and Verandah Tiling.</i> | | } | When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount |
|--|---|---|--|
| Each area under one square yard | .. 7s. 0d. per area | | |
| Under three square yards | .. 9s. 3d. per square yard | | |
| Three square yards or over | .. 8s. 0d. per square yard | | |
| Loose moravian | .. 13s. 3d. per square yard | | |
| Steps of marble, slate, or material other than tiles with tile risers | .. 9d. per foot run respectively for each step fixed or riser tiled | | |
| Any step with nosing tread or riser tiles | .. 3s. 6d. per foot run | | |
| All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface. | | | |
| <i>Wall Tiling.</i> | | } | When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount |
| Wall tiling | .. 8s. 6d. per square yard | | |
| Kitchen stove recesses | .. 11s. 6d. per square yard | | |
| Splash tiling under one square yard to basin and/or bath | .. 11s. 6d. per room | | |
| Ceilings, or offsets | .. 17s. 6d. per square yard | | |
| Liners beads, coves, and capping | .. 3d. per foot run in addition to full overall measurements | | |
| Where brickwork or concrete has to be cut out to allow recessed fitting to be laid | .. 3s. 6d. per fitting | | |
| Soap and toilets with mitre surrounds | .. 3s. 6d. each | | |
| Tiled recesses in walls up to 6 in. x 6 in. square | .. 7s. 0d. each | | |
| Sills and revicils which occur in isolated cases | .. 9d. per lineal foot in addition to overall measurements | | |
| Architraves and skirting | .. 9d. per lineal foot in addition to overall measurements | | |
| Cutting on the rake to staircase dados | .. 6d. per lineal foot | | |
| In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilayer on which to start tiling, also all walls of this nature to be painted where necessary. | | | |
| <i>Open Joint Tiling.</i> | | } | When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount |
| 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 19 inclusive and clauses 21 to 23 inclusive of the Determination as published in *Government Gazette* No. 6 of the 7th January, 1946, shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette*, No. 134 of the 23rd July, 1946, shall be replaced by the following clauses:—

2.

WAGES.

| Adults. | Per Week of 44 Hours— | | |
|--|--|--------------|--------------------------|
| | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| <i>(a) Sheet Metal Section.</i> | | | |
| Sheet metal worker (1st class) | 6 15 0 | 7 1 6 | 6 12 0 |
| Sheet metal worker (2nd class) | 6 3 0 | 6 9 6 | 6 0 0 |
| Spinner (1st class) | 6 7 0 | 6 13 6 | 6 4 0 |
| Spinner other | 5 14 0 | 6 0 6 | 5 11 0 |
| Die setter | 5 14 0 | 6 0 6 | 5 11 0 |
| Die setter—press operator working from blue prints or plans | 6 3 0 | 6 9 6 | 6 0 0 |
| Press operator (heavy) | 5 12 0 | 5 18 6 | 5 9 0 |
| Press operator (light) | 5 10 0 | 5 16 6 | 5 7 0 |
| Solderer and dipper | 5 12 0 | 5 18 6 | 5 9 0 |
| Drop hammer stamper | 5 12 0 | 5 18 6 | 5 9 0 |
| Guillotine operator (as defined) | 6 3 0 | 6 9 6 | 6 0 0 |
| Guillotine operator (other) | 5 10 0 | 5 16 6 | 5 7 0 |
| Guttering machinist | 5 10 0 | 5 16 6 | 5 7 0 |
| Power machinist (not otherwise specified) | 5 10 0 | 5 16 6 | 5 7 0 |
| <i>(b) Welding Division.</i> | | | |
| Welder— | | | |
| 1st class, other than when using Cutler machine | 6 18 0 | 7 4 6 | 6 15 0 |
| 1st class, using Cutler machine | 6 5 0 | 6 11 6 | 6 2 0 |
| 2nd class | 5 16 0 | 6 2 6 | 5 13 0 |
| 3rd class | 5 12 0 | 5 18 6 | 5 9 0 |
| Tack welder | 5 14 0 | 6 0 6 | 5 11 0 |
| <i>(c) Canister-making.</i> | | | |
| Die setter and/or machine setter and/or leading press hand | 5 14 0 | 6 0 6 | 5 11 0 |
| Canister-maker by hand and riveter by hand | 5 14 0 | 6 0 6 | 5 11 0 |
| Solderer and dipper | 5 10 0 | 5 16 6 | 5 7 0 |
| Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over | 5 14 0 | 6 0 6 | 5 11 0 |
| Operator of power capping machines or metal pots on automatic machines | 5 12 0 | 5 18 6 | 5 9 0 |
| Operator of other power presses and other power machines | 5 10 0 | 5 16 6 | 5 7 0 |
| Cap solderer (not otherwise classified) | 5 10 0 | 5 16 6 | 5 7 0 |
| <i>(d) Galvanizing.</i> | | | |
| Galvanizer | 6 1 0 | 6 7 6 | 5 18 0 |
| Tinner and grease tinner | 6 1 0 | 6 7 6 | 5 18 0 |
| Assistant working over metal pot | 5 12 0 | 5 18 6 | 5 9 0 |
| Pickler | 5 11 0 | 5 17 6 | 5 8 0 |
| All others in this Division | 5 7 0 | 5 13 6 | 5 4 0 |
| <i>(e) Painting and Japanning.</i> | | | |
| Artistic japanner and goldworker | 6 3 0 | 6 9 6 | 6 0 0 |
| Spray operator | 5 14 0 | 6 0 6 | 5 11 0 |
| Grainer, liner, and filliter | 5 10 0 | 5 16 6 | 5 7 0 |
| Painter and lacquerer | 5 10 0 | 5 16 6 | 5 7 0 |
| Dipper | 5 10 0 | 5 18 6 | 5 7 0 |
| <i>(f) Porcelain Enamelling.</i> | | | |
| Fuser | 6 0 0 | 6 6 6 | 5 17 0 |
| Fuser on medallions, badges, or buckles | 5 10 0 | 5 16 6 | 5 7 0 |
| Inspector—1st class (i.e., one who inspects finished enamel work as to quality) | 5 11 0 | 5 17 6 | 5 8 0 |
| Inspector (other) | 5 8 0 | 5 14 6 | 5 5 0 |
| Mill hand and mixer | 5 11 0 | 5 17 6 | 5 8 0 |
| Packer and despatcher | 5 11 0 | 5 17 6 | 5 8 0 |
| Pickler | 5 11 0 | 5 17 6 | 5 8 0 |
| Rackman | 5 6 0 | 5 12 6 | 5 3 0 |
| Sand and shot blaster | 6 4 0 | 6 10 6 | 6 1 0 |
| Sprayer | 5 12 0 | 5 18 6 | 5 9 0 |
| Swiller, gripper, and brusher | 5 10 0 | 5 16 6 | 5 7 0 |
| Employee not elsewhere classified in any Division | 5 2 0 | 5 8 6 | 4 19 0 |
| <i>(g) General.</i> | | | |
| Process worker | 5 10 0 | 5 16 6 | 5 7 0 |
| *Storeman and/or packer (tool and/or material store) | 5 11 0 | 5 17 6 | 5 8 0 |

* Nothing in this classification shall require or permit the payment by an employer of any rates of ordinary wages lower than those paid or purporting to have been paid to storemen and packers by that employer pursuant to any Wages Board Determination when such rates were paid immediately prior to the 1st August, 1944.

SCHEDULE—*continued.*TINSMITHS BOARD—*continued.**Leading Hands.*

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

Ship Repairing.

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

| | | | | | | | | | <i>s.</i> | <i>d.</i> |
|------------------|----|----|----|----|----|----|----|----|-----------|-----------|
| Tradesmen | .. | .. | .. | .. | .. | .. | .. | .. | 3 | 0 |
| All other labour | .. | .. | .. | .. | .. | .. | .. | .. | 2 | 0 |

per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.

Period of Apprenticeship.

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

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

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

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

Instruction in Welding.

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

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—1st class;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

Adult Apprentices.

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

Probationary Period.

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

Wages.

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

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

SCHEDULE—continued.

TINSMITHS 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. |

Four and Five-year Terms.

| | Per Week. | Per Week. | Per Week. | £ s. d. | | £ s. d. | | £ s. d. | |
|----------------|-----------|-----------|-----------|---------|-------|---------|-------|---------|-------|
| | | s. d. | s. d. | £ | s. d. | £ | s. d. | £ | s. d. |
| 1st year | 22½ | 0 9 | 0 9 | 1 | 1 6 | 1 | 3 0 | 1 | 1 0 |
| 2nd year | 30 | 1 0 | 1 0 | 1 | 10 0 | 1 | 12 0 | 1 | 9 0 |
| 3rd year | 45 | 1 6 | 1 6 | 2 | 5 0 | 2 | 8 0 | 2 | 3 6 |
| 4th year | 75 | 2 0 | 2 3 | 3 | 14 0 | 3 | 19 0 | 3 | 11 6 |
| 5th year | 95 | 2 0 | 3 0 | 4 | 13 6 | 4 | 19 6 | 4 | 10 6 |

Four-year Terms.—Apprentices commencing after the Age of 17 Years.

| | | | | | | | | | |
|----------------|----|-----|-----|---|------|---|------|---|------|
| 1st year | 26 | 0 9 | 0 9 | 1 | 5 0 | 1 | 6 6 | 1 | 4 0 |
| 2nd year | 45 | 1 0 | 1 6 | 2 | 4 6 | 2 | 7 6 | 2 | 3 0 |
| 3rd year | 75 | 2 0 | 2 3 | 3 | 14 0 | 3 | 19 0 | 3 | 11 6 |
| 4th year | 95 | 2 0 | 3 0 | 4 | 13 6 | 4 | 19 6 | 4 | 10 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.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

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.

SCHEDULE—continued.

TINSMITHS BOARD—continued.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) 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 3 6 | 3 7 6 | 3 1 6 |
| All others | 75 | 3 0 | 3 12 6 | 3 17 6 | 3 10 6 |
| <i>II.—Junior Females.</i> | | | | | |
| 17 years of age and under | 40 | 1 0 | 1 18 0 | 2 1 0 | 1 17 0 |
| 18 years of age | 47½ | 1 3 | 2 5 6 | 2 8 6 | 2 4 0 |
| 19 years of age | 55 | 1 6 | 2 12 6 | 2 16 0 | 2 11 0 |
| 20 years of age | 62½ | 2 0 | 3 0 0 | 3 4 0 | 2 18 0 |
| <i>III.—Male Junior Labour.</i> | | | | | |
| Under 16 years of age | 25 | 0 6 | 1 3 6 | 1 5 6 | 1 3 0 |
| 16 years of age | 35 | 0 9 | 1 13 6 | 1 15 6 | 1 12 0 |
| 17 years of age | 47½ | 1 0 | 2 5 0 | 2 8 6 | 2 3 6 |
| 18 years of age | 60 | 1 0 | 2 17 0 | 3 0 6 | 2 15 0 |
| 19 years of age | 75 | 2 0 | 3 11 6 | 3 16 6 | 3 9 6 |
| 20 years of age | 90 | 2 0 | 4 5 6 | 4 11 6 | 4 3 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.

Prohibited Occupations.

(b) Junior employees shall not be employed :—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe ; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines.

Clauses 5 to 24 inclusive of the Determination published in *Government Gazette* No. 134 of the 23rd July, 1946, shall remain in force.

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 112 of 26th June, 1946, shall be replaced by the following clauses:—

2.

| Apprentices. | | Improvers. | | Other Employees. | | Within the Metropolitan District. | Outside the Metropolitan District. | Per Week of— |
|--|-------|--|-------|---|-------|-----------------------------------|------------------------------------|--------------|
| WAGES. Per Week of 44 Hours. | | WAGES. Per Week of 44 Hours. | | WAGES. | | s. d. | s. d. | Hours. |
| s. d. | | s. d. | | | | | | |
| 1st year's experience.. | 33 0 | Under 18 years of age | 49 6 | Workers engaged in making coffins of wrought timber for either polishing or varnishing.. | 136 0 | 131 6 | 44 | |
| 2nd " | 46 0 | 18-19 years of age .. | 65 6 | Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals .. | 123 0 | 119 0 | 44 | |
| 3rd " | 57 6 | 19-20 " " | 85 0 | First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons .. | 122 6 | 119 0 | 44 | |
| 4th " | 76 0 | 20-21 " " | 107 6 | Other chauffeurs .. | 117 0 | 113 6 | 44 | |
| 5th " | 100 0 | | | All others .. | 117 0 | 113 6 | 46* | |
| PROPORTION (within any factory or place). | | PROPORTION (within any factory or place). | | Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. | | | | |
| One apprentice to every two or fraction of two workers receiving not less than 113s. 6d. per week of 46 hours. | | One improver to every seven or fraction of seven employees receiving not less than 113s. 6d. per week of 46 hours. | | | | | | |
| An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915. | | | | | | | | |

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 9.

PIECEWORK.

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 .. | 35 8 | 37 10 | 39 9 | 31 5 | 33 6 | 36 1 |
| Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) .. | 31 10 | 34 0 | 36 2 | 28 1 | 30 1 | 32 3 |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long .. | 26 10 | 27 8 | 29 11 | 23 6 | 24 11 | 26 2 |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long .. | 21 6 | 23 0 | 24 11 | 19 1 | 20 6 | 21 7 |
| Common coffins, over 4 ft. 9 in. long .. | 4 10 | 5 5 | 6 1 | 4 1 | 4 9 | 5 5 |
| Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness.. | 5 5 | 6 1 | 6 10 | 4 9 | 5 5 | 6 1 |
| | s. d. | | | s. d. | | |
| Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long .. | 19 10 each | | | 16 9 each | | |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long .. | 16 4 " | | | 13 1 " | | |
| Common coffins, up to 2 feet long .. | 21 6 per dozen | | | 16 5 per dozen | | |
| Common coffins, over 2 feet and up to 3 feet long .. | 28 11 " | | | 23 1 " | | |
| Common coffins, over 3 feet and up to 4 ft. 9 in. long .. | 39 3 " | | | 30 9 " | | |
| Inside shells for lead coffins .. | 14 4 each | | | 9 6 each | | |
| Cover lids, up to 2 feet wide .. | 19 11 per dozen | | | 13 6 per dozen | | |
| Cover lids, over 2 feet wide .. | 29 9 " | | | 21 5 " | | |
| | s. d. | | | s. d. | | |
| Extra for common coffins or coverlids if glued .. | .. .. |  |  | 1 5 each. | | |
| Extra for lids made with two or three decks .. | .. .. |  |  | 9 0 " | | |

Clauses 3 to 19 inclusive and clauses 21 and 22 of the Determination as published in *Government Gazette* No. 112 of 26th June, 1946, 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. | | | | | | |
| 1st year's experience.. | 19 6 | 24 9 | 27 9 | 0 9 | 20 3 | 25 6 | 28 6 | 17 3 | 0 9 | 18 0 | | |
| 2nd " " " | 29 0 | 30 9 | 37 3 | 1 0 | 30 0 | 31 9 | 38 3 | 23 6 | 0 9 | 24 3 | | |
| 3rd " " " | 40 0 | 43 0 | 49 9 | 1 6 | 41 6 | 44 6 | 51 3 | 36 9 | 1 0 | 37 9 | | |
| 4th " " " | 54 0 | 54 0 | .. | 2 0 | 56 0 | 56 0 | .. | 46 0 | 1 6 | 47 6 | | |
| 5th " " " | 69 0 | .. | .. | 2 6 | 71 6 | .. | .. | 52 6 | 2 0 | 54 6 | | |
| 6th " " " | 79 9 | .. | .. | 3 0 | 82 9 | .. | .. | Thereafter until reaching | | | | |
| 7th " " " | 85 3 | .. | .. | 3 0 | 88 3 | .. | .. | 21 years of age .. | 59 0 | 2 0 | 61 0 | |

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

| Wages per Week of 44 Hours. | | | | | | |
|---|---|-----------------------------------|--------------------|------------------------------|-----------------------------------|--------------------|
| | Within a Radius of 50 Miles of G.P.O., Melbourne. | | | All Other Parts of Victoria. | | |
| | Adjustable Rate. | Emergency Loading Non-adjustable. | Total Weekly Wage. | Adjustable Rate. | Emergency Loading Non-adjustable. | Total Weekly Wage. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| Adult males— | | | | | | |
| First class watch case tradesman | 117 0 | 3 0 | 120 0 | 114 6 | 3 0 | 117 6 |
| Second class watch case tradesman | 107 0 | 3 0 | 110 0 | 104 6 | 3 0 | 107 6 |
| All others— | | | | | | |
| (a) with less than 3 years' experience | 99 0 | 3 0 | 102 0 | 96 6 | 3 0 | 99 6 |
| (b) with 3 years' experience or more | 107 0 | 3 0 | 110 0 | 104 6 | 3 0 | 107 6 |
| Adult females— | | | | | | |
| (a) if of less than 12 months' experience | 61 6 | 3 0 | 64 6 | 60 6 | 3 0 | 63 6 |
| (b) if of 12 months' or more experience | 70 0 | 3 0 | 73 0 | 69 0 | 3 0 | 72 0 |

Leading hands male or female in charge of not less than six employes 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.

WICKER AND BABY CARRIAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 150 of the 5th August, 1946, 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. | | |
|--|-------|--|--|--|--|
| PER WEEK OF 44 HOURS. | | WAGES PER WEEK OF 44 HOURS. | WAGES PER WEEK OF 44 HOURS. | | |
| year | s. d. | s. d. | <i>Section 1.—Baby Carriages, Dolls' Carriages, or Parts thereof.</i> | | |
| " | 23 9 | 40 3 | MALES. | | |
| " | 29 9 | | Foremen in charge of four or more workers | | |
| " | 41 6 | | Ironworkers, painters, upholsterers, hood | | |
| " | 47 9 | | makers, body makers, or assemblers .. 113 6 6 6 120 0 | | |
| " | 53 9 | | Sprayers 99 0 3 0 102 0 | | |
| " | 62 6 | | All others 99 0 3 0 102 0 | | |
| PROPORTION IN ANY FACTORY OR PLACE). | | | FEMALES. | | |
| <i>Apprentices.</i> | | | Machinists, sewers, or cutters 57 0 2 3 59 3 | | |
| apprentice to every three or of three workers of the same receiving not less than the wage. | | | Folding hood makers 64 3 2 6 66 9 | | |
| form of indenture has been by the Board. | | | <i>Section 2.—All Other Parts of the Trade.</i> | | |
| <i>Improvers.</i> | | | Foremen in charge of four or more workers | | |
| improver to every five receiving not less than per week of 44 hours. | | | Persons employed— | | |
| | | | (a) Making baskets 118 9 6 6 125 3 | | |
| | | | (b) Repairing baskets 118 9 6 6 125 3 | | |
| | | | (c) Fitting, lining, or lettering baskets .. 118 9 6 6 125 3 | | |
| | | | (d) Making furniture 113 6 6 6 120 0 | | |
| | | | (e) Making reed tex, hy-tex, or similar materials 113 6 6 6 120 0 | | |

Clauses 3 to 12 inclusive of the Determination published in *Government Gazette* No. 150 of the 5th August, 1946, shall be in force, provided that the weekly earnings of each piece-worker shall be increased by the sum of 15s.

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. |
| Welder— | |
| First class (other than when using Cutler machine) | 6 18 0 |
| First class, using Cutler machine | 6 5 0 |
| Second Class | 5 16 0 |
| Third Class | 5 12 0 |
| Tack Welder | 5 14 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 16 0 |
| Paint spray operator | 5 12 0 |
| Persons employed in attaching chain netting, fabric, or wire cables to gates or frames | 5 13 6 |
| Scroll maker | 5 13 6 |
| Tubular frame maker | 5 16 0 |
| Person engaged in erecting woven wire fence or tubular gates | 5 16 0 |
| Stump hand | 5 9 6 |
| All other adult employees | 5 2 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 6 |
| 2nd year | 30 | 1 0 | 1 0 | 30 6 |
| 3rd year | 45 | 1 6 | 1 6 | 45 0 |
| 4th year | 75 | 2 0 | 2 3 | 74 0 |
| 5th year | 95 | 2 0 | 3 0 | 93 6 |

Clauses 5 to 24, inclusive, of the Determination as published in Government Gazette, No. 47, of the 8th 1943, shall remain in force.

Four-year terms—apprenticeship commencing after 17 years:—

| | 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 | 25 6 |
| 2nd year | 45 | 1 0 | 1 6 | 44 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 nearest six pence, any broken part of six pence in the not exceeding three pence to be disregarded.

(b) Male Junior Labour.

The wages of unapprenticed male juniors shall be the mentioned percentages of the contemporaneous needs wage, and in addition thereto the constant loadings

| | 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 | 24 6 |
| 16 years of age | 35 | 0 9 | 34 6 |
| 17 years of age | 47½ | 1 0 | 46 6 |
| 18 years of age | 60 | 1 0 | 59 6 |
| 19 years of age | 75 | 2 0 | 74 6 |
| 20 years of age | 90 | 2 0 | 89 6 |

Provided that the rate payable to any employee excluding the constant loading, be less than 20s.

*The Board has determined that on and after 23rd April, apprentice shall be taken in the trade.

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

(c) The minimum rate payable to a junior employee years or more with less than six months' experience shall be the amount specified in the Determination until he has had such six months' experience be 10 per cent. less than the amount specified in the Determination, and in addition thereto 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 or in the occupation of outside erecting who has not 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 28th March, 1941, shall be replaced by the following:—

| (2) Apprentices or Improvers. | Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers). | Other Employees. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|-----------------------|---------|------|---|----------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|---------|------|--|----------------|----|----|----|---|----------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|----------------|----|----|----|---|----------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|------------|----|----|----|---|--|--|-----------|-----------------------|----------------------------|-----------------------------------|-------|------------|-----------------------------------|-------|----------------|-----------------------------------|-------|-------------|-----------------------------------|-------|-----------------------------|-----------------------------------|-------|
| <p>Wages per week of 44 hours. Apprentices and Improvers.</p> <table border="1"> <tr><td>Under 16 years</td><td>..</td><td>..</td><td>24</td><td>6</td></tr> <tr><td>16 to 17 years</td><td>..</td><td>..</td><td>33</td><td>6</td></tr> <tr><td>17 to 18 "</td><td>..</td><td>..</td><td>41</td><td>6</td></tr> <tr><td>18 to 19 "</td><td>..</td><td>..</td><td>53</td><td>0</td></tr> <tr><td>19 to 20 "</td><td>..</td><td>..</td><td>65</td><td>6</td></tr> <tr><td>20 to 21 "</td><td>..</td><td>..</td><td>82</td><td>6</td></tr> <tr><td>Thereafter</td><td>..</td><td>..</td><td>Minimum</td><td>Wage</td></tr> </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 117s. 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 117s. per week of 44 hours.</p> | Under 16 years | .. | .. | 24 | 6 | 16 to 17 years | .. | .. | 33 | 6 | 17 to 18 " | .. | .. | 41 | 6 | 18 to 19 " | .. | .. | 53 | 0 | 19 to 20 " | .. | .. | 65 | 6 | 20 to 21 " | .. | .. | 82 | 6 | 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"> <tr><td>Under 16 years</td><td>..</td><td>..</td><td>24</td><td>6</td></tr> <tr><td>16 to 17 years</td><td>..</td><td>..</td><td>33</td><td>6</td></tr> <tr><td>17 to 18 "</td><td>..</td><td>..</td><td>41</td><td>6</td></tr> <tr><td>18 to 19 "</td><td>..</td><td>..</td><td>53</td><td>0</td></tr> <tr><td>19 to 20 "</td><td>..</td><td>..</td><td>65</td><td>6</td></tr> <tr><td>20 to 21 "</td><td>..</td><td>..</td><td>82</td><td>6</td></tr> </table> <p>PROPORTION. One juvenile worker to every six workers receiving not less than 117s. 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"> <tr><td>Under 16 years</td><td>..</td><td>..</td><td>24</td><td>6</td></tr> <tr><td>16 to 17 years</td><td>..</td><td>..</td><td>33</td><td>6</td></tr> <tr><td>17 to 18 "</td><td>..</td><td>..</td><td>41</td><td>6</td></tr> <tr><td>18 to 19 "</td><td>..</td><td>..</td><td>53</td><td>0</td></tr> <tr><td>19 to 20 "</td><td>..</td><td>..</td><td>65</td><td>6</td></tr> <tr><td>20 to 21 "</td><td>..</td><td>..</td><td>82</td><td>6</td></tr> </table> <p>PROPORTION. One juvenile worker to every adult weaver receiving not less than 117s. per week of 44 hours.</p> | Under 16 years | .. | .. | 24 | 6 | 16 to 17 years | .. | .. | 33 | 6 | 17 to 18 " | .. | .. | 41 | 6 | 18 to 19 " | .. | .. | 53 | 0 | 19 to 20 " | .. | .. | 65 | 6 | 20 to 21 " | .. | .. | 82 | 6 | Under 16 years | .. | .. | 24 | 6 | 16 to 17 years | .. | .. | 33 | 6 | 17 to 18 " | .. | .. | 41 | 6 | 18 to 19 " | .. | .. | 53 | 0 | 19 to 20 " | .. | .. | 65 | 6 | 20 to 21 " | .. | .. | 82 | 6 | <p>WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th>Per hour.</th> <th>Per week of 44 hours.</th> </tr> </thead> <tbody> <tr> <td>Wire-workers or Weavers ..</td> <td>2 7¹⁰/₁₁</td> <td>117 0</td> </tr> <tr> <td>Tinners ..</td> <td>2 8¹³/₁₁</td> <td>119 6</td> </tr> <tr> <td>Oxy-Welders ..</td> <td>2 7¹⁰/₁₁</td> <td>117 0</td> </tr> <tr> <td>Storemen ..</td> <td>2 7¹⁰/₁₁</td> <td>117 0</td> </tr> <tr> <td>Paint spraying operators ..</td> <td>2 7¹⁰/₁₁</td> <td>117 0</td> </tr> </tbody> </table> | | Per hour. | Per week of 44 hours. | Wire-workers or Weavers .. | 2 7 ¹⁰ / ₁₁ | 117 0 | Tinners .. | 2 8 ¹³ / ₁₁ | 119 6 | Oxy-Welders .. | 2 7 ¹⁰ / ₁₁ | 117 0 | Storemen .. | 2 7 ¹⁰ / ₁₁ | 117 0 | Paint spraying operators .. | 2 7 ¹⁰ / ₁₁ | 117 0 |
| Under 16 years | .. | .. | 24 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 to 17 years | .. | .. | 33 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 to 18 " | .. | .. | 41 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 to 19 " | .. | .. | 53 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 to 20 " | .. | .. | 65 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 to 21 " | .. | .. | 82 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Thereafter | .. | .. | Minimum | Wage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Under 16 years | .. | .. | 24 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 to 17 years | .. | .. | 33 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 to 18 " | .. | .. | 41 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 to 19 " | .. | .. | 53 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 to 20 " | .. | .. | 65 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 to 21 " | .. | .. | 82 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Under 16 years | .. | .. | 24 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 17 to 18 " | .. | .. | 41 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 to 19 " | .. | .. | 53 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 to 20 " | .. | .. | 65 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 to 21 " | .. | .. | 82 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Per hour. | Per week of 44 hours. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wire-workers or Weavers .. | 2 7 ¹⁰ / ₁₁ | 117 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tinners .. | 2 8 ¹³ / ₁₁ | 119 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Oxy-Welders .. | 2 7 ¹⁰ / ₁₁ | 117 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Storemen .. | 2 7 ¹⁰ / ₁₁ | 117 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Paint spraying operators .. | 2 7 ¹⁰ / ₁₁ | 117 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 28th March, 1941, shall remain in force.

WOODWORKERS BOARD.

Clauses (2) (a) and (b) of the Determination published in *Government Gazette* No. 260 of the 10th August, 1942, shall be replaced by the following clauses:—

WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles).*

| | Employed in the Bush or in Bush Sawmills or in Log Sawmills. | Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.) |
|---|--|---|---|
| Blacksmith .. | £ 6 8 0 | £ 6 9 0 | £ 6 6 0 |
| Driver of caterpillar tractor .. | 5 19 6 | .. | .. |
| Glazier (first class) .. | 6 5 0 | 6 6 0 | 6 3 0 |
| Glazier (other than first class) .. | 5 14 0 | 5 15 0 | 5 12 0 |
| Log conveyorman .. | 5 9 0 | 5 10 0 | 5 7 0 |
| Painter .. | 5 14 0 | 5 15 0 | 5 12 0 |
| Mantelpiece maker .. | 6 2 0 | 6 3 0 | 6 0 0 |
| Millwright .. | 6 11 0 | 6 12 0 | 6 9 0 |
| Watchman .. | 5 9 0 | .. | .. |
| Storeman and packer .. | 5 7 0 | 5 8 0 | 5 5 0 |
| Truck builder and/or repairer .. | 6 1 0 | .. | .. |
| Broad axeman and/or Adzeman .. | 6 10 0 | 6 11 0 | 6 8 0 |
| Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive .. | 6 1 0 | .. | .. |
| Brakesman on log or timber truck .. | 5 14 0 | .. | .. |
| Leading hand (see definition, Clause 23) | .. | .. | .. |
| Splitter, packing .. | 5 7 0 | 5 8 0 | 5 5 0 |
| Splitter of billets for staves .. | 5 8 0 | 5 9 0 | 5 6 0 |
| Splitter, spoke stave and paling .. | 5 11 0 | 5 12 0 | 5 9 0 |
| Pulp Wood Cutters and/or Splitters .. | 5 11 0 | 5 12 0 | 5 9 0 |
| Other splitters .. | 5 11 0 | 5 12 0 | 5 9 0 |
| Spotter at spot mills .. | 6 1 0 | .. | .. |
| Timber bender by hand .. | 5 14 0 | 5 15 0 | 5 12 0 |
| Timber or log trucker on haulage by winch on tram line .. | 5 12 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 Warraambool. (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 14 0 | .. | .. |
| Loading or turning sleepers over 5 feet long or loading logs | 5 8 6 | .. | .. |
| Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof | 5 17 0 | 5 18 0 | 5 15 0 |
| Platelayer | 5 9 0 | .. | .. |
| Carter and driver—bullock team—bush | 6 3 0 | .. | .. |
| Carter and driver—bush— | | | |
| (a) driver of one or two horses | 5 9 0 | .. | .. |
| (b) driver of three horses | 5 13 0 | .. | .. |
| (c) driver of more than three horses | 5 16 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 7 0 | 5 8 0 | 5 5 0 |
| (b) working at a height over 40 feet | 5 9 0 | 5 10 0 | 5 7 0 |
| Head Faller | 6 10 0 | .. | .. |
| Faller (Pine plantations) | 5 16 0 | .. | .. |
| Other Fallers | 6 1 0 | .. | .. |
| Hookman and/or log yardman and/or log chuteman and/or log conveyorman | 5 9 0 | 5 10 0 | 5 7 0 |
| Landing builder or repairer | 5 9 0 | 5 10 0 | 5 7 0 |
| Landing builder or repairer—man in charge of | 5 16 0 | 5 17 0 | 5 14 0 |
| Loaders, trimmers, and employees cutting pine logs | 5 10 0 | .. | .. |
| Orderman | 5 15 0 | 5 16 0 | 5 13 0 |
| Tallyman and/or measurer | 5 15 0 | 5 16 0 | 5 13 0 |
| Ropeman or shoeman | 6 1 0 | 6 2 0 | 5 19 0 |
| Offsider to ropeman or shoeman | 5 7 0 | 5 8 0 | 5 5 0 |
| Saw doctor | 6 17 0 | 6 18 0 | 6 15 0 |
| Saw sharpener (exclusively employed as such) | 5 19 0 | 6 0 0 | 5 17 0 |
| Grinder (whose principal duty is grinding knives and cutters) | 6 6 0 | 6 7 0 | 6 4 0 |
| Water dogman | 5 13 0 | .. | .. |
| River logman | 5 7 0 | .. | .. |
| Spar road builder | 5 8 0 | .. | .. |
| Stacker for seasoning by means of stripping | 5 8 0 | 5 9 0 | 5 6 0 |
| Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet | 5 3 0 | 5 4 0 | 5 1 0 |
| Timber grader | 5 10 0 | 5 11 0 | 5 8 0 |
| Tramway builder or repairer | 5 8 0 | .. | .. |
| Tramway builder or repairer—man in charge of | 5 15 0 | .. | .. |
| Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber | 5 8 0 | 5 9 0 | 5 6 0 |
| Sawing employees— | | | |
| (a) Log band sawyer | 6 11 0 | 6 12 0 | 6 9 0 |
| (b) Sawyer who breaks down logs and cuts planks to finished sizes | 6 11 0 | 6 12 0 | 6 9 0 |
| (c) Stave cutting sawyer | 6 3 0 | 6 4 0 | 6 1 0 |
| (d) (i) Sawyer who breaks down logs but does not cut planks to size (city mills) | .. | 6 2 0 | 5 19 0 |
| (ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere) | 6 0 0 | .. | 5 18 0 |
| (e) Flitching frame sawyer | 5 19 0 | 6 0 0 | 5 17 0 |
| (f) No. 1 Benchman | 6 11 0 | 6 12 0 | 6 9 0 |
| (g) No. 2 Benchman | 6 3 0 | 6 4 0 | 6 1 0 |
| (h) No. 3 Benchman | 5 15 0 | 5 16 0 | 5 13 0 |
| (i) No. 4 Benchman | 5 7 0 | 5 8 0 | 5 5 0 |
| (j) Gang frame sawyer | 5 16 0 | 5 17 0 | 5 14 0 |
| (k) Dockerman and/or tallyman where two or more dockers— | | | |
| (i) Main docker | 5 12 0 | 5 13 0 | 5 10 0 |
| (ii) Docker, other than main | 5 6 0 | 5 7 0 | 5 4 0 |
| (iii) Responsible man at main docker | 5 15 0 | 5 16 0 | 5 13 0 |
| (iv) Responsible man at docker other than main | 5 9 0 | 5 10 0 | 5 7 0 |
| (l) Dockerman and/or tallyman where only one docker | 5 9 0 | 5 10 0 | 5 7 0 |
| (m) Steam or other power-driven crosscut sawyer | 5 14 0 | 5 15 0 | 5 12 0 |
| (n) Ripper or crosscut cutting wood blocks | 5 7 0 | 5 8 0 | 5 5 0 |
| (o) Puller out No. 1 Bench— | | | |
| (i) Single handed on dead roller | 6 1 0 | 6 2 0 | 5 19 0 |
| (ii) On dead or manually operated roller where not single handed | 5 12 0 | 5 13 0 | 5 10 0 |
| (iii) Power driven (other than manual power) or friction feed | 5 8 0 | 5 9 0 | 5 6 0 |
| (p) Leverman No. 1 Bench | 5 8 0 | 5 9 0 | 5 6 0 |
| (p1) Handieman No. 1 Bench | 5 12 0 | 5 13 0 | 5 10 0 |
| (q) Puller out No. 2 Bench— | | | |
| (i) Single handed on dead roller | 5 14 0 | 5 15 0 | 5 12 0 |
| (ii) On dead or manually operated roller where not single handed | 5 8 0 | 5 9 0 | 5 6 0 |
| (iii) Power driven (other than manual power) or friction feed | 5 6 6 | 5 7 6 | 5 4 6 |
| (r) Leverman No. 2 Bench | 5 6 6 | 5 7 6 | 5 4 6 |
| (r1) Handieman No. 2 Bench | 5 8 0 | 5 9 0 | 5 6 0 |
| (s) Setter on log band saw carriage | 5 9 0 | 5 10 0 | 5 7 0 |
| (t) Setter on other saw carriage | 5 8 0 | 5 9 0 | 5 6 0 |
| (u) Puller out or assistant, No. 3 Bench | 5 5 0 | 5 6 0 | 5 3 0 |
| (v) Roller re-cut band sawyer using blade over 3 inches in width | 6 4 0 | 6 5 0 | 6 2 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 3 0 | 6 4 0 | 6 1 0 |

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

(2) (a) Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.

| | Employed in the Bush or in Bush Sawmills or in Log Sawmills. | Employed—(a) within 20 miles of G.P.O., Melbourne, (b) within 10 miles of G.P.O., Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.) | Employed in all other Districts of Victoria. (Except in the Bush or in Bush Sawmills or in Log Sawmills.) |
|--|--|---|---|
| | £ s. d. | £ s. d. | £ s. d. |
| <i>Sawing employees—continued.</i> | | | |
| (x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw | 5 16 0 | 5 17 0 | 5 14 0 |
| (y) Circular sawyer if cutting a depth of or over 7½ inches | 6 4 0 | 6 5 0 | 6 2 0 |
| (z) Circular sawyer if cutting a depth of under 7½ inches | 5 16 0 | 5 17 0 | 5 14 0 |
| (aa) Edger sawyer to log band sawyer | 6 3 0 | 6 4 0 | 6 1 0 |
| (ab) Breaking down bench sawyer (Cities and Towns) | .. | 6 2 0 | 5 19 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 16 0 | 5 17 0 | 5 14 0 |
| (ac) Other breaking down bench sawyers | 5 19 0 | 6 0 0 | 5 17 0 |
| (ad) Frame sawyer if cutting a depth of or over 18 inches | 5 17 0 | 5 18 0 | 5 15 0 |
| (ae) Frame sawyer if cutting a depth of less than 18 inches | 5 13 0 | 5 14 0 | 5 11 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 3 0 | 6 4 0 | 6 1 0 |
| (ag) Detail band or jig sawyer if not brazing or sharpening his own saw | 5 16 0 | 5 17 0 | 5 14 0 |
| (ah) Sawyer cutting detail work | 6 3 0 | 6 4 0 | 6 1 0 |
| (ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting) | 5 17 0 | 5 18 0 | 5 15 0 |
| (aj) Crosscut sawyer, cabinet furniture or joinery work | 5 16 0 | 5 17 0 | 5 14 0 |
| (ak) Crosscut sawyer not provided for elsewhere herein | 5 9 0 | 5 10 0 | 5 7 0 |
| (al) Case or box bench sawyer flattening off up to 2 inches in thickness | 5 6 0 | 5 7 0 | 5 4 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 8 0 | 5 9 0 | 5 6 0 |
| (an) Puller out, dogger or wedger up—any breaking down saw | 5 8 0 | 5 9 0 | 5 6 0 |
| <i>Machinists operating the following:—</i> | | | |
| (a) Shaper, Boults' carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer | 6 8 0 | 6 9 0 | 6 6 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 17 0 | 5 18 0 | 5 15 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 8 0 | 6 9 0 | 6 6 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 4 0 | 6 5 0 | 6 2 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 17 0 | 5 18 0 | 5 15 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 7 0 | 5 8 0 | 5 5 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 2 0 | 6 3 0 | 6 0 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 15 0 | 5 16 0 | 5 13 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 19 0 | 6 0 0 | 5 17 0 |
| (j) Relisher or Tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act | 6 1 0 | 6 2 0 | 5 19 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 15 0 | 5 16 0 | 5 13 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 12 0 | 5 13 0 | 5 10 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 7 0 | 5 8 0 | 5 5 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 19 0 | 6 0 0 | 5 17 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 15 0 | 5 16 0 | 5 13 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 9 0 | 5 10 0 | 5 7 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 Warrambool. (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— <i>continued.</i> | | | |
| (g) Mortising machine (chisel 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 9 0 | 5 10 0 | 5 7 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 5 0 | 5 6 0 | 5 3 0 |
| (s) Timber bending machine | 5 13 0 | 5 14 0 | 5 11 0 |
| (t) Sandpaper or emery machine or belt (except belt sanding in the making of plywood) | 5 13 0 | 5 14 0 | 5 11 0 |
| (u) Belt sander in the making of plywood | 5 9 0 | 5 10 0 | 5 7 0 |
| (v) Plywood machine—press operator on | 5 8 0 | 5 9 0 | 5 6 0 |
| (w) Equalizer cutting plywood with parallel saws | 5 8 0 | 5 9 0 | 5 6 0 |
| (x) Box lacing and/or wiring machine | 5 9 0 | 5 10 0 | 5 7 0 |
| (y) Box nailing machine | 5 8 0 | 5 9 0 | 5 6 0 |
| (z) Box printing machine | 5 7 0 | 5 8 0 | 5 5 0 |
| (aa) Box or crate cleating, spraying, or splicing machine | 5 7 0 | 5 8 0 | 5 5 0 |
| (ab) Pneumatic clamp | 5 15 0 | 5 16 0 | 5 13 0 |
| Box, case or crate finisher | 5 11 0 | 5 12 0 | 5 9 0 |
| Box, case or crate maker and/or repairer (manual) | 5 15 0 | 5 16 0 | 5 13 0 |
| Employee breaking up boxes, cases and/or crates | 5 7 0 | 5 8 0 | 5 5 0 |
| Bench hand hoopering and/or wiring boxes, cases or crates | 5 15 0 | 5 16 0 | 5 13 0 |
| Casein or adhesive mixer responsible for the proper preparation of the product used | 5 8 0 | 5 9 0 | 5 6 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 8 0 | 5 9 0 | 5 6 0 |
| Rigger or tree climber | 6 9 0 | .. .. . | .. .. . |
| Meal grinder | 5 6 6 | 5 7 6 | 5 4 6 |
| Persons not elsewhere included employed in the manufacture of munition boxes | 5 9 0 | 5 10 0 | 5 7 0 |
| Labourer, experienced (3s. margin) | 5 1 0 | 5 2 0 | 4 19 0 |
| All others | 4 18 0 | 4 19 0 | 4 16 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 16 0 | 5 17 0 | 5 14 0 |
| (b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer | 5 13 0 | 5 14 0 | 5 11 0 |
| (c) Sawyer, hand or jig, using saw of 1 inch width or under | 5 7 0 | 5 8 0 | 5 5 0 |
| (d) Band or jig sawyer using a saw of 1 inch width or under, who sharpens and brazes his own saws | 5 14 0 | 5 15 0 | 5 12 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 8 0 | 6 9 0 | 6 6 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 16 0 | 5 17 0 | 5 14 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 9 0 | 5 10 0 | 5 7 0 |
| (h) Wood turner | 6 8 0 | 6 9 0 | 6 6 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 8 0 | 6 9 0 | 6 6 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 16 0 | 5 17 0 | 5 14 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 5 0 | 5 6 0 | 5 3 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 8 0 | 6 9 0 | 6 6 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 16 0 | 5 17 0 | 5 14 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 16 0 | 5 17 0 | 5 14 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 5 0 | 5 6 0 | 5 3 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 19 0 | 6 0 0 | 5 17 0 |
| (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 9 0 | 5 10 0 | 5 7 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. |
| <i>Machinists operating the following—continued.</i> | | | |
| (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 5 0 | 5 6 0 | 5 3 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 2 0 | 6 3 0 | 6 0 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 12 0 | 5 13 0 | 5 10 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 5 0 | 5 6 0 | 5 3 0 |
| (v) Tennis, squash, or badminton racquet rim bender | 5 13 0 | 5 14 0 | 5 11 0 |
| (w) Hockey "U" bender | 5 13 0 | 5 14 0 | 5 11 0 |
| (x) Lacrosse stick bender | 5 13 0 | 5 14 0 | 5 11 0 |
| (y) Belt sander | 5 13 0 | 5 14 0 | 5 11 0 |
| (z) Other sander | 5 9 0 | 5 10 0 | 5 7 0 |
| (aa) Cane stripper machinist | 5 5 0 | 5 6 0 | 5 3 0 |
| (ab) Rim gluer machinist who does not bend | 5 5 0 | 5 6 0 | 5 3 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 5 0 | 5 6 0 | 5 3 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 9 0 | 5 10 0 | 5 7 0 |
| (ae) Person employed in so finishing more than one such part | 5 14 0 | 5 15 0 | 5 12 0 |
| (af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof | 5 19 0 | 6 0 0 | 5 17 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 9 0 | 5 10 0 | 5 7 0 |
| (ah) Spray gun operator (male) | 5 9 0 | 5 10 0 | 5 7 0 |
| (ai) Spray gun operator (female) | 2 16 0 | 2 17 6 | 2 16 0 |
| (aj) Liner (male) | 6 8 0 | 6 9 0 | 6 6 0 |
| (ak) Liner (female) | 3 5 0 | 3 6 6 | 3 5 0 |
| (al) Outliner (male) | 5 6 0 | 5 8 0 | 5 5 0 |
| (am) Outliner (female) | 2 15 0 | 2 16 6 | 2 15 0 |
| (an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods | 6 8 0 | 6 9 0 | 6 6 0 |
| (ao) Gripper who does not cut to shape, but winds on leather strips to form or shape grips of wooden sporting goods | 5 7 0 | 5 8 0 | 5 5 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 4 0 | 5 5 0 | 5 2 0 |
| (aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods | 5 3 0 | 5 4 0 | 5 1 0 |
| (ar) Racquet stringer and/or repairer | 6 3 0 | 6 4 0 | 6 1 0 |
| (as) Cricket bat maker who makes cricket bats throughout | 6 8 0 | 6 9 0 | 6 6 0 |
| (at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads) | 6 8 0 | 6 9 0 | 6 6 0 |
| (au) Timber grader | 5 10 0 | 5 11 0 | 5 8 0 |
| (av) Person checking and inspecting | 5 7 0 | 5 8 0 | 5 5 0 |
| (aw) Labourer (experienced) | 5 1 0 | 5 2 0 | 4 19 0 |
| (ax) All others (males) | 4 18 0 | 4 19 0 | 4 16 0 |
| (ay) All others (females), see clause 15 (b) | 2 12 0 | 2 13 6 | 2 12 0 |

Clauses (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. 28 of the 8th February, 1946, shall be replaced by the following clause:—

2 (a)

JUNIORS.

WAGES PER WEEK OF 44 HOURS.

| MALES. | | | | FEMALES. | | | |
|-----------------------|----|---|-------|-----------------------|----|---|-------|
| | | £ | s. d. | | | £ | s. d. |
| Under 16 years of age | .. | 1 | 6 0 | Under 16 years of age | .. | 1 | 5 6 |
| 16 years of age | .. | 1 | 8 6 | At 16 years of age | .. | 1 | 9 0 |
| 16½ | .. | 1 | 18 0 | At 16½ | .. | 1 | 11 6 |
| 17 | .. | 2 | 3 0 | At 17 | .. | 1 | 15 0 |
| 17½ | .. | 2 | 7 6 | At 17½ | .. | 1 | 18 0 |
| 18 | .. | 2 | 12 0 | At 18 | .. | 2 | 1 0 |
| 18½ | .. | 3 | 1 6 | At 18½ | .. | 2 | 4 0 |
| 19 | .. | 3 | 7 0 | At 19 | .. | 2 | 7 6 |
| 19½ | .. | 3 | 16 6 | At 19½ | .. | 2 | 10 0 |
| 20 | .. | 4 | 1 0 | At 20 | .. | 2 | 13 0 |
| 20½ | .. | 4 | 10 6 | At 20½ | .. | 2 | 16 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 | 6 | 1 | 6 |
| Wool Sorting and Wool Scouring and Carbonizing Department— | | | |
| Wool sorters | 6 | 5 | 0 |
| Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls | 5 | 14 | 0 |
| Truckers, pressers, and/or storemen (substantially employed as such) | 5 | 8 | 0 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Dye House— | | | |
| Leading hands employed on dye machines or vats | 5 | 12 | 0 |
| Men on wet crabbers | 5 | 10 | 0 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Willey House— | | | |
| Leading hand (where more than 4 hands are employed) | 5 | 14 | 0 |
| Leading hand (where 3 or 4 hands are employed) | 5 | 11 | 6 |
| Operators and/or attendants | 5 | 8 | 0 |
| Waste Room— | | | |
| Operators and/or attendants | 5 | 8 | 0 |
| Carding Department— | | | |
| Head fettler (leading hand in carding room) | 5 | 13 | 0 |
| Card fettler | 5 | 9 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Woolen Spinning Department— | | | |
| Man in charge of one pair of spinning mules | 5 | 9 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Worsted Department— | | | |
| Jobber in charge and/or comb mechanic in charge | 5 | 19 | 0 |
| Jobber and/or comb mechanic | 5 | 9 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Pin Setting Department— | | | |
| Pinsetter— | | | |
| First year's experience | 5 | 9 | 0 |
| Second year's experience | 5 | 14 | 0 |
| Thereafter— | | | |
| Faller pinsetter | 5 | 19 | 0 |
| Comb circle and French comb cylinder setter | 6 | 5 | 0 |
| Roller coverer— | | | |
| First year's experience | 5 | 8 | 0 |
| Second year's experience | 5 | 12 | 0 |
| Thereafter | 6 | 0 | 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.

| | £ | s. | d. |
|---|---|----|----|
| Gill Box Reducing—Intermediate Roving and Spinning Departments— | | | |
| Man in charge of one set of spinning mules | 5 | 9 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Winding, Warping, and Twisting Department— | | | |
| Warpers | 5 | 9 | 0 |
| Size machine hands | 5 | 8 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Weaving Department— | | | |
| Twisters in and/or warp drawers in— | | | |
| First year's experience | 5 | 7 | 0 |
| Second year's experience | 5 | 12 | 0 |
| Thereafter | 5 | 17 | 0 |
| Warp tiers | 5 | 7 | 0 |
| Box loom tuners— | | | |
| First year's experience | 5 | 10 | 0 |
| Second year's experience | 5 | 16 | 0 |
| Thereafter | 6 | 5 | 0 |
| Plain loom tuners— | | | |
| First year's experience | 5 | 8 | 0 |
| Second year's experience | 5 | 14 | 0 |
| Thereafter | 5 | 19 | 0 |
| Oilers and cleaners | 5 | 7 | 0 |
| Card and/or chain makers | 5 | 9 | 0 |
| Weavers | 5 | 10 | 0 |
| Perchers | 5 | 7 | 0 |
| Finishing Department— | | | |
| Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed) | 5 | 11 | 6 |
| Sulphur house hands (for time in sulphur house work) | 5 | 14 | 0 |
| Examiner of finished cloth | 5 | 12 | 0 |
| Piece carbonizers | 5 | 10 | 0 |
| Men engaged on unshrinkable finishing processes | 5 | 10 | 0 |
| Operators and/or attendants | 5 | 7 | 0 |
| Warehouse (Yarn and/or Cloth)— | | | |
| Leading hand in warehouse where warehouse foreman is not employed | 5 | 11 | 6 |
| Operators and/or attendants | 5 | 7 | 0 |
| General— | | | |
| Recorders | 5 | 9 | 0 |
| Yarn storemen | 5 | 7 | 0 |
| All adult males (in any section) not elsewhere specified | 5 | 1 | 0 |

ADULT FEMALES.

| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
|--|---------------------------------|----------------------------------|-------------|
| | £ s. d. | £ s. d. | £ s. d. |
| Assistant forewoman and/or overlooker | 3 11 0 | 3 11 0 | 3 11 0 |
| Worsted Department—Combing Section— | | | |
| All machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Gill Box, Reducing, Intermediate, Roving, and Spinning Departments— | | | |
| All machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Woolen and Worsted Operations—Winding, Warping, and Twisting Department— | | | |
| Warpers | 2 19 0 | 3 3 6 | 3 8 0 |
| All machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Weaving Department— | | | |
| Weavers | 2 19 0 | 3 4 0 | 3 9 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Mending and Darning Department— | | | |
| Worsted menders and darners | 3 6 0 | 3 6 0 | 3 12 0 |
| Other menders and darners (except flannel and blanket menders) | 3 5 0 | 3 5 0 | 3 8 0 |
| Examiners and/or passers of pieces after mending | 2 19 0 | 3 6 6 | 3 14 0 |
| Other examiners and passers | 2 19 0 | 3 3 0 | 3 7 0 |
| Whipping machinists | 2 19 0 | 3 2 6 | 3 6 0 |
| Knotters and burlers | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Warehouse (Yarn and/or Cloth)— | | | |
| Yarn warehouse employees | 2 19 0 | 3 1 0 | 3 2 6 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| General— | | | |
| Recorders | 2 19 0 | 3 3 6 | 3 8 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |

Cotton Section.

ADULT MALES.

| | | | |
|--|---|----|---|
| Assistant foreman and/or overlooker when or where employed | 6 | 1 | 6 |
| Dye House and Bleach Croft— | | | |
| Leading hand employed on dye or bleaching machines or vats | 5 | 12 | 0 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Waste Department— | | | |
| Leading hand in waste department where more than 4 hands engaged | 5 | 14 | 0 |
| Leading hand in waste department where 3 or 4 hands engaged | 5 | 11 | 6 |
| Scutching machine hand | 5 | 10 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |

SCHEDULE—continued.
WOOLLEN AND COTTON TRADE BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Cotton Section—continued.

| | £ | s. | d. |
|---|---|----|----|
| Blowing Room— | | | |
| Blow-room major and/or leading hand | 5 | 14 | 0 |
| Scutching machine hand | 5 | 10 | 0 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Carding Department— | | | |
| Head stripper and grinder (leading hand in carding-room) | 5 | 13 | 0 |
| Stripper and grinder | 5 | 10 | 0 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Combing Department— | | | |
| Jobber in charge and/or comb mechanic in charge | 5 | 19 | 0 |
| Jobber and/or comb mechanic | 5 | 11 | 6 |
| All other machine operators and/or attendants | 5 | 8 | 0 |
| Pin Setting Department— | | | |
| First year's experience | 5 | 9 | 0 |
| Second year's experience | 5 | 14 | 0 |
| Thereafter | 6 | 5 | 0 |
| Roller Coverer— | | | |
| First year's experience | 5 | 8 | 0 |
| Second year's experience | 5 | 12 | 0 |
| Thereafter | 6 | 0 | 0 |
| Drawing, Slubbing, Intermediate, Roving, and Spinning Departments— | | | |
| Ring jobber | 5 | 19 | 0 |
| All machine operators and/or attendants | 5 | 7 | 0 |
| Mule Spinning Department— | | | |
| Man in charge of one pair of spinning mules | 5 | 9 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Twisting, Winding, Reeling, and Warping Departments— | | | |
| Warpers | 5 | 9 | 0 |
| Slasher sizer hand | 5 | 8 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Weaving Department— | | | |
| Twisters in and/or warp drawers in— | | | |
| First year's experience | 5 | 7 | 0 |
| Second year's experience | 5 | 12 | 0 |
| Thereafter | 5 | 17 | 0 |
| Warp tiers | 5 | 7 | 0 |
| Box loom tuners— | | | |
| First year's experience | 5 | 10 | 0 |
| Second year's experience | 5 | 16 | 0 |
| Thereafter | 6 | 5 | 0 |
| Plain loom tuners— | | | |
| First year's experience | 5 | 8 | 0 |
| Second year's experience | 5 | 14 | 0 |
| Thereafter | 5 | 19 | 0 |
| Card and/or chain makers | 5 | 9 | 0 |
| Weavers | 5 | 10 | 0 |
| Perchers | 5 | 7 | 0 |
| Oilers and cleaners | 5 | 7 | 0 |
| Finishing Department— | | | |
| Man in charge of finishing machines | 5 | 11 | 6 |
| Man examining finished cloth | 5 | 12 | 0 |
| All other machine operators and/or attendants | 5 | 7 | 0 |
| Warehouse (Yarn and/or Cloth)— | | | |
| Leading hand in warehouse where warehouse foreman is not employed | 5 | 11 | 6 |
| Operators and/or attendants | 5 | 7 | 0 |
| General— | | | |
| Recorders | 5 | 9 | 0 |
| Yarn storemen | 5 | 7 | 0 |
| Adult males (in any section) not elsewhere specified | 5 | 1 | 0 |

ADULT FEMALES.

| | First Three Months' Experience. | Second Three Months' Experience. | There- after. |
|--|--|---|------------------|
| | £ s. d. | £ s. d. | £ s. d. |
| Assistant forewoman and/or overlooker | 3 11 0 | 3 11 0 | 3 11 0 |
| Combing, Drawing, Slubbing, Intermediate, Roving, and Spinning Departments— | | | |
| All machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Twisting, Winding, Reeling, and Warping Departments— | | | |
| Warpers | 2 19 0 | 3 3 6 | 3 8 0 |
| All machine operators and/or attendants | 2 19 0 | 3 2 6 | 3 6 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Weaving Department— | | | |
| Weavers | 2 19 0 | 3 4 0 | 3 9 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Mending and Darning Department— | | | |
| Menders and darners | 3 5 0 | 3 5 0 | 3 8 0 |
| Examiners and/or passers of pieces after mending | 2 19 0 | 3 6 6 | 3 14 0 |
| Other examiners and passers | 2 19 0 | 3 3 0 | 3 7 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| Warehouse (Yarn and/or Cloth)— | | | |
| Yarn warehouse employees | 2 19 0 | 3 1 0 | 3 2 6 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |
| General— | | | |
| Recorders | 2 19 0 | 3 3 6 | 3 8 0 |
| Other female employees not elsewhere specified | 2 19 0 | 2 19 0 | 2 19 0 |

Clauses 3 to 28 inclusive of the Determination as published in *Government Gazette* No. 28 of the 8th February, 1946, shall remain in force.