



VICTORIA GOVERNMENT GAZETTE.

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No. 243]

WEDNESDAY, MAY 7.

[1947.

Factories and Shops Acts.

DETERMINATION OF THE POSTERHANGERS BOARD.

NOTE.—(a) This Board was previously known as the Billposters Board. On 4th February, 1941, the name was altered by Order in Council to the Posterhangers Board.

(b) This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 4th February, 1941 has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of poster-hanging or billposting," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

NOTE.—Rates in the columns lettered "A" hereunder are payable until the beginning of the first pay period to commence in February, 1947 ; thereafter the rates in columns lettered "B" shall be payable.

2.

Apprentices or Improvers.	Wages Per Week of 44 Hours.		Other Employees.	Wages Per Week of 44 Hours.	
	"A."	"B."		"A."	"B."
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
1st six months' experience ..	42	0	Posterhangers or Billposters ..	111	0
2nd " "	48	6			
3rd " "	62	0			
4th " "	73	0			
5th " "	76	6			
6th " "	83	0			
PROPORTION.					
<i>Apprentices.</i>					
One apprentice to every three or fraction of three workers receiving not less than 112s. per week of 44 hours.					
<i>Improvers.</i>					
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 112s. per week of 44 hours.					

CASUAL LABOUR.

3. Casual employees (i.e. persons employed during any week for not more than 22 hours) shall be paid at the rate of time and a half.

ALLOWANCES.

4. Any employee required by an employer to provide a conveyance in connexion with his work shall be paid an allowance as follows in addition to the wage fixed :—

If the conveyance is a motor car or truck, and used for 30 hours or less, 1s. 3d. per hour.

for over 30 hours, 1s. 1d. per hour, with a minimum of 37s. 6d. per week.

If the conveyance is either a motor cycle or horse-drawn vehicle, and used for 30 hours or less, 10d. per hour.

for over 30 hours, 8d. per hour, with a minimum of 26s. per week.

OVERTIME.

5. Any employee who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

SPECIAL RATES.

6. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day ; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

ANNUAL HOLIDAY.

7. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

PERIODICAL ADJUSTMENT OF WAGES.

8. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 9. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less half of 6d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Throughout the State	5 1 0	6 0	5 7 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

9. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 8.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 14th March, 1947.

[2325]



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No. 244]

WEDNESDAY, MAY 7

[1947

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1947, as set out in the Schedule hereto:—

Dated at Melbourne, this
17th day of April, 1947.

RAY H. BEERS.
Secretary for Labour.

SCHEDULE.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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 18 0	1 17 0
17 and under 18 years of age	2 8 0	2 6 6
18 " " 19 " "	2 15 0	2 13 6
19 " " 20 " "	3 8 0	3 6 0
20 " " 21 " "	3 19 6	3 17 6
Females—		
Under 18 years of age	1 13 6	1 12 6
18 and under 19 years of age	2 2 0	2 1 0
19 " " 20 " "	2 4 6	2 3 6
20 " " 21 " "	2 14 0	2 12 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.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	6 11 0	6 8 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	6 1 0	5 18 0
Employee on automatic combined bottle-washing, syrapping, bottling, sealing (or crowning), and labelling machine	5 16 0	5 13 0
Employee bottling aerated or carbonated waters	5 13 6	5 10 6
Employee engaged in handling Glauber Salts	5 13 6	5 10 6
Box repairer and wood worker	5 17 0	5 14 0
All others	5 11 0	5 8 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	3 0 6	2 19 0

Clauses, other than clause 2, of the said Determination shall remain in force.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5, and 6 of the Determination made on the 8th January, 1947, 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	6 0 0	5 17 0
Assembler after two years' experience	6 4 0	6 1 0
Carpenter on agricultural implement making (including tool allowance)	6 14 0	6 11 0
Dismantler	5 19 0	5 16 0
Implement and/or comb fitter	6 8 0	6 5 0
Implement and/or comb fitter after two years' experience	6 11 0	6 8 0
Pattern fitter and finisher	6 11 0	6 8 0
Plough fitter	6 6 0	6 3 0
Process worker	5 18 0	5 15 0
Wheel rimmer	6 8 0	6 5 0
Windmill erector	6 8 0	6 5 0
Windmill maker other than fitter	6 7 0	6 4 0
<i>(b) Blacksmithing, &c.</i>		
Blacksmith's striker	5 19 0	5 16 0
Blacksmith's striker on double fires	6 1 0	5 18 0
Bulldozer operator	6 5 0	6 2 0
Hammer driver	6 1 0	5 18 0
Heater	5 19 0	5 16 0
Implement smith of five years' experience able to do all classes of implement work	6 14 0	6 11 0
Other smith (including iron bender)	6 11 0	6 8 0
<i>(c) Dressing, Grinding, and Pickling.</i>		
Chipper	5 19 0	5 16 0
Dresser and fettler	6 1 0	5 18 0
Emery-wheel attendant	6 1 0	5 18 0
Grinder	6 1 0	5 18 0
Grinder using portable machine	6 3 0	6 0 0
Pickler	5 16 0	5 13 0
Shot and sand blast dresser	6 3 0	6 0 0
<i>(d) Furnacemen.</i>		
Cupola	6 8 0	6 5 0
Electric	6 7 0	6 4 0
All other furnaces (not including small rivet or bolt heating)	6 5 0	6 2 0
Small rivet or bolt heating	6 1 0	5 18 0
Assistant	5 19 0	5 16 0
<i>(e) Foundry.</i>		
Jobbing moulder and/or coremaker	7 3 0	7 0 0
Loose pattern moulder	6 16 0	6 13 0
Plate and machine moulder and/or coremaker	6 8 0	6 5 0

Employees in foundries not specified in this subdivision but classified in subdivisions (c) or (d) shall be paid an additional loading of 3s. per week in accordance with the provisions of DIVISION I. of clause 26 hereof.

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—continued.		
(f) Inspection, &c.		
Checker	6 1 0	5 18 0
Inspector	6 1 0	5 18 0
(g) Machinists.		
1st class	7 3 0	7 0 0
2nd class	6 11 0	6 8 0
3rd class	6 4 0	6 1 0
Driller	6 1 0	5 18 0
Process worker	5 18 0	5 15 0
(h) Painting, &c.		
Dipper	5 16 0	5 13 0
Painter (brush hand)	5 19 0	5 16 0
Paint mixer	5 16 0	5 13 0
Spray painter	6 0 0	5 17 0
Writer and liner	6 8 0	6 5 0
(i) Sheet Metal.		
Sheet Metal Workers—1st class	7 3 0	7 0 0
Sheet Metal Workers—2nd class	6 11 0	6 8 0
(j) Stores.		
Attendant at casting stores	5 16 0	5 13 0
Storeman and/or packer	5 19 0	5 16 0
(k) Welders.		
1st class	7 6 0	7 3 0
2nd class	6 4 0	6 1 0
3rd class	6 0 0	5 17 0
Tack welder	6 2 0	5 19 0
(l) Wire Workers.		
Wire drawer	5 19 0	5 16 0
Wire weaver	5 19 0	5 16 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	7 3 0	7 0 0
Shift electrician	7 3 0	7 0 0
Tradesman, electrical fitter	7 3 0	7 0 0
Tradesman's and electrical mechanic's assistant	5 19 0	5 16 0
DIVISION III.—ENGINEERING.		
Electrical fitter	7 3 0	7 0 0
Machinist—1st class	7 3 0	7 0 0
Machinist—2nd class	6 11 0	6 8 0
Machinist—3rd class	6 4 0	6 1 0
Motor mechanic	7 0 0	6 17 0
Patternmaker	7 11 0	7 8 0
Toolmaker	7 13 0	7 10 0
Tradesman	7 3 0	7 0 0
Tradesman the greater part of whose time is occupied in marking off	7 6 0	7 3 0
Tradesman, wet stone grinder and glazier	7 3 0	7 0 0
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith	7 4 0	7 1 0
Forger and/or faggoter	7 15 0	7 12 0
Forgeman's assistant	6 1 0	5 18 0
Other smith	7 4 0	7 1 0
Toolsmith	7 6 0	7 3 0
DIVISION V.—WOOD MILL.		
Band sawyer	6 5 0	6 2 0
Bending machinist	6 2 0	5 19 0
Boring and drilling machinist	5 18 0	5 15 0
Buzzer machinist (only operating or feeding machines)	5 14 0	5 11 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	6 8 0	6 5 0
Casemaker	6 4 0	6 1 0
Casemaking sawyer	5 15 0	5 12 0
Circular sawyer	6 5 0	6 2 0
Crosscut sawyer	5 18 0	5 15 0
Morticing machinist	5 18 0	5 15 0
Moulding machinist (where the machinists set up their machines only)	6 6 0	6 3 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	6 13 0	6 10 0
Pulling out machinist	5 17 0	5 14 0
Sanding machinist	6 2 0	5 19 0
Saw doctor	7 6 0	7 3 0
Shaper machinist	6 17 0	6 14 0
Stacker	5 17 0	5 14 0

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

	Wages per Week of 44 Hours.	
	Within 20 miles of G.P.O., Melbourne. Within 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION V.—WOOD MILL—continued.		
Tenoning machinist (only operating or feeding machines)	5 16 0	5 13 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	6 10 0	6 7 0
Thickneser machinist	6 1 0	5 18 0
Turner	6 17 0	6 14 0
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	6 7 0	6 4 0
Carpenter (other than agricultural implement making) (including 4s. tool allowance in margin)	7 7 0	7 4 0
Carrier	6 15 0	6 12 0
Employee not elsewhere classified	5 10 0	5 7 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.
		Per Week.	Per Week.	s. d.	s. d.
Four and five-year terms—					
1st year	22½	0 0	0 9	23 6	23 0
2nd year	30	1 0	1 0	32 6	31 6
3rd year	45	1 6	1 6	48 6	47 0
4th year	75	2 0	2 3	80 0	77 6
5th year	95	2 0	3 0	101 0	98 0
Four-year terms—Apprenticeship commencing after the age of 17 years—					
1st year	26	0 0	0 9	27 0	26 0
2nd year	45	1 0	1 6	48 0	46 6
3rd year	75	2 0	2 3	80 0	77 6
4th year	95	2 0	3 0	101 0	98 0

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

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD—continued.

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	..	68 6	66 6
All others	75	3 0	..	78 6	76 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	..	41 6	40 0
18 years of age	47½	1 3	..	49 0	48 0
19 years of age	55	1 6	..	57 0	55 6
20 years of age	62½	2 0	..	65 0	63 0
<i>III.—Male Juniors.</i>					
Under 16 years of age	25	0 6	..	25 6	25 0
16 years of age	35	0 9	..	36 0	35 0
17 years of age	47½	1 0	..	49 0	47 6
18 years of age	60	1 0	..	61 6	60 0
19 years of age	75	2 0	..	77 6	75 6
20 years of age	90	2 0	..	93 0	90 0
<i>IV. Junior Males (Foundries).</i>					
Under 16 years of age	25	0 6	1 0	26 6	26 0
16 years of age	33	0 9	1 9	36 0	35 0
17 years of age	60	1 0	3 0	64 6	63 0
18 years of age	75	2 0	4 0	81 6	79 6
19 years of age and over	90	2 6	4 6	98 0	95 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 said Determination, shall remain in force.

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause 2 of the Determination made on the 17th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December 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 ..	51 3	1 6	52 9	Carcass skimmers ..	134 0	4 0	138 0
16 years of age and under 17 years of age ..	55 5	1 8	57 1	All others ..	128 0	4 0	132 0
17 years of age and under 19 years of age ..	71 5	2 1	73 6	Afternoon shift employees shall receive an additional 10 per cent. per week.			
19 years of age and under 20 years of age ..	82 3	2 5	84 8	Night shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age ..	92 9	2 9	95 6	Leading hands on afternoon or night shift shall receive an additional 1s. per shift.			

PROPORTION (by any Employer).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 132s. per week.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.
One improver to every four workers receiving not less than 132s. 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, other than clause 2 of the said Determination, shall remain in force.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December 1946, 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	42 10	1 0	43 10	Wet sheet machine leading hand ..	124 0	5 0	129 0
17 and under 18 years of age	59 1	1 2	60 3	Wet sheet machine operator ..	120 0	5 0	125 0
18 and under 19 years of age	69 10	1 4	71 2	Mixer operator—in sole charge of Tide mill ..	120 0	5 0	125 0
19 and under 20 years of age	86 1	1 7	87 8	Mixer operator—other ..	117 0	5 0	122 0
20 and under 21 years of age	96 5	2 1	98 6	Asbestos treatment operator ..	119 0	5 0	124 0
No apprentices or improvers under the age of sixteen years to be engaged.				Cutter-off in charge ..	124 0	5 0	129 0
				Cutter-off ..	116 6	5 0	121 6
				Plateman or stacker ..	117 0	5 0	122 0
				Corrugating machine operator ..	117 0	5 0	122 0
				Hand corrugator ..	115 6	5 0	120 6
				Wet trimmer (Power guillotine only) ..	117 0	5 0	122 0
				Dry trimmer—operating power cutting machine ..	117 0	5 0	122 0
				Accessories hand moulder—welded or grafted mouldings ..	119 0	5 0	124 0
				Accessories hand moulder—plain mouldings ..	117 0	5 0	122 0
				Operator cement bulk handling ..	119 0	5 0	124 0
				Pipe machine leading hand ..	128 0	5 0	133 0
				Mazza machine control operator ..	119 0	5 0	124 0
				Pressure pipe curing tank hand ..	116 6	5 0	121 6
				Operator pressure pipe turning and socket boring machine ..	116 6	5 0	121 6
				Operator pressure pipe turning and socket boring machine (who sets up machine) ..	121 6	5 0	126 6
				Pressure pipe socket fitter ..	116 6	5 0	121 6
				All others ..	114 0	5 0	119 0

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.
Two apprentices or improvers to every three or fraction of three workers receiving not less than 119s. per week of 44 hours.

Employees (other than leading hands) temporarily in charge of two or more men shall receive 6s. per week extra.

Clauses, other than clause 2 of the said Determination, shall remain in force.

SCHEDULE—continued.

BAG MAKERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours. Commencing Age.							Wages—Per Week of 44 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	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	28 9	33 9	40 3	62 9	82 3	101 3	1st 6 months ..	28 6	33 6	40 0	47 3	51 9	58 6
2nd 6 months	33 9	40 3	62 9	82 3	101 3	..	2nd 6 months ..	33 6	40 0	47 3	51 9	58 6	..
2nd year ..	40 3	62 9	82 3	101 3	..	..	2nd year ..	40 0	47 3	51 9	58 6	..	..
3rd year ..	62 9	82 3	101 3	..	..	..	3rd year ..	47 3	51 9	58 6	..	..	..
4th year ..	82 3	101 3	..	..	..	..	4th year ..	51 9	58 6	..	..	..	..
5th year ..	101 3	..	..	..	..	..	5th year ..	58 6	..	..	..	..	..

PROPORTION. Males.							PROPORTION. Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 121s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 72s. 3d. per week of 44 hours.						

PROPORTION. JUVENILE WORKERS.						
Two juvenile workers to every six or fraction of six female workers receiving not less than 72s. 3d. 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.						
	Males.						
	s.	d.					
Combination bag-making machine attendant	121 0
Repairers by hand	121 0
Repairers by machine	121 0
	Females.						
Bag-making machinist	73 0
Repairers by hand	80 9
Repairers by machine	80 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—							
1st 3 months	57 0
2nd 3 months	62 9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—							
1st 3 months	57 0
All others	72 3

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that the percentage shown in the margin of clause 13, shall be altered from 44½ per cent. to 45½ per cent.

SCHEDULE—continued.

BEDSTEAD MAKERS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 8th January, 1947, shall be replaced by the following clauses:—

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	121 0	118 0
Chill fitter called on to design and model	134 0	131 0
Other chill fitter	121 0	118 0
Machinist	118 0	115 0
Plater in charge	131 0	128 0
Plater's assistant	119 0	116 0
Polisher and grinder	120 0	117 0
Chipper and caster	117 0	114 0
Bedstead fitter and mounter	121 0	118 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	120 0	117 0
Japanner and lacquerer	118 0	115 0
All others	110 0	107 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

4. JUNIOR MALE AND FEMALE LABOUR.

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

	Adjustable Wage.	Loading (Constant).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(a) Junior Males.			
Under 16 years of age	16 6	0 6	17 0
16 and under 17 years of age	34 6	0 9	35 3
17 " " 18 " "	61 0	1 0	62 0
18 " " 19 " "	76 0	2 0	78 0
19 " " 21 " "	91 9	2 6	94 3
(b) Adult Females.			
If of less than 12 months' experience	63 9	3 0	66 9
Of 12 months' experience or more	72 9	3 0	75 9
(c) Junior Females.			
1st year's experience	13 6	0 6	14 0
2nd " "	18 0	0 9	18 9
3rd " "	38 6	1 0	39 6
4th " "	48 0	1 3	49 3
5th " "	55 0	1 6	56 6
Thereafter until reaching the age of 21 years	61 0	2 0	63 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 15 hereof. The wages of females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 24 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded.

Clauses of the said Determination other than clauses 2, 3, and 4 shall remain in force.

SCHEDULE—*continued.*

BISCUIT BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	36 6	45 9	Bakers (including Wafer Bakers and Branette Bakers)	124 0
16 years of age	39 6	45 9	Brakesman	120 6
17 "	54 3	50 6	Machine Attendant	118 0
18 "	61 9	59 0	Men carrying and stacking flour	126 0
19 "	73 0	64 6	Mixers (including Wafer Mixers and Sugar Cream Mixers)	124 0
20 "	82 6	69 9	Oven firemen	124 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	117 0
			Despatch hands	117 0
			All other males	114 0
			All other females	86 3

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

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

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 86s. 3d. per week of 44 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 114s. per week of 44 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 86s. 3d. per week of 44 hours.

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

BOARDING HOUSES BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December 1946, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.							
	Wages per Week.						PROPORTION (IN ANY PLACE).
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
During 1st 6 months' experience	20 9	0 9	21 6	19 9	0 9	20 6	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
" 2nd " "	26 9	1 0	27 9	23 6	1 0	24 6	
" 3rd " "	32 9	1 3	34 0	30 3	1 3	31 6	
" 4th " "	38 3	1 3	39 6	32 9	1 3	34 0	
" 5th " "	44 6	1 6	46 0	..	..	..
" 6th " "	52 3	2 0	54 3	..	..	..
4th Year's experience and thereafter the minimum wage.	72 3	2 9	75 0	

OTHER EMPLOYEES.			WAGES PER WEEK. †	
			*Minimum Wage, without Board and Lodging.	
			Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
			s. d.	s. d.
<i>Males.</i>				
Porter .. .. .	..	..	111 0	108 0
Head Waiter .. .. .	..	..	115 0	112 0
Other Waiters .. .. .	..	..	111 0	108 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	..	..	145 0	142 0
Five, six or seven .. .. .	..	..	130 0	127 0
Three or four .. .. .	..	..	120 6	117 6
Two or less .. .. .	..	..	116 0	113 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	..	..	125 0	122 0
Five, six, or seven .. .. .	..	..	116 0	113 0
Other Second Cooks .. .. .	..	..	113 6	110 6
Sweets Cook .. .. .	..	..	116 0	113 0
Grill, Relieving, or Assistant Cook .. .. .	..	..	113 6	110 6
Pantryman or Kitchenman .. .. .	..	..	111 0	108 0
Persons not otherwise provided for .. .. .	..	..	111 0	108 0
<i>Females.</i>				
Housekeeper .. .. .	..	..	78 6	75 6
Laundress .. .. .	..	..	67 0	64 0
Housemaid, Parlourmaid, or General .. .. .	..	..	64 0	61 0
Head Waitress .. .. .	..	..	67 0	64 0
Other Waitresses .. .. .	..	..	64 0	61 0
First Cook .. .. .	..	..	78 6	75 6
Second Cooks .. .. .	..	..	70 6	67 6
Sweets Cook .. .. .	..	..	72 6	69 6
Grill, Relieving, or Assistant Cook .. .. .	..	..	69 0	66 0
Pantrymaid or Kitchenmaid .. .. .	..	..	64 0	61 0
Persons not otherwise provided for .. .. .	..	..	64 0	61 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, other than clause 2 of the said Determination, shall remain in force.

SCHEDULE—continued.

BOARDING SCHOOL EMPLOYEES BOARD.

Clauses 2(a) and 2(b) of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1947, shall be replaced by the following clauses:—

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	56 9	Under 16 years of age	34 3
17 years of age and under 18	68 3	16 years of age and under 17	41 3
18 years of age and under 19	79 6	17 years of age and under 17½	48 0
19 years of age and under 20	91 0	17½ years of age and under 18	54 9
20 years of age and under 21	102 3	18 years of age and under 19	61 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 11 6	Eight or more	4 18 9
Five, six, or seven	7 6 6	Five, six, or seven	4 15 6
Four or less	7 1 6	Four or less	4 11 3
Cook employed alone	6 6 6	Cook employed alone	4 2 3
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 16 6	Eight or more	4 7 9
Five, six, or seven	6 11 6	Five, six, or seven	4 3 3
Four or less	6 6 6	Four or less	3 19 6
Vegetable Cook	5 16 6	Vegetable Cook	3 12 6
Other Cooks	6 1 6	Other Cooks	3 16 9
Kitchenman, pantryman, houseman, or waiter	5 12 6	Head waitress	3 14 0
All others	5 12 6	Needlowoman or seamstress	3 14 0
		Kitchenmaid, pantrymaid, housemaid, or waitress	3 8 9
		All others	3 8 9

Clauses, other than clauses 2(a) and 2(b) of the said Determination, shall remain in force.

BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination made on the 18th of December, 1946, and in force as from the beginning of the first pay period to commence on or after the 5th December, 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 8 0	6 14 6	6 5 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	6 1 0	6 7 6	5 18 0
Blacksmith's striker	5 19 0	6 5 6	5 16 0
Blacksmith's striker on double fires and other assistant	6 1 0	6 7 6	5 18 0
Boiler (inside) chipper and cleaner	6 5 0	6 11 6	6 2 0
Boilermaker and/or structural steel tradesman	7 3 0	7 9 6	7 0 0
Boilersmith and/or angle iron smith	7 6 0	7 12 6	7 3 0
Cold saw operator	6 1 0	6 7 6	5 18 0
Dogman	6 1 0	6 7 6	5 18 0
Driller using portable machines	7 0 0	7 6 6	6 17 0
Driller using stationary machines	6 0 0	6 6 6	5 17 0
Employee assisting a ship plate bender or plate setter	6 1 0	6 7 6	5 18 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 19 0	6 5 6	5 16 0
Friction saw operator	5 19 0	6 5 6	5 16 0
Furnaceman on heavy angle iron or heavy plate	6 7 0	6 13 6	6 4 0
Furnaceman's assistant	5 19 0	6 5 6	5 16 0
Holder-up	6 1 0	6 7 6	5 18 0
Machinist—			
1st class	7 3 0	7 9 6	7 0 0
2nd class	6 11 0	6 17 6	6 8 0
3rd class	6 4 0	6 10 6	6 1 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	6 6 0	6 12 6	6 3 0
2nd class	6 0 0	6 6 6	5 17 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	7 7 0	7 13 6	7 4 0
Painter of ironwork using spray	6 0 0	6 6 6	5 17 0
Painter of ironwork (other than ship painter) using brush ..	5 19 0	6 5 6	5 16 0
Plate setter and frame bender	7 5 0	7 11 6	7 2 0
Press and block hand assisting a boiler or angle ironsmith	6 1 0	6 7 6	5 18 0
Process worker	5 18 0	6 4 6	5 15 0
Rigger and/or splicer	6 5 0	6 11 6	6 2 0
Rivet heater	6 1 0	6 7 6	5 18 0
Welder—			
1st class (other than when using Cutler machine) ..	7 6 0	7 12 6	7 3 0
1st class (using Cutler machine)	6 13 0	6 19 6	6 10 0
2nd class	6 4 0	6 10 6	6 1 0
3rd class	6 0 0	6 6 6	5 17 0
Welder-tack	6 2 0	6 8 6	5 19 0
Employee not elsewhere classified	5 10 0	5 16 6	5 7 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	6 1 0	6 7 6	5 18 0
Cement mixer	6 2 0	6 8 6	5 19 0
Cement liner	6 5 0	6 11 6	6 2 0
Cement liner operator	6 11 0	6 17 6	6 8 0
Employee in charge of ring making machines	6 5 0	6 11 6	6 2 0
Employee rounding and straightening steel pipes ..	6 4 0	6 10 6	6 1 0
Employee on tar dip and sand rolling	6 1 0	6 7 6	5 18 0
Faucet maker in charge of furnace	6 8 0	6 14 6	6 5 0
Faucet maker's assistant	6 1 0	6 7 6	5 18 0
Machine operator (in charge of machines)	6 5 0	6 11 6	6 2 0
Pipe builder	6 5 0	6 11 6	6 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.

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. 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:—

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.

Four and Five-year Terms.

		s. d.	s. d.	s. d.	s. d.	s. d.
1st year	22½	..	0 9	23 6	25 0	23 0
2nd year	30	1 0	1 0	32 6	34 0	31 6
3rd year	45	1 6	1 6	48 6	51 6	47 0
4th year	75	2 0	2 3	80 0	85 0	77 6
5th year	95	2 0	3 0	101 0	107 0	98 0

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

		s. d.	s. d.	s. d.	s. d.	s. d.
1st year	26	..	0 9	27 0	28 6	26 0
2nd year	45	1 0	1 6	48 0	51 0	46 6
3rd year	75	2 0	2 3	80 0	85 0	77 6
4th year	95	2 0	3 0	101 0	107 0	98 0

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	25 6	27 6	25 0	
16 years of age ..	35	0 9	36 0	38 6	35 0	
17 years of age ..	47½	1 0	49 0	52 0	47 6	
18 years of age ..	60	1 0	61 6	65 6	60 0	
19 years of age ..	75	2 0	77 6	82 6	75 6	
20 years of age ..	90	2 0	93 0	98 6	90 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, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.

BOTTLE COVERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	37 6	Male adults	..	..	120 0
17 years of age	..	..	48 3	Female adults—			
18 years of age	..	..	64 9	Under six weeks' experience	..	..	96 0
19 years of age	..	..	75 0	Thereafter	..	..	108 0
20 years of age	..	..	85 9				
PROPORTION (IN ANY PLACE).							
<i>Improvers.</i>							
One improver to every adult male worker.							
* The Board has determined, in accordance with section 25 (1) of the <i>Factories and Shops Act 1934</i> , that the trade is so unskilled that no apprentice shall work in the trade.							

Clauses, other than clause 2 of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of ten shillings. Where less than forty-four hours is worked in any week by any piece-worker, a proportionate amount of such sum of ten shillings shall be added in lieu thereof.

SCHEDULE—continued.

BRICK TRADE BOARD.

Clauses 2 and 17 of the Determination made on the 20th December 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December 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.	<i>s. d.</i>	<i>s. d.</i>
	FIREBRICKS AND TEXTURE BRICKS.	Burners	3 0 ⁹ / ₁₁	135 0
	Per Week of 44 Hours.	Crusher attendants who also haul	2 11 ¹⁹ / ₂₂	131 6
	<i>s. d.</i>	Crusher attendants who do not haul	2 11 ² / ₁₁	129 0
14 years of age	43 1	Wet or dry pan attendants who do not haul	3 0	132 0
15 " "	44 9	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine	2 11 ¹⁹ / ₂₂	131 6
16 " "	47 5	Hand moulders, dressers and cutters	3 1 ⁷ / ₁₁	138 0
17 " "	53 5	Drawers	3 0 ¹⁵ / ₂₂	134 6
18 " "	64 11	Setters	3 1 ⁷ / ₁₁	138 0
19 " "	85 5	Facemen working in a clayhole 25 feet or less in depth	3 2 ⁸ / ₁₁	142 0
20 " "	89 4	All other facemen	3 3 ⁸ / ₁₁	144 0
	OTHER BRICKS.	Wheelers of green or burnt bricks	2 11 ¹⁹ / ₂₂	131 6
14 years of age	44 11	Clayhole men (employer to provide tools)	3 1 ¹⁰ / ₁₁	139 0
15 " "	46 9	Pressers	2 11 ¹⁹ / ₂₂	130 6
16 " "	49 5	Loftmen	2 11 ² / ₁₁	130 0
17 " "	55 9	Yardmen and wastemen	2 11 ² / ₁₁	129 0
18 " "	67 7			
19 " "	89 1			
20 " "	93 0			
		OTHER BRICKS.		
	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 9s. 11d. per week of 44 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Burners	3 0 ⁹ / ₁₁	135 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.	Machine drivers or machine riggers	3 1 ¹⁰ / ₁₁	139 0
	PROPORTION (in any factory or place).	Wet or dry pan attendants who do not haul	3 1 ⁴ / ₁₁	137 0
	One improver to every eight or fraction of eight employees receiving not less than 129s. per week of 44 hours.	Crusher attendants who do not haul	3 0 ²¹ / ₂₂	135 6
		Crusher and wet or dry pan attendants who also haul	3 2 ⁸ / ₁₁	141 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)	3 2 ⁸ / ₁₁	142 0
		Other drawers	3 3 ⁸ / ₁₁	144 6
		Other setters	3 3 ⁸ / ₂₂	144 6
		Facemen working in a clayhole 25 feet or less in depth	3 4 ⁷ / ₁₁	147 0
		All other facemen	3 5 ⁸ / ₁₁	153 0
		Clayhole men (employer to provide tools)	3 3 ⁷ / ₁₁	144 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen	3 2 ¹ / ₂₂	139 6
		Off-bearers from wire cut machines	3 1 ⁹ / ₂₂	136 6
		Truckers	3 1 ⁵ / ₂₂	136 6
		Adults taking off brick machines	3 1 ⁵ / ₂₂	136 6
		Dampers or kiln cleaners	3 1 ⁷ / ₁₁	138 0
		Loftmen	3 0 ⁹ / ₁₁	135 0
		Yardmen and wastemen	3 0 ⁹ / ₁₁	134 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards	3 6	3 9 ¹ / ₂	3 4 ¹ / ₂	3 8
26 to 36 yards	3 10 ¹ / ₂	4 2 ¹ / ₂	3 9	4 0 ¹ / ₂
36 to 46 yards	4 0 ¹ / ₂	4 3 ¹ / ₂	3 11 ¹ / ₂	4 2 ¹ / ₂
Over 46 yards	4 7	4 10 ¹ / ₂	4 5 ¹ / ₂	4 9

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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Not more than 26 yards	4 8	4 11	4 11 ¹ / ₂	5 2 ¹ / ₂
26 to 36 yards	5 0 ¹ / ₂	5 3 ¹ / ₂	5 3 ¹ / ₂	5 6 ¹ / ₂
36 to 46 yards	5 2 ¹ / ₂	5 5 ¹ / ₂	5 6	5 8 ¹ / ₂
Over 46 yards	5 9 ¹ / ₂	6 0	6 0 ¹ / ₂	6 3 ¹ / ₂

SCHEDULE—continued.

BRICK TRADE BOARD—continued.

	<i>s. d.</i>
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	23 7
" " " " in sheds	20 4
" " " " from bowling stool and placing on grass hacks (where material is placed on the table)	16 7
" " " " from bowling stool in sheds (where material is placed on the table)	15 3
" " fancy bricks and off-bearing to hacks or in sheds	23 7
" " " " from bowling stool	21 4
Setting	3 9
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, other than clauses 2 and 17, of the said Determination shall remain in force.

BRUSH MAKERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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>Females.</i>
			Persons employed at—	<i>s. d.</i>
			Paint brush making	132 0
			Hair pan work	127 0
			Bass pan work	127 0
			Hair dressing and mixing	127 0
			Making twisted brushes	127 0
			Making wire brushes	127 0
			Bass broom drawing	127 0
			Finishing	127 0
			Boring	127 0
			Lacquering or ducoing	127 0
			Trimming machine (when employed solely at such machine)	117 0
			<i>Females.</i>	
			Automatic boring and filling machinists	63 6
			Filling machinists	63 6
			Trimming machinists	63 6
			Boring machinists	63 6
			Bench drawing	65 6
			Treadle knot-sizing machinists	63 6
			Persons employed at lacquering or ducoing	63 6
1st year	<i>s. d.</i> 23 3	<i>s. d.</i> 23 3		
2nd year	31 0	31 0		
3rd year	44 6	43 6		
4th year	} minimum wage or earnings on piecework	54 9		
5th year		and thereafter the minimum wage or full piecework prices.		
6th year				
<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</p> <p>Two to three</p> <p>Three to five</p> <p>Four to nine</p> <p>Six to twelve</p> <p>Seven to fifteen</p> <p>Nine to eighteen</p> <p>} Male workers receiving not less than 127s. per week of 44 hours or earning full piecework prices.</p> <p><i>Females.</i></p> <p>One female improver to one or two</p> <p>Two to three</p> <p>Three to five</p> <p>Four to nine</p> <p>Six to twelve</p> <p>Seven to fifteen</p> <p>Nine to eighteen</p> <p>} Female workers receiving not less than 63s. 6d. per week of 44 hours or earning full piecework prices.</p>				

Clauses, other than clause 2, of the said Determination shall remain in force, provided that the note marked (a) in clause 13 shall be amended to: In addition to the piece work prices set out in this clause a pieceworker shall be paid in the case of a male 19/- and in the case of a female 9/6 for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked.

SCHEDULE—continued.

BUTTER FACTORIES BOARD.

Clause 2 of the Determination made on the 10th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.	s. d.		s. d.	s. d.	s. d.	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	s. d.		
s. d.	s. d.									s. d.	
Under 16 years	..	..	52 6	Under 16 years	44 6	38 3	Cream grader	143 0	140 0	132 0
16-17 years	..	..	61 0	16-17 years	49 6	43 0	Milk grader	142 0	139 0	131 0
17-18 "	..	..	69 3	17-18 "	61 0	47 9	Milk or cream tester ..	142 0	139 0	131 0
18-19 "	90 3	86 6	78 0	18-19 "	67 3	55 6	Creamery manager ..	140 0	137 0	129 0	
19-20 "	100 3	97 0	88 0	19-20 "	79 0	61 0	Milk or cream neutralizer ..	138 6	135 6	127 6	
20-21 "	107 0	104 0	95 6	20-21 "	90 3	67 9	Foreman of shift or department or casein plant ..	140 0	137 0	129 0	
							Butter-maker	142 0	139 0	131 0	
							Re-worker and/or processor (not requiring a butter-maker's certificate) ..	130 0	127 0	119 0	
							Operators of any of the following machines, viz.:—				
							Separator	128 0	125 0	117 0	
							Pasteurizer evacuator, or deodorizer ..	128 0	125 0	117 0	
							Weighing machine ..	128 0	125 0	117 0	
							Filling machine for tinning of butter when butter has not been milled	130 0	127 0	119 0	
							Filling machine for tinning of butter when butter has been milled	129 0	126 0	118 0	
							Storeman or packer in butter canning establishments ..	129 0	126 0	118 0	
							Other storemen or packers ..	128 0	125 0	117 0	
							Casein-maker	141 0	138 0	130 0	
							Assistant to casein-maker, casein dryers, and millers	129 6	126 6	118 6	
							Cheese-maker	142 0	139 0	131 0	
							Assistant to cheese-maker ..	129 6	126 6	118 6	
							Cheese storehand	131 0	128 0	120 0	
							Male adult washing or sterilizing cans or bottles	128 0	125 0	117 0	
							All other adult males ..	127 0	124 0	116 0	
							All other adult females ..	..	..	80 0

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 116s. per week.

One improver to every eight or fraction of eight workers receiving not less than 116s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 80s. per week.

Clauses, other than clause 2, of the said Determination shall remain in force.

CARETAKERS BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

(2)

IMPROVERS.

Wages per week of 46 hours.				PROPORTION (in any place).			
Under 18 years of age	..	..	51 9	One improver to every worker receiving not less than 123s. 6d. per week of 46 hours.			
18 to 19 years of age	..	..	65 3	NOTE.—The Board has determined that no apprentice shall be taken in the trade.			
19 to 20 years of age	..	..	80 6				
20 to 21 years of age	..	..	95 6				

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.
		<i>s. d.</i>	<i>s. d.</i>
Persons engaged weekly to take care of buildings which contain—			
41 or more flats		116 0	113 0
21 to 40 flats		112 0	109 0
20 or less flats		110 6	107 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes			
		107 0	104 0
Other caretakers of buildings in charge of—			
11 or more cleaners		144 6	141 6
4 to 10 cleaners		134 6	131 6
1 to 3 cleaners		123 6	120 6
All others		115 6	112 6

Clauses, other than clause 2, of the said Determination shall remain in force.

CARPENTERS BOARD.

Clauses 2 and 27 of the Determination made on the 13th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, and in respect of other clauses in force as from the beginning of the first pay period to commence on or after the 28th January, 1947, shall be replaced by the following clauses:—

2. Adult Employees (other than Apprentices).	Wages.					
	Total Wage Payable—					
	Within 20 miles of d.f.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 £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.	per week £ s. d.	per hour s. d.
(i) For stock work	6 12 0	3 3	6 18 6	3 5	6 9 0	3 2
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	7 7 0	3 7½	7 13 6	3 9½	7 4 0	3 6½
(iii) For work of employes in a mixed enterprise	7 7 0	3 7½	7 13 6	3 9½	7 4 0	3 6½
(iv) For building construction work	7 12 6	3 9	7 19 0	3 11	7 9 6	3 8½

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.

27. (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.

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.

SCHEDULE—continued.
CARPENTERS BOARD—continued.

(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. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
1st six months	20	1 1 6	1 2 6	1 1 0
2nd	25	1 6 6	1 8 6	1 6 0
2nd year	30	1 12 0	1 14 0	1 11 0
3rd year	45	2 8 0	2 11 0	2 7 0
4th year	65	3 9 6	3 14 0	3 7 6
5th year	85	4 11 0	4 16 6	4 8 6

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

(g) A tool allowance of 2s. per week shall be paid to apprentices in their third, fourth and fifth years of apprenticeship.

(h) Should an apprentice at the time of being apprenticed produce a certificate from a technical school that he has attended a technical school in two of the three subjects named for one year prior to being apprenticed, he shall be entitled to 2s. 6d. extra per week in addition to the wages here in before provided in sub-clause (f) hereof.

(i) Should an apprentice during the third or any subsequent year of his apprenticeship produce a certificate from the examiners that he has attended a two years' course and passed an examination at a technical school in two out of the three subjects named, he shall be entitled to be paid an additional sum of 2s. 6d. per week in addition to the wages prescribed by sub-clause (f) hereof and in addition to the 2s. 6d. prescribed in clause (h) hereof, where payable, for the remainder of the term of his apprenticeship.

(j) The provisions of clauses 2 to 13 (both inclusive) and clauses 15 to 24 (both inclusive), of this Determination shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of indenture as prescribed by the Wages Board.

Clauses, other than clauses 2 and 27, of the said Determination shall remain in force.

CARRIAGE BOARD.

Clauses 2 to 5 inclusive of the Determination made on the 7th January 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December 1946, 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	137 0	6 0	143 0	134 0	6 0	140 0
Carpenter on maintenance work	137 0	6 0	143 0	134 0	6 0	140 0
Coremaker, jobbing	137 0	6 0	143 0	134 0	6 0	140 0
Die maker (see "toolmaker")	134 0	5 0	139 0	131 0	5 0	136 0
Die setter	134 0	5 0	139 0	131 0	5 0	136 0
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	140 0	6 0	146 0	137 0	6 0	143 0
Electrical fitters	137 0	6 0	143 0	134 0	6 0	140 0
Electrical mechanic	134 0	9 0	143 0	131 0	9 0	140 0
Fitter and/or turner, tradesman	137 0	6 0	143 0	134 0	6 0	140 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	116 0	3 0	119 0	113 0	3 0	116 0
Jigmaker, in wood or metal	137 0	6 0	143 0	134 0	6 0	140 0
Machinist (metal), first class	137 0	6 0	143 0	134 0	6 0	140 0
Machinist (metal), second class	127 0	4 0	131 0	124 0	4 0	128 0
Machinist (metal), third class	121 0	3 0	124 0	118 0	3 0	121 0
Machinist (wood) (see "wood machinist").						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").						
Painter, on maintenance work	134 0	5 0	139 0	131 0	5 0	136 0
Panel worker, tradesman	137 0	6 0	143 0	134 0	6 0	140 0
Pattern maker	146 0	5 0	151 0	143 0	5 0	148 0

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

	DAY SHIFT— <i>continued.</i>					
	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.
<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
MALES—<i>continued.</i>						
<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 ..	140	0	146	137	0	143
Pipe fitter—						
(a) On high pressure work (i.e., live steam or hydraulic press work)	137	0	143	134	0	140
(b) On low pressure work	127	0	131	124	0	128
Plumber on maintenance work	137	0	143	134	0	140
Saw doctor	140	0	146	137	0	143
Smith, tradesman	138	0	144	135	0	141
Template maker	141	0	147	138	0	144
Tool maker, tool hardener, and die maker (in wood or metal) ..	143	0	153	140	0	150
Tradesman, the greater part of whose time is occupied marking off	140	0	146	137	0	143
Trimmer, tradesman	134	0	139	131	0	136
Turner (see "Fitter and/or turner").						
Welder, first class	140	0	145	137	0	142
Welder, second class	129	0	133	126	0	130
Welder, third class	121	0	124	118	0	121
Welder, fourth class	116	6	119	113	6	116
Wood machinist, first class	131	0	136	128	0	133
<i>Production.</i>						
Acid washer and/or pickler	121	0	124	118	0	121
Air hammer operator	129	0	133	126	0	130
Assembler (aero engine)	137	0	143	134	0	140
Assembler and/or wiper, chassis	122	0	125	119	0	122
Assembler, cushion and squab spring	122	0	125	119	0	122
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)	129	0	133	126	0	130
Assembler of bodies or parts of bodies "on the line"	134	0	139	131	0	136
Assembler of chassis parts independently of main assembly ..	121	0	124	118	0	121
Assembler of prepared parts in glass section (not being a process worker)	125	0	128	122	0	125
Assembler, windscreen frame	122	0	125	119	0	122
Axle maker	137	0	143	134	0	140
Axle turner	137	0	143	134	0	140
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)	121	0	124	118	0	121
Band sawyer (metal)	127	0	131	124	0	128
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	121	0	124	118	0	121
Body maker, first class	137	0	143	134	0	140
Body maker, second class	134	0	139	131	0	136
Body moulder	121	0	124	118	0	121
Bow socket enameller (see "enameller").						
Bulldozer operator—						
(a) Setting up machine	127	6	131	124	6	128
(b) Not setting up machine	121	0	124	118	0	121
Chassis assembler (see "Assembler").						
Cold setter	124	0	127	121	0	124
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)	127	6	131	124	6	128
Cutter, Electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	134	0	139	131	0	136
Dipper and hanger (paint)	115	0	118	112	0	115
Dipper, solder or tin	121	0	124	118	0	121
Driller	117	0	120	114	0	117
Driller, not using jigs (panel)	119	0	122	116	0	119
Driller, not using jigs (other)	121	0	124	118	0	121
Driller, using jigs (panel)	115	0	118	112	0	115
Driller, using jigs (other)	117	0	120	114	0	117
Drop hammer smith—						
(a) When dies are not used	138	0	144	135	0	141
(b) When dies are used	121	0	124	118	0	121

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
Drop hammer stamper	s. d. 116 6	s. d. 3 0	s. d. 119 6	s. d. 113 6	s. d. 3 0	s. d. 116 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	129 0	4 0	133 0	126 0	4 0	130 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	137 0	6 0	143 0	134 0	6 0	140 0
Electroplater, second class	127 0	4 0	131 0	124 0	4 0	128 0
Electroplater, third class	114 0	3 0	117 0	111 0	3 0	114 0
Enameller, bow socket	118 6	3 0	121 6	115 6	3 0	118 6
Enameller in colours and/or varnisher (finishing coat brush) ..	134 0	5 0	139 0	131 0	5 0	136 0
Folding machine operator	122 0	3 0	125 0	119 0	3 0	122 0
Frame operative (cushion and squabs)	122 0	3 0	125 0	119 0	3 0	122 0
Furnace brazer	127 6	4 0	131 6	124 6	4 0	128 6
Furnaceman	121 0	3 0	124 0	118 0	3 0	121 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	126 0	3 0	129 0	123 0	3 0	126 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	116 6	3 0	119 6	113 6	3 0	116 6
Grinder and/or buffer (metal) using portable machine	121 0	3 0	124 0	118 0	3 0	121 0
Guillotine machinist	122 0	3 0	125 0	119 0	3 0	122 0
Hammer driver, steam, pneumatic, or other power	116 6	3 0	119 6	113 6	3 0	116 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	111 0	3 0	114 0	108 0	3 0	111 0
Labourer assisting without using tools (chassis assembly) ..	111 0	3 0	114 0	108 0	3 0	111 0
Liner	134 0	5 0	139 0	131 0	5 0	136 0
Machinist (metal), first class	137 0	6 0	143 0	134 0	6 0	140 0
Machinist (metal), second class	127 0	4 0	131 0	124 0	4 0	128 0
Machinist (metal), third class	121 0	3 0	124 0	118 0	3 0	121 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	127 6	4 0	131 6	124 6	4 0	128 6
Marker-out or scriber (using patterns or templates)	120 0	3 0	123 0	117 0	3 0	120 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher	118 6	3 0	121 6	115 6	3 0	118 6
Painter, coach (brush)	134 0	5 0	139 0	131 0	5 0	136 0
Painter, spray (on coats other than priming)	134 0	5 0	139 0	131 0	5 0	136 0
Painter, spray and/or brush (on prime coats)	126 0	3 0	129 0	123 0	3 0	126 0
Painter, brush and/or spray (on floors, undercarriages, and gear) ..	118 6	3 0	121 6	115 6	3 0	118 6
Painter's labourer	113 0	3 0	116 0	110 0	3 0	113 0
Panel beater, first class	137 0	6 0	143 0	134 0	6 0	140 0
Panel beater, second class	134 0	5 0	139 0	131 0	5 0	136 0
Panel edge turner	127 0	4 0	131 0	124 0	4 0	128 0
Panel fixer, metal	122 0	3 0	125 0	119 0	3 0	122 0
Panel machinist (other)	121 0	3 0	124 0	118 0	3 0	121 0
Panel worker and/or dent knocker	134 0	5 0	139 0	131 0	5 0	136 0
Paster (trim)—						
1st year's experience	119 0	3 0	122 0	116 0	3 0	119 0
2nd year's experience	121 0	3 0	124 0	118 0	3 0	121 0
Thereafter	123 0	3 0	126 0	120 0	3 0	123 0
Petrol tank operative	123 0	3 0	126 0	120 0	3 0	123 0
Pickler (see "Acid washer and/or pickler").						
Plate glass beveller	131 0	5 0	136 0	128 0	5 0	133 0
Plate glass cutter	131 0	5 0	136 0	128 0	5 0	133 0
Plate glass driller	131 0	5 0	136 0	128 0	5 0	133 0
Plate glass grinder	118 6	3 0	121 6	115 6	3 0	118 6
Pleat stuffer	121 0	3 0	124 0	118 0	3 0	121 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	127 0	4 0	131 0	124 0	4 0	128 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	128 0	4 0	132 0	125 0	4 0	129 0
Press operator assistant (over 400 tons pressure)	113 0	3 0	116 0	110 0	3 0	113 0
Press operator (light)	120 0	3 0	123 0	117 0	3 0	120 0
Process worker	115 0	3 0	118 0	112 0	3 0	115 0
Riveter on motor truck or wagon body	134 0	5 0	139 0	131 0	5 0	136 0
Riveter, chassis	121 0	3 0	124 0	118 0	3 0	121 0
Riveter, other (up to and including $\frac{3}{4}$ -in. rivet)	121 0	3 0	124 0	118 0	3 0	121 0
Rotary buff operator—						
(a) While doing dent knocking	134 0	5 0	139 0	131 0	5 0	136 0
(b) While not doing dent knocking	121 0	3 0	124 0	118 0	3 0	121 0
Rotary shearing machinist	122 0	3 0	125 0	119 0	3 0	122 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	117 0	3 0	120 0	114 0	3 0	117 0
Screwdriver and/or tapper	116 6	3 0	119 6	113 6	3 0	116 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

SCHEDULE—continued.
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Shot and/or sandblast operator (where adequately protected) ..	121	0	3	0	124	0
Smith tradesmen	138	0	6	0	144	0
Solderer, "on the line"	134	0	5	0	139	0
Solderer not "on the line"	129	0	4	0	133	0
Solderer (on other than body work)	129	0	4	0	133	0
Spotter and/or toucher-up	134	0	5	0	139	0
Spray painter (see "Painter, spray").						
Spring fitter	137	0	6	0	143	0
Spring maker, cushion (by hand) (see "Cushion spring maker").						
Spring maker, laminated	137	0	6	0	143	0
Spring maker, spiral (by hand)	127	6	4	0	131	6
Spring service worker	116	6	3	0	119	6
Squab and/or cushion maker	134	0	5	0	139	0
Stopper-up	125	0	3	0	128	0
Stove attendant, electric	122	0	3	0	125	0
Strap maker	121	0	3	0	124	0
Stretching machine operator	122	0	3	0	125	0
Striker	116	0	3	0	119	0
Tapper (see "Screw and/or tapper").						
Tester	121	0	3	0	124	0
Timber kiln attendant	113	0	3	0	116	0
Timber orderman	120	0	3	0	123	0
Timber stacker	114	0	3	0	117	0
Toucher-up (see "Spotter and/or toucher-up").						
Transfer grainer	124	0	3	0	127	0
Trimmer, sectional	125	0	3	0	128	0
Trimmer, tradesman (including cutter by hand)	134	0	5	0	139	0
Tube maker	118	6	3	0	121	6
Tire fitter	118	6	3	0	121	6
Uni-shear operator	121	0	3	0	124	0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyceeman	124	0	3	0	127	0
Washer using phenyl, petrol, kerosene &c.	116	0	3	0	119	0
Welder, "A" grade	140	0	5	0	145	0
Welder, "B" grade	135	0	5	0	140	0
Welder, federal aluminium	129	0	4	0	133	0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	129	0	4	0	133	0
Welder, electric spot and butt	122	0	3	0	125	0
Wet rubber and/or polisher (paint)	121	0	3	0	124	0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	131	0	5	0	136	0
Wood machinist, second class	127	0	4	0	131	0
Writer	137	0	6	0	143	0
<i>Horse-drawn Vehicles.</i>						
Axle maker	134	0	5	0	139	0
Axle turner	134	0	5	0	139	0
Grainer	134	0	5	0	139	0
Nave mortise and boring machinist	120	0	3	0	123	0
Nave turner	130	0	4	0	134	0
Signwriter	134	0	5	0	139	0
Spoke lather	130	0	4	0	134	0
Spoke planer	130	0	4	0	134	0
Spoke tenoner	130	0	4	0	134	0
Spoke throater	130	0	4	0	134	0
Timber bender	130	0	4	0	134	0
Wheelwright and wheel maker	134	0	5	0	139	0
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	137	0	6	0	143	0
Pitman	127	6	4	0	131	6
Wheel grinder	127	6	4	0	131	6
Wheel turner	137	0	6	0	143	0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	125	0	3	0	128	0
Driver of chassis and/or new vehicle	115	0	3	0	118	0
Case maker	118	6	3	0	121	6
Case repairer	115	0	3	0	118	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	19 0	1	17 0
Second six months	2	14 0	2	12 0
Third six months	3	0 0	2	18 6
Thereafter	3	8 0	3	6 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.	
	Per Week of 44 Hours.		Per Week of 44 Hours.	
	£	s. d.	£	s. d.
For the first six months	1	19 0	1	17 0
For the second six months	2	14 0	2	12 0
Thereafter	3	8 0	3	6 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	49 6
Fourth year	80 9
Fifth year	101 6
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	48 6
Third year	80 9
Fourth year	101 6

(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.

SCHEDULE—*continued.*

CARRIAGE BOARD—*continued.*

(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.

(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	5	6
16 years of age	1	16	3
17 "	2	9	0
18 "	3	1	6
19 "	3	17	6
20 "	4	13	0

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

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

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

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

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

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

Clauses, other than clauses 2 to 5 inclusive, of the said Determination shall remain in force.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD.

Clauses 1, 2, 3, 4, and 5 of Part I, Clause 1 of Part II, Clauses 1 and 2 of Part III, and Clauses 1, 2, and 5 of Part IV of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

PART I.

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

1. ADULT EMPLOYEES.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving jinker, boiler truck, V or float—	£ s. d.	£ s. d.	£ s. d.
One horse	5 19 0	6 5 6	5 18 0
Two or three horses	6 4 0	6 10 6	6 1 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	5 13 0	5 19 6	5 10 0
Two horses	5 18 0	6 4 6	5 15 0
Three horses	6 1 0	6 7 6	5 18 0
Four horses	6 3 0	6 9 6	6 0 0
Five horses	6 4 0	6 10 6	6 1 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Horse-drawn vehicle drawing trailer—6d. per day extra for each trailer drawn at the same time.			
Employee driving—			
Motor bicycle with side car	5 13 0	5 19 6	5 10 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	5 18 0	6 4 6	5 15 0
Over 25 cwt., but not over 3 tons	6 2 0	6 8 6	5 19 0
Over 3 tons but under 6 tons	6 5 0	6 11 6	6 2 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Employee driving mechanical horse, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time	6 7 0	6 13 6	6 4 0
Loader	5 16 0	6 2 6	5 13 0
Leading Loader	6 2 0	6 8 6	5 19 0
Stableman	5 10 0	5 16 6	5 7 0
Head stableman	5 14 6	6 1 0	5 11 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	5 15 0	6 1 6	5 12 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	5 13 0	5 19 6	5 10 0
Between 10 p.m. and 7 a.m.	5 14 0	6 0 6	5 11 0
Supervisor	5 19 0	6 5 6	5 16 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	5 18 0	6 4 6	5 15 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	5 7 0	5 13 6	5 4 0

Employee sifting charcoal—for the first four hours or part thereof—1s. and an extra 1s. for any time extra beyond such four hours in any daily period of twenty four hours but not to exceed 4s. per week.

The margin for the driver of an articulated vehicle as defined shall be calculated in accordance with the maker's capacity of the vehicle, with a minimum margin (other than for the driver of a machinery float), calculated as if such capacity were at least 8 tons. In the case of the driver of a machinery float, a further 5s. per week shall be paid over and above the amount payable in accordance with the maker's capacity, with a minimum margin of 25s. per week.

WAGE FOR JUNIORS.

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

	£ s. d.
Under 19 years of age	3 9 0
19 and under 20 years of age	3 17 0
20 years of age and over	Adult rate.

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

	£ s. d.
Under 19 years of age	3 13 0
19 and under 20 years of age	4 1 0
20 years of age and over	Adult rate.

SCHEDULE—continued.

CARTERS AND DRIVERS BOARD—continued.

PART I—(continued).

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

WAR LOADINGS.

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

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

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

4. EXTRA RATES. Per week.

	s. d.
(i) Further additional amount for a bulk milk carter whether carting milk in tanks and/or containers	7 0
(ii) Further additional amount for employee driving sanitary vehicle—	
Between 7 a.m. and 10 p.m.	3 0
Between 10 p.m. and 7 a.m.	6 0
(iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week	
(iv) Further additional amount for employee carting specially offensive material	6 0
(v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material	6 0

	Per week.
	s. d.
Further additional amount for employee driver collecting money—	
If the amount collected be under £30	2 0
If the amount collected be £30 and under £100	3 0
If the amount collected be £100 and under £300	4 0
If the amount collected be £300 and under £500	5 0
If the amount collected be £500 and over	6 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle	2 0

GAS PRODUCER UNITS.

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

PART II.

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

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 8⁷/₁₁d. per hour with a minimum payment as for four hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

PART III.

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

1. ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne: within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippeland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving—	£ s. d.	£ s. d.	£ s. d.
One horse	5 11 0	5 18 6	5 8 0
Two horses	5 16 0	6 2 6	5 13 0
Employee driving—			
Motor bicycle with side car	5 12 0	5 18 6	5 9 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	5 15 0	6 2 6	5 13 0
Over 25 cwt. but not over 3 tons	6 0 0	6 6 6	5 17 0
Over 3 tons but under 6 tons	6 3 0	6 9 6	6 0 0
Further tonnage—for each complete ton over 5 an extra 1s. per week			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer			
Stableman	5 9 0	5 15 6	5 6 0
Head stableman	5 13 0	5 19 6	5 10 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	5 7 0	5 13 6	5 4 0

SCHEDULE—*continued.*

CARTERS AND DRIVERS BOARD—*continued.*

PART III.—*(continued).*

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

2.	EXTRA RATES.	Per week. s. d.
	Further additional amount for employee driving retail milk vehicle	11 0
	Further additional amount for employee of retail dairyman driving bulk milk vehicle	7 0
	Further additional amount for a driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra	1 0
	Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra	1 0
	Further additional amount for a cleaner of a gas producer unit who is not a driver—for each day or part thereof upon which he is called upon to clean such unit—an extra	1 0

PART IV.

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

1. ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	6 5 0	6 11 6	6 2 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	6 7 0	6 13 6	6 4 0
Further tonnage for each complete ton over 13 tons— <i>Is.</i> per week extra.			
Motor (not being a tractor) drawing trailer— <i>Is.</i> extra per day for each trailer.			
Motor driver's assistant and any employee not elsewhere specified	5 7 0	5 13 6	5 4 0

2.	EXTRA RATES.	Per Week. s. d.
	Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages	3 0
	Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets	6 0
	Further additional amount for an employee driving collecting money per week—	
	If the amount collected be under £30	2 0
	If the amount collected be £30 and under £100	3 0
	If the amount collected be £100 and under £300	4 0
	If the amount collected be £300 and under £500	5 0
	If the amount collected be over £500	6 0
	Additional amount for an employee driver of an articulated vehicle as defined herein	5 0
	Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle	5 0
	Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart three or more drums of fuel oil, at the rate of	3 0

WAR LOADINGS.

5. In addition to the weekly rates prescribed in clauses 1 and 4 of this Part war loadings shall be paid as follows:—

	s. d.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	3 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	3 0
Motor driver's assistant and any employee not elsewhere specified	1 6
Juniors under 20 years of age	1 0

Clauses, other than Clauses 1, 2, 3, 4, and 5 of Part I, Clause 1 of Part II, Clauses I and 2 of Part III, and Clauses 1, 2, and 5 of Part IV of the said Determination shall remain in force.

SCHEDULE—continued.

CEMENT BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

WAGES.

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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	41 3	2 0	43 3	47 6	2 6	50 0
" 17 " " ..	52 6	2 9	55 3	58 6	3 0	61 6
" 18 " " ..	60 6	3 3	63 9	68 9	3 6	72 3
" 19 " " ..	73 9	4 0	77 9	80 6	4 3	84 9
" 20 " " ..	84 0	4 3	88 3	90 6	4 9	95 3
" 21 " " ..	96 3	5 0	101 3	101 0	5 3	106 3

PROPORTION (in any factory or place).

Apprentices.

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

Improvers.

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

OTHER EMPLOYEES (MALES).

Cement Works.	Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Cement Burner	128 0	6 0	134 0
Tester on Slurry Controls	125 6	6 0	131 6
Miller (new plant)	124 3	6 0	130 3
Miller (old plant)	122 3	6 0	128 3
Fuller Coal Miller (old plant)	124 3	6 0	130 3
Coal Drier (old plant)	124 3	6 0	130 3
Potash plant attendant	124 3	6 0	130 3
Loader in railway trucks at bagging sheds	124 0	6 0	130 0
Machine Bag Filler	124 0	6 0	130 0
Stacker	116 0	6 0	122 0
Electrostatic Precipitator Attendant (new plant)	122 6	6 0	128 6
Electrostatic Precipitator Attendant (old plant)	118 0	6 0	124 0
Rubber Band Attendant	116 0	6 0	122 0
Slurry Tank Attendant (new plant)	122 0	6 0	128 0
Mammoth Crusher Attendant (new plant)	121 0	6 0	127 0
Truck Cleaner	115 0	6 0	121 0
Truck Tarper	116 0	6 0	122 0
Mill Room Helper	117 3	6 0	123 3
All others	113 0	6 0	119 0

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

Quarries.	Batesford.			Elsewhere.		
	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.
Powder Monkey	132 0	6 0	138 0	125 0	6 0	131 0
Jack Hammerman	132 0	6 0	138 0	125 0	6 0	131 0
Platelayer	129 0	6 0	135 0	122 0	6 0	128 0
Bankman	127 0	6 0	133 0	120 0	6 0	126 0
Underground Drainer	156 6	6 0	162 6	..	..	..
Underground Quarryman	135 0	6 0	141 0	..	..	..
Pump Attendant	132 0	6 0	138 0	..	..	..
Signal Attendant	125 6	6 0	131 6	..	..	..
Leverman	123 0	6 0	129 0	..	..	..
All others	120 0	6 0	126 0	113 0	6 0	119 0

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

CEMENT ARTICLES BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	31 3	0 9	32 0	Moulders on centrifugal or vibrator pipe machines ..	123 0	3 0	126 0
" 17 " " ..	42 0	1 0	43 0	Man operating a machine mixing cement or concrete ..	120 0	3 0	123 0
" 18 " " ..	52 6	1 6	54 0	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	119 0	3 0	122 0
" 19 " " ..	65 9	1 9	67 6	Repairs or renderers of cement or concrete articles ..	119 0	3 0	122 0
" 20 " " ..	76 0	2 0	78 0	Operator of machine making concrete or cinder-concrete blocks or bricks ..	119 0	3 0	122 0
" 21 " " ..	87 9	2 3	90 0	Crusher feeder or attendant where bricks are crushed ..	118 6	3 0	121 6
				Tile or ridge makers and the takers off of same ..	117 6	3 0	120 6
				Other mixers of cement or concrete ..	117 0	3 0	120 0
				Mould assemblers ..	116 6	3 0	119 6
				Operator of cement sprayer ..	116 6	3 0	119 6
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	115 6	3 0	118 6
				Strippers ..	115 6	3 0	118 6
				Pipe tester (i.e., person operating a pump or pressure apparatus)	115 0	3 0	118 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	114 6	3 0	117 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) ..	114 6	3 0	117 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	114 6	3 0	117 6

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 114s. per week of 44 hours.
An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

Improvers.

Cement Tilemakers' Section.

Three improvers to four workers .. }
Four improvers to five or six workers }
Five improvers to seven workers .. } Receiving not less than 114s.
Six improvers to eight workers, } per week of 44 hours.
and thereafter one improver to }
every two workers }

(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.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
All Other Sections.				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	114 6	3 0	117 6
One improver to every three or fraction of three workers receiving not less than 114s. per week of 44 hours.				Wipers on drums or mandrills for pipe-making ..	113 6	3 0	116 6
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.				Finisher of pipes made on vibrator	112 0	3 0	115 0
				All others ..	111 0	3 0	114 0

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

CEMETERY EMPLOYEES BOARD.

Clause 2 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2.

Apprentices or Improvers.					Other Employees.			
					Wages.			
Wages per Week of 44 Hours.					Within the Metropolitan District.		All other Parts of Victoria.	
s. d.					Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
					s. d.	s. d.	s. d.	s. d.
1st year	..	..	..	..	27	0		
2nd	..	..	..	..	31	6		
3rd	..	..	..	..	36	6		
4th	..	..	..	..	43	6		
5th	..	..	..	..	55	0		
Grave diggers					2	11 ¹² / ₂₃	131	6
All others					2	8 ² / ₁₁	118	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.

Clauses, other than clause 2, of the said Determination shall remain in force.

CHARWORKERS BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2.

Improvers.		Other Employees.		Within the Metropolitan 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 Warrambool, and the boroughs of Eaglehawk and Sebastopol.	Elsewhere in Victoria.
MALES.		WAGES.*			
WAGES.		Males.			
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.
Under 19 years of age	.. .. 53 6	Office cleaners or general cleaners in charge of—			
19 and under 20 years of age	.. .. 62 0	4 or more office cleaners or general cleaners ..	138 0	135 0	
20 years of age	.. .. 69 0	1, 2, or 3 office cleaners or general cleaners ..	126 6	123 6	
		Other office cleaners or general cleaners ..	117 6	114 6	
PROPORTION. Improvers.		Females.			
One male improver to every five male workers receiving not less than 117s. 6d. per week of 44 hours.		Office cleaners or general cleaners in charge of—		Per week of 44 hours.	Per week of 44 hours.
		4 or more office cleaners or general cleaners ..		s. d.	s. d.
		1, 2, or 3 office cleaners or general cleaners ..		124 1	121 1
		Other office cleaners or general cleaners ..		113 1	110 1
				108 11	105 11
FEMALES.					
WAGES.					
Per week of 44 hours.					
s. d.					
Under 19 years of age	.. .. 47 0	* 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.			
19 and under 20 years of age	.. .. 54 6	NOTE.—The employer shall supply all necessary tools and materials free.			
20 years of age	.. .. 62 0				
PROPORTION. Improvers.					
One female improver to every ten female workers receiving not less than 108s. 11d. per week of 44 hours.					

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.
CIGAR TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.						Number (in any place).	
Making cigars or sorting and packing cigars:—						<p>APPRENTICES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.</p> <p>(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)</p> <p>IMPROVERS.</p> <p>One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.</p> <p>One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.</p>	
APPRENTICES.							
Experience—							
1st year—	s. d.				*Percentage.		
1st six months	..	..	..	17 3	14		
2nd six months	..	..	..	20 0	16½		
2nd year	..	..	..	28 7	23½		
3rd year	..	..	..	42 9	34½		
4th year	..	..	..	54 1	44		
or in lieu of weekly wages the work may be paid at the following piece-work prices:—							
Making Cigars.							
2nd year	..	One-third of the piece-work prices.			} See also clause 12 sub-clause (m)		
3rd year	..	Two-thirds of the piece-work prices.					
4th year	..	Three-quarters of the piece-work prices.					
Sorting and Packing Cigars.							
In Boxes of—						} See also clause 12 sub-clause (m).	
	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
IMPROVERS.							
18 years	..	..	..	42 9	34½		
19 years	..	..	..	59 8	48½		
20 years	..	..	..	74 1	60½		

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

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	20 0	16½	20 0	16½	22 9	18½	22 9	18½
Turning bunches	20 0	16½	20 0	16½	22 9	18½	22 9	18½
Stripping fillers	20 0	16½	20 0	16½	22 9	18½	25 6	20½
Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Making cigar boxes	34 2	27½	36 11	30	50 9	41½	65 6	53½
Turning bunches	34 2	27½	36 11	30	50 9	41½	65 6	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.

SCHEDULE—continued.
CIGAR TRADE BOARD—continued.

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 123s. per week of 44 hours ..	25 3	20½	28 0	22½	34 2	27½	43 1	35	53 10	43½	70 1	57	88 10	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	18 9	26	21 10	30½	25 1	34½	28 2	39
Stripping and booking cigar bunch wrapper leaf	40 8	56½	40 8	56½	40 8	56½	40 8	56½
Ringing cigars	18 9	26	21 10	30½	25 1	34½	28 2	39
Stripping fillers	18 9	26	21 10	30½	25 1	34½	28 2	39
Packing cigars, viz.:—								
Havanette	18 9	26	21 10	30½	25 1	34½	28 2	39
Royal Bengals	18 9	26	21 10	30½	25 1	34½	28 2	39
Bonanzas	18 9	26	21 10	30½	25 1	34½	28 2	39
Gem of East Cigarillos	18 9	26	21 10	30½	25 1	34½	28 2	39
Swiss	18 9	26	21 10	30½	25 1	34½	28 2	39
Cartons or parcels	18 9	26	21 10	30½	25 1	34½	28 2	39
Machine work, viz.:—								
Making bunches	18 9	26	21 10	30½	25 1	34½	28 2	39
Covering cigars	18 9	26	21 10	30½	25 1	34½	28 2	39
Swiss	18 9	26	21 10	30½	25 1	34½	28 2	39
Lucky Hit	18 9	26	21 10	30½	25 1	34½	28 2	39
Havanettes	18 9	26	21 10	30½	25 1	34½	28 2	39
Senoritas	18 9	26	21 10	30½	25 1	34½	28 2	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.

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.		
	s. d.	%	s. d.	%		
Trimming cigar boxes	31 3	43½	37 7	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	53 1	73½	56 4	78	Minimum wage	Minimum wage
Ringing cigars		Piece-work prices		Piece-work prices	Piece-work prices	Piece-work prices
Stripping fillers		"		"	"	"
Packing cigars, viz.:—						
Havanette		"		"	"	"
Royal Bengals		"		"	"	"
Bonanzas		"		"	"	"
Gem of East Cigarillos		"		"	"	"
Swiss		"		"	"	"
Cartons or parcels		"		"	"	"
Machine work, viz.:—						
Making bunches		"		"	"	"
Covering cigars		"		"	"	"
Swiss		"		"	"	"
Lucky Hit		"		"	"	"
Havanettes		"		"	"	"
Senoritas		"		"	"	"

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

SCHEDULE—continued.

CIGAR TRADE BOARD—continued.

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 for adults does not exceed 72s. 3d. per week of 44 hours..	23 8	32½	29 7	41	35 7	49½	39 9	55	45 6	63	52 2	72½	59 3	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)	6 6 6
Strippers and bookers of cigar covering leaf (females)	4 10 3
Strippers and bookers of cigar bunch wrapper leaf (females)	3 19 9
Cigar box makers (males)	6 9 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 15 9
Stripping fillers (males)	6 3 0
All others (males)	6 3 0
" (females) 58½ per cent. of the above rate for "All Others (Males.)"	3 12 3

Clauses other than clauses 2 to 4 inclusive of the said Determination shall remain in force except that for sub-clause (m) of clause 12 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.	s. d.	s. d.	s. d.
Adults	15 0	per week	8 9	per week
14 years of age ..	3 2	" "	2 11	" "
15 " " " " "	3 5	" "	3 6	" "
16 " " " " "	4 2	" "	4 4	" "
17 " " " " "	5 3	" "	4 10	" "
18 " " " " "	6 6	" "	5 5	" "
19 " " " " "	8 6	" "	6 3	" "
20 " " " " "	10 10	" "	7 2	" "

SCHEDULE—continued.

COAL AND COKE BOARD.

Clause 2 of Part 1 and clause 1 of Part 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	..	..	66 6	Persons trimming or spreading coal that is heated or on fire	..	..	211 4
17 years of age	..	..	78 3	Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	..	..	155 4
18 " " or over—the appropriate rate prescribed under the heading "other employees".	..	..	90 0	Persons employed trimming coal and/or feeding coal to and from coal loaders	..	..	145 4
				Persons trimming coal from the "Grab"	..	..	152 8
				Other coal trimmers	..	..	145 4
				Coal baggers or loaders	..	..	145 4
				Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	..	..	145 4
				Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	..	..	167 4
				Persons loading by shovel or fork loose coal from the ground into railway trucks	..	..	178 4
				Coke stackers at wharf coal yards	..	..	154 6
				Coke yard employees	..	..	116 0
				Carters driving one horse	..	..	114 0
				Carters driving two horses	..	..	119 0
				Carters driving three horses	..	..	122 0
				Carters driving four horses	..	..	124 0
				Carters driving five horses	..	..	125 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	..	..	119 0
				(b) Over 25 cwt., but not over 3 tons	..	..	123 0
				(c) Over 3 tons, but under 6 tons	..	..	126 0
				Further tonnage—for each complete ton over 5 an extra 1s. per week			
				All other coal yard employees	..	..	138 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.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age 84 6	Wood cutters, using axe, power crosscut circular saw, or other method .. 126 0
17 years of age 75 9	Carters driving one horse 114 0
18 " " 87 0	Carters driving two horses 119 0
19 " " or over—the appropriate rate prescribed under the heading "other employees".	Carters driving three horses 122 0
	Carters driving four horses 124 0
	Carters driving five horses 125 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 119 0
	(b) Over 25 cwt., but not over 3 tons 123 0
	(c) Over 3 tons, but under 6 tons 126 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 114s. per week.	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant 141 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading 131 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision .. 151 0
	(ii) With three or fewer persons under his supervision .. 147 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags 141 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.
	<i>s. d.</i>
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
All other classifications	3 0

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

Clauses, other than clause 2 of Part 1 and clause 1 of Part 2, of the said Determination shall remain in force.

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. 10d. per day shift.	
	Wages.	War-time Loading.	Total.		
	s. d.	d.	s. d.	Underground Workers.	
14 years	7 3	3	7 6	Shaft sinkers	28 6
15 "	9 0	4	9 4	Timber drawers	27 4
16 "	10 11	5	11 4	Shiftmen	25 3
17 "	13 3	6	13 9	Platmen	25 3
18 "	15 4	7	15 11	Assistant platmen	23 11
19 "	17 7	8	18 3	Set runners (riding or walking)	24 11
20 "	19 10	9	20 7	Jigmen	24 11
				Wheelers (hand wheeling or using one horse)	23 11
				Wheelers (using two horses)	25 6
				Examiners	27 4
				Contract miners' minimum wage	25 8
				Miners working on coal and/or brushing	25 8
				Persons employed in stone-drives	25 3
				Probationary miners	25 3
				Machine-men (including assistant)	27 0
				Shiftmen acting as examiners	26 3
				Ventilation stopping builders	25 3
				Ventilation stopping builders' assistants	23 11
				Persons not provided for otherwise	23 11

* Including 1/- war-time loading.

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

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

COMMERCIAL TRAVELLERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence in December, 1946, shall be replaced by the following clause:—

2. WEEKLY WAGES.

	Town Travellers.	Country Travellers.
Probationary Travellers	£ s. d. 6 1 0	£ s. d. 7 4 0
Special Travellers ..	7 1 0	8 4 0
Other Travellers ..	7 1 0	8 4 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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

CONDENSERIES BOARD.

Clause 2 of the Determination made on the 10th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.				
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.				
Under 16 years	..	52 6	Under 16 years	44 0	38 9	Milk or cream grader, tester or neutralizer	142 0	131 0			
16-17 years	..	60 9	16-17 years	49 3	42 3	Foreman of shift or department.	142 0	131 0			
17-18 "	..	69 6	17-18 "	60 9	47 9	Operator of any of the following machines:—					
18-19 "	91 6	78 9	18-19 "	67 3	56 3	Milk drier (roller system)	135 0	124 0			
19-20 "	101 9	88 0	19-20 "	79 0	60 9	Milk drier (spray system)	136 0	125 0			
20-21 "	108 0	95 0	20-21 "	90 3	67 9	Assistant to milk drier (spray system)	135 0	124 0			
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 116s. per week.</p> <p>One improver to every eight or fraction of eight workers receiving not less than 116s. per week.</p> <p><i>Females.</i></p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than 79s. 6d. per week.</p>			<p>Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.</p> <p>Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.</p>				<p>Sugar boiler</p>			130 0	119 0
							Vacuum pan—condensery	137 0	126 0		
							Vacuum pan-dried milk	136 0	125 0		
							Vacuum pan-milk sugar	136 0	125 0		
							Evaporator	135 0	124 0		
							Homogenizer or visolizer	133 6	122 6		
							Cream retort	130 0	120 0		
							Powder sifter	128 0	118 0		
							Tubular heater or ejector	130 0	119 0		
							Separator	128 0	117 0		
							Pasteurizer	128 0	117 0		
							Weighing machine (milk receiving)	135 0	124 0		
							Wire-hoopers, storeman, stackers or packers	129 0	118 0		
							Washers of vacuum pan, vacuum holding vats, or evaporator	130 0	119 0		
							Male adult washing or sterilizing cans or bottles	129 0	118 0		
							All other male adults not covered by a Determination of any other Wages Board	127 0	116 0		
							Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman	..	85 3		
							Females operating dried milk automatic filler	..	82 0		
							All other females	..	79 6		

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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

CONFECTIONERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

Apprentices and Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																
<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>Males (assisting the Storeman and Packer).</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">18 years of age and under 19 years</td> <td style="width: 20%; text-align: right;">s. d.</td> </tr> <tr> <td>19 " " " 20 "</td> <td style="text-align: right;">66 6</td> </tr> <tr> <td>20 " " " 21 "</td> <td style="text-align: right;">81 6</td> </tr> <tr> <td>21 " " " 22 "</td> <td style="text-align: right;">93 6</td> </tr> </table> <p style="text-align: center;"><i>All Other Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">15 years of age and under</td> <td style="width: 20%; text-align: right;">s. d.</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: right;">28 6</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">36 9</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">46 6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">65 6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">78 6</td> </tr> <tr> <td>21 years of age</td> <td style="text-align: right;">84 0</td> </tr> </table> <p style="text-align: center;"><i>Females.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">16 years of age and under</td> <td style="width: 20%; text-align: right;">s. d.</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">27 9</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">34 0</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">42 6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">50 0</td> </tr> <tr> <td>21 years of age</td> <td style="text-align: right;">57 6</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 116s. per week of 44 hours. One male improver to every four or fraction of four male workers receiving not less than 116s. 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 123s. 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 123s. per week of 44 hours.</p> <p><i>Females.</i> Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 67s. 6d. per week of 44 hours on day work or at piecework rates.</p>	18 years of age and under 19 years	s. d.	19 " " " 20 "	66 6	20 " " " 21 "	81 6	21 " " " 22 "	93 6	15 years of age and under	s. d.	16 years of age	28 6	17 years of age	36 9	18 years of age	46 6	19 years of age	65 6	20 years of age	78 6	21 years of age	84 0	16 years of age and under	s. d.	17 years of age	27 9	18 years of age	34 0	19 years of age	42 6	20 years of age	50 0	21 years of age	57 6	<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>General Hands.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">15 years of age and under</td> <td style="width: 20%; text-align: right;">s. d.</td> </tr> <tr> <td>16 years of age</td> <td style="text-align: right;">28 6</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">36 9</td> </tr> <tr> <td>18 years of age</td> <td style="text-align: right;">46 6</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">65 6</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">78 6</td> </tr> <tr> <td>21 years of age</td> <td style="text-align: right;">84 0</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>	15 years of age and under	s. d.	16 years of age	28 6	17 years of age	36 9	18 years of age	46 6	19 years of age	65 6	20 years of age	78 6	21 years of age	84 0	<p style="text-align: center;">WAGES PER WEEK OF 44 HOURS.</p> <p style="text-align: center;"><i>Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Confectioners</td> <td style="width: 20%; text-align: right;">s. d.</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;">123 0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td style="text-align: right;">120 0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store ..</td> <td style="text-align: right;">120 0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td style="text-align: right;">116 0</td> </tr> <tr> <td>Machinists</td> <td style="text-align: right;">115 0</td> </tr> <tr> <td>General hand</td> <td style="text-align: right;">110 0</td> </tr> <tr> <td>All other males</td> <td style="text-align: right;">107 0</td> </tr> </table> <p style="text-align: center;"><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5)</p> <p style="text-align: right;">67 6</p>	Confectioners	s. d.	Head storeman or packer having not less than three storemen or packers under his control ..	123 0	Storeman or packer in charge of one or two persons	120 0	Storeman or packer being the only person employed in the store ..	120 0	Storeman or packer engaged in the despatch or bulk receiving stores	116 0	Machinists	115 0	General hand	110 0	All other males	107 0
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Confectioners	s. d.																																																																	
Head storeman or packer having not less than three storemen or packers under his control ..	123 0																																																																	
Storeman or packer in charge of one or two persons	120 0																																																																	
Storeman or packer being the only person employed in the store ..	120 0																																																																	
Storeman or packer engaged in the despatch or bulk receiving stores	116 0																																																																	
Machinists	115 0																																																																	
General hand	110 0																																																																	
All other males	107 0																																																																	

Clauses, other than clause 2, of the said Determination shall remain in force.

CYCLE TRADE BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

(a) *Apprentices.	(b) *Improvers.	(c) Other Employees.																																																																				
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: right;">Weekly Wages.</td> </tr> <tr> <td></td> <td style="text-align: right;">s. d.</td> </tr> <tr> <td>1st year</td> <td style="text-align: right;">24 9</td> </tr> <tr> <td>2nd "</td> <td style="text-align: right;">31 0</td> </tr> <tr> <td>3rd "</td> <td style="text-align: right;">49 0</td> </tr> <tr> <td>4th "</td> <td style="text-align: right;">71 3</td> </tr> <tr> <td>5th "</td> <td style="text-align: right;">94 3</td> </tr> </table> <p>And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p>One apprentice to every three or fraction of three persons receiving not less than 121s. per week.</p>		Weekly Wages.		s. d.	1st year	24 9	2nd "	31 0	3rd "	49 0	4th "	71 3	5th "	94 3	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: right;">Weekly Wages.</td> </tr> <tr> <td></td> <td style="text-align: right;">s. d.</td> </tr> <tr> <td>1st year</td> <td style="text-align: right;">24 0</td> </tr> <tr> <td>2nd "</td> <td style="text-align: right;">29 9</td> </tr> <tr> <td>3rd "</td> <td style="text-align: right;">47 3</td> </tr> <tr> <td>4th "</td> <td style="text-align: right;">68 6</td> </tr> <tr> <td>5th "</td> <td style="text-align: right;">91 0</td> </tr> </table> <p>And thereafter four-fifths of the journeyman's rate. 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.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p>One improver to one person receiving not less than 121s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.</p>		Weekly Wages.		s. d.	1st year	24 0	2nd "	29 9	3rd "	47 3	4th "	68 6	5th "	91 0	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: right;">Weekly Wages Day Shift.</td> </tr> <tr> <td></td> <td style="text-align: right;">s. d.</td> </tr> <tr> <td>Foremen, where over five adults are employed ..</td> <td style="text-align: right;">146 6</td> </tr> <tr> <td>Foremen, where five adults or fewer are employed</td> <td style="text-align: right;">144 3</td> </tr> <tr> <td>Lathe hands</td> <td style="text-align: right;">143 0</td> </tr> <tr> <td>Builders and repairers of motor cycle frames and frames other than cycle frames ..</td> <td style="text-align: right;">133 3</td> </tr> <tr> <td>Builders or repairers or brazers of cycle frames ..</td> <td style="text-align: right;">131 0</td> </tr> <tr> <td>Other repairers of motor cycles (except lathe hands)</td> <td style="text-align: right;">133 3</td> </tr> <tr> <td>Other repairers (except lathe hands)</td> <td style="text-align: right;">131 0</td> </tr> <tr> <td>Assemblers of motor cycles</td> <td style="text-align: right;">131 0</td> </tr> <tr> <td>Other assemblers</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Filers on motor and other cycles</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Wheel-builders on motor and other cycles ..</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Foremen in rim-making</td> <td style="text-align: right;">135 6</td> </tr> <tr> <td>All others employed in rim-making</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Persons cleaning off joints by sand-blasting or by shot-blasting</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Handle-bar benders—</td> <td></td> </tr> <tr> <td> By the mandrel method</td> <td style="text-align: right;">121 0</td> </tr> <tr> <td> By any other method</td> <td style="text-align: right;">125 6</td> </tr> <tr> <td>Persons not provided for otherwise</td> <td style="text-align: right;">115 0</td> </tr> </table>		Weekly Wages Day Shift.		s. d.	Foremen, where over five adults are employed ..	146 6	Foremen, where five adults or fewer are employed	144 3	Lathe hands	143 0	Builders and repairers of motor cycle frames and frames other than cycle frames ..	133 3	Builders or repairers or brazers of cycle frames ..	131 0	Other repairers of motor cycles (except lathe hands)	133 3	Other repairers (except lathe hands)	131 0	Assemblers of motor cycles	131 0	Other assemblers	125 6	Filers on motor and other cycles	125 6	Wheel-builders on motor and other cycles ..	125 6	Foremen in rim-making	135 6	All others employed in rim-making	125 6	Persons cleaning off joints by sand-blasting or by shot-blasting	125 6	Handle-bar benders—		By the mandrel method	121 0	By any other method	125 6	Persons not provided for otherwise	115 0
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* Except those covered by the Apprenticeship Act.

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

DISPENSARIES BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.			
—	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Rate.	War Loading.	Total Weekly Wage.
1st six months' experience ..	14 6	0 6	15 0	Chief Pharmaceutical Chemist ..	173 6	6 0	179 6
2nd " " ..	22 6	1 0	23 6	Assistant Pharmaceutical Chemist..	142 0	6 0	148 0
3rd " " ..	31 6	1 3	32 9	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 ..	82 0	3 0	85 0
4th " " ..	39 0	1 9	40 9				
5th " " ..	47 6	2 0	49 6				
6th " " ..	55 0	2 3	57 3				
7th " " ..	62 6	2 6	65 0				
8th " " ..	78 0	3 0	81 0				

PROPORTION (IN ANY PLACE).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 148s. per week.

Improvers.
One improver to every ten or fraction of ten workers receiving not less than 148s. per week.

Clauses, other than clause 2, of the said Determination 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.		16 years and under.	17 years.	18 years.	19 years.	20 years.
1st year ..	23 3	23 3	26 3	32 9	39 6	45 9	1st year ..	20 3	22 6	26 3	33 0	39 0
2nd " ..	26 3	27 3	34 0	42 3	49 0	..	2nd " ..	23 9	27 3	34 3	40 9	..
3rd " ..	32 9	36 0	45 0	52 3	..	..	3rd " ..	29 6	36 0	42 9	..	..
4th " ..	42 9	48 6	57 9	..	..	..	4th " ..	37 3	44 3	..	..	..
5th " ..	55 9	62 9	..	..	..	..	5th year and until 21 years of age ..	45 9	..	..	..	..
6th year and until 21 years of age ..	71 9	..	..	..	..	..	

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 100s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 55s. per week of 44 hours.

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

(3) OTHER EMPLOYEES.

(a) Males.		Per week of 44 hours.
		s. d.
Operator responsible for mixing ..	.. ..	110 0
Employees engaged on soldering connexions and terminals ..	.. ..	106 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. ..	106 0
Operator of power-driven machines ..	.. ..	104 0
Hand stamper ..	.. ..	103 0
All others ..	.. ..	100 0
(b) Females.		
Employees engaged on soldering connexions and terminals ..	.. ..	59 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	.. ..	59 3
Operator of power-driven machines ..	.. ..	57 6
Hand wrapper ..	.. ..	57 6
All others ..	.. ..	55 0

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

SCHEDULE—continued.

ELECTRICAL TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	7 19 0	8 5 6	7 16 0
Electrical instrument maker and/or repairer (as defined)	7 13 0	7 19 6	7 10 0
Installation inspector and/or tester	7 6 0	7 12 6	7 3 0
Shift electrician	7 3 0	7 9 6	7 0 0
Refrigeration mechanic or serviceman	7 3 0	7 9 6	7 0 0
Electrician in charge of plant and/or installation	7 3 0	7 9 6	7 0 0
Electrical fitter and/or armature winder	7 3 0	7 9 6	7 0 0
Battery fitter	7 3 0	7 9 6	7 0 0
Cable jointer, on high tension (over 6,600 volts)	7 2 0	7 8 6	6 19 0
Cable jointer, on low tension (under 6,600 volts)	7 0 0	7 6 6	6 17 0
Cable jointer's mate	5 19 0	6 5 6	5 16 0
Electrical mechanic	7 3 0	7 9 6	7 0 0
Linesman	6 14 0	7 0 6	6 11 0
Linesman's assistant	5 19 0	6 5 6	5 16 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 14 0	7 0 6	6 11 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing	6 1 6	6 8 0	5 18 6
Meter tester (1st grade)	6 13 0	6 19 6	6 10 0
Meter tester (2nd grade)	6 8 0	6 14 6	6 5 0
Meter fixer	6 8 0	6 14 6	6 5 0
Switchboard attendant	6 12 6	6 19 0	6 9 6
Battery attendant	6 0 0	6 6 6	5 17 0
Electrical fitter's and mechanic's assistant	5 19 0	6 5 6	5 16 0
Process worker	5 18 0	6 4 6	5 15 0
(b) Wet Battery Manufacturing.			
Plante assembler	6 8 0	6 14 6	6 5 0
Battery repairer (factory)	6 5 0	6 11 6	6 2 0
Mixing and pasting by hand	6 3 0	6 9 6	6 0 0
Charging and moulding of grids	6 3 0	6 9 6	6 0 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	6 2 0	6 8 6	5 19 0
Formation process	6 0 0	6 6 6	5 17 0
All others in this subdivision	5 18 0	6 4 6	5 15 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 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 fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

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.
ELECTRICAL TRADE 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.

Instruction in Welding.

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade 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 trade of—

Electrical mechanic,

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—

Electrical fitter,
Electrical 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 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.

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

Probationary Period.

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

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and special 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.	Special Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.			
		<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	1 3 6	1 5 0	1 3 0
2nd year	30	1 0	1 0	1 12 6	1 14 0	1 11 6
3rd year	45	1 6	1 6	2 8 6	2 11 6	2 7 0
4th year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
5th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
	Per Week.	Per Week.	Per Week.			
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
1st year	26	..	0 9	1 7 0	1 8 6	1 6 0
2nd year	45	1 0	1 6	2 8 0	2 11 0	2 6 6
3rd year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
4th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0

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.
ELECTRICAL TRADE BOARD—continued.

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 16 and 17 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 8 6	3 13 0	3 6 6
All others	75	3 0	3 18 6	4 3 6	3 16 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	2 1 6	2 4 0	2 0 0
18 years of age	47½	1 3	2 9 0	2 12 6	2 8 0
19 years of age	55	1 6	2 17 0	3 0 6	2 15 6
20 years of age	62½	2 0	3 5 0	3 9 0	3 3 0
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	1 5 6	1 7 6	1 5 0
16 years of age	35	0 9	1 18 0	1 18 6	1 15 0
17 years of age	47½	1 0	2 9 0	2 12 0	2 7 6
18 years of age	60	1 0	3 1 6	3 5 6	3 0 0
19 years of age	75	2 0	3 17 6	4 2 6	3 15 6
20 years of age	90	2 0	4 13 0	4 18 6	4 10 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.

(c) Junior employees shall not be employed:—

- 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.

Clauses, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.

SCHEDULE—*continued.*

ELECTRO-PLATERS BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 18th December, 1946, and in force:—(a) In respect of clauses 2, 25 and 26 as from the beginning of the first pay period to commence on or after the 1st December, 1946, and (b) in respect of clauses other than clauses 2, 25 and 26 as from the beginning of the first pay period to commence on or after the 11th December, 1946, shall be replaced by the following clauses:—

2.		WAGES.	
		Adults.	Per Week of 44 Hours.
		Males.	s. d.
Grinder or polisher			131 6
Electro-plater—			
1st Class			143 0
2nd Class			131 0
3rd Class			118 0
Liner or hand decorator			131 6
Coater			123 6
Spray operator			120 0
All others			107 0
		Females.	
Females employed at—			
(a) Hand burnishing, hand finishing, or lacquering			90 0
(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			131 6
All others			61 6

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.		Wages per Week of 44 Hours.	
Experience.		Males.	Females.
		s. d.	s. d.
1st year—1st six months		14 9	14 9
2nd "		14 9	14 9
2nd year—1st "		30 9	30 9
2nd "		30 9	30 9
3rd year—1st "		43 0	43 0
2nd "		43 0	43 0
4th year		55 3	55 3
5th year		65 6	..
6th year		79 6	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 107s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 61s. 6d. 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.	
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22½	..	0 9	23 6
2nd year	30	1 0	1 0	32 6
3rd year	45	1 6	1 6	48 6
4th year	75	2 0	2 3	80 0
5th year	95	2 0	3 0	101 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>				
1st year	26	..	0 9	27 0
2nd year	45	1 0	1 6	48 0
3rd year	75	2 0	2 3	80 0
4th year	95	2 0	3 0	101 0

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.		
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year—1st six months	15 6	18 6	33 3	36 3	53 6	62 3	15 6	
2nd "	18 6	33 3	36 3	53 6	62 3	84 6	18 6	
2nd year—1st "	33 3	36 3	53 6	62 3	84 6	..	33 3	
2nd "	36 3	53 6	62 3	84 6	98 9	..	36 3	
3rd year—1st "	53 6	62 3	84 6	98 9	..	..	53 6
2nd "	62 3	84 6	98 9	106 3	..	..	60 6
4th year	84 6	98 9	106 3	..	..	..	..
5th year	98 9	106 3	..	..	..	..	..
6th year	106 3	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 123s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 61s. 6d. 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 logging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—

Experience.	Wages per Week of 44 Hours.					
	Commencing Age—					
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year—1st six months	15 6	18 6	33 3	36 3	53 6	62 3
2nd "	18 6	33 3	36 3	53 6	62 3	84 6
2nd year—1st "	33 3	36 3	53 6	62 3	84 6	..
2nd "	36 3	53 6	62 3	84 6	98 9	..
3rd year—1st "	53 6	62 3	84 6	98 9	..	..
2nd "	62 3	84 6	98 9	106 3	..	..
4th year	84 6	98 9	106 3	..	..	..
5th year	98 9	106 3	..	..	..	..
6th year	106 3	..	..	..	..	..

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses 2 to 5 inclusive of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	7 6 0	7 12 6	7 3 0
Annealer and/or case hardener	6 16 0	7 2 6	6 13 0
Brassfinisher (tradesman)	7 3 0	7 9 6	7 0 0
Brassfinisher (2nd class)	6 11 0	6 17 6	6 8 0
Brass polisher	6 6 0	6 12 6	6 3 0
Blacksmith's machinist	6 4 0	6 10 6	6 1 0
Brass-smith, copper-smith, or other smith	7 4 0	7 10 6	7 1 0
Fitter and/or turner	7 3 0	7 9 6	7 0 0
Fitter, turbine blade	7 6 0	7 12 6	7 3 0
Forger and/or faggoter	7 15 0	8 1 6	7 12 0
Heat treater	7 6 0	7 12 6	7 3 0
Inspector	7 13 0	7 19 6	7 10 0
Key-seating machinist	6 11 0	6 17 6	6 8 0
Locksmith	7 3 0	7 9 6	7 0 0
Machine setter	7 3 0	7 9 6	7 0 0
Machinist—1st class	7 3 0	7 9 6	7 0 0
Machinist—2nd class	6 11 0	6 17 6	6 8 0
Machinist—3rd class	6 4 0	6 10 6	6 1 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	7 6 0	7 12 6	7 3 0
Motor cycle mechanic	7 0 0	7 6 6	6 17 0
Motor mechanic	7 0 0	7 6 6	6 17 0
Motor tuner and tester	7 0 0	7 6 6	6 17 0
Mould polisher	6 1 0	6 7 6	5 18 0
Patternmaker	7 11 0	7 17 6	7 8 0
Pipe fitter on low pressure work	6 11 0	6 17 6	6 8 0
Process worker	5 18 0	6 4 6	5 15 0
Refrigeration mechanic or serviceman	7 3 0	7 9 6	7 0 0
Safe maker and/or repairer (security work)	7 3 0	7 9 6	7 0 0
Scalemaker and/or adjuster	7 3 0	7 9 6	7 0 0
Scientific instrument maker	7 13 0	7 19 6	7 10 0
Toolmaker	7 13 0	7 19 6	7 10 0
Toolsmith	7 6 0	7 12 6	7 3 0
Wet stone grinder and glazier (tradesman)	7 3 0	7 9 6	7 0 0
Welder—1st class (other than when using Cutler machine)	7 6 0	7 12 6	7 3 0
Welder—1st class (using Cutler machine)	6 13 0	6 19 6	6 10 0
Welder—2nd class	6 4 0	6 10 6	6 1 0
Welder—3rd class	6 0 0	6 6 6	5 17 0
Welder—tack	6 2 0	6 8 6	5 19 0
Jobbing moulder and/or coremaker	7 3 0	7 9 6	7 0 0
Plate and machine moulder and/or coremaker			
1st six months' experience	6 2 0	6 8 6	5 19 0
2nd six months' experience	6 5 0	6 11 6	6 2 0
3rd six months' experience	6 8 0	6 14 6	6 5 0
Thereafter	6 13 0	6 19 6	6 10 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	7 4 0	7 10 6	7 1 0
Cash register mechanic	7 4 0	7 10 6	7 1 0
Tradesman	7 3 0	7 9 6	7 0 0
First-class mechanic	6 16 0	7 2 6	6 13 0
Second-class mechanic	6 13 0	7 9 6	6 10 0
Process worker	5 18 0	6 4 6	5 15 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.

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. 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 convertor 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 3 6	1 5 0	1 3 0
2nd year	30	1 0	1 0	1 12 6	1 14 0	1 11 6
3rd year	45	1 6	1 6	2 8 6	2 11 6	2 7 0
4th year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
5th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year	26	0 0	0 9	1 7 0	1 8 6	1 6 0
2nd year	45	1 0	1 6	2 8 0	2 11 0	2 6 6
3rd year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
4th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0

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.

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

IMPROVERS.

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	0 0	0 9	1 3 6	1 5 0	1 3 0
2nd year	30	1 0	1 0	1 12 6	1 14 0	1 11 6
3rd year	45	1 6	1 6	2 8 6	2 11 6	2 7 0
4th year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
5th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

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

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

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

FEMALES AND UNAPPRENTICED MALE JUNIORS.

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

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

Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				Per Week.	Per Week.	Per Week.
				£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 8 6	3 13 0	3 6 6
All others	75	3 0	..	3 18 6	4 3 6	3 16 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	2 1 6	2 4 0	2 0 0
18 years of age	47½	1 3	..	2 9 0	2 12 6	2 8 0
19 years of age	55	1 6	..	2 17 0	3 0 6	2 15 6
20 years of age	62½	2 0	..	3 5 0	3 9 0	3 3 0
<i>III.—Junior Males.</i>						
Under 16 years of age ..	25	0 6	..	1 5 6	1 7 6	1 5 0
16 years of age	35	0 9	..	1 16 0	1 18 6	1 15 0
17 years of age	47½	1 0	..	2 9 0	2 12 0	2 7 6
18 years of age	60	1 0	..	3 1 6	3 5 6	3 0 0
19 years of age	75	2 0	..	3 17 6	4 2 6	3 15 6
20 years of age	90	2 0	..	4 13 0	4 18 6	4 10 0
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age ..	25	0 6	1 0	1 6 6	1 8 6	1 6 0
16 years of age	33	0 9	1 9	1 16 0	1 18 0	1 15 0
17 years of age	60	1 0	3 0	3 4 6	3 8 6	3 3 0
18 years of age	75	2 0	4 0	4 1 6	4 6 6	3 19 6
19 years of age and over ..	90	2 6	4 6	4 18 0	5 3 6	4 15 0

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

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

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

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

Prohibited Occupations.

(d) Junior employees shall not be employed:—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe, or
under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

Clauses, other than clauses 2 to 5 inclusive, of the said Determination shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses 2 and 3 of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 5th December, 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)	6 1 0	6 7 6	5 18 0
Assembler (assistant)	5 16 0	5 2 6	5 13 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	6 1 0	6 7 6	5 18 0
Bolt repairer	5 19 0	6 5 6	5 16 0
Blacksmith's striker	5 19 0	6 5 6	5 16 0
Blacksmith's striker on double fires and other assistant	6 1 0	6 7 6	5 18 0
Block and tackle hand	6 1 0	6 7 6	5 18 0
Boiler (inside) chipper and cleaner	6 5 0	6 11 6	6 2 0
Cold saw operator	6 1 0	6 7 6	5 18 0
Die caster	6 4 0	6 10 6	6 1 0
Dogman	6 1 0	6 7 6	5 18 0
Dresser and grinder using portable machine	6 3 0	6 9 6	6 0 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	5 19 0	6 5 6	5 16 0
(b) other	6 9 0	6 15 6	6 6 0
Dresser and grinder (other)	6 1 0	6 7 6	5 18 0
Emery wheel attendant	6 1 0	6 7 6	5 18 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more	5 19 0	6 5 6	5 16 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	6 3 0	6 9 6	6 0 0
Forger's assistant	6 1 0	6 7 6	5 18 0
Friction saw operator	5 19 0	6 5 6	5 16 0
Furnaceman—forge	7 0 0	7 6 6	6 17 0
Furnaceman's assistant—forge	6 1 0	6 7 6	5 18 0
Furnaceman—electric	6 10 0	6 16 6	6 7 0
Furnaceman—other (excepting cupola furnaceman)	6 5 0	6 11 6	6 2 0
Furnaceman's assistant	5 19 0	6 5 6	5 16 0
Grinding machine or emery wheel operator	6 1 0	6 7 6	5 18 0
Hammer driver	6 1 0	6 7 6	5 18 0
Lagger	5 19 0	6 5 6	5 16 0
Machinist—3rd class (as defined)	6 4 0	6 10 6	6 1 0
Overhead oiler	5 19 0	6 5 6	5 16 0
Painter of ironwork, using spray	6 0 0	6 6 6	5 17 0
Painter of ironwork (other than ship painter) using brush	5 19 0	6 5 6	5 16 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	6 1 0	6 7 6	5 18 0
On bending and cutting machines (assistant)	5 18 0	6 6 6	5 15 0
On steel fabric machines	6 1 0	6 7 6	5 18 0
On steel fabric machines (assistant)	5 16 0	6 2 6	5 13 0
Person working with hammer 14 lb. weight or over—			
On repair work	6 9 3	6 15 9	6 6 3
On other work	6 1 3	6 7 6	5 18 3
Pickler	5 19 0	6 5 6	5 16 0
Piler	6 1 0	6 7 6	5 18 0
Process worker	5 18 0	6 7 6	5 15 0
Rigger and/or splicer	6 5 0	6 11 6	6 2 0
Tar dipper	5 19 0	6 5 6	5 16 0
Employee not elsewhere classified	5 10 0	5 16 6	5 7 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	6 12 0	6 18 6	6 9 0
Roller	6 7 0	6 13 6	6 4 0
Extrusion press operator	6 6 0	6 12 6	6 3 0
Melter of lead alloys	5 19 0	6 5 6	5 16 0
Lead wool machinist	5 18 0	6 4 6	5 15 0
Molten metal feeder and/or mixer for shot	5 18 0	6 4 6	5 15 0
Roller's assistant	5 19 0	6 5 6	5 16 0
Pipe trap machine operator's assistant	5 19 0	6 5 6	5 16 0
Extrusion press operator's assistant	5 18 0	6 4 6	5 15 0
All others	5 10 0	5 16 6	5 7 0

Leading Hands.

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

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 2s. per week.

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.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD—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.	Per Week.
				£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 8 6	3 13 0	3 6 6
All others	75	3 0	..	3 18 6	4 3 6	3 16 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	2 1 6	2 4 0	2 0 0
18 years of age	47½	1 3	..	2 9 0	2 12 6	2 8 0
19 years of age	55	1 6	..	2 17 0	3 0 6	2 15 6
20 years of age	62½	2 0	..	3 5 0	3 9 0	3 3 0
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	..	1 5 6	1 7 6	1 5 0
16 years of age	35	0 9	..	1 16 0	1 18 6	1 15 0
17 years of age	47½	1 0	..	2 9 0	2 12 0	2 7 6
18 years of age	60	1 0	..	3 1 6	3 5 6	3 0 0
19 years of age	75	2 0	..	3 17 6	4 2 6	3 15 6
20 years of age	90	2 0	..	4 13 0	4 18 6	4 10 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.						
<i>IV.—Junior Males (Foundries).</i>						
Under 16 years of age	25	0 6	1 0	1 6 6	1 8 6	1 6 0
16 years of age	33	0 9	1 9	1 16 0	1 18 0	1 15 0
17 years of age	60	1 0	3 0	3 4 6	3 8 6	3 3 0
18 years of age	75	2 0	4 0	4 1 6	4 6 6	3 19 6
19 years of age and over ..	90	2 6	4 6	4 18 0	5 3 6	4 15 0

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

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

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

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

(c) Junior employees employed on the following 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 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 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, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.
ENGRAVERS BOARD.

Clause 2 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

Apprentices or Improvers.							PROPORTION (IN ANY PLACE).
WAGES PER WEEK OF 44 HOURS.							
Apprentices.			Improvers.				
—	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 year's experience	15 6	0 6	16 0	26 9	0 9	27 6	
2nd " "	22 3	0 9	23 6	33 6	1 0	34 6	
3rd " "	34 0	1 0	35 0	40 6	1 3	41 9	
4th " "	44 3	1 3	45 6	47 6	1 6	49 0	
5th " "	52 0	1 6	53 6	61 0	1 9	62 9	
6th " "	75 6	2 3	77 9	75 0	2 3	77 3	

and thereafter the minimum wage.

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 109s. per week.
An indenture of apprenticeship prescribed was approved on 13th March, 1914.

Improvers.
One improver to every four workers receiving not less than 133s. per week.

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.
Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.	23 3	0 9	24 0	Die-sinkers by hand	7 0 0	6 0	7 6 0
2nd " "	28 0	0 9	28 9	Engravers by hand	6 9 0	4 0	6 13 0
3rd " "	34 0	1 0	35 0	Engravers, copper plate	6 9 0	4 0	6 13 0
4th " "	46 0	1 6	47 6	Steel stamp cutters	6 13 6	4 0	6 17 6
5th " "	57 0	1 9	58 9	Pantagraph operators	6 0 0	3 0	6 3 0
6th " "	69 3	2 0	71 3	Badge tool-makers	5 16 0	3 0	5 19 0
				Stencil plate cutters	5 10 0	3 0	5 13 0
				All others	5 7 0	2 0	5 9 0

Other Employees.

Clauses, other than clause 2, of the said Determination shall remain in force.

FACTORY ENGINE DRIVERS BOARD.

Clauses 2 and 4 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2 (a) EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE 4.

The ordinary wages per week for these employees shall be the undermentioned amounts plus the additional rates (if applicable) and the war loadings prescribed in sub-clauses (b), (c) and (d) hereof.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A.—STATIONARY ENGINE DRIVERS.				
<i>Steam Engines.</i>				
First-class	6 2 0	6 8 0	6 8 6	5 19 0
First-class, with condenser	6 5 0	6 11 0	6 11 6	6 2 0
Second-class	5 19 0	6 5 0	6 5 6	5 16 0
Second-class, with condenser	6 2 0	6 8 0	6 8 6	5 19 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	6 2 0	6 8 0	6 8 6	5 19 0
Under fifty brake horse-power	5 19 0	6 5 0	6 5 6	5 16 0
<i>Electric Motors.</i>				
Attendant	5 16 0	6 2 0	6 2 6	5 13 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried	6 14 6	7 0 6	7 1 0	6 11 6
Others	6 9 6	6 15 6	6 16 0	6 6 6

If the gauge is less than three feet, 3s. per week less in each case.

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE 4—continued.

The ordinary wages per week for these employees shall be the undermentioned amounts plus the additional rates (if applicable) and the war loadings prescribed in sub-clauses (b), (c) and (d) hereof.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
C.—NAVVIERS AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	7 0 0	7 6 0	7 6 6	6 17 0
Second driver	6 8 0	6 14 0	6 14 6	6 5 0
D.—WING DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	6 2 0	6 8 0	6 8 6	5 19 0
Others	5 19 6	6 5 6	6 6 0	5 16 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class	6 17 0	7 3 0	7 3 6	6 14 0
Lofty cranes—second-class	6 14 6	7 0 6	7 1 0	6 11 6
Lofty cranes—third-class	6 12 0	6 18 0	6 18 6	6 9 0
Cantilever cranes	6 14 6	7 0 6	7 1 0	6 11 6
Cranes in converter sheds	6 9 6	6 15 6	6 16 0	6 6 6
Cranes transporting molten metal in foundries	6 7 0	6 13 0	6 13 6	6 4 0
Crane driver on open hearth furnaces	6 7 0	6 13 0	6 13 6	6 4 0
Steam travelling cranes	6 7 0	6 13 0	6 13 6	6 4 0
Other steam cranes	6 4 6	6 10 6	6 11 0	6 1 6
Grab cranes	6 7 0	6 13 0	6 13 6	6 4 0
Electric cranes not elsewhere included—				
Four motions and over				
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions	6 2 0	6 8 0	6 8 6	5 19 0
Overhead traverser				
Stationary jib; stationary jib hoist				
Traverser jib				
Hydraulic stationary jib cranes	5 19 6	6 5 6	6 6 0	5 16 6
Cranes and hoists not elsewhere included	5 17 0	6 3 0	6 3 6	5 14 0
String cranes—five tons or less	5 13 0	5 19 0	5 19 6	5 10 0
E.E.—MOBILE CRANE DRIVERS.				
Mobile cranes lifting capacity up to and including 3 tons ..	6 18 0	7 3 0	7 3 6	6 14 0
Over 3 tons and up to 5 tons	7 2 0	7 8 0	7 8 6	6 19 0
Over 5 tons, for each ton of lifting capacity over 5 an extra 2s.6d. per week up to 10 tons.				
In addition to the wages hereinbefore prescribed a loading of 3s. per week in lieu of the loadings prescribed by clause 2(d) shall be paid in each case.				
This Division shall apply only to drivers of mobile cranes which are used in the work of loading, unloading, storing, stacking and unstacking where such work is carried out in or in connexion with the transportation of goods.				
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam)	6 4 6	6 10 6	6 11 0	6 1 6
Road roller (oil)	6 3 6	6 9 6	6 10 0	6 0 6
Traction engine (oil—35 h.p. and over)	6 3 6	6 9 6	6 10 0	6 0 6
Traction engine (oil—under 35 h.p.)	6 2 0	6 8 0	6 8 6	5 19 0
<i>Rail.</i>				
Electric traction motor	5 17 0	6 3 0	6 3 6	5 14 0
Internal combustion traction motor	5 17 0	6 3 0	6 3 6	5 14 0
G.—FIREMEN.				
Fireman	5 14 6	6 0 6	6 1 0	5 11 6
Fireman—first-class	5 19 0	6 5 0	6 5 6	5 16 0
Leading fireman—first-class	6 5 0	6 11 0	6 11 6	6 2 0
Leading fireman—second-class	6 2 0	6 8 0	6 8 6	5 19 0
Locomotive fireman	5 17 0	6 3 0	6 3 6	5 14 0
H.—GREASERS.				
Greaser	5 14 6	6 0 6	6 1 0	5 11 6
Greaser—first-class	5 19 0	6 5 0	6 5 6	5 16 0
Trimmer	5 12 0	5 18 0	5 18 6	5 9 0
Fuelman	5 12 0	5 18 0	5 18 6	5 9 0
Engine cleaner	5 12 0	5 18 0	5 18 6	5 9 0
Boiler cleaner	5 12 0	5 18 0	5 18 6	5 9 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
I.—OTHERS				
Pile-driving machine	6 5 0	6 11 0	6 11 6	6 2 0
All others	5 7 0	6 13 0	5 13 6	5 4 0

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

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD—continued.

(b) *Additional Rates.*

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

	Per week.
	<i>s. d.</i>
Attending to refrigerating compressor	6 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	6 0
Engine-driver in charge of plant	6 0

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

(c) *Further Additional Rate.*

	<i>s. d.</i>
Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz. :—	15 0

(d) Adult employees shall be entitled to war loadings according to the following schedule :—

Where the wage prescribed in sub-clause (a) hereof, or such wage plus the additional rate, or rates, (if applicable) prescribed in sub-clauses (b) and (c) hereof is :—

For persons other than those Employed in Bush Saw-mills.			For persons Employed in— (a) Bush Sawmills; (b) All parts of Victoria not elsewhere included.	War Loading Payable Per Week.
Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.		<i>s. d.</i>
(i) Under 127s. per week ..	Under 133s. per week ..	Under 133s. 6d. per week ..	Under 124s. per week ..	3 0
(ii) 127s. per week, but under 134s. per week	133s. per week, but under 140s. per week	133s. 6d. per week, but under 140s. 6d. per week	124s. per week, but under 131s. per week	4 0
(iii) 134s. per week or over ..	140s. per week or over ..	140s. 6d. per week or over ..	131s. per week or over ..	6 0

N.B.—Extra rates payable under sub-clauses (b), (c), and (d) hereof shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

JUNIOR LABOUR.

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

	Per week. <i>£ s. d.</i>
If under 16 years of age	2 1 3
If 16 and under 18 years of age	2 14 0
If 18 and under 19 years of age	3 18 6
If 19 and under 20 years of age	4 15 6

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

Clauses, other than clauses 2 and 4, of the said Determination shall remain in force.

SCHEDULE—continued.

FARRIERS BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1947, shall be replaced by the following clause :—

2. *Wages.*

Apprentices and Improvers.				Other Employees.			
TOTAL WAGE.							
Percentage of Needs Basic Wage.	War Loading.	Per Week of 44 Hours.					
s. d.	s. d.	s. d.	s. d.				
1st year's experience .. 38·4 ..	2 6 ..	41 6	6	(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 :—			
2nd year's experience .. 41·9 ..	2 6 ..	45 0	0	All Employees *141s. per week of 44 hours			
3rd year's experience .. 45·9 ..	3 0 ..	49 6	6	(b) Employed outside the areas specified in paragraph (a) :—			
4th year's experience .. 52·9 ..	3 0 ..	56 6	6	All Employees *138s. per week of 44 hours			
5th year's experience .. 64·5 ..	4 0 ..	69 0	0	* Including a War Loading of 6s. per week.			

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

Clauses, other than clause 2, of the said Determination shall remain in force.

FIBROUS PLASTERERS BOARD.

Clauses 1 of Part I, and 1 of Part II of the Determination made on the 24th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.

1. *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.	(Non-adjustable).			A.	B.	(Non-adjustable).	
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	26 3	0 9	0 9	27 9	Under 17 years of age	26 3	0 9	0 9	27 9
2nd " " "	39 9	1 1	1 3	42 1	17 years of age ..	39 9	1 1	1 3	42 1
3rd " " "	52 6	1 5	1 6	55 5	18 " " "	52 6	1 5	1 6	55 5
4th " " "	66 9	1 11	1 9	70 5	19 " " "	66 9	1 11	1 9	70 5
5th " " "	80 0	2 3	2 3	84 6	20 " " "	80 0	2 3	2 3	84 6

and thereafter the minimum wage.

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 149s. 8d. per week of 44 hours.

(ii) Any other class of work—
One improver to every six workers receiving not less than 149s. 8d. 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 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

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

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

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.	(Non-adjustable).	
	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 8	4 0	6 0	149 8
Persons engaged in preparing material for or making acoustic tiles moulded into slab form and having an earth base	112 0	3 3	3 0	118 3
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 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.		
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	26 3	0 9	0 9	27 9	Under 17 years of age	26 3	0 9	0 9	27 9
2nd " " "	39 9	1 1	1 3	42 1	17 years of age ..	39 9	1 1	1 3	42 1
3rd " " "	52 6	1 5	1 6	55 5	18 " " "	52 6	1 5	1 6	55 5
4th " " "	66 9	1 11	1 9	70 5	19 " " "	66 9	1 11	1 9	70 5
5th " " "	80 0	2 3	2 3	84 6	20 " " "	80 0	2 3	2 3	84 6

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 159s. 10d. 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 159s. 10d. per week of 44 hours.

(ii) Any other class of work—
One improver to every six workers receiving not less than 159s. 10d. 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	147 3	6 7	6 0	159 10
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, other than clause 1 of Part I, and Clause 1 of Part II, of the said Determination shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause 2 of the Determination made on the 23rd December 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December 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..	29	0	26	0		
16 years ..	36	9	29	0		
17 ..	49	6	33	9		
18 ..	54	9	40	9		
19 ..	72	0	48	9		
20 ..	81	3	55	0		
PROPORTION (IN ANY PLACE).						
<i>Improvers.</i>						
One improver to every worker receiving not less than the minimum wage.						
<i>Note.</i> —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.						
				MALES.		
				s. d.		
				Persons employed in the cotton wool bleaching department		
				128 0		
				Woolen pickers		
				125 0		
				Feeders of—		
				Rag machines		
				123 0		
				Other machines		
				123 0		
				Rippers		
				123 0		
				Persons operating milling machine, hardening machine, or tentering machine		
				123 0		
				Persons operating other machines		
				123 0		
				Assistant to persons operating milling machine, hardening machine, or tentering machine		
				121 0		
				Assistant to persons operating other machines		
				121 0		
				Cotton pickers		
				120 0		
				All others		
				119 0		
				Leading hands, if in charge of four or more workers		
				5s. a week extra		
				FEMALES.		
				s. d.		
				Feeders of rag machines		
				85 6		
				Feeders of machines other than rag machines		
				74 6		
				Rippers		
				71 6		
				Woolen pickers		
				75 9		
				Cotton pickers		
				71 6		
				Weighers and wrappers of cotton wool		
				71 6		
				All others		
				71 6		
				Leading hands, if in charge of four or more workers		
				5s. a week extra		

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

Clauses, other than clause 2, of the said Determination shall remain in force.

FROZEN GOODS BOARD.

Clause 2 of the Determination made on the 19th December 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December 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.			
			£	s. d.			Weekly Rate.	*War Loading.	Total Weekly Wage.	Per Hour.
	£	s.	d.	s.	d.	£	s.	d.	s.	d.
16 years of age and under 17	2	3	1	0	11	2	4	0	1	0
17	2	8	7	0	11	2	9	6	1	1½
18	2	15	11	1	10	2	17	9	1	3½
19	3	5	1	1	10	3	6	11	1	6½
20	4	4	4	2	9	4	7	1	1	11½
Chamber hands	7	2	6	4	0	7	6	6	3	3¼/22
All others ..	6	9	10	4	0	6	13	10	3	0½

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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.
FURNITURE BOARD.

Clauses 2, 3 and 23 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	22 8	21 9	<p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p>
Second year	34 5	32 11	
Third year	45 10	37 11	
Fourth year	68 6	49 4	
Fifth year	90 8	56 6	
And thereafter the minimum wage.			
IMPROVERS.			IMPROVERS.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	20 5	18 2	<p><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. 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.</p> <p><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.</p>
16 and under 17	22 8	21 9	
17 and under 18	34 5	32 11	
18 and under 19	45 10	37 11	
19 and under 20	68 6	49 4	
20 and under 21	90 8	56 6	

3. OTHER EMPLOYEES.			
	Weekly Wages.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.		Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
GROUP "A" GENERAL FURNITURE SECTION.			
<i>Males.</i>			
Operator of Boulton's carver or shaping machine	7 0 0	6 17 0	
Moulding machinist—			
(a) who grinds his own cutters	7 0 0	6 17 0	
(b) who does not grind his own cutters	6 11 0	6 8 0	
Cabinet-maker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	7 0 0	6 17 0	
Stuffover chair or couch frame maker	6 8 0	6 5 0	
Polishers required to spirit off or acid off	7 0 0	6 17 0	
Other polishers	6 11 0	6 8 0	
Upholsterer	6 15 0	6 12 0	
Wood turner, painter, assembler	6 11 0	6 8 0	
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer	6 8 0	6 5 0	
Persons setting up or operating copying or automatic lathe	6 8 0	6 5 0	
Persons cramping furniture or chairs	6 8 0	6 5 0	
Persons packing mantelpieces or overmantels	5 15 0	5 12 0	
Persons rubbing down, filling, varnishing, or staining	6 3 0	6 0 0	
Sprayhands, staining or lacquering	6 8 0	6 5 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 8 0	6 5 0	
Persons cramping, or gluing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	6 8 0	6 5 0	
Timber bender, operator or sander, boring, or any other machine not provided for above	6 0 0	5 17 0	
Stackers, yardmen	5 10 0	5 7 0	
All others	5 10 0	5 7 0	
<i>Females.</i>			
Female employed as upholstress	3 7 6	3 6 0	
Female employed as veneer matcher	3 7 6	3 6 0	
Female employed in designing, making, painting or decorating—			
(a) furnishing accessories or novelties	3 7 6	3 6 0	
(b) domestic woodware	3 7 6	3 6 0	
(c) walking sticks	3 7 6	3 6 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	£ 4 6	£ 1 6
Operator of Boulton's carver or shaping machine	7 0 0	6 17 0
Moulding machinist—		
(a) who grinds his own cutters	7 0 0	6 17 0
(b) who does not grind his own cutters	6 11 0	6 8 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser	6 8 0	6 5 0
Operator of sander, boring, or any other machine not otherwise specified	6 0 0	5 17 0
Wireweaver	6 4 6	6 1 6
Stretcher-up, tacker-on, splitter-up, or varnisher	6 3 0	6 0 0
Spray hands	6 8 0	6 5 0
All others	5 10 0	5 7 0
<i>Females.</i>		
Females	3 7 6	3 6 0
GROUP " C " CARPET PLANNING SECTION.		
<i>Males.</i>		
Carpet planner	7 0 0	6 17 0
Cutter of loose covers or curtains or drapes	6 13 0	6 10 0
Persons mounting, making or hanging blinds, fixing drapes and screens, or laying floor covers	6 8 0	6 5 0
All others	5 10 0	5 7 0
<i>Females.</i>		
Females	3 7 6	3 6 0
Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.		
GROUP " D " PICTURE FRAMES SECTION.		
<i>Males.</i>		
Compo workers	6 0 0	5 17 0
Fitters up	6 0 0	5 17 0
Gilders or bronzers	6 3 0	6 0 0
Mount cutters	6 3 0	6 0 0
Mounters	6 0 0	5 17 0
Joiners	6 3 0	6 0 0
Persons working at—		
Band or jig saws	6 8 0	6 5 0
Other saws	6 3 0	6 0 0
Moulding machines	6 8 0	6 5 0
Shaping machines	6 14 0	6 11 0
Stainers who mix and apply stain and finish any kind of wood or compo	6 3 0	6 0 0
Wood turners	6 11 0	6 8 0
All others	5 10 0	5 7 0
<i>Females.</i>		
Females	3 7 6	3 6 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 110s., and in the case of females not less than 67s. 6d.

Clauses, other than clauses 2, 3 and 23, of the said Determination shall remain in force.

SCHEDULE—continued.
GENERAL BOARD.
(ABRASIVES SECTION.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
<i>Males.</i>		<i>Females.</i>		<i>Abrasive Paper or Cloth.</i>	
<i>s. d.</i>		<i>s. d.</i>		<i>Males.</i>	<i>s. d.</i>
1st year's experience ..	22 6	1st six months' experience	18 3	Machine operators	113 0
2nd " " ..	31 9	2nd " " ..	22 6	All others	107 0
3rd " " ..	43 9	3rd " " ..	26 6		
4th " " ..	58 6	4th " " ..	31 0		
5th " " ..	75 0	5th " " ..	35 3		
6th " " ..	86 9	6th " " ..	40 0		
7th " " ..	92 9	7th " " ..	44 0		
		8th " " ..	49 9		
				<i>Females.</i>	
and thereafter the minimum wage.				All adults	58 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.				<i>Abrasive Articles (other than Abrasive Paper or Cloth).</i>	
					<i>s. d.</i>
				Head burners	117 0
				Other burners	113 0
				Surfacers of abrasive articles ..	110 0
				All others	107 0

PROPORTION.

(a) Abrasive Paper or Cloth.

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

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

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

Clauses, other than clause 2, of the said Determination for this Section shall remain in force.

GENERAL BOARD.
(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.								(b) ADULTS.		
<i>Males.</i>				<i>Females.</i>						
<i>s. d.</i>		<i>Experience.</i>	<i>Commencing Age.</i>						<i>Females</i>	<i>s. d.</i>
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience..	22 3									
2nd " " ..	31 9									
3rd " " ..	43 9									
4th " " ..	58 9									
5th " " ..	75 0	1st year	19 9	22 6	25 0	29 9	37 3	43 9		
6th " " ..	86 9	2nd "	29 0	31 3	35 0	43 9	47 6			
7th " " ..	92 6	3rd "	37 3	40 6	44 9	56 3				
		4th "	46 9	51 0	56 3					
		5th "	56 3	56 3						

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, other than clause 2, of the said Determination for this Section shall remain in force.

SCHEDULE—*continued.*
GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
				<i>Males.</i>			
<i>s. d.</i>							
Under 17 years of age	..	..	24	Oven hands	..	..	111
17 years of age	..	..	36	Machine attendants	..	..	111
18 " "	..	..	48	All others	..	..	107
19 " "	..	..	65				
20 " "	..	..	79				
<i>Proportion (in any place).</i>				<i>Females.</i>			
One improver to every three adult employees.				All adults	..	..	60

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, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD

(Blue Print Section)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
<i>Males.</i>		<i>Females.</i>					
	<i>s. d.</i>		<i>s. d.</i>				
1st year's experience	22 6	1st six months' experience	18 3	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.			
2nd " "	31 9	2nd " "	22 6				
3rd " "	43 9	3rd " "	26 6				
4th " "	58 6	4th " "	31 0				
5th " "	75 0	5th " "	35 3				
6th " "	86 9	6th " "	40 0				
7th " "	92 9	7th " "	44 0				
		8th " "	49 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.				<i>s. d.</i>			
PROPORTION.				<i>s. d.</i>			
One improver to each person of the same sex receiving not less than the minimum wage.				Operators of blue-printing machines—			
				Males	..	..	110 0
				Females	..	..	63 6
				All other persons—			
				Males	..	..	107 0
				Females	..	..	58 9

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD
(Buttons and Buckles Section)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	..	22	9	1st six months' experience	18	0	107	0
2nd " "	..	30	9	2nd " " "	22	3	59	0
3rd " "	..	42	3	3rd " " "	26	6		
4th " "	..	57	3	4th " " "	31	0		
5th " "	..	72	9	5th " " "	35	3		
6th " "	..	84	0	6th " " "	39	9		
7th " "	..	89	6	7th " " "	44	0		
				8th " " "	49	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, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.
(Cake Ornament Section)

Clause (2) of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	..	22	6	1st six months' experience	..	18	3
2nd " "	..	32	3	2nd " " "	..	22	6
3rd " "	..	43	9	3rd " " "	..	26	6
4th " "	..	58	6	4th " " "	..	31	0
5th " "	..	75	0	5th " " "	..	35	3
6th " "	..	86	9	6th " " "	..	40	0
7th " "	..	92	9	7th " " "	..	44	0
				8th " " "	..	49	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, other than clause (2) of the said Determination for this Section, shall remain in force.

GENERAL BOARD.
(Carbon Articles Section)

Clause (2) of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.				
		s. d.				s. d.		
Under 16 years of age	24	3	Foreman in charge	..	133	0
16 years of age and under 17 years	35	6	All others	..	118	0
17 " " "	62	6				
18 " " "	79	3				
19 " " "	95	3				

Proportion (in any place).

One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers

Clauses, other than clause (2) of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(Chalk and Crayon Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	.. 22 6	1st six months' experience	18 3	Grinding mill attendant	.. 111 0
2nd "	.. 31 9	2nd "	.. 22 6	Person engaged in testing and/or checking formulae	.. 117 0
3rd "	.. 43 9	3rd "	.. 26 6	Person in charge of mixing ingredients and making chalks from given formulae	.. 112 0
4th "	.. 58 6	4th "	.. 31 0	Persons not otherwise provided for—	
5th "	.. 75 0	5th "	.. 35 3	Males	.. 107 0
6th "	.. 86 9	6th "	.. 40 0	Females	.. 58 9
7th "	.. 92 9	7th "	.. 44 0		
		8th "	.. 49 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, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(Feathers and Feather Articles Section.)

Clauses 2 and 9 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
	s. d.		s. d.		s. d.
Under 17 years of age 24 0	All adults	.. .. .	.. 107 0
17 years of age 35 9			
18 " 48 70			
19 " 65 73			
20 " 79 73			

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	.. 22 3	1st six months' experience	.. 18 3	Males	.. 109 0
2nd "	.. 31 9	2nd "	.. 22 3		
3rd "	.. 43 9	3rd "	.. 26 6		
4th "	.. 58 9	4th "	.. 31 0	Females	.. 58 9
5th "	.. 75 3	5th "	.. 35 3		
6th "	.. 86 9	6th "	.. 39 9		
7th "	.. 92 6	7th "	.. 44 0		
		8th "	.. 50 0		
		9th "	.. 54 3		
		10th "	.. 58 6		

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, other than clauses 2 and 9 of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(Flax Treating Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

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

(i) Improvers.		(ii) Other Employees.	
	<i>s. d.</i>		
Under 17 years of age	28 6		
17 years of age	35 9		
18 " " "	48 0		
19 " " "	65 3		
20 " " "	79 3		
PROPORTION (in any place).			
One improver to each adult employee.		Foreman in charge	£ s. d. 5 19 0
		Scutcher (hand)	5 13 0
		Scutcher (machine)	5 10 0
		All others	5 7 0
			£ s. d. 5 16 0
			5 10 0
			5 7 0
			5 4 0

Other Parts of Victoria where this Determination Applies.

Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraumbool; and within Mildura and Gippsland Districts.

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

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(Gold Beating Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
						<i>s. d.</i>	
1st year's experience	22	6	1st six months' experience	18	3	Beaters	129 0
2nd " " "	31	6	2nd " " "	22	6	All Others	107 0
3rd " " "	49	0	3rd " " "	26	6		
4th " " "	79	3	4th " " "	31	0		
5th " " "			5th " " "	35	0		
and until 21			6th " " "	40	0		
years of age 99	99	6	7th " " "	44	3		
			8th " " "	49	9	<i>Females.</i>	
			9th " " "	54	0	Welding gold-leaf	73 0
			10th " " "	58	0	Cutting and/or booking gold-leaf	67 6
						All Others	58 9

and thereafter the rate prescribed for adults.

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

PROPORTION (IN ANY PLACE).

Males.

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

Females.

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

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(INDUSTRIAL GASES SECTION.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. WAGES PER WEEK.

(a) Juniors.		(b) Other employees.	
	<i>s. d.</i>		<i>s. d.</i>
Under 16 years of age	17 0	Operators of dry-ice machines	*118 0
16 years of age to 17 years of age	35 3	Cylinder testers	*118 0
17 " " " 18 " " "	62 3	Cylinder fillers	*118 0
18 " " " 19 " " "	78 9	Cylinder packers	*118 0
19 " " " 21 " " "	95 0	Valve hands	*118 0
		Persons dealing with carbide refuse	*112 0
		All others	*110 0

* Including 3s. war loading.

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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 ..	22 6	1st six month's experience ..	18 3	Printing-ink grinder and/or mixer ..	111 0
2nd " " ..	31 9	2nd " " ..	22 6	All others ..	107 0
3rd " " ..	43 9	3rd " " ..	26 6		
4th " " ..	58 6	4th " " ..	31 0		
5th " " ..	75 0	5th " " ..	35 3		
6th " " ..	86 9	6th " " ..	40 0		
7th " " ..	92 9	7th " " ..	44 0		
		8th " " ..	49 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 (IN ANY PLACE).					
Males.					
One improver to each male adult.					
Females.					
One improver to each female receiving not less than the minimum wage.					

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(LAMP SHADE SECTION.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December 1946, shall be replaced by the following clause:—

2

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience ..	21 9	1st six months' experience ..	18 0	Persons engaged in cutting out material	
2nd " " ..	30 9	2nd " " ..	22 3	for parts of lampshades ..	109 0
3rd " " ..	42 3	3rd " " ..	26 6	All others ..	107 0
4th " " ..	57 3	4th " " ..	31 0		
5th " " ..	72 9	5th " " ..	35 3		
6th " " ..	84 0	6th " " ..	39 9		
7th " " ..	89 6	7th " " ..	44 0		
		8th " " ..	49 9		
And thereafter the minimum wage.					
PROPORTION.					
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.					
Three female improvers to each female person receiving not less than the minimum wage.					
				Persons engaged in sketching, painting	
				or decorating by freehand or stencils ..	69 3
				Persons engaged in assembling and at-	
				taching parts of lampshades (including	
				trimming and sewing) ..	60 6
				All others ..	59 0

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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.
1 year's experience ..	22 6	1st six months' experience ..	18 3	All adults ..	111 0
" " ..	31 9	2nd " " ..	22 6		
" " ..	43 9	3rd " " ..	26 6		
" " ..	58 6	4th " " ..	31 0		
" " ..	75 3	5th " " ..	35 0		
" " ..	86 6	6th " " ..	40 3		
" " and until 21 ..	92 9	7th " " ..	44 0		
years of age ..		8th " " ..	50 0		
		9th " " ..	53 9		
		10th " " ..	58 3		
		until 21 years of age ..			

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

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 .. ; thereafter one additional improver to each additional female person receiving .. less than the minimum wage.

(b) ADULTS.	
	s. d.
(a) Designer of patterns to be used for producing articles of wearing apparel ..	146 3
(b) Assistant to (a) above ..	102 6
(c) Designers of patterns used for the production of transfers as applied to fabrics ..	102 6
(d) Assistants to (c) above ..	82 6
(e) Operator of perforating machine ..	75 9
(f) Any other adult ..	61 6

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2 WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1 year's experience ..	22 6	1st six months' experience ..	18 3		
" " ..	31 6	2nd " " ..	22 6		
" " ..	43 9	3rd " " ..	26 6		
" " ..	58 6	4th " " ..	31 0		
" " ..	75 0	5th " " ..	35 0		
" " ..	86 6	6th " " ..	40 0		
" " ..	92 9	7th " " ..	44 3		
and thereafter the rate prescribed for adults.		8th " " ..	49 9		

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.

(b) ADULTS.	
	s. d.
Males ..	107 0
Females ..	58 9

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—*continued.*

GENERAL BOARD.

(Plaster Model Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) OTHER EMPLOYEES.						
				<i>s.</i>	<i>d.</i>						
Under 17 years of age	24	0	Persons engaged in making or preparing moulds	..	..	..	117	0
17 years of age	36	0	Persons engaged in coloring or decorating models—					
18 " "	48	0	(a) by hand	..	..	..	131	0
19 " "	65	0	(b) by spray, or otherwise than by hand	..	..	..	119	0
20 " "	79	3	Persons engaged in assembling or finning models					
<i>Proportion (in any place).</i>											
One improver to every three adult employees.											

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.							
				<i>s.</i>	<i>d.</i>							
Under 17 years of age	24	0	Males	111	0
17 years of age	35	9	Females	64	9
18 " "	48	0							
19 " "	65	3							
20 " "	79	3							
<i>Proportion (in any place).</i>												
One improver to each adult employee.												

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.							
				<i>s.</i>	<i>d.</i>							
Under 17 years of age	24	0	All adults	111	0
17 years of age	35	9							
18 " "	48	0							
19 " "	65	3							
20 " "	79	3							
<i>Proportion (in any place).</i>												
One improver to every two fully paid workers.												

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—*continued.*
GENERAL BOARD.

(Toys Section.)

Clause (2) of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

(2) **WAGES PER WEEK OF 44 HOURS.**

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>Females.</i>		<i>Males.</i>		<i>Females.</i>	
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year's experience	22 6	1st six months' experience ..	18 3	Designers	127 0		
2nd " "	31 6	2nd " "	22 6	Cutters-out	114 0		
3rd " "	43 9	3rd " "	26 6	Fillers and/or stuffers ..	111 0		
4th " "	58 6	4th " "	31 0	All others	107 0		
5th " "	75 0	5th " "	35 0				
6th " "	86 6	6th " "	40 0				
7th " "	92 9	7th " "	44 3				
		8th " "	49 9				
		9th " "	54 0				
		10th " "	58 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, other than clause 2 of the said Determination for this Section, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(Vinegar and Yeast Section.)

Clause 2 of the Determination for this Section made on the 14th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	42 3	Under 17 years of age	42 0	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	119 0
17 years of age	50 3	17 years of age	45 6	Man engaged in cleaning vinegar generator ..	115 0
18 " "	67 6	18 " "	50 9	*Together with an additional 7s. 6d for each generator cleaned.	
19 " "	85 0	19 " "	56 0	All others	115 0
20 " "	92 6	20 " "	59 6		

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.	
	s. d.
All adults	61 0

Clauses, other than clause 2 of the said Determination for this Section, shall remain in force.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2. ADULT MALES.

	For Week.
	£ s. d.
1. Men working in raw material stores	6 3 6
2. Men working raw materials cutting machine	6 4 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	6 7 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	6 3 6
5. Men working at lime pits	6 7 6
6. Men in charge of and actually operating dollies	6 10 6
7. Men assisting in dolly shed	6 4 6
8. Men in charge of and actually working at boiling pans	6 7 6
9. Men assisting in boiling shed	6 3 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine, glue and/or agar agar filters, concentrated liquor vats and coolers	6 10 6
11. Men assisting	6 3 6
12. Men engaged at agar agar freezing plant	6 6 6
13. Men operating gelatine, glue and/or agar agar cutters	6 6 6
14. Men assisting	6 3 6
15. Men working at drying plants	6 3 6
16. Men engaged at gelatine, glue and/or agar agar grinding	6 4 6
17. Men engaged in treating frames	6 3 6
18. Men engaged in assembling and repairing frames	6 3 6
19. Blenders and store-hands	6 4 6
20. Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks and washing trotter bones	6 7 6
21. Men assisting	6 3 6
22. Men working on roller driers and associated grinders	6 4 6
23. Men in charge of and actually working at vegetable and prepared glue vats	6 7 6
24. Men assisting and store-hands including calves feet jelly	6 3 6
25. Men operating residue driers	6 8 6
26. Men crushing and/or bagging dried residues	6 4 6
27. Men receiving and passing on bones (Melbourne)	6 7 6
28. Men actually operating de-greasing plant	6 10 6
29. Men assisting at de-greasing plant and bone polishing	6 4 6
30. Men engaged in washing and neutralizing vats (Melbourne)	6 6 6
31. Men engaged in crushing bone residues	6 4 6
32. Men in charge of and actually operating pearl plant	6 8 6
33. Men assisting	6 3 6
34. Men in charge of and actually operating dextrine plant	6 8 6
35. Men assisting	6 3 6
36. Men actually operating earth calcining plant	6 8 6
37. Men assisting	6 3 6
38. Men not elsewhere included	5 16 6
39. Men employed at emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work.	
40. Men employed at cleaning or scraping the inside of booby tanks or digesters shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work.	

SCHEDULE—continued.

GLUE AND GELATINE BOARD—continued.

ADULT FEMALES.

Adult female employees—										Per Week.
after three months' employment in the industry	..	..	..	..	..	..	..	..	..	£ s. d.
of less than three months' employment in the industry	..	..	..	..	..	..	..	..	..	3 11 6
										3 5 6

JUNIORS.

Males.

Under 16 years of age	..	..	..	..	..	..	..	..	..	1 9 0
16 and under 17 years of age	..	..	..	..	..	..	..	..	..	2 1 0
17 and under 18 years of age	..	..	..	..	..	..	..	..	..	2 15 6
18 and under 19 years of age	..	..	..	..	..	..	..	..	..	3 10 0
19 and under 20 years of age	..	..	..	..	..	..	..	..	..	4 7 6
20 and under 21 years of age	..	..	..	..	..	..	..	..	..	5 5 0

Females.

Under 16 years of age	..	..	..	..	..	..	..	..	..	1 11 3
16 and under 17 years of age	..	..	..	..	..	..	..	..	..	1 19 6
17 and under 18 years of age	..	..	..	..	..	..	..	..	..	2 6 0
18 and under 19 years of age	..	..	..	..	..	..	..	..	..	2 12 6
19 and under 20 years of age	..	..	..	..	..	..	..	..	..	2 19 3
20 and under 21 years of age	..	..	..	..	..	..	..	..	..	3 5 9

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

Clauses, other than clause 2 of the said Determination, shall remain in force.

HORSEHAIR BOARD.

Clauses 2 and 15 of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1947, shall be replaced by the following clauses:—

2.

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per Week.		Per Week.		Per Week.
	s. d.		s. d.		s. d.
1st year	32 3	1st year	32 3	Preparing Body Hair.	
2nd "	40 0	2nd "	48 0	WAGES.	
3rd "	48 0	3rd "	80 0		Per Week.
4th "	57 9	4th "	92 3	Person in charge of hair-washing	
5th "	80 0			machine	123 0
PROPORTION (by any employer).		PROPORTION (by any employer).		Persons engaged on hair-washing	
One apprentice to every three or fraction		One improver to every five workers		machines	116 0
of three workers receiving not less than		receiving not less than 112s. per week.		Persons engaged on hair-drying	
112s. per week.				machines	116 0
		Juvenile Workers.		Persons who press washed and	
		One juvenile worker to every Hand		dried hair into bales	116 0
		Spinner.		All others	112 0
				Preparing any other kind of Hair.	
				WAGES.	
					Per Week.
					s. d.
				Hand Spinners	129 0
				Machins Spinners—	
				1st year	119 0
				2nd "	125 0
				And thereafter	129 0
				Drafters	129 0
				Wet or dry hacklers	129 0
				Teasers and tail pullers	116 0
				Dyers or Scalders	113 0
				All others	112 0

SCHEDULE—continued.

HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD— continued.

(iii) PROPORTION (IF ANY PLACE).

APPRENTICES.	IMPROVERS.
<p>MALES. One male apprentice to every three or fraction of three male workers receiving not less than 124s. per week.</p> <p>FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 68s. 6d. per week.</p>	<p>MALES. One male improver to every eight or fraction of eight male workers receiving not less than 124s. per week.</p> <p>FEMALES. One female improver to every six or fraction of six female workers receiving not less than 68s. 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 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 Horsham, Sale, or Warragul; the Borough of Wangaratta; or the Mooropna Riding of Shire of Rodney.

Males.	Females	Per Week
WAGES.* (See footnote).	WAGES.* (See footnote).	s. d.
First cooks	Clerks	78 0
Second cooks	Cook; where there is only one employed .. .	83 0
Chief in charge of instrument room and/or sharpening and adjusting instruments	Cooks in charge of—	
Chief, where five or more dressers are employed	One to three kitchen employees	83 0
Chief dresser, where five or more dressers are employed	Four to seven kitchen employees	90 6
Doing venereal diseases work	Eight or more kitchen employees	100 6
Dressers and/or steriliser room attendant—	Second cooks	80 6
1st year's experience as such	Other cooks	78 0
2nd year's experience as such	Head housemaids	73 0
Thereafter	Housekeepers	88 0
Chief theatre attendant	Head laundresses in charge of—	
Chief in charge of—	One to three persons	80 6
One to nine employees	Four or more persons	85 6
Ten or more employees	Second laundresses	75 6
Foreman	Laundresses where only one employed	75 6
Foreman in charge of one or more gardeners or where there is only one employed	Other laundresses—	
Gardeners	1st year's experience as such	68 6
Attendants	2nd year's experience as such	69 6
Stabblers or scullerymen	Thereafter	70 6
Laboratory assistants	Sorters	75 6
Embalmers	Washing machine hands	83 6
Embalmers employed solely on post-mortem work	Storekeeper in charge of one or more store hands or where there is only one employed	78 0
Mortuary-men	Storekeeper's assistants—	
And 10s. extra for each post-mortem	1st year's experience as such	68 6
Or motor ambulance drivers or assistants	2nd year's experience as such	69 6
Theatre attendants	Thereafter	70 6
Porters engaged on preparations and theatre work	Stenographers and typistes—	
Porters	1st year's experience as such	78 0
Porters	2nd year's experience as such	80 6
Porters	Thereafter	83 0
Porters who in the course of their duties patrol the hospital	Telephone attendants	85 6
Night porters	Waitresses—	
Attendants	1st year's experience as such	68 6
Shoe makers	2nd year's experience as such	69 6
Shoe makers' assistants	Thereafter	70 6
Storemen in charge of one or more storemen or where there is only one employed	Wardmaids—	
Storemen	1st year's experience as such	68 6
Attendants	2nd year's experience as such	69 6
Cleaners handling sputum mugs	Thereafter	70 6
Ward cleaners	Registered X-ray technicians—	
Attendants	1st year's experience as such	98 0
X-ray attendants	2nd year's experience as such	103 0
X-ray technicians—	Thereafter	108 0
1st year's experience as such	Laboratory assistants	83 6
2nd year's experience as such	Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Thereafter	(i) In charge of a ward	80 6
Attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	(ii) Other than in charge of a ward—	
Others	1st year's experience	73 6
	2nd year's experience	74 6
	Thereafter	75 6
	Seamstresses who cut out and fit garments	82 6
	Other seamstresses—	
	1st year's experience as such	70 6
	2nd year's experience as such	71 6
	Thereafter	72 6
	All others—	
	1st year's experience as such	68 6
	2nd year's experience as such	69 6
	Thereafter	70 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. s. d.		Per Week. s. d.
Male attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons	129 0	Clerks	73 6
All others	124 0	Cooks—	
		First—where there is only one employed ..	83 0
		Second	78 0
		Head laundress; or where there is only one employed	75 6
		Other laundresses	70 6
		Stenographers and typistes	78 6
		Telephone attendants	73 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	80 6
		(ii) Other than in charge of a ward—	
		1st year's experience	73 6
		2nd year's experience	74 6
		Thereafter	75 6
		All others—	
		1st year's experience	68 6
		2nd year's experience	69 6
		3rd year's experience	70 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, other than clauses 2 and 3 of the said Determination, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses 2, 9 and 21 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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—					<p>Apprentices</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>Improvers.</p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>
18 years of age or under ..	73 6	..	73 6	..	
19 years of age	79 6	..	79 6	..	
20 years of age	94 0	..	94 0	..	
Apprentices and all other Improvers—					
18 years of age or under ..	47 0	70 3	40 6	67 0	
17 years of age	56 6	70 3	50 0	67 0	
18 years of age	63 6	70 3	55 6	67 0	
19 years of age	74 0	70 3	64 0	67 0	
20 years of age	88 6	70 3	78 6	67 0	
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—	Deductions per week.				
Board of three meals on each day	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Male.	Female.	Male.	Female.
	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	123 6	..	120 6	..
Cellarman	134 6	..	131 6	..
Assistant Cellarman	123 6	..	120 6	..
Steward	123 6	..	120 6	..
Barmaids .. .. .	..	123 6	..	120 6
First cook where number of persons employed in kitchen is—				
Eight or more	159 6	110 9	156 6	107 9
Five, six, or seven	142 0	90 9	139 0	87 9
Three or four	136 0	83 9	133 0	80 9
Other first cooks, or cook employed alone	130 0	82 9	127 0	79 9
Second cook where number of persons employed in kitchen is—				
Eight or more	142 0	90 9	139 0	87 9
Five, six, or seven	130 0	82 9	127 0	79 9
Other second cooks	124 0	78 9	121 0	75 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	142 0	90 9	139 0	87 9
Five, six, or seven	130 0	82 9	127 0	79 9
Other night or relieving cooks	124 0	78 9	121 0	75 9
Larder cook	127 0	78 9	124 0	75 9
Pastrycook	130 0	78 9	127 0	75 9
Stove, grill, fish, third or breakfast cook	124 0	74 9	121 0	71 9
Vegetable or assistant cook	122 0	72 9	119 0	69 9
Oysterman	118 0	..	115 0	..
Pantryman or kitchenman	118 0	..	115 0	..
Storeman	120 6	..	117 6	..
Head waiter	123 6	..	120 6	..
Other waiters	118 0	..	115 0	..
Night porter	118 0	..	115 0	..
Day porter	118 0	..	115 0	..
Billiard-room attendant	118 0	..	115 0	..
Commissionaire or messenger	118 0	..	115 0	..
Housekeeper, stewardess, or manageress .. .. .	..	86 3	..	83 3
Laundress .. .. .	..	74 9	..	71 9
Head waitress .. .. .	..	74 9	..	71 9
Other waitresses .. .. .	..	70 9	..	67 9
Pantrymaid or kitchenmaid .. .. .	..	71 9	..	68 9
Housemaid .. .. .	..	71 9	..	68 9
Persons not otherwise provided for	118 0	71 9	115 0	68 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	41 0	Per week of 20 hours 38 0

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 hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

CLUBS.

9. APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 44 HOURS.						PROPORTION (IN ANY PLACE).
	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	MALES OR FEMALES.
Under 16 years of age	30 0	1 0	31 0	30 0	1 0	31 0	<p>Apprentices.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p>
16 years of age	40 0	1 6	41 6	31 6	1 0	32 6	
17	45 0	1 6	46 6	36 0	1 3	37 3	
18	53 0	1 9	54 9	38 6	1 6	40 0	
19	64 0	2 3	66 3	42 0	1 6	43 6	
20	84 6	3 0	87 0	48 0	1 9	49 9	<p>Improvers.</p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>

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

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
cook where the number of persons employed in the kitchen is—	118 6	..	118 6	..
Eight or more	147 6	93 6	147 6	93 6
Five, six, or seven	131 6	81 6	131 6	81 6
Three or four	122 3	79 0	122 3	79 0
first cooks or cook employed alone	118 3	79 0	118 6	79 0
or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	127 6	81 6	127 6	81 6
Five, six, or seven	117 6	73 6	117 6	73 6
Less than five	116 0	71 6	114 6	71 6
under cook, stove, grill, fish, or breakfast cook	117 6	71 6	117 0	71 6
pastrycook shall be paid the rates fixed by the Pastrycooks Board				
pastrycook	118 0	73 6	117 6	73 6
cook	116 0	69 0	114 6	69 0
sugarcook or assistant cook	116 6	69 0	116 6	69 0
pastrycook	117 0	..	116 6	..
pastrycook or kitchenman	114 0	..	112 6	..
.. .. .	115 6	..	115 6	..
waiter	116 0	..	116 0	..
waiters	114 0	..	112 6	..
night porter	114 0	..	112 6	..
porter	114 0	..	112 6	..
room attendant	114 0	..	112 6	..
.. .. .	114 0	..	112 6	..
stewardess, or manageress .. .. .	..	79 0	..	79 0
.. .. .	..	69 0	..	69 0
waitress or supervisor .. .. .	..	69 0	..	69 0
waitresses .. .. .	..	65 0	..	65 0
pantrymaid or kitchenmaid .. .. .	..	65 0	..	65 0
counterhand .. .. .	..	65 0	..	65 0
.. .. .	..	65 0	..	65 0
men maid or seamstress .. .. .	..	69 6	..	69 6
persons not otherwise provided for	114 0	65 0	112 6	65 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.) .. .. .	..	43 0	..	43 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. "

.. .. . shall be 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 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 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 provided with less meals than those provided for in (i), (ii), and (iii) hereof the amount to be allowed as a deduction for 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.			
	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.
16 years of age	30 0	1 0	31 0	29 6	1 0	30 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
years of age	40 0	1 6	41 6	30 0	1 0	31 0	
"	44 6	1 6	46 0	34 6	1 3	35 9	One improver to every four or fraction of four workers receiving not less than the minimum wage.
"	52 0	2 0	54 0	38 0	1 6	39 6	
"	63 6	2 3	65 9	41 6	1 6	43 0	
"	83 0	3 0	86 0	47 0	1 9	48 9	

SCHEDULE—continued.

HOTEL AND RESTAURANT BOARD—continued.

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

(b)

ADULTS.

Barmen, Cellarmen, Assistant Cellarmen, and Barmaids.

	Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Barmen, 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	..	87 3	..	84 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	144 6	93 0	144 6	93 0
Five, six, or seven	129 0	79 6	129 0	79 6
Three or four	120 9	77 0	120 9	77 0
Other first cooks or cook employed alone	118 6	77 0	116 3	77 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	124 6	79 6	124 6	70 6
Five, six, or seven	114 6	71 9	114 6	71 9
Other second cooks	114 6	69 6	113 0	69 6
Night or relieving cook	114 9	69 6	112 9	69 6
Larder, stove, grill, fish, or breakfast cook	116 0	69 6	114 0	69 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	116 0	70 3	114 3	70 3
Third cook	114 6	67 6	112 9	67 6
Vegetable or assistant cook	113 6	67 6	112 3	67 6
Oysterman	114 0	..	114 0	..
Pantryman or kitchenman	111 0	..	109 0	..
Storeman or storewoman	116 0	68 0	116 0	68 0
Head waiter	114 9	..	114 9	..
Other waiters	111 0	..	109 0	..
Night porter	111 0	..	109 0	..
Day porter	111 0	..	109 0	..
Billiard-room attendant	111 0	..	109 0	..
Commissionaire or messenger	111 0	..	109 0	..
Housekeeper or stewardess	..	77 0	..	77 0
Laundress	..	67 6	..	67 6
Head waitress or supervisor	..	67 6	..	67 6
Other waitresses	..	64 0	..	64 0
Pantrymaid or kitchenmaid	..	64 0	..	64 0
Fruit juice, flavour, or soda fountain hand	..	67 0	..	67 0
Counterhand (other than a soda fountain hand as defined)	..	64 0	..	64 0
Housemaid	..	64 0	..	64 0
Linen maid or seamstress	..	69 6	..	69 6
Persons not otherwise provided for	111 0	64 0	109 0	64 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.)	..	43 0	..	43 0

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

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

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

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

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

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

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

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

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

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

Clauses, other than clauses 2, 9 and 21 of the said Determination, shall remain in force.

SCHEDULE—continued.

ICE BOARD.

Clause 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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 ..	53	0	1 6	54 6	Ice Pullers ..	138	0	4 0	142 0
17 " " ..	57	6	1 9	59 3	Ice Stackers ..				
18 " " ..	69	0	2 0	71 0	Ice Packers ..				
19 " " ..	78	3	2 3	80 6					

PROPORTION (in any factory or place).
One juvenile worker to every three or fraction of three workers employed and receiving not less than 142s. per week of 44 hours.

Clauses, other than clause 2, of the said Determination shall remain in force.

ICE CREAM BOARD.

Clauses 2 and 4 of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2.

ORDINARY WORKERS.

APPRENTICES AND IMPROVERS.				JUVENILE WORKERS.					
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.					
Males.				Males.					
	Ordinary Wage.	Apprentices.		Total Wage.		Ordinary Wage.	War Loading (Not Adjustable).		Total Wage.
		s. d.	s. d.				s. d.	s. d.	
Under 16 years of age ..	24 6	1 0	25 6	Under 16 years of age ..	39 6	1 6	41 0		
16-17 years of age ..	34 6	1 6	36 0	16-17 years of age ..	47 0	2 0	49 0		
17-18 years of age ..	40 0	1 6	41 6	17-18 years of age ..	54 6	2 6	57 0		
18-19 years of age ..	51 6	2 0	53 6						
19-20 years of age ..	72 0	3 0	75 0						
20-21 years of age ..	85 6	3 6	89 0						
		Improvers.				Females.			
Under 16 years of age ..	39 6	1 6	41 0	Under 16 years of age ..	40 0	1 6	41 6		
16-17 years of age ..	47 0	2 0	49 0	16-17 years of age ..	45 6	1 6	47 0		
17-18 years of age ..	54 6	2 6	57 0	17-18 years of age ..	47 6	2 0	49 6		
18-19 years of age ..	66 6	3 0	69 6	18-19 years of age ..	54 6	2 0	56 6		
19-20 years of age ..	85 6	3 6	89 0	19-20 years of age ..	58 0	2 0	60 0		
20-21 years of age ..	101 0	4 6	105 6	20-21 years of age ..	64 0	2 6	66 6		

PROPORTION.
One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 118s. per week of 44 hours.

PROPORTION.
Three female juvenile workers to every two female workers receiving 80s. 6d. per week of 44 hours.

SCHEDULE—*continued.*

ICE CREAM BOARD—*continued.*

ADULT EMPLOYEES.

Wages per Week of 44 hours.

<i>Males.</i>								
						Ordinary Wage.	War Loading. (Not Adjustable.)	Total Wage.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pasteurizer						<i>s. d.</i>		
Mixer						123 0	5 0	128 0
Cooling, or	} Machine operator							
Freezer								
Assistant to any of the above-mentioned operators						116 0	5 0	121 0
Dixie								
Cup, or	} Machine operator					117 6	5 0	122 6
Chocolate bar								
Mould cutter, by machine						117 6	5 0	122 6
Mould cutter, by hand						121 0	5 0	126 0
Can washer, floor hand, or person handling crushed ice						116 0	5 0	121 0
All others						113 0	5 0	118 0
<i>Females.</i>								
All adults						77 6	3 0	80 6

EMPLOYEES IN FREEZING CHAMBER.

4. (a) Notwithstanding the rates provided in clauses 2 and 3 any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding two hours on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 3s. 3½d. per hour. If employed under such conditions for less than an aggregate of two hours on any day he shall receive 3s. 3½d. per hour whilst so employed.

(b) An employee required to work in a temperature less than 4° F., shall receive 3d. per hour or part of an hour in addition to the rate provided in sub-clause (a) hereof.

Clauses, other than clauses 2 and 4, of the said Determination shall remain in force.

IRONMOULDERS BOARD.

Clauses 2 to 4 inclusive of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 5th December 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>			
Bank pipe moulder—			
5 and 6 inch, headman	6 18 0	7 4 6	6 15 0
5 and 6 inch, footman	6 7 0	6 13 6	6 4 0
4 inch and under, headman	6 11 0	6 17 6	6 8 0
4 inch and under, footman	6 3 0	6 9 6	6 0 0
Vertical pipe moulders—			
Hammer, coremaker, corer, or caster	6 1 0	6 7 6	5 18 0
Dresser of pipes, including dresser on emery wheels	6 4 0	6 10 6	6 1 0
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet	6 18 0	7 4 6	6 15 0
5 and 6 inch, spigot	6 7 0	6 13 6	6 4 0
4 inch and under, faucet	6 11 0	6 17 6	6 8 0
4 inch and under, spigot	6 3 0	6 9 6	6 0 0
Finishers and casters—			
5 and 6 inch	6 18 0	7 4 6	6 15 0
4 inch and under	6 11 0	6 17 6	6 8 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	7 3 0	7 9 6	7 0 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	6 2 0	6 8 6	5 19 0
2nd six months' experience	6 5 0	6 11 6	6 2 0
3rd six months' experience	6 8 0	6 14 6	6 5 0
Thereafter	6 13 0	6 19 6	6 10 0
Dresser and grinder (when using portable machine)	6 6 0	6 12 6	7 3 0
Dresser and grinder (other)	6 4 0	6 10 6	6 1 0
Furnaceman—cupola	6 11 0	6 17 6	6 8 0
Furnaceman—electric	6 10 0	6 16 6	6 7 0
Furnaceman—other	6 8 0	6 14 6	6 5 0
Assistant furnaceman	6 2 0	6 8 6	5 19 0
Loader and unloader of annealing furnace	6 2 0	6 8 6	5 19 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	6 2 0	6 8 6	5 19 0
(b) other	6 12 0	6 18 6	6 9 0
*Employee directly assisting an employee whose margin above the basic wage is 14s. or more	6 2 0	6 8 6	5 19 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.
<i>Four and Five-year Terms.</i>						
	Per Week.	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	22½	..	0 9	1 3 6	1 5 0	1 3 0
2nd year	30	1 0	1 0	1 12 6	1 14 0	1 11 6
3rd year	45	1 6	1 6	2 8 6	2 11 6	2 7 0
4th year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
5th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	26	..	0 9	1 7 0	1 8 6	1 6 0
2nd year	45	1 0	1 6	2 8 0	2 11 0	2 6 6
3rd year	75	2 0	2 3	4 0 0	4 5 0	3 17 6
4th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0

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 Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		<i>s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
<i>I.—Adult Females.</i>						
Under three months' experience	65	3 0	..	3 8 6	3 13 0	3 6 6
All others	75	3 0	..	3 18 6	4 3 6	3 16 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	2 1 6	2 4 0	2 0 0
18 years of age	47½	1 3	..	2 9 0	2 12 6	2 8 0
19 years of age	53	1 6	..	2 17 0	3 0 6	2 15 6
20 years of age	62½	2 0	..	3 5 0	3 9 0	3 3 0
<i>III.—Junior Males.</i>						
Under 16 years of age	25	0 6	1 0	1 6 6	1 8 6	1 6 0
16 years of age	33	0 9	1 9	1 16 0	1 18 0	1 15 0
17 years of age	60	1 0	3 0	3 4 6	3 8 6	3 3 0
18 years of age	75	2 0	4 0	4 1 6	4 6 6	3 19 6
19 years of age and over ..	90	2 6	4 6	4 18 0	5 3 6	4 15 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, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

Clauses 2 and 17 of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses :—

2.—		WAGES.	
Improvers.		Other Employees.	
		Wages per Week of 44 Hours.	DAY SHIFT Wages per Week of 44 Hours.
		£ s. d.	£ s. d.
17 to 19 years of age	.. .. .	4 4 3	Roller 8 15 3
19 to 21 years of age	.. .. .	5 1 6	Furnaceman 8 7 6
PROPORTION (in any place).			Rougher 8 2 6
One improver to every six adults receiving not less than 113s. per week of 44 hours.			Catcher (three high roughing Rolls) 8 2 6
			Catcher who is responsible for adjusting guards 6 10 0
			Other Catchers 6 7 0
			Annealer or Heat Treatment Hand 6 18 0
			Roller's Assistant 6 16 0
			Charger 6 8 0
			Shearsman of scrap (Crocodile Shears) 6 8 0
			Yard Shearsman 6 8 0
			Billet Shearsman 6 8 0
			Scrap Bar and/or Scrap Shearsman 6 4 6
			Shearsman (small mill Brooklyn) 6 4 6
			Other Shearsmen 5 19 6
			Setter Up 6 4 11
			Carrier Up (large mill) 6 2 0
			Carrier Up (small mill) 5 16 8
			Underhand, second, handling up to 300-lb. blooms 6 8 10
			Underhand who also assists to feed furnace 6 2 0
			Underhand 5 19 6
			Hookman 6 2 0
			Middleman 6 2 0
			Straightener 6 2 0
			Straightener's Assistant 5 19 6
			Chipper 6 2 0
			Assistant Furnaceman 6 2 0
			Plate Hand 5 19 6
			Furnaceman at electric furnace 7 0 0
			Pitman at electric furnace 6 11 0
			Ladleman at electric furnace 6 11 0
			Assistant at electric furnace 6 0 0
			Assistant to Shearsman 5 19 6
			All others 5 13 0

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

PIECEWORK.

17.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule which Schedule shall form part of this Determination :—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 14 and 15, and the following method shall be used for the purpose of such adjustments :—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence on or after the 1st July, 1943.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

		s. d.	LARGE MILL.
Roller	.. .. .	3 10	per ton of finished bars of iron and steel.
		3 7½	per ton of scrap iron bars.
Rougher	.. .. .	2 10	per ton of finished bars of iron and steel.
		5 1½	per ton of scrap iron bars.
Catcher	.. .. .	1 11½	per ton of finished bars of iron and steel.
		3 0½	per ton of scrap iron bars.
Middleman	.. .. .	1 11	per ton of finished bars of iron and steel.
Large Hook	.. .. .	1 10½	per ton of finished bars of iron and steel.
		2 8½	per ton of scrap iron bars.
Small Hook	.. .. .	1 10½	per ton of finished bars of iron and steel.
Platehand	.. .. .	1 10½	per ton of finished bars of iron and steel.
Leading Platehand	.. .. .	1 11	per ton of finished bars of iron and steel.
		2 10	per ton of scrap iron bars.
Furnaceman	.. .. .	6 1	per ton of finished bars of iron and steel.
		8 9½	per ton of scrap iron bars.
Underhand	.. .. .	3 10½	per ton of finished bars of iron and steel.
		5 6½	per ton of scrap iron bars.
Carrier Up	.. .. .	1 11	per ton of finished bars of iron and steel.
Carrier Up (Assistant)	.. .. .	1 10½	per ton of finished bars of iron and steel.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD—continued.

SMALL MILL.

Roller	6	0 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	9 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Rougher	4	0 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
	5	3	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	4	0 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Catcher	3	7 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	3	5 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	3	3 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	7 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Middleman	2	5	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	2	3 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	2	11 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	5 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Furnaceman	2	3 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	2	2 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	9	8 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	8	5 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Underhand	7	7 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	6	1	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	5	11 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	5	0 $\frac{1}{2}$	per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
Plateman	4	7	per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
	4	5	per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
	3	4	per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
	2	2	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, other than clauses 2 and 17, of the said Determination shall remain in force.

SCHEDULE—continued.
JAM TRADE BOARD.

Clauses 2 to 4 inclusive of the Determination made on the 13th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2. ADULT EMPLOYEES.

(a) Males—Weekly Hands.

	Wages Per Week. £ s. d.
Foreman (first jam maker)	7 2 0
Assistant jam maker (as defined)	6 12 0
Foreman packer in charge of despatch and packing department	6 12 0
Foreman sauce, chutney, pickles or condiment maker (as defined)	6 12 0
Fruit or vegetable preserver (as defined)	6 12 0
Fruit crystallizer	6 8 6
Candy peel-maker in charge	6 7 0
Foreman, bottle department	6 2 0
Foreman packer's assistant	6 2 0
Foreman, pulp department	6 2 0
Man working in connexion with freezing or cooling chambers	6 2 0
Man working in dehydrating tunnel	6 2 0
Operator of labelling machine labelling canned goods	6 2 0
Operator of fruit or vegetable lye machine	6 2 0
Syrup maker, i.e., a person who actually boils the syrup	6 2 0
Tapper	6 2 0
Driver of power-driven factory truck	6 1 0
Employees engaged in inspecting fruit for acceptance or rejection	6 1 0
Employee in fruit crystallizing department, other than fruit crystallizer	6 1 0
Storeman and packer (as defined)	6 0 0
Employees operating can-closing machine	5 19 0
Employee engaged feeding into and/or taking from lacquer machine	5 18 0
Employees feeding into and/or taking from bottle-washing machine	5 18 0
Employee engaged in bottle-washing department	5 18 0
Retort hand (as defined)	5 18 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	5 18 0
All others	5 16 0

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
- (iii) an employee required to lift, carry and stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.

(b) Females—Weekly Hands.

	Wages Per Week £ s. d.	
Head forewoman	4 4 9	
Forewoman's assistant	3 14 9	
Head woman supervisor	3 14 9	
Supervisor (as defined)	3 12 9	
Employees engaged in—		
(i) clipping piecework tickets	} 3 12 9	
(ii) cutting or pulping lemons or pineapples		
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.		
(iv) operating pear-preparing machines		
(v) operating can-closing machines		
(vi) packing clear mixed pickles into glass containers		
(vii) pouring out or filling jam by hand		
(viii) pouring out pulp by hand		
(ix) stirring jam, sauce, or pulp		
(x) washing bags		
(xi) working at a fruit press		
(xii) feeding into and/or taking from lacquer machine		3 8 9
(xiii) feeding into and/or taking from bottle-washing machine		3 8 9
(xiv) bottle-washing department		3 8 9
All other adult females, i.e., females 18 years of age or over	3 6 9	

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks, she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed.

ADULT MALE EMPLOYEES—CASUAL HANDS.

3. (a) A casual adult male employee, that is to say, an employee who is at any one time employed for less than three consecutive days, shall be paid at an hourly rate which shall be calculated on the weekly rate for the work upon which he is employed, plus 50 per cent. An employee employed as aforesaid shall be paid for not less than four hours on each engagement.

(b) Any adult male employee who is employed at any one time for more than two consecutive days shall thereafter be deemed to be a weekly employee for the purposes of this Determination.

4. JUNIOR EMPLOYEES.

	Wages Per Week. £ s. d.
(i) Males—	
Under 17 years of age	2 3 6
17 years of age and under 18 years of age	2 14 3
18 years of age and under 19 years of age	3 5 3
19 years of age and under 20 years of age	3 16 0
20 years of age and under 21 years of age	4 7 0
Provided that any junior male employee employed operating a pear-preparing machine shall be paid 6s. per week in addition to the above rates.	
(ii) Females—	
Under 18 years of age	2 7 6
Provided that any junior female employee employed operating a pear-preparing machine shall be paid 6s. per week in addition to the above rate.	

Clauses, other than clauses 2 to 4 inclusive, of the said Determination shall remain in force.

SCHEDULE—continued.
JEWELLERS BOARD.

Clause 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Juvenile Workers (other than Apprentices or Improvers).		Other Employees.	
APPRENTICES.			WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	
			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 .. 134 6	
			1st year— s. d.		Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—	
			1st six months .. 17 0		During his 1st six months' experience 111 0	
			2nd six months .. 22 0		During his 2nd six months' experience 123 0	
			2nd year—		Thereafter .. 134 6	
			1st six months .. 26 0		Plato roller, or wire roller and drawer, without previous experience—	
			2nd six months .. 30 0		During the 1st six months' experience 111 0	
			3rd year—		During the 2nd six months' experience 123 0	
			1st six months .. 34 0		Thereafter .. 134 6	
			2nd six months .. 38 0		Process Worker—	
			4th year—		During his 1st six months' experience 111 0	
			1st six months .. 42 0		Thereafter .. 123 0	
			2nd six months .. 47 0		All others .. 123 0	
			5th year—			
			1st six months .. 57 0			
			2nd six months .. 64 6			
			6th year—			
			1st six months .. 69 6			
			2nd six months .. 77 0			
			PROPORTION.			
			Three male juvenile workers to each four or fraction of four workers receiving not less than 123s. per week of 44 hours.			
IMPROVERS.			FEMALES.		FEMALES. s. d.	
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 .. 134 6	
			(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—	
			(3) Filling-in enamel work ;		Up to 5 dwt. to the foot, 18 or 15 carat (solid) .. 134 6	
			(4) Carding of jewellery— s. d.		Up to 4 dwt. to the foot, 9 carat (solid) 134 6	
			1st year—		Up to 2 dwt. to the foot (hollow) .. 134 6	
			1st six months .. 16 0		Examiner, tester, and solderer of machine-made chain (solid)—	
			2nd six months .. 21 0		Up to 5 dwt. to the foot, 18 carat .. 80 0	
			2nd year .. 26 0		Up to 4 dwt. to the foot, 15 carat .. 80 0	
			3rd year .. 31 0		Up to 3 dwt. to the foot, 9 carat .. 80 0	
			4th year .. 36 6		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—	
			5th year .. 41 6		* / During 1st 3 months' experience .. 61 0	
			6th year .. 46 6		Thereafter .. 66 6	
			(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker— s. d.		Pressworker (weight of press not to exceed 3 cwt.)—	
			1st year—		* / During 1st 3 months' experience 65 6	
			1st six months .. 16 0		Thereafter .. 71 0	
			2nd six months .. 21 0		Pressworker (weight of press exceeding 3 cwt.)—	
			2nd year .. 26 0		* / During 1st 3 months' experience 79 0	
			3rd year .. 31 0		Thereafter .. 85 0	
			4th year .. 36 6		Process worker—	
			5th year .. 41 6		* / During 1st 3 months' experience 65 6	
			6th year .. 46 6		Thereafter .. 71 0	
					Female employed carding jewellery—	
					* / During 1st 3 months' experience 61 0	
					Thereafter .. 65 6	
					All others .. 123 0	
					* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.	
PROPORTION (IN ANY PLACE).						
Apprentices.						
One male apprentice to every two or fraction of two male workers receiving not less than 123s. per week of 44 hours.						
One female apprentice to every three or fraction of three female workers receiving not less than 65s. 6d. per week of 44 hours.						
The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.						
Improvers.						
One male improver to every four male workers receiving not less than 123s. per week of 44 hours.						
One female improver to every four female workers receiving not less than 65s. 6d. per week of 44 hours.						

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

LAW CLERKS BOARD.

Clause 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2. *IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year	28 6	28 6	31 3	33 6	1st year	28 6
2nd year	37 3	37 3	44 9	54 0	2nd year	33 6
3rd year	44 9	48 0	63 9	72 9	3rd year	43 6
4th year—					4th year	54 0
1st six months	59 0	66 3	75 0	92 3	5th year and until 21 years of age	66 3
2nd six months	59 0	66 3	92 3	94 0		
5th year—						
1st six months	79 6	83 3	108 9	114 6		
2nd six months	79 6	105 9	108 9	114 6		
6th year and until 21 years of age	108 9	114 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 16 6	5 13 6
2nd year's experience	6 1 6	5 18 6
3rd year's experience	6 6 6	6 3 6
All others	6 9 0	6 6 0
<i>Females.</i>		
All adults	4 7 9	4 5 6

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

LEATHER-GOODS BOARD.

Clause 2 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 5th December, 1946, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 44 HOURS.

	Adjustable Weekly Wage.	Non-Adjustable.		Total Wage.	
		Loading* Constant.	War-time* Loading.		
	£ s. d.	s. d.	s. d.	£ s. d.	
Journeyman engaged in the manufacture or repair of machine belting ..	5 17 0	5 0	4 0	6 6 0	
All other Journeymen	6 3 0	5 0	4 0	6 12 0	
Journeywomen	3 3 0	2 6	2 0	3 7 6	

* 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, other than clause 2, of the said Determination shall remain in force.

LIMEBURNERS BOARD.

Clause 2 of the Determination made on the 24th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2.

<i>Apprentices or Improvers. (Day Shift.)</i>					<i>Other Employees. (Day Shift.)</i>				
Wages Per Week of 44 Hours.					Wages Per Week of 44 Hours.				
				s. d.					s. d.
16 years of age or under				46 0	Lime burners or feeders				121 0
17 years of age				53 0	Drawers				121 0
18 years of age				64 6	Crusher hands				116 6
19 years of age				81 0	Operator of a mechanical bagging machine				121 0
20 years of age				111 0	Hydrator attendant				130 6
					Lime screeners				119 6
					Attendant on an automatic feeder				122 0
					Drawers' assistants				116 6
					Slack lime workers				116 6
					All others				113 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 113s. 6d. per week of 44 hours.

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

Clauses, other than clause 2, of the said Determination shall remain in force.

MANUFACTURING CHEMISTS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2. WAGES.

	Apprentices.						Improvers.						
	Males.			Females.			Males.			Females.			
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year	24 3	0 9	25 0	24 3	0 9	25 0	Under 16 years of age	25 9	0 9	26 6	22 0	0 6	22 6
2nd "	31 3	0 9	32 0	27 3	0 9	28 0	16 years of age	31 3	0 9	32 0	24 3	0 9	25 0
3rd "	40 0	1 0	41 0	31 3	0 9	32 0	17 "	41 9	1 0	42 9	27 3	0 9	28 0
4th "	48 3	1 3	49 6	39 9	1 0	40 9	18 "	56 9	1 6	58 3	31 9	0 9	32 6
5th "	57 6	1 6	59 0	48 6	1 3	49 9	19 "	70 3	1 9	72 0	39 0	1 0	40 0
							20 "	87 9	2 3	90 0	48 6	1 3	49 9

SCHEDULE—*continued.*

MANUFACTURING CHEMISTS BOARD—*continued.*

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 three or fraction of three male workers receiving 115s. per week.
Female Improvers. One female improver to every two or fraction of two female workers receiving 67s. 3d. 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.
<i>Males.</i>			
(a) Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	143 0	3 0	146 0
Foreman of any Department in which three to five workers are employed	134 0	3 0	137 0
First Assistant in any Department in which five or more workers are employed	126 0	3 0	129 0
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	119 0	3 0	122 0
Salesman in any Department under supervision	116 6	3 0	119 6
All others	112 0	3 0	115 0
(b) Employees (other than in Warehouses).			
(i) In Alkaloid Extraction Department.			
Foreman in charge of one or more persons	145 0	3 0	148 0
First assistant	127 0	3 0	130 0
Second assistant	121 0	3 0	124 0
(ii) In Alkaloid Refining Department.			
Person in charge of refining operations and records	135 0	3 0	138 0
Refinery operator purifying alkaloids	127 0	3 0	130 0
Refinery operator (other)	121 0	3 0	124 0
(iii) In Other Places.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	143 0	3 0	146 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	134 0	3 0	137 0
First Assistant where five or more workers are employed	126 0	3 0	129 0
Ether Stillman	124 0	3 0	127 0
Assistant engaged in any of the following processes under supervision:—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	119 0	3 0	122 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	112 0	3 0	115 0
<i>Females.</i>			
Alkaloid Refining Department.			
Person in charge of refining operations and records	107 6	3 0	110 6
Person filling and wrapping	86 0	2 3	88 3
Other Places.			
Forewoman in charge of one to five workers	83 0	2 3	85 3
Forewoman in charge of six or more workers	86 3	2 3	88 6
Other adults	65 6	1 9	67 3

Clauses, other than clause 2, of the said Determination shall remain in force.

MARINE STORES BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 44 HOURS.

Apprentices or Improvers.	Adults.
Under 17 years of age	Leading hand
17 years and under 18 years of age	Bottle washer—machine or hand
18 years and under 19 years of age	Yardman or general hand
19 years and under 20 years of age	All other adult employees
20 years and under 21 years of age	

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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

MEAT PRESERVERS BOARD.

Clauses 2 and 32 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.
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>
16 years and under 17 years	36 3	1 3	37 6	34 9	1 0	35 9
17 " " 18 " "	42 9	1 3	44 0	39 9	1 3	41 0
18 " " 19 " "	51 6	1 6	53 0	44 0	1 3	45 3
19 " " 20 " "	61 0	2 0	63 0	50 0	1 6	51 6
20 " " 21 " "	76 0	2 3	78 3	55 6	1 9	57 3
	94 3	3 0	97 3	64 0	1 9	65 9

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 125s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 73s. 6d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 125s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 73s. 6d. 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 126s. 6d. per week of 44 hours.
One female apprentice to every three or fraction of three female workers receiving not less than 73s. 6d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 126s. 6d. per week of 44 hours.
One female improver to every 25 or fraction of 25 female workers receiving not less than 73s. 6d. 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.			
Leading hand, i.e., a person in charge of a department or shift	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Leading Hand, i.e., a person in charge of a Department or shift	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			
Assistant preserver	127 6	4 0	131 6	Mixer	128 6	4 0	132 6			
Smoke kiln attendant whilst employed solely as such	127 6	4 0	131 6	Potman	129 6	4 0	133 6			
Sausage smoke room attendant	131 6	4 0	135 6	Females engaged—	129 6	4 0	133 6			
Retort Hand, i.e., a person who loads and unloads retorts	126 6	4 0	130 6	Patting, wrapping, stamping, or branding	71 6	2 0	73 6			
Scalder or braiser	125 6	4 0	129 6	Labelling, wiping tins, and carrying off from filling tables						
Doughmaker	125 6	4 0	129 6	Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds						
Cappers, clinchers, and/or vacuum operators whilst employed solely as such	125 6	4 0	129 6	Taking away from automatic machines						
Lacquer hands whilst employed solely as such (i.e. employees feeding into and/or taking off machine)	125 6	4 0	129 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)	125 6	4 0	129 6	All others				122 6	4 0	126 6
Females engaged—										
Taking away from automatic stuffing machine	106 0	2 0	108 0							
Running sausage skins for canning purposes	87 6	2 0	89 6							
Stamping, or Branding	71 6	2 0	73 6							
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										
Preparing for, placing in, taking away from machines and placing in trays										
Cutting Sausages										
All others	121 6	4 0	125 6							

SCHEDULE—continued.

MEAT PRESERVERS BOARD—continued.

Persons employed in connexion with dehydration of meat.

32. † WAGES PER WEEK.

* IMPROVERS AND JUVENILE WORKERS.					
Under 17 years of age	<i>s. d.</i> 47 3	PROPORTION OF IMPROVERS. One improver to every 25 or fraction of 25 workers receiving not less than the minimum wage.
17 years of age	60 0	
18 years of age	76 9	
19 years of age	105 0	
20 years of age	109 0	

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

OTHER EMPLOYEES.

		<i>£</i>	<i>s.</i>	<i>d.</i>
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	19	0
Retort hand	..	6	9	6
Band saw operator	..	6	9	6
All others	..	6	5	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 said Determination shall remain in force.

MILLET BROOM BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2.

(a) Apprentices or Improvers.				(b) Other Employees.	
Broom Section.		Feather Duster or Mop Sections.		Broom Making.	
	Wages per Week of 44 Hours.	MALES.	FEMALES.		Wages per Week of 44 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st Year	.. 25 0	1st Year	.. 25 0	1st Year	.. 25 0
2nd "	.. 31 3	2nd "	.. 31 3	2nd "	.. 31 3
3rd "	.. 40 6	3rd "	.. 40 6	3rd "	.. 34 6
4th "	.. 56 3	4th "	.. 56 3	4th "	.. 40 6
5th "	.. 68 9	5th "	.. 68 9	5th "	.. 46 9
6th "	.. 87 0	6th "	.. 87 0	6th "	.. 56 3
And thereafter the minimum wage.		And thereafter the minimum wage.		And thereafter the minimum wage.	
PROPORTION IN ANY FACTORY OR PLACE.					
APPRENTICES.					
Broom Section.					
One apprentice to every three or fraction of three workers receiving not less than 120s. per week of 44 hours, or the prescribed piecework prices.					
APPRENTICES.					
Feather Duster or Mop Sections.					
One apprentice to every three or fraction of three workers receiving not less than 120s. per week of 44 hours.					
IMPROVERS.					
Feather Duster Making Section.					
Two male improvers to every worker receiving not less than 120s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 75s. per week of 44 hours.					
IMPROVERS.					
Mop Making Section.					
Two male improvers to every worker receiving not less than 120s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 75s. per week of 44 hours.					
IMPROVERS.					
Broom Section.					
One improver to every three or fraction of three workers receiving not less than 120s. per week of 44 hours, or the prescribed piece-work prices.					
Broom Making.					
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) 135 0					
Second sorter 130 0					
Maker or sewer 135 0					
Cutter off 127 6					
All others 120 0					
Feather Duster Making.					
Males 120 0					
Females 75 0					
Mop Making.					
Males 120 0					
Females 75 0					

Clauses, other than clause 2 of the said Determination, shall remain in force provided that the weekly earnings of each piece-worker shall be increased by the sum of 20s.

SCHEDULE—continued.

MINERAL EARTHS BOARD.

Clauses 2 and 17 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

PART 1.

Persons OTHER THAN those employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

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	..	..	35 3	Mill attendants	..	..	122 0
17 to 18 years of age	..	..	62 0	Persons not otherwise provided for, including mill	..	..	115 0
18 to 19 years of age	..	..	78 9	feeders, baggers, and crusher hands	..	..
19 to 21 years of age	..	..	95 3	Leading Hands—			
				Leading hands in charge of not fewer than three and not			
				more than ten employees, 6s. per week extra; more than			
				ten and not more than twenty employees, 12s. per week			
				extra; more than twenty employees, 18s. per week extra.			
<i>Proportion (in any place).</i>							
One improver to every six adult employees.							

PART 2.

Persons employed in the process, trade, business, or occupation of manufacturing or preparing any insulating material fabricated from molten stone.

17.

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
	<i>Males.</i>				<i>Males.</i>		
Under 17 years of age	..	..	35 3	Leading charging hand	..	..	145 0
17 to 18 years of age	..	..	62 0	Assistant charging hand	..	..	126 6
18 to 19 years of age	..	..	78 9	Notcher	..	..	144 0
19 to 21 years of age	..	..	95 3	Oven hands	..	..	135 6
				Process worker (including taker off conveyor or			
				granulator attendant)	..	..	123 0
				<i>Note:—The above rates include an allowance of 7½ per cent.</i>			
				<i>for all shifts.</i>			
	<i>Females.</i>				<i>Females.</i>		
Under 16 years of age	..	..	26 6	Adult females	..	..	76 9
16 to 17 years of age	..	..	34 6				
17 to 18 years of age	..	..	38 6				
18 to 19 years of age	..	..	44 9				
19 to 20 years of age	..	..	50 6				
20 to 21 years of age	..	..	57 0				
<i>PROPORTION (IN ANY PLACE).</i>							
<i>Males.</i>							
One male improver to every six adult employees.							
<i>Females.</i>							
One female improver to every four or fraction of four female workers receiving not less than the adult female rate.							

Clauses, other than clauses 2 and 17, of the said Determination shall remain in force.

SCHEDULE—*continued.*

MINING ENGINE DRIVERS BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

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

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Koyington, Mitta Mitta, Bethanga, Harrietteville, Bright, Wandiligong, Alexandra, Waihalla, 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>	<i>s. d.</i>
If under 16 years of age	49 6		
16 and under 18 years of age	63 0		
18 and under 19 years of age	77 6		
19 and under 20 years of age	100 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 108s. 6d. per week of 44 hours.			
<i>Improvers.</i>			
One improver to every three workers receiving not less than 108s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	145 0
		(b) If they do not raise or lower human beings	139 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	131 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	128 0
		(c) On dredges	128 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	131 0
		Attending to a steam engine without condenser	128 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	128 0
		(ii) if under 50 b.h.p.	125 0
		Motor Drivers or Attendants	116 0
		Firemen—	
		(a) Attending one boiler	118 0
		(b) Attending two boilers	119 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	121 0
		Greasers	116 0
		All others	111 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	75 0 per week
18 " "	89 6 "
19 " "	99 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 108s. 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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2. APPRENTICES OR IMPROVERS.

Apprentices.		Improvers.			
	Wages per Week.				
	<i>s. d.</i>				
1st year's experience	25 6	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—			
2nd " "	33 6	1st year's experience as such 87s. 6d. per week.			
3rd " "	42 0	Thereafter The rate provided in Clause 2 "Other Employees" for the class of vehicle driver.			
4th " "	49 6				
And thereafter the minimum wage.		(b) Other Improvers—			
		Wages per Week.			
		Commencing Age—			
		17 years or under.	18 years.	19 years.	20 years.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		1st year's experience 33 6 42 0 56 0 64 6			
		2nd " " 42 0 56 0 64 6			
		3rd " " 56 0 64 6			
		4th " " 64 6			
		And thereafter the minimum wage.			
		PROPORTION.			
		One improver to every seven or fraction of seven workers receiving not less than the minimum wage.			

OTHER EMPLOYEES.

	" A "	" B "
Employees operating exclusively within a radius of 15 miles of the General Post Office, Melbourne.		Employees operating exclusively outside a radius of 15 miles of the General Post Office, Melbourne, or operating partly within and partly outside such radius.
	<i>s. d.</i>	<i>s. d.</i>
(i) Vehicles Engaged on Regular Services.		
(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)		
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	133 0*	128 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 19 persons	129 6*	124 6*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	125 6*	120 6*
In which the licensed passenger seating capacity does not exceed 7 persons	123 6*	118 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	123 6	118 6
In which the licensed passenger seating capacity exceeds 14 but does not exceed 22 persons	121 6	116 6
In which the licensed passenger seating capacity exceeds 7 but does not exceed 14 persons	119 6	114 6
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	116 6	111 6
All other drivers	114 0	109 0
(iii) Employees Not Provided for in (i) and (ii) hereof.		
Conductors (including females)	117 6	112 6
Greasers	115 6	110 6
Cleaners	112 0	107 0
All others—		
Males	112 0	107 0
Females	66 6	59 0

Clauses, other than clause 2, of the said Determination 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 2 20 5 2nd " 32 2 30 11 3rd " 42 11 35 7 4th " 64 1 46 3 5th " 84 9 53 0 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 .. 19 1 17 1 16 years of age, and under 17 years 21 2 20 5 17 " " " 18 " 32 2 30 11 18 " " " 19 " 42 11 35 7 19 " " " 20 " 64 1 46 3 20 " " " 21 " 84 9 53 0 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 tononer .. } 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 9 0 6 8 6 6 6 6 6 6 6 5 9 0 6 7 0 6 1 0 5 16 0 6 1 0 5 13 0 6 13 0 6 4 0 6 1 0 5 16 0 6 13 0 5 6 0 5 3 0 3 2 6 2 14 6</p>	<p>£ s. d.</p> <p>6 6 0 6 5 6 6 3 6 5 6 0 6 4 0 5 18 0 5 13 0 5 18 0 5 10 0 6 10 0 6 1 0 5 18 0 5 13 0 6 10 0 5 3 0 5 0 0 3 1 0 2 13 0</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 "103s." shall be substituted for "90s." and "54s. 6d." substituted for "48s."

SCHEDULE—continued.

NAIL MAKERS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 18th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 2nd January, 1947, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 44 HOURS.		<i>s.</i>	<i>d.</i>
Nail or tack tool maker		131	0
Nail or tack machinist		124	0
Assistant to nail or tack machinist		119	0
Roofing nail heading machinist		121	0
Barbed wire tool maker or machinist		124	0
Assistant to barbed wire machinist		119	0
Clipper or tier-up on concertina barbed wire		118	0
Rumbler		118	0
Galvanizer		129	0
Pickler—Head, or where only one pickler is employed		123	0
Assistant pickler		117	0
Assistant working over metal pot		123	0
Swinger		115	0
Wire-drawing plate setter		122	0
Wire-drawing block operator		118	0
Storeman, packer, or sorter		121	0
All others		110	0

Leading Hands.

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

3. APPRENTICESHIP.

Work to be Taught.

(a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indenture.

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

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

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

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

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

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

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

SCHEDULE—continued.
NAIL MAKERS BOARD—continued.
 (g) *Wages per Week of 44 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
<i>Four and Five-year Terms.</i>				
	Per Week.	Per Week.	Per Week.	Per Week.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	22½	..	0 9	23 6
2nd year	30	1 0	1 0	32 6
3rd year	45	1 6	1 6	48 6
4th year	75	2 0	2 3	80 0
5th year	95	2 0	3 0	101 0
<i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i>				
1st year	26	..	0 9	27 0
2nd year	45	1 0	1 6	48 0
3rd year	75	2 0	2 3	80 0
4th year	95	2 0	3 0	101 0

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.

(A) 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	68 6
All others	75	3 0	78 6
<i>II.—Junior Females.</i>			
17 years of age and under	40	1 0	41 6
18 years of age	47½	1 3	49 0
19 years of age	55	1 6	57 0
20 years of age	62½	2 0	65 0
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age	25	0 6	25 6
16 years of age	35	0 9	36 0
17 years of age	47½	1 0	49 0
18 years of age	60	1 0	61 6
19 years of age	75	2 0	77 6
20 years of age	90	2 0	93 0

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

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

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force.

SCHEDULE—*continued.*

NICKELWARE BOARD.

Clauses 2 and 3 of the Determination made on the 15th January, 1947 and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	140 0
Repairer	140 0
Maker-up	140 0
Spinner, 1st class	135 0
Spinner (other)	122 0
Die setter	122 0
Drop hammer stamper (other than one who puts in die and makes force)	120 0
Press operator (heavy)	120 0
Press operator (light)	118 0
Pickler	110 0
Hand blanker	118 0
All others	110 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	23 6
2nd year	30	1 0	1 0	32 6
3rd year	45	1 6	1 6	48 6
4th year	75	2 0	2 3	80 0
5th year	95	2 0	3 0	101 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>				
1st y	26	..	0 9	27 0
2nd year	45	1 0	1 6	48 0
3rd year	75	2 0	2 3	80 0
4th year	95	2 0	3 0	101 0

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 proscribed 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 ..	43 6	3rd year—1st six months' experience ..	45 6
2nd six months' experience ..	47 0	2nd six months' experience ..	49 6
4th year's experience	63 9	4th year's experience	67 3
5th year's experience	86 3	5th year's experience	91 0
6th year's experience	102 6	6th year's experience	106 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 110s. per week of 44 hours.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

NON-FERROUS METALS BOARD.

Clauses 2 and 3 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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 10 0	6 16 6	6 7 0
Furnaceman—other	6 5 0	6 11 6	6 2 0
Furnaceman's assistant	5 19 0	6 5 6	5 18 0
Press operator	6 1 0	6 7 6	5 18 0
Die attendant	6 1 0	6 7 6	5 18 0
Hexagon straightener	5 19 0	6 5 6	5 16 0
Draw bench operator	5 15 0	6 1 6	5 12 0
Pickler	5 15 0	6 1 6	5 12 0
Other machine operator	5 15 0	6 1 6	5 12 0
Hand straightener	5 13 0	5 19 6	5 10 0
Pointer	5 12 0	5 18 6	5 9 0
Die striker	5 11 0	5 17 6	5 8 0
All others	5 7 0	5 13 6	5 4 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.	Special 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.	Per Week.	£ s. d.	£ s. d.	£ s. d.
<i>Foundries.</i>						
Under 16 years of age	25	0 6	1 0	1 6 6	1 8 6	1 6 0
16 years of age	33	0 9	1 9	1 16 0	1 18 0	1 15 0
17 years of age	60	1 0	3 0	3 4 6	3 8 6	3 3 0
18 years of age	75	2 0	4 0	4 1 6	4 6 6	3 19 6
19 years of age and over	90	2 6	4 6	4 18 0	5 3 6	4 15 0
<i>Elsewhere.</i>						
Under 16 years of age	25	0 6	..	1 5 6	1 7 6	1 5 0
16 years of age	35	0 9	..	1 16 0	1 18 6	1 15 0
17 years of age	47½	1 0	..	2 9 0	2 12 0	2 7 6
18 years of age	60	1 0	..	3 1 6	3 5 6	3 0 0
19 years of age	75	2 0	..	3 17 6	4 2 6	3 15 6
20 years of age	90	2 0	..	4 13 0	4 18 6	4 10 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, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

OPTICIANS BOARD.

Clause 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

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

Female and Unapprenticed Junior Labour.				Other Employees.							
(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.				
	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>				Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of metal frames	134 0	3 0	137 0				
Under three months' experience	65	3 0	3 8 6					Press operator (heavy) ..	117 0	3 0	120 0
All others	75	3 0	3 18 6					Press operator (light) ..	115 0	3 0	118 0
<i>II.—Junior Females.</i>								Process worker (as defined)	115 0	3 0	118 0
17 years of age and under ..	40	1 0	2 1 6								
18 years of age	47½	1 3	2 9 0								
19 years of age	55	1 6	2 17 0								
20 years of age	62½	2 0	3 5 0								
<i>III.—Junior Males.</i>											
Under 16 years of age ..	25	0 6	1 5 6								
16 years of age	35	0 9	1 16 0								
17 years of age	47½	1 0	2 9 0								
18 years of age	60	1 0	3 1 6								
19 years of age	75	2 0	3 17 6								
20 years of age	90	2 0	4 13 0								

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

(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.

Note.—The Board has determined that no apprentice shall be taken to this section.

(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.				
1st year ..	21 9	0 9	22 6	1st year ..	21 9	0 9	22 6	Foreman, i.e., man in charge of two or more employees ..	146 6	3 0	149 6				
2nd year ..	27 0	0 9	27 9	2nd year ..	29 9	1 0	30 9					Optical workers and repairers	134 0	3 0	137 0
3rd year ..	37 3	1 0	38 3	3rd year ..	40 3	1 3	41 6								
4th year ..	49 6	1 6	51 0	4th year ..	56 9	1 9	58 6								
5th year ..	72 3	2 3	74 6	5th year ..	79 9	2 3	82 0								
6th year ..	100 0	3 0	103 0	6th year ..	106 0	3 0	109 0								

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 137s. 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 137s. 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.

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

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.		
<i>s. d.</i>		<i>s. d.</i>		<i>£ s. d.</i>		<i>Elsewhere in Victoria.</i>
1st year	21 2	Under 16 years of age	19 1			
2nd "	32 2	16 and under 17 ..	21 2			
3rd "	42 11	17 " " 18 ..	32 2			
4th "	64 1	18 " " 19 ..	42 11			
5th "	84 9	19 " " 20 ..	64 1			
		20 " " 21 ..	84 9			
<i>Proportion (in any place).</i>		<i>Proportion (in any place).</i>		Organ builder or persons erecting dismantling, or repairing organs ..		
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		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.		6 13 0		6 10 0
An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.				Woodworkers ..		6 13 0
				Polisher required to spirit and/or acid off ..		6 13 0
				Other polishers ..		6 4 0
				Voicer ..		6 13 0
				Tuner ..		6 13 0
				Metal pipe maker ..		6 13 0
				All others ..		5 3 0
						5 0 0

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

OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination made on the 8th January, 1947, shall be replaced by the following clauses:—

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.
	<i>s. d.</i>	<i>s. d.</i>	
STOVEMAKING 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	124 0	121 0	
Between 3 ft. 6 in. and 5 feet in width	127 0	124 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	138 0	135 0	
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	127 0	124 0	
Tester not engaged as fitter	116 0	113 0	
Pattern and moulding box fitter and filer	127 0	124 0	
Painter, brush	117 0	114 0	
Painter, spray	120 0	117 0	
Press operator	118 0	115 0	
Other power machinist	115 0	112 0	
Polisher and grinder	124 0	121 0	
Stove blacksmith	121 0	118 0	
Electroplater in charge	131 0	128 0	
Electroplater's assistant	119 0	116 0	
Labourer delivering material to and taking finished articles from fitters	113 0	110 0	
Stove blacksmith's striker	116 0	113 0	
Labourer directly assisting workmen whose margins exceed 15s. per week	119 0	116 0	
All others	110 0	107 0	
PORCELAIN ENAMELLING SECTION.			
Fuser	128 0	125 0	
Fuser's assistant	119 0	116 0	
Mill hand and mixer	119 0	116 0	
Sprayer	120 0	117 0	
Shot and sand-blast dresser	125 0	122 0	
Other dresser	120 0	117 0	
Swiller, gripper, and brusher	116 0	113 0	
Pickler	116 0	113 0	
Racksman	114 0	111 0	
All others	110 0	107 0	

SCHEDULE—continued.
OVENMAKERS BOARD—continued.
3. JUNIOR MALE AND FEMALE LABOUR.

	Adjustable Wage.	Loading (constant).	Total Wage Weekly Hiring.
	s. d.	s. d.	s. d.
Junior Males—			
Under 16 years of age	16 6	0 6	17 0
16 and under 17 years of age	34 6	0 9	35 3
17 and under 18 years of age	61 0	1 0	62 0
18 and under 19 years of age	76 0	2 0	78 0
19 and under 21 years of age	91 9	2 6	94 3
Adult Females—			
If of less than twelve months' experience	63 9	3 0	66 9
Of twelve months' experience or more	72 9	3 0	75 9
Junior Females—			
1st year's experience	13 6	0 6	14 0
2nd year's experience	18 0	0 9	18 9
3rd year's experience	38 6	1 0	39 6
4th year's experience	48 0	1 3	49 3
5th year's experience	55 0	1 6	56 6
Thereafter until reaching 21 years	61 0	2 0	63 0

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The wages of females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the needs basic wage in terms of clause 23 hereof, such adjustments to be made to the nearest 3d., half or less than half of 3d. to be disregarded. Clauses other than clauses 2 and 3 of the said Determination shall remain in force.

PAINT AND COLOUR BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. IMPROVERS.*

	Wages Per Week of 44 Hours.					
	Male.			Female.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
15 years of age	30 3	1 0	31 3	30 3	1 3	31 6
16 " "	36 3	1 3	37 6	42 9	1 3	44 0
17 " "	42 9	1 3	44 0	45 9	1 3	47 0
18 " "	52 9	1 6	54 3	52 9	1 6	54 3
19 " "	64 9	2 0	66 9	58 6	1 9	60 3
20 " "	85 6	2 6	88 0			

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

PROPORTION (IN ANY PLACE).

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

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

OTHER EMPLOYEES.

Persons employed in manufacturing titanium white—

	Wages.			
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
	s. d.	s. d.	s. d.	Hours.
Day workers ..	115 2	3 0	118 2	44
Shift workers ..	115 0	3 0	118 0	48

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

	Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
Males—	s. d.	s. d.	s. d.
Varnish maker or natural gum runner	134 6	3 0	137 6
Varnish maker's assistant	119 0	3 0	122 0
Tinter of paint, lacquer or enamel	122 0	3 0	125 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner)	117 0.	3 0	120 0
All others	114 0	3 0	117 0
Females	67 3	2 0	69 3

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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

PAINTERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination made on the 28th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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 alteration repair 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 or joinery mills.

WAGES.

(a) Apprentices or Improvers.				(b) Other Employees.			
				Per Hour.	Per week of 44 Hours.		
				s. d.	s. d.	s. d.	s. d.
1st year's experience	..	..	..	30	6	All classes of work 3 8½	
2nd "	..	..	..	41	6	164 6	
3rd "	..	..	..	57	0		
4th "	..	..	..	79	0		
5th "	..	..	..	104	0		

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

** Improvers.*

One improver to three	} workers receiving not less than 164s. 6d. per week of 44 hours.
Two improvers to six .. .. .	..	..	..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. .	..	..	..

* Note.—The employment, within the Metropolitan District, of any improver is illegal.

Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

- (a) If in charge of five tradesmen as aforesaid—1s. per day;
- (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

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 or Improvers.				(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.			
				Per week of 44 hours.	Per week of 44 hours.		
				s. d.	s. d.	s. d.	s. d.
1st year's experience	..	..	..	30	6	1st year's experience 30 6	
2nd "	..	..	..	41	0	2nd " " " " " " " " 41 0	
3rd "	..	..	..	57	0	3rd " " " " " " " " 57 0	
4th "	..	..	..	79	0	4th " " " " " " " " 79 0	
5th "	..	..	..	104	0	5th " " " " " " " " 104 0	

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three journeymen or fraction of three journeymen employed.

In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.

** Improvers.*

One improver to three	} workers receiving not less than 156s. 6d. per week of 44 hours.
Two improvers to six .. .. .	..	..	..
Three improvers to twelve and thereafter one additional improver to every twelve additional .. .. .	..	..	..

PROPORTION.

- (i) Where one screen table is in operation—
Two juvenile workers to each person receiving not less than 156s. 6d. per week of 44 hours.
- (ii) Where two or more screen tables are in operation—
For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 156s. 6d. per week of 44 hours.

* Note.—The employment, within the Metropolitan District, of any improver is illegal.

SCHEDULE—continued.

PAINTERS BOARD—continued.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne ;		(ii) Within 5 Miles of the Post Office at Mildura ;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.		
	WAGES.		WAGES.		WAGES.		WAGES.					
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) ..	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.	Per hour.	Per week of 44 hours.		
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing forming or lettering any pictorial design, including the cutting of stencils .. (ii) Any other work specified in (B) ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
	3	6 ¹⁵ / ₂₂	156	6	3	8 ⁸ / ₁₁	163	0	3	5 ¹⁹ / ₂₂	153	6
	3	6 ¹⁴ / ₂₂	156	6	3	8 ⁸ / ₁₁	163	0	3	5 ¹⁹ / ₂₂	153	6
	2	6	110	0	2	7 ¹⁷ / ₂₂	116	6	2	5 ⁸ / ₁₁	107	0

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) 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 other than misconduct or incompetence, 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.

Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows—

- (a) If in charge of five tradesmen as aforesaid—1s. per day ;
- (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

Clauses, other than clause 2 of Part I. and clause 2 of Part II., of the said Determination shall remain in force.

SCHEDULE—continued.

PASTRYCOOKS BOARD.

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 44 Hours.

Experience.	Commencing Age.						Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.			17 Years and Over.			
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
First Year ..	22 0	1 3	23 3	30 3	1 9	32 0	
Second Year ..	30 3	1 9	32 0	40 9	2 3	43 0	
Third Year ..	40 9	2 3	43 0	58 9	3 3	62 0	
Fourth Year ..	58 9	3 3	62 0	80 9	4 6	85 3	
Fifth Year ..	80 9	4 6	85 3	..	..	..

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 13s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 44 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time						Females Engaged Decorating Christmas and New Year Cakes		
	Males.			Females.			Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
14 years of age ..	25 9	1 6	27 3	..	..	..	..	..
15 " " ..	28 9	1 6	30 3	24 0	1 6	25 6	28 9	1 9	30 6
16 " " ..	33 3	2 0	35 3	26 3	1 6	27 9	33 3	2 0	35 3
17 " " ..	39 0	2 3	41 3	33 3	2 0	35 3	39 0	2 3	41 3
18 " " ..	44 0	2 6	46 6	35 9	2 3	38 0	44 9	2 9	47 6
19 " " ..	49 0	2 9	51 9	39 9	2 6	42 3	51 0	3 0	54 0
20 " " ..	58 0	3 3	61 3	42 9	2 6	45 3	56 0	3 6	59 6

OTHER EMPLOYEES.

Wages Per Week of 44 Hours.

	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings employees therein ..	138 0	6 0	144 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge ..	133 0	6 0	139 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	125 0	6 0	131 0
All other males ..	107 0	6 0	113 0
Females engaged in general work ..	66 0	4 0	70 0

	Ordinary Wage Per hour.	*War Loading Per hour.	Total Wage Per hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work ..	3 4	0 2	3 6

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

PHOTOGRAPHIC GOODS BOARD.

Clause 2 of the Determination made on the 29th December, 1946, and in force on the 5th December, 1946, shall be replaced by the following clause:—

2

WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.			(b) Other Employees.	
Age.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years of age	29 6	29 3	Adult Males— <i>s. d.</i>	
16 and under 17 years of age	38 3	36 3	Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room 123 6	
17 " 18 "	48 3	42 0	All others 115 6	
18 " 19 "	58 3	46 9	Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.	
19 " 20 "	76 6	51 6	Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.	
20 " 21 "	93 9	58 0	If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such afternoon shift.	
Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.			<i>s. d.</i>	
Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.			Adult females 69 0	
PROPORTION (in any place). <i>Apprentices or Improvers.</i>			Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".	
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.			Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females."	
An indenture of apprenticeship has been prescribed by the Board.			Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females."	

Clauses, other than clause 2, of the said Determination shall remain in force.

PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 44 HOURS.

Adults, Males.	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Operators engaged on calendars over 72 inches	6 18 6	6 15 6	6 15 6	6 15 6
Operators engaged on calendars 72 inches and under	6 13 6	6 10 6	6 10 6	6 10 6
First assistant on calendars 48 inches or over	6 2 0	5 19 0	5 19 0	5 19 0
First assistant on calendars under 48 inches	5 15 6	5 12 6	5 12 6	5 12 6
Operators engaged on two-roll mills 18 inches or over	6 4 6	6 1 6	6 1 6	6 1 6
Plastic press operator (as defined)	6 11 0	6 8 0	6 8 0	6 8 0
Plastic press operator (other)	6 0 0	5 17 0	5 17 0	5 17 0
Process worker	5 18 0	5 15 0	5 15 0	5 15 0
All others	5 10 0	5 7 0	5 7 0	5 7 0
<i>Casein Industry Only.</i>				
Machinist	6 11 0	6 8 0	6 8 0	6 8 0
Plastic press operator (as defined)	6 11 0	6 8 0	6 8 0	6 8 0
Plastic press operator (other)	6 0 0	5 17 0	5 17 0	5 17 0
Process worker	5 18 0	5 15 0	5 15 0	5 15 0
All others	5 10 0	5 7 0	5 7 0	5 7 0

LEADING HANDS.

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

SCHEDULE—continued.

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 Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
(i) Adult Females.		
	<i>s. d.</i>	<i>s. d.</i>
Under three months' experience	68 6	66 6
All others	78 6	76 6
(ii) Junior Females.		
17 years of age and under	41 6	40 0
18 years of age	49 0	48 0
19 years of age	57 0	55 6
20 years of age	65 0	63 0
(iii) Male Junior Labour.		
Under 16 years of age	25 6	25 0
16 years of age	36 0	35 0
17 years of age	49 0	47 6
18 years of age	61 6	60 0
19 years of age	77 6	75 6
20 years of age	93 0	90 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s. Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year	22 8	Under 16 years of age	20 5	18 2
2nd "	34 5	16 and under 17 years of age	22 8	21 9
3rd "	45 10	17 " 18 " " "	34 5	32 11
4th "	68 6	18 " 19 " " "	45 10	37 11
5th "	90 8	19 " 20 " " "	68 6	49 4
and thereafter the minimum wage.		20 " 21 " " "	90 8	56 6

* Persons may only be apprentices to the following:—Bevelling, silvering, embossing, lead and copper glazing, and painting and designing.
† Female improvers may be employed only 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 15 0	6-12 0
Bevellers	6 15 0	6 12 0
Packers	6 0 0	5 17 0
Autoclave attendants	6 1 0	5 18 0
Leading hand in laminating room	5 18 0	5 15 0
Edge sealers	5 15 0	5 12 0
Furnace attendants	5 16 0	5 13 0
Operator of edge grinding machine	5 18 0	5 15 0
Person rounding corners of glass	6 1 0	5 18 0
<i>Females.</i>		
Females engaged on scratch polishing machines	3 6 0	3 4 6
Females engaged in inspecting and testing	3 2 0	3 0 6
OTHER GLASS SECTION.*		
Painter and designer on glass	7 17 0	7 14 0
Brilliant cutter	}	7 5 0
Other cutters		
Glazier	}	7 2 0
Plate glass beveller		
Silverer	}	7 10 0
Pencil hand embosser		
Persons assisting in glazing	}	6 5 0
Persons packing or unpacking glass		
Persons assisting plate glass cutter	}	6 0 0
Rubber-out embosser		
Cementer	}	5 19 0
Persons turning out lead from mill for lead-light glazier		
All others	5 10 0	5 7 0

* The rates shown include the allowance of 2s. per week for tool money.
 Clauses, other than clauses 2 and 3, of the said Determination 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 made on the 30th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.		
Per Week of 44 Hours.		Per Week of 44 Hours.		Person employed—	Per Week of 44 Hours. £ s. d.	Wages Per Hour. s. d.
s. d.		s. d.				
1st year	21 9	1st year	32 5	(a) Where the artificial temperature is—		
2nd „	30 6	2nd „	40 6	Over 130° F.	12 4 1	5 6 ²⁵ / ₄₄
3rd „	40 2	3rd „	47 7	115° F., but not exceeding 130° F.	11 7 3	5 14 ³ / ₄₄
4th „	54 6	4th „	72 10	50° F. or lower	12 4 1	5 6 ²⁵ / ₄₄
5th „	72 5	5th „	97 3	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	10 5 7	4 8 ³ / ₄₄
6th „	99 9	6th „	123 0	(c) Lead burning or at lead work connected therewith	9 8 9	4 3 ²¹ / ₄₄
and thereafter the minimum wage.		and thereafter the minimum wage.		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	8 4 6	3 8 ¹⁹ / ₂₂
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering.. . . .	8 4 6	3 8 ¹⁹ / ₂₂
One apprentice to every two or fraction of two workers receiving not less than £3 4s. 6d. per week of 44 hours.		One improver to four		(f) At any other plumbing or gas-fitting (but not including the fixing of gas maniles, or gas main or service laying)	8 4 6	3 8 ¹⁹ / ₂₂
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.		Two improvers to fifteen				
		Three improvers to thirty				
		and thereafter one additional improver to every seven additional				
		workers receiving not less than £3 4s. 6d. per week of 44 hours				
				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 Moorpanyal 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.		
WAGES.		WAGES.		Persons employed—	Wages Per Week of 44 Hours. £ s. d.	Wages Per Hour. s. d.
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.				
1st year	21 9	1st year	32 5	(a) Where the artificial temperature is—		
2nd „	30 6	2nd „	40 6	Over 130° F.	11 13 7	5 3 ³¹ / ₄₄
3rd „	40 2	3rd „	47 7	115° F., but not exceeding 130° F.	10 16 9	4 11 ⁸ / ₄₄
4th „	54 6	4th „	72 10	50° F. or lower	11 13 7	5 3 ³¹ / ₄₄
5th „	72 5	5th „	97 3	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	9 15 1	4 5 ⁹ / ₄₄
6th „	99 9	6th „	123 0	(c) Lead burning or at lead work connected therewith	8 18 3	4 0 ²⁷ / ₄₄
and thereafter the minimum wage.		and thereafter the minimum wage.		(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	7 14 0	3 6
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering.. . . .	7 14 0	3 6
One apprentice to every two or fraction of two workers receiving not less than £7 14s. 0d. per week of 44 hours.		One improver to four		(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	7 14 0	3 6
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				
		Three improvers to thirty				
		and thereafter one additional improver to every seven additional				
		workers receiving not less than £7 14s. 0d. per week of 44 hours				
				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 Moorpanyal 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 1⁷/₁₁d. 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.		Per Week of 44 Hours.		Per Week of 44 Hours.	Wages Per Hour.	
s. d.		s. d.		£ s. d.	s. d.	
1st year	21 9	1st year	32 5	Person employed—		
2nd "	30 6	2nd "	40 6	(a) Where the artificial temperature is—		
3rd "	40 2	3rd "	47 7	Over 130° F.		
4th "	54 6	4th "	72 10	115° F., but not exceeding 130° F.		
5th "	72 5	5th "	97 3	130° F.		
6th "	99 9	6th "	123 0	50° F. or lower		
and thereafter the minimum wage.		and thereafter the minimum wage.		(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower		
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(c) Lead burning or at lead work connected therewith		
One apprentice to every two or fraction of two workers receiving not less than £8 1s. 6d. per week of 44 hours.		One improver to four	workers receiving not less than £8 1s. 6d. per week of 44 hours.	(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)		
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			(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	
		Three improvers to thirty			(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying)	
		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 Moorparry riding of the shire of Corio is illegal.

Notwithstanding anything contained in clause 2 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 other than misconduct or incompetence, 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.—The wages prescribed above for "other employees" include as a loading in lieu of public Holidays (ten days) and Sick Leave (44 hours of working time), an amount of 9s. in the case of rates per week and 2³/₄d. 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 1⁷/₁₁d. in the case of rates per hour.

Clauses, other than clause 2 of Part I., 1 of Part II. and 2 of Part III., of the said Determination shall remain in force

SCHEDULE—continued.

POTTERY BOARD.

(Clauses 2 and 17 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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 Orders in Council thereunder; such portions of the City of 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.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	25 6	1 3	2 3	29 0
15 years of age		29 6	1 6	2 9	33 9
16 " "		33 9	1 6	3 3	38 6
17 " "		40 6	1 9	3 9	46 0
18 " "		54 6	2 6	5 0	62 0
19 " "		64 3	3 0	6 0	73 3
20 " "	79 0	3 9	7 3	90 0	

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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	25 0	1 3	2 3	28 6	..	..	..	..
2nd 6 months	29 0	1 3	2 9	33 0	..	..	..	..
1st year .. .. .	..	..	..	..	29 0	1 3	2 9	33 0
2nd " "	32 9	1 6	3 0	37 3	35 3	1 9	3 3	40 3
3rd " "	35 3	1 9	3 3	40 3	40 0	1 9	3 9	45 6
4th " "	40 0	1 9	3 9	45 6	45 9	2 0	4 3	52 0
5th " "	45 9	2 0	4 3	52 0	50 6	2 3	4 9	57 6
6th " "	50 6	2 3	4 9	57 6	..	..	..	..
and thereafter the minimum wage								

	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.
	<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	33 9	1 6	3 3	38 6	35 3	1 9	3 3	40 3
2nd " "	40 0	1 9	3 9	45 6	45 9	2 0	4 3	52 0
3rd " "	45 9	2 0	4 3	52 0	50 6	2 3	4 9	57 6
4th " "	50 6	2 3	4 9	57 6	..	..	..	..
and thereafter the minimum wage								

SCHEDULE—continued.

POTTERY BOARD—continued.

FEMALES—continued.

Wages per Week of 44 hours.

	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.
	<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	37 0	1 9	3 6	42 3	43 3	2 0	4 0	49 3
2nd ,, and thereafter the minimum wage	49 3	2 3	4 9	56 3	..	..	..	..

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. 3677) and the Orders in Council thereunder; such portions of the City of 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, Eldham, Ferrisree Gully, Gisborne, Kellon, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
All Departments.				
Head burner	132 0	3 0	129 0	2 11 ³ / ₁₁
All other burners	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹⁰ / ₁₁
Mouldmakers	134 0	3 0 ⁸ / ₁₁	131 0	2 11 ³ / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	138 0	3 1 ⁷ / ₁₁	138 0	3 1 ⁷ / ₁₁
All other clayhole men (employers to provide tools)	129 0	2 11 ³ / ₁₁	126 0	2 10 ⁴ / ₁₁
Men boring or using explosives	133 0	3 0 ² / ₁₁	130 0	2 11 ⁴ / ₁₁
FEMALES.				
Females	68 9	1 6 ³ / ₄	65 9	1 5 ⁴ / ₄₄
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	133 0	3 0 ² / ₁₁	130 0	2 11 ⁴ / ₁₁
Man in charge of plunger	127 6	2 10 ¹⁷ / ₂₂	124 6	2 9 ²¹ / ₂₂
Pressors	130 0	2 11 ³ / ₁₁	127 0	2 10 ⁷ / ₁₁
Setters	130 0	2 11 ³ / ₁₁	127 0	2 10 ⁷ / ₁₁
Man working pipe flanging machine	130 0	2 11 ³ / ₁₁	127 0	2 10 ⁷ / ₁₁
Bitumen jointers	128 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁴ / ₁₁
Drawers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁷ / ₁₁
Feeders of pipe machine	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁷ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man carrying or wheeling into or out of kiln or to or away from kiln	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man sorting pipes	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Pipe dressers	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Packers of goods into railway trucks	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	122 0	2 9 ² / ₁₁	119 0	2 8 ⁴ / ₁₁

SCHEDULE—*continued.*
 POTTERY BOARD—*continued.*
 All Other Employees—*continued.*

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</i> (No. 3677), and the Orders in Council thereunder; such portions of the City of 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, Mandanong, Eltham, Fernree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Dust Tile Making.				
Leading hand slip making	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Slip house attendants	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Head placer inside a kiln	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Man dipping tiles and in charge of dipping room	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man hand-pressing dust tiles with 6-in. press	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Setter and/or drawer	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Sagger maker	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man operating lever on sagger machine	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man carrying into or out of kiln	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Head packer	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Other packers	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	122 0	2 9 ⁸ / ₁₁	119 0	2 8 ⁸ / ₁₁
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	120 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁
Man employed at pinning, leading, and/or cementing insulators or similar ware	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Sanitary ware presser	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Head packer	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Other packers	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
Leading hand slip making	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Slip house attendants	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Tea-pot hand pressers	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Man fixing handles or spouts	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁸ / ₁₁
Hollow ware presser or head dipper	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Turner	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁
Caster	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Stoneware thrower—				
4th year's experience	124 0	2 9 ⁸ / ₁₁	121 0	2 9
5th year's experience	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
and thereafter	134 0	3 0 ⁸ / ₁₁	131 0	2 11 ² / ₁₁
Head placer inside a kiln	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Other placers	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Sagger maker	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Jolly and jigger hands	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Pressers (screw and lever type inclusive)	127 6	2 10 ¹¹ / ₁₂	124 6	2 9 ²¹ / ₂₂
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggors into or out of kiln.	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Hand feeders of raw or burnt clay into crusher or grinding pan	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Grinders of burnt ware	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁸ / ₁₁
Potter's printer	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man operating lever on sagger machine	124 0	2 9 ⁸ / ₁₁	121 0	2 9
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	122 0	2 9 ⁸ / ₁₁	119 0	2 8 ⁸ / ₁₁
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	131 0	2 11 ⁸ / ₁₁	128 0	2 10 ¹⁰ / ₁₁
Facemen	127 6	2 10 ¹⁷ / ₂₂	124 6	2 9 ²¹ / ₂₂
Pressers (screw and lever type inclusive)	127 6	2 10 ¹⁷ / ₂₂	124 6	2 9 ²¹ / ₂₂
Setters	130 0	2 11 ² / ₁₁	127 0	2 10 ⁷ / ₁₁
Vent makers	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man in charge of plunge	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Drawers	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁸ / ₁₁
Man feeding tile press	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man taking off roofing tile press	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man carrying or wheeling into or out of kiln or to or away from kiln	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man digging and/or wheeling clay from an uncovered dump	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Man sorting roofing tiles	124 0	2 9 ⁸ / ₁₁	121 0	2 9
Packers of goods into railway trucks	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	122 0	2 9 ⁸ / ₁₁	119 0	2 8 ⁸ / 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 Orders in Council thereunder, such portions of the City of 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 Barwick, Bulla, Cranbourne, Oandemong, Eitham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	..	2s. 3½d. per trap
Boundary traps, 4 inches	..	..	..	1s. 7½d. "
Gully traps (flanged)	..	..	..	1s. 5½d. each
Disconnectors	..	..	..	1s. 5½d. "
Basins	..	..	..	1s. 5½d. "
Junctions	..	..	..	19s. 7½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	..	..	..	14s. 5d. per gross
8 "	..	..	..	19s. 7½d. "
9 "	..	..	..	23s. 9½d. "
10 "	..	..	..	29s. 3d. "
11 "	..	..	..	33s. 9½d. "
12 "	..	..	..	37s. 5d. "

or 26s. 1½d. per gross all round.

Chambers (Hand Pressed).

12's	..	..	..	49s. 5d. per gross
9's	..	..	..	64s. 6½d. "
6's	..	..	..	71s. 11½d. "

Fluted chambers, finishing and handling .. 27s. 7½d. "

6s. 7½d. per gross extra to be allowed for embossed chambers

Chambers (Jiggered).

	Jiggering.	Turning.	Handling.	
	per gross.	per gross.	per gross.	
12's	.. 16s. 4½d.	.. 13s. 5d.	.. 13s. 5d.	
9's	.. 19s. 7½d.	.. 16s. 0d.	.. 16s. 0d.	
6's	.. 22s. 9½d.	.. 18s. 5½d.	.. 18s. 5½d.	

6s. 9d. per gross extra to be allowed for embossed chambers

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	..	..	13s. 11½d. per dozen
Bed pans	..	..	13s. 11½d. "

Ewers (Hand Pressed).

9's	..	..	9s. 2½d. per dozen
6's	..	..	9s. 8½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	..	44s. 1d. per gross
No. 2 (12 inches)	..	..	49s. 4½d. "
No. 3 (13 inches)	..	..	56s. 1½d. "
No. 4 (14 inches or over)	..	..	63s. 6½d. "

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

7 and 8 inches	..	..	9s. 10½d. per dozen
9 and 10 inches	..	..	11s. 3½d. "

Soap Dishes.

3-piece soap dishes	..	..	42s. 4d. per gross
1-piece soap dishes	24s. 0½d. "

Male and Female Urinals.

Male and female urinals	8s. 8½d. per dozen
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Cottage Pans and Traps.

	Cane.	White.	
Pans	.. 22s. 10½d. per dozen	.. 24s. 10½d. per dozen	
Traps	.. 22s. 10½d. "	.. 24s. 10½d. "	

Pans (Throwing).

Bread or Cream—			
Not more than 1½ gallons	..	..	57s. 2d. per 100 gallons
More than 1½ gallons	..	..	53s. 0½d. "

Pudding Bowls.

9's	..	..	24s. 4½d. per gross
12's	17s. 8½d. "
18's	14s. 4½d. "
24's	8s. 1½d. "

Jelly Moulds.

1, 1½, and 2 pinte	52s. 3½d. per gross
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Jars (Throwing).

Squat jars—			
Under 2 gallons	41s. 9d. per 100 gallons
2 gallons and over	38s. 1½d. "

Spittoons (Hand Pressed).

Large	40s. 3d. per gross
Small	33s. 4½d. "

Vases.

Vases	32s. 11d. per gross
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Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	14s. 5d. per dozen bottles
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Bung Jars and Demijohns (Throwing).

1 gallon	2s. 11½d. per dozen
2 gallon	5s. 0½d. "
3 gallon	..	..	9s. 3d. "
5 gallon	..	..	20s. 1½d. "

1s. 0½d. 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	..	..	6s. 5d. each
White	..	..	6s. 7½d. "

Hollow fronts—

Cane	..	..	5s. 5½d. "
White	..	..	6s. 2½d. "

Sizes exceeding the above dimensions—

Cane	..	..	6s. 11d. "
White	..	..	7s. 11½d. "

State pattern—

Cane	..	..	6s. 1½d. "
White	..	..	6s. 7d. "

Jugs (Throwing).

39's	..	..	13s. 2½d. per gross
36's	..	..	14s. 1d. "
30's	16s. 5½d. "
24's	19s. 1d. "
12's	26s. 7½d. "

Barrels (Throwing).

Barrels	57s. 2d. per 100 gallons
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Washing or Toilet Bowls (Hand Pressed).

Plain	57s. 0d. per gross
Embossed	63s. 3½d. "

Foot Warmers (Hand Pressed).

Plain	..	..	9s. 7½d. per dozen
Plain, with screw top	..	..	11s. 9½d. "
Embossed, with screw top	9s. 5d. "

Jam Jugs.

Handling jam jugs	14s. 9½d. per gross
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Syrup Jars.

Large	17s. 10½d. per dozen
Small	13s. 3½d. "

Filler Shells (Throwing).

Dripstone	58s. 3½d. per 100 gallons
Candles (making and shaving)	..	..	11½d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	..	..	42s. 5½d. per gross
Ale bottles	..	..	14s. 2½d. "
Others	..	..	7s. 7½d. "

Jugs (Hand Pressed).

30's	..	..	39s. 8½d. per gross
24's	..	..	46s. 9½d. "
12's	..	..	58s. 0d. "

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.		TERRA COTTA.	
Cottage Pans and Traps.		Pudding Bowls.	
Cane.	White.	9's	23s. 5d. per gross
Pans	20s. 4½d. per dozen	12's	17s. 2d. "
Traps	20s. 4½d. "	18's	12s. 11d. "
		24's	7s. 8½d. "
Pans (Throwing).		Jelly Moulds	
Bread or Cream—		1, 1½, and 2 pints	49s. 10½d. per gross
Not more than 1½ gallons	53s. 10½d. per 100 gallons		
More than 1½ gallons	49s. 2d. "	Jars (Throwing).	
Spittoons (Hand Pressed)		Squat jars—	
Large	38s. 4d. per gross	Under 2 gallons	39s. 11d. per 100 gallons
Small	32s. 2½d. "	2 gallons and over	36s. 2d. "
Washing or Toilet Bowls (Hand Pressed).		Filter Shells (Throwing)	
Plain	53s. 5½d. per gross	Dripstone	54s. 1½d. per 100 gallons
Embossed	60s. 6½d. "	Candles (making and shaving)	10½d. per gallon
Foot Warmers (Hand Pressed).		Ginger Beer and Ale Bottles (Throwing).	
Plain	9s. 4½d. per dozen	1 gallon (screwed)	39s. 4½d. per gross
Plain, with screw top	11s. 9½d. "	Ale bottles	4s. 9½d. "
Embossed, with screw top	14s. 4½d. "	Others	7s. 5½d. "
Jam Jugs.		Jugs (Hand Pressed).	
Handling jam jugs	14s. 1½d. per gross	30's	37s. 3½d. per gross
Syrup Jars.		24's	45s. 6½d. "
Large	16s. 6½d. per dozen	12's	54s. 11½d. "
Small	12s. 3½d. "		
Flower-pots (Throwing and Finishing).		Crimp-pots and Saucers (Throwing and Finishing).	
3 inches	3s. 1½d. per gross	Crimp-pots.	
4 "	3s. 11½d. "	5 inches	11s. 0½d. per gross
5 "	6s. 0d. "	6 "	14s. 0½d. "
6 "	7s. 11½d. "	7 "	18s. 1d. "
7 "	9s. 9½d. "	8 "	25s. 5d. "
8 "	15s. 11½d. "	9 "	29s. 3d. "
9 "	19s. 9½d. "	10 "	34s. 9½d. "
10 "	24s. 8½d. "	Seed Pans.	
12 "	37s. 8½d. "	8 inches	15s. 10½d. per gross
13 "	71s. 8½d. "	9 "	19s. 8d. "
14 "	95s. 3½d. "	10 "	21s. 11½d. "
15 "	119s. 0d. "	12 "	31s. 8½d. "
18 "	236s. 2½d. "	13 "	40s. 11½d. "
Flower-pot Saucers (Throwing and Finishing).		14 "	51s. 1d. "
4 inches	2s. 10½d. per gross	15 "	61s. 10½d. "
5 "	3s. 11½d. "	Butter Coolers and Butter-cooler Saucers.	
6 "	6s. 1½d. "	Butter Coolers.	
7 "	7s. 9½d. "	8's	6s. 11½d. per dozen
8 "	11s. 11d. "	9's	7s. 5½d. "
9 "	15s. 11½d. "	Butter-cooler Saucers.	
10 "	18s. 7½d. "	8's	1s. 2½d. per dozen
12 "	24s. 5d. "	9's	1s. 6d. "
13 "	37s. 5d. "	Chimney-pots.	
14 "	47s. 4½d. "	16 inches and under	10s. 11d. per dozen
15 "	57s. 9½d. "	Over 16 inches	13s. 4½d. "
Ridging.		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	3s. 2½d. 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, other than clauses 2 and 17, of the said Determination shall remain in force.

SCHEDULE—continued.

QUARRY BOARD.

Clauses 2 and 19 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	44 6	2 3	46 9	Carting and Driving—			
2nd year	52 9	2 6	55 3	Under 18 years	82 6	4 0	86 6
3rd year	60 3	3 0	63 3	18 and under 19 years	95 6	4 6	100 0
				19 and under 20 years	105 6	5 0	110 6
				20 and under 21 years	113 0	5 6	118 6
				All other improvers—			
				1st year	66 0	3 3	69 3
				2nd year	69 3	3 3	72 6
				3rd year	79 0	3 9	82 9
				4th year	95 6	4 6	100 0

And thereafter the minimum wage.

—PROPORTION (within any place).

One apprentice to every three or fraction of three workers receiving not less than 126s. 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 138s. per week.

(b) Where spall quarrying is carried on:—
One improver to every twenty or fraction of twenty workers receiving not less than 126s. 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 †	142 0	6 0	148 0	3 4 ⁶ / ₁₁	170 0	6 0	176 0	4 0
Assistant powder monkey †	131 6	6 0	137 6	3 1 ¹ / ₂	157 0	6 0	163 0	3 8 ⁵ / ₁₁
Hammerman	136 0	6 0	142 0	3 2 ⁸ / ₁₁	163 3	6 0	169 3	3 10 ⁷ / ₄₄
Dresser of pitchers or cubes, or scabblers								
Spaller	129 0	6 0	135 0	3 0 ⁹ / ₁₁	154 6	6 0	160 6	3 7 ¹⁷ / ₂₂
Faceman	132 0	6 0	138 0	3 1 ⁷ / ₁₁	157 6	6 0	163 6	3 8 ¹⁵ / ₂₂
Feeder of a stone crushing machine	129 0	6 0	135 0	3 0 ⁹ / ₁₁	154 6	6 0	160 6	3 7 ¹⁷ / ₂₂
Dust hole man	129 0	6 0	135 0	3 0 ⁹ / ₁₁	154 6	6 0	160 6	3 7 ¹⁷ / ₂₂
Persons boring holes by hand or machine	129 0	6 0	135 0	3 0 ⁹ / ₁₁	154 6	6 0	160 6	3 7 ¹⁷ / ₂₂
Borer's assistant	129 0	6 0	135 0	3 0 ⁹ / ₁₁	154 6	6 0	160 6	3 7 ¹⁷ / ₂₂
Blacksmith	142 0	6 0	148 0	3 4 ⁴ / ₁₁	167 6	6 0	173 6	3 11 ⁷ / ₂₂
Tool sharpener	131 0	6 0	137 0	3 1 ⁶ / ₁₁	156 6	6 0	162 6	3 8 ⁷ / ₂₂
Carters or drivers driving—								
One horse	124 0	6 0	130 0	2 11 ⁵ / ₁₁	147 3	6 0	153 3	3 5 ³⁵ / ₄₄
Two horses	129 0	6 0	135 0	3 0 ⁹ / ₁₁	153 6	6 0	159 6	3 8 ¹ / ₂
Three horses	133 0	6 0	139 0	3 1 ¹⁰ / ₁₁	158 0	6 0	164 0	3 8 ⁸ / ₁₁
Four or five horses	135 0	6 0	141 0	3 2 ⁵ / ₁₁	160 0	6 0	166 0	3 9 ³ / ₁₁
And 6d. extra per day for each additional horse.								
Drivers of motor vehicles of the following carrying capacity:—								
Not exceeding 25 cwt.	120 0	6 0	126 0	2 7 ¹ / ₂	144 6	6 0	150 6	3 1 ¹ / ₂
Exceeding 25 cwt., but not exceeding 3 tons	121 3	6 0	127 3	2 7 ¹³ / ₁₆	146 3	6 0	152 3	3 2 ¹ / ₁₆
Exceeding 3 tons	126 3	6 0	132 3	2 9 ¹ / ₁₆	152 9	6 0	158 9	3 3 ¹ / ₁₆
All others	120 0	6 0	126 0	2 10 ⁴ / ₁₁	143 3	6 0	149 3	3 4 ⁵ / ₄₄

* 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.

RADIO BOARD.

Clauses 2 and 3 of the Determination made on the 7th January, 1947, 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 Gippaland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Radio serviceman	7 0 6	7 7 0	6 17 6
Radio repairer	6 5 0	6 11 6	6 2 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	6 0 0	6 6 6	5 17 0
Power tube operative— 1st six months' experience	6 0 0	6 6 6	5 17 0
Thereafter	6 4 0	6 10 6	6 1 0
Tradesmen (radio)	7 3 0	7 9 6	7 0 0
Process worker	5 18 0	6 4 6	5 15 0
All others	5 10 0	5 16 6	5 7 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 Gippaland 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	68 6	73 0	66 6
All others	75	3 0	78 6	83 6	76 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	41 6	44 0	40 0
18 years of age	47½	1 3	49 0	52 6	48 0
19 years of age	55	1 6	57 0	60 6	55 6
20 years of age	62½	2 0	65 0	69 0	63 0
<i>III.—Junior Males.</i>					
Under 16 years of age	25	0 6	25 6	27 6	25 0
16 years of age	35	0 9	36 0	38 6	35 0
17 years of age	47½	1 0	49 0	52 0	47 6
18 years of age	60	1 0	61 6	65 6	60 0
19 years of age	75	2 0	77 6	82 6	75 6
20 years of age	90	2 0	93 0	98 6	90 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.

Clauses, other than clauses 2 and 3 of the said Determination, shall remain in force.

SCHEDULE—continued.

RETAIL DAIRY BOARD.

Clause 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

Improvers.			Other Employees.						
WAGES.*			WAGES.*						
Per week of 44 hours.			Per week of 44 hours.						
Shift Workers.		All Others.	Shift Workers.			All Others.			
Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years ..	..	49 3	Manager	134 6	2 0	136 6	128 6	2 0	130 6
16-17 years ..	..	57 9	Foreman	134 6	2 0	136 6	128 6	2 0	130 6
17-18 " ..	..	65 3	Operator of—						
18-19 " ..	83 0	74 0	Separator, pasteurizer, or milk cooler	122 6	2 0	124 6	116 6	2 0	118 6
19-20 " ..	91 6	82 6	Washer or sterilizer of cans or bottles	122 6	2 0	124 6	116 6	2 0	118 6
20-21 " ..	98 3	89 6	All others	121 6	2 0	123 6	115 6	2 0	117 6

PROPORTION (IN ANY PLACE).
Males.
One improver to every eight or fraction of eight workers receiving not less than 117s. 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:—

- his ordinary week's wage, plus any overtime due for work done on days other than his usual day off; and
- an extra day's pay for being required to work on his usual day off; and
- 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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—*continued.*
RUBBER TRADE BOARD.

Clauses 2 and 3 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2. APPRENTICES OR IMPROVERS.

	Wages per Week of 44 Hours.		
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.
Under 16 years of age	30 9	24 3	
16 years of age	41 6	29 9	
17 " "	51 6	35 6	
18 " "	62 0	40 9	
19 " "	72 9	46 6	
20 " "	82 9	49 3	
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 107s. 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 107s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 56s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 56s. 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 56s. per week of 44 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 58s. 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. 5 7 0
2. Sifter and/or drier of compounding ingredients	5 9 0
3. Operator in charge of drying machine	5 11 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	5 14 0
5. Storeman and packer as defined herein	5 11 0
6. Wrapper of goods made by wrapped process	5 9 0
7. Operator in charge of lead-covered hose stripping machine	5 11 0
8. Operator in charge of hose-making machine (wrapped process)	5 13 0
9. Helper on hose-making machine (wrapped process)	5 11 0
10. Lead-covering machine helper	5 11 0
11. Operator in charge of lead-covering machine (hose)	5 17 6
12. Maker of wrapped hose by hand-made process	6 0 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	5 11 0
14. Operator on washing mill and/or grinding waste	5 11 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	5 13 0
16. Operator on cracker mill	5 11 0
17. Operator on mixing mill	6 0 0
18. Reclaimer or employee engaged on acid tank	5 11 0
19. Employee on digester machine	5 13 0
20. Spreader in charge of machine (not otherwise classified)	5 14 0
21. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	6 0 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	5 10 0
23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	5 11 0
24. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	5 13 0
25. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	5 15 0
26. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	5 17 6
27. Inspector and/or examiner and/or tire tester	5 13 0
28. Tester with water	5 7 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.
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 13 0
30. Operator in charge of cotton creels	5 13 0
31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	5 11 0
32. Maker of packing	5 13 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	5 13 0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	5 11 0
Second and third year	5 17 6
Thereafter	6 2 0
35. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	5 15 0
36. Operator employed fitting pneumatic tire to rim and/or wheel	5 11 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	5 13 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 13 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 17 6
40. Operator on lathe engaged fashioning biased bowls	5 17 6
41. Operator dipping balloons and/or other dipped goods	5 13 0
42. Operator of rubber thread cutting lathe	5 15 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	5 13 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	5 7 0
45. Operator in charge of vulcanizing press, more than 4 feet in length	5 17 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length	5 15 0
47. Helper on vulcanizing press, more than 4 feet in length	5 13 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	6 0 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 17 6
50. Operator in charge of person engaged in making and/or moulding solid motor tires	5 17 6
51. Operator engaged in making and/or moulding solid motor tires	5 11 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	5 13 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	5 15 0
54. Operator in charge hand making transmission conveyor and/or elevator belting	5 17 6
55. Operator engaged hand making transmission conveyor and/or elevator belting	5 14 0
56. Operator engaged on belt making machine	5 11 0
57. Operator laying mats, tiles, or rubber flooring	6 0 0
58. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	6 0 0
59. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tubes	5 13 0
60. Operator re-treading new tires	5 11 0
61. Maker of air bags with extruded material	5 13 0
62. Maker of air bags (not otherwise classified)	6 0 0
63. Operator in charge of forcing machine	5 15 0
64. Operator in charge of forcing machine straining rubber	5 11 0
65. Operator in charge of textile cutting machine	5 13 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	5 11 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	6 2 0
68. Operator engaged in the making of general surgical mechanical and/or sporting goods, including mandrel and/or drum built belts	5 13 0
69. First assistant on calender 48 inches and over	5 17 6
70. First assistant on calender under 48 inches	5 11 0
71. Operator in charge of calender 72 inches and under	6 9 0
72. Operator in charge of calender over 72 inches	6 14 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 18 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 13 0
75. Storeman in charge of moulds	5 9 0
76. Operator engaged on sand blasting in a properly enclosed cabinet	5 11 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	3 1 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	3 0 6
79. Adult female employee employed on sewing machine	3 1 6
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes	3 4 3
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 19 0
82. Adult female employee employed on dipped goods	2 19 0
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 19 0
84. Adult female employee employed on wire or bead making	3 0 6
85. Adult female employees not specially provided for	2 16 0

*N.H. See note (ii) at end of this clause

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

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 15 0
ADULT FEMALES.		
87. All adult Females		2 19 0*

* N.B. See note (ii) 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	8 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 18s. 9d.)

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, other than clauses 2 and 3, of the said Determination shall remain in force.

SADDLERY AND HARNESS BOARD.

Clause 3 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 5th December, 1946, 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	6 3 0	5 0	4 0	6 12 0
Journeywomen	3 3 0	2 6	2 0	3 7 6

* 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, other than clause 3, of the said Determination shall remain in force.

SCHEDULE—continued.
SALTWORKERS BOARD.

Clause 2 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

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.
14 years of age .. s. d. 26 6	14 years of age .. s. d. 26 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—	s. d.
15 " " .. 34 0	15 " " .. 34 0	Foreman—i.e., one who has the control of more than six men	128 0
16 " " .. 41 6	16 " " .. 41 6	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	120 6
17 " " .. 53 0	17 " " .. 53 0	Truckman or brakeman—	
18 " " .. 66 6	18 " " .. 66 6	(a) Power trucks	119 6
19 " " .. 82 0	19 " " .. 82 0	(b) Horse trucks or wagons	114 6
20 " " .. 96 6	20 " " .. 96 6	Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith	122 0
		Plate layer in charge of the laying down and/or repairing of permanent line	120 6
		Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building	122 0
		Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building	120 6
		Salt loaders from stacks	117 6
		Employees in charge of movement of sea water and engaged in preparation of brine	117 6
		Thatcher of salt stacks	117 6
		Stack builder, where mechanical stackers are used	117 6
		All others	114 6
		<i>Shed and Factory Hands.</i>	
		Persons employed treating, crushing, or refining salt:—	
		Shed hand in charge of seven or more men	127 6
		Shed hand in charge of six or less men	120 6
		Shed hand who is required to stack	114 6
		Shift Foreman—	
		In charge of a wet and dry plant	135 6
		In charge of a dry plant	127 6
		In charge of a wet plant	127 6
		Millwrights	127 6
		Hydro Operator	113 0
		Tutosal Operator, i.e., an employee responsible for mixing	113 0
		All Others	111 6
		<i>By-products Section.</i>	
		Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	122 0
		Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products	120 6
		All others	114 6
		FEMALES.	
		Per week of 44 hours	64 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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

SAUSAGE CASINGS BOARD.

Clause 2 of the Determination made on the 17th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. WAGES.

		Wages per Week of 44 hours.
<i>Juvenile Workers.</i>		
14 years of age and under 17 years of age	.. .. .	s. d. 45 9
17 " " " 18 " "	.. .. .	58 3
18 " " " 19 " "	.. .. .	70 9
19 " " " 20 " "	.. .. .	83 0
20 " " " 21 " "	.. .. .	108 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	135 0	4 0	139 0
Pullers-off and strippers upon the produce of animals slaughtered for local trade ..	129 0	3 0	132 0

	Wages per Day.					
	Monday to Friday.			Saturday.		
	Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.	Daily Rate.	War Loading (Non-adjustable).	Total Daily Wage.
	s. d.	d.	s. d.	s. d.	d.	s. d.
Pullers-off and strippers upon the produce of animals slaughtered for export trade	24 3	9	25 0	13 9	3	14 0

Clauses, other than clause 2, of the said Determination shall remain in force.

SEWAGE DISTRIBUTION BOARD.

Clause 2 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 44 HOURS.

	Adjustable Wage.	War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Ganger, i.e., a man in charge of over six men	128 0	3 0	131 0
Leading waterman	125 0	3 0	128 0
Leading hand, i.e., a man in charge of from three to six men	120 0	3 0	123 0
Waterman, i.e., a man who distributes sewage from channels over land	117 0	3 0	120 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	117 0	3 0	120 0
Sewage tank attendant	117 0	3 0	120 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers	117 0	3 0	120 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	117 0	3 0	120 0
Tide gate attendant, i.e., a man who keeps channels open at seafront	115 0	3 0	118 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, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

SEWER BUILDERS BOARD.

Clause 2 of the Determination made on the 8th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

Apprentices or Improvers.		Juveniles.	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 } 2nd .. } 3rd .. }	79 6	Persons under 19 years of age (other than apprentices or improvers) employed—(a) carrying tools, (b) as toolsmith's assistant ..	Man in charge of six or more employees ..	140 6	165 6
			Man in charge of hoters, testing ground ..	137 2	162 5
			Powder monkey	144 6	171 3
			Concrete manhole builder	144 2	170 8
			Man in charge of concrete mixer doing running repairs	134 0	158 8
			Manhole builders' labourer	131 8	155 8
			Gauger, mixer, or handler of concrete or placer of steel reinforcements for concrete	131 8	155 8
			Leading trimmer, manhole sinker (any shape), timber cutter, preparer, or measurer and invert block setter	137 2	162 5
			Renderers employed in pipes, tunnels, or covered drains	168 0	198 0
			Renderers employed in open drains	154 3	185 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	133 8	158 8
			Rigger in charge of vent erecting or dismantling Sinkers (other than manhole sinkers), 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	131 8	155 8
			Man in charge of machine pumping water from trenches and doing running repairs	131 8	155 8
			Foreman's assistant	131 8	155 8
			Machine borer, pneumatic pick or scabber user	140 6	166 0
			Pitober setter	133 6	157 6
			Pipe layer and/or jointer and/or person using blow lamp in manholes whilst painting ironwork in manholes	133 8	158 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	162 6	193 3
			Man in charge of compressed air machine, doing running repairs, and jack hammer repairer	144 2	170 8
			Toolemith	135 6	161 0
			Slurry filler	126 9	150 0
			Topman	121 8	143 8
			Scoop filler	131 8	155 8
			Ploughman	137 8	164 6
			Ploughman's assistant	124 8	148 2
			Windlass hand working alone on a tripod windlass	127 8	151 2
			Other Windlass hands	124 8	148 2
			All others	121 8	143 8
			Employees working in airlocks, or compressed air up to 20 lb. per square inch, to be paid 6s. 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.		

PROPORTION.
Apprentices.
One apprentice to every three or fraction of three workers receiving not less than the rate fixed in this Determination for "All others."

Improvers.
One improver to every fifty or fraction of fifty workers receiving not less than the rate fixed in this Determination for "All Others."

Note—Additional rates are provided for persons employed by contractors. See Clause 3.

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 1 (BOOT DEALERS).

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

Apprentices or Improvers.			Other Employees.		
Wages per Week of 46 Hours.			Wages per Week of 46 Hours.		
	Males.	Females.		Within the Metropolitan District and such portion of the City of Sandringham as is not included within the said District; the Cities of Geelong and Geelong West; and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination applies.
Under 16 years	<i>s. d.</i> 17 6	<i>s. d.</i> 16 0			
16 years	23 0	22 0			
17 "	36 0	29 6			
18 "	44 0	38 0			
19 "	55 6	43 0			
20 "	66 6	49 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 or her first year's service 12½ per cent. and for his or her second year's service 10 per cent. less than the rates fixed above.</p>					
<p>PROPORTION (IN ANY SHOP OR PLACE). APPRENTICES.</p> <p><i>Males.</i> One male apprentice to every three or fraction of three male persons receiving not less than 85s. 6d. per week of 46 hours.</p> <p><i>Females.</i> One female apprentice to every three or fraction of three female persons receiving not less than 53s. per week of 46 hours. An indenture of apprenticeship prescribed by the Board was approved on 28th March, 1923.</p>			<p>MALES.</p> <p>Manager of a shop or head salesman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—</p> <p>(a) Working singly 133 6 128 6</p> <p>(b) In charge of 1, 2, 3, or 4 persons 139 0 131 6</p> <p>(c) In charge of 5 or more persons 150 0 142 0</p> <p>Salesmen—</p> <p>21 years of age 90 0 85 6</p> <p>22 years of age 106 6 102 0</p> <p>23 years of age or over 130 6 122 6</p> <p>Persons employed in the parcels or country order office, or as packers, porters, or storemen—</p> <p>21 years of age 90 0 85 6</p> <p>22 years of age 106 6 102 0</p> <p>23 years of age or over 130 6 122 6</p>		
<p>IMPROVERS.</p> <p><i>Males.</i></p> <p>Two male improvers to one } Four " " " two } Five " " " three } male persons receiving not less Six " " " four } than 85s. 6d. per week of 46 Seven " " " five } hours, Eight " " " six } Nine " " " seven } Ten " " " eight } and thereafter one additional male improver to every two or fraction of two additional.</p>					
<p>PROPORTION (IN ANY SHOP OR PLACE). IMPROVERS.</p> <p><i>Females.</i></p> <p>Two female improvers to one } Four " " " two } Five " " " three } female persons receiving not less Six " " " four } than 53s. per week of 46 Seven " " " five } hours, Eight " " " six } Nine " " " seven } Ten " " " eight } and thereafter one additional female improver to every two or fraction of two additional.</p> <p>Provided that one female improver in lieu of one male improver, or one male improver in lieu of one female improver, may be employed.</p>			<p>FEMALES.</p> <p>Managress of a shop or head saleswoman, i.e., the principal employee in any shop, branch shop, or boot and/or shoe department in any establishment in which are sold goods other than those sold by bootdealers, notwithstanding she may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department—</p> <p>(a) Working singly 133 6 128 6</p> <p>(b) In charge of 1, 2, 3, or 4 persons 139 0 131 6</p> <p>(c) In charge of 5 or more persons 150 0 142 6</p> <p>Saleswomen—</p> <p>21 years of age 53 0 53 0</p> <p>22 years of age 58 0 58 0</p> <p>23 years of age or over 69 0 64 6</p>		

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—*continued.*

SHOPS BOARD No. 2 (BOOT REPAIRERS).

Clauses 2 and 3 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.									
	Under 16 years.	16 years.	17 years.	18 years or over.	<i>s. d.</i>				
1st year	27 6	35 6	35 6	44 0	Under 16 years of age .. .. .	..	..	..	35 3
2nd year	35 6	44 0	44 0	50 0	16 and under 17 years of age .. .. .	..	..	..	39 9
3rd year—					17 and under 18 years of age .. .. .	..	..	..	43 9
1st 6 months	44 0	50 0	50 0	70 9	18 and under 19 years of age .. .. .	..	..	..	48 0
2nd 6 months	44 0	50 0	50 0	81 3	19 and under 20 years of age .. .. .	..	..	..	53 6
4th year—					20 and under 21 years of age .. .. .	..	..	..	57 3
1st 6 months	50 0	61 0	70 9	Minimum wage	PROPORTION (BY ANY EMPLOYER).				
2nd 6 months	50 0	61 0	81 3	Minimum wage	<i>Apprentices.</i>				
5th year—					One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.				
1st 6 months	61 0	70 9	Minimum wage	Minimum wage	<i>Improvers.</i>				
2nd 6 months	61 0	81 3	Minimum wage	Minimum wage	Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.				
6th year—									
1st 6 months	70 9	Minimum wage	Minimum wage	Minimum wage					
2nd 6 months	81 3	Minimum wage	Minimum wage	Minimum wage					
Thereafter	Minimum wage	Minimum wage	Minimum wage	Minimum wage					

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 128s. per week of 44 hours.

Improvers.

One improver to every four workers receiving not less than 128s. 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>	<i>s. d.</i>
21 years of age	125 0	3 0	..	128 0
22 years of age				
23 years of age or over				

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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.				
<p>Weekly Wage.</p> <p>£ s. d.</p> <p>1st year's experience 2 9 6</p> <p>2nd " " 2 19 6</p> <p>3rd " " 3 7 6</p> <p>4th " " 4 10 0</p> <p>5th year Minimum wage</p>				APPRENTICES.				
				Five-year Terms.				
				Rate	Constant	War	Total	
				Per Week.	Loading	Loading	Per Week.	
				£ s. d.	Per Week.	Per Week.	Per Week.	£ s. d.
				First year ..	1 7 0	2 0	1 0	1 10 0
				Second year ..	1 16 6	2 0	1 6	2 0 0
				Third year ..	2 14 0	4 0	2 0	3 0 0
				Fourth year ..	3 9 3	5 0	2 3	3 16 6
				Fifth year ..	4 11 0	5 6	3 0	4 19 6
<p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p style="text-align: center;">Apprentices.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.</p> <p style="text-align: center;">Improvers.</p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>				Four-year Terms.				
				First year ..	1 12 0	2 0	1 0	1 15 0
				Second year ..	2 5 6	3 0	1 6	2 10 0
				Third year ..	3 9 3	4 6	2 3	3 16 0
				Fourth year ..	4 11 0	5 6	3 0	4 19 6
				EMPLOYMENT OF MALE JUNIORS.				
				<p>(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.</p> <p>(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.</p>				

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				Apprentices and Improvers not elsewhere included.				
<p>Weekly Wage.</p> <p>£ s. d.</p> <p>Under 18 years 3 5 6</p> <p>18 years and under 19 years 3 18 0</p> <p>19 years and under 20 years 4 6 6</p> <p>20 years Minimum wage</p>				<p>The wage rates of unapprenticed junior labour shall be as follows:—</p>				
				Rate	Constant	War	Total	
				Per Week.	Loading	Loading	Per Week.	
				£ s. d.	Per Week.	Per Week.	Per Week.	£ s. d.
				First year ..	1 12 0	2 0	1 0	1 15 0
				Second year ..	2 1 6	2 6	1 0	2 5 0
				Third year ..	2 16 0	4 0	2 0	3 2 0
				Fourth year ..	3 16 9	4 6	2 3	4 3 6
				Fifth year and until reaching the age of 21 years ..	4 12 6	6 0	3 0	5 1 6
<p>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.</p> <p>No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.</p> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to every five drivers receiving not less than the minimum wage.</p>				<p>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.</p> <p>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.</p> <p style="text-align: center;">PROPORTION OF JUVENILES AND APPRENTICES.</p> <p>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.</p>				

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

2. (b)

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	7 6 0	6 0	7 12 0
Slaughterman	6 17 0	6 0	7 3 0
Head and Feet Boners	6 3 0	3 0	6 6 0
Scalders	6 3 0	3 0	6 6 0
Meat Lumpers	6 0 6	3 0	6 3 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	5 17 0	3 0	6 0 0
General labourers	5 14 6	3 0	5 17 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).	At Yallourn.	All other Parts of Victoria.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
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	£ s. d. 7 4 6	£ s. d. 7 11 0	£ s. d. 7 1 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	7 4 6	7 11 0	7 1 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	7 9 0	7 15 6	7 6 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	7 3 0	7 9 6	7 0 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	6 17 0	7 3 6	6 14 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 14 0	7 0 6	6 11 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	6 14 6	7 1 0	6 11 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	5 18 0	6 4 6	5 15 0
All others	5 16 0	6 2 6	5 13 0
Definition:—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			

DIVISION C.—SMALL GOODS SECTION.

Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	7 2 6	7 9 0	6 19 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	7 2 6	7 9 0	6 19 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	7 0 0	7 6 6	6 17 0
Fillermen	6 9 6	6 16 0	6 6 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	6 14 6	7 1 0	6 11 6
Packing-room hands	6 3 6	6 10 0	6 0 6
Linkers and table hands	6 2 6	6 9 0	5 19 6
All others	5 16 0	6 2 6	5 13 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 Warramboul.	(c) Within the Mildura and Gippsland Districts.
	At Yallourn.	All other Parts of Victoria.	
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	£ 5 16 6	£ 6 3 0	£ 5 13 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	6 0 6	6 7 0	5 17 6
Exceeding 3 tons capacity	6 4 6	6 11 0	6 1 6
Horse Drivers—			
One horse	5 14 0	6 0 6	5 11 0
Two horses	5 16 6	6 3 0	5 13 6
Three horses	5 18 6	6 5 0	5 15 6
Head stableman (if more than one employed)	5 12 0	5 18 6	5 10 0
Other stablemen or grooms	5 8 0	5 14 6	5 5 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
DIVISION E.—CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	£ 6 1 0	£ 6 7 6	£ 5 18 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	6 5 0	6 11 6	6 2 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	6 8 0	6 14 6	6 5 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 16 0	6 2 6	5 13 0
(ii) two horses	6 1 0	6 7 6	5 18 0
(iii) three horses	6 4 0	6 10 6	6 1 0
(iv) four horses	6 6 0	6 12 6	6 3 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 64 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, other than clauses 2 (a) and 2 (b), of the said Determination shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 6 (CHEMISTS).

Clause 2 of the Determination made on the 9th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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	20 0	0 6	20 6	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 "	27 6	0 6	28 0		
3rd "	40 6	1 0	41 6		
4th "	40 6	1 0	41 6		
5th "	73 6	2 0	75 6		
6th "	88 0	2 0	90 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	15 6	0 6	16 0	15 6	0 6	16 0	22 0	0 6	22 6
2nd "	22 0	0 6	22 6	27 6	0 6	28 0	30 0	0 6	30 6
3rd "	27 6	0 6	28 0	31 6	0 6	32 0	38 6	1 0	39 6
4th "	31 6	0 6	32 0	38 6	1 0	39 6	44 0	1 0	45 0
5th "	38 6	1 0	39 6	44 0	1 0	45 0	..	..	..
6th "	44 0	1 0	45 0	..	..	..	..	..	..

	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	22 0	0 6	22 6	27 6	0 6	28 0	27 6	0 6	28 0
2nd "	31 6	0 6	32 0	38 6	1 0	39 6	..	..	..
3rd "	44 0	1 0	45 0	..	..	..	..	..	..
4th "	..	..	..	..	..	..	..	..	..
5th "	..	..	..	..	..	..	..	..	..
6th "	..	..	..	..	..	..	..	..	..

(c) Other Employees.

WAGES PER WEEK OF 46 HOURS.

	MALES.						FEMALES.					
	Adjustable Rate.		War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.		War Loading (Non-adjustable).	Total Wage.			
	£	<i>s. d.</i>	£	<i>s. d.</i>	£	<i>s. d.</i>	£	<i>s. d.</i>	£	<i>s. d.</i>		
Managing Pharmaceutical Chemist	8	2 0	0 6 0	8	8 0	7	10 6	0 6 0	7	16 6		
Assistant Pharmaceutical Chemist	7	0 0	0 6 0	7	6 0	6	10 2	0 6 0	6	16 2		
Unregistered Assistant	6	10 6	0 3 0	6	13 6	6	1 5	0 3 0	6	4 5		

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses 1 and 16 of Part 1 and clauses 1, 2 and 22 of Part 2 of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	32 0	0 9	32 9	30 6	0 9	31 3
16 years of age	42 6	1 0	43 6	33 0	0 9	33 9
17 years of age	51 6	1 3	52 9	37 0	0 9	37 9
18 years of age	66 6	1 6	68 0	40 0	1 0	41 0
19 years of age	89 6	2 0	91 6	49 0	1 3	50 3
20 years of age	94 6	2 3	96 9	56 0	1 3	57 3

PROPORTION.

MALES.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 125s. per week of 44 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving not less than 125s. per week of 44 hours.

FEMALES.

Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 66s. 0d. per week of 44 hours.

Improvers.

One female improver to every four or fraction of four female workers receiving not less than 66s. 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	127 6	3 0	130 6
Grader who grades for the export trade	133 0	3 0	136 0
Females employed filling cartons with boned meat	64 6	1 6	66 0
All others	122 0	3 0	125 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 20 per cent. plus 20 per cent. plus 32 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	29 6	0 9	30 3	24 0	0 9	24 9
16 years of age	38 6	1 0	39 6	29 6	0 9	30 3
17 years of age	51 0	1 3	52 3	36 0	1 0	37 0
18 years of age	63 0	1 9	64 9	45 6	1 3	46 9
19 years of age	72 0	2 0	74 0	49 6	1 3	50 9
20 years of age	87 0	2 3	89 3	54 6	1 6	56 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 113s. 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 113s. 6d. per week of 48 hours, or 44 hours, as the case may be.

SCHEDULE—continued.

SHOPS BOARD No. 10 (FISH AND POULTRY)—continued.

FEMALES.

Apprentices. One apprentice to every three or fraction of three female workers receiving not less than 62s. 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 62s. 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	139 6	3 0	142 6	135 6	3 0	138 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)	77 0	2 0	79 0	72 0	2 0	74 0
Foreman having the supervision of four or more workers	130 6	3 0	133 6	125 6	3 0	128 6
Shop hands (males) or salesmen	117 6	3 0	120 6	112 6	3 0	115 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	120 6	3 0	123 6	116 6	3 0	119 6
Wet chain pluckers	128 0	3 0	131 0	128 0	3 0	131 0
Labourers assisting—						
(a) Wholesale fish salesmen	125 6	3 0	128 6	120 6	3 0	123 6
(b) Wholesale poultry salesmen	115 6	3 0	118 6	112 6	3 0	115 6
Persons employed grading and/or placing plucked poultry in boxes	120 6	3 0	123 6	116 6	3 0	119 6
Females employed—						
(a) As shop hands	63 6	1 9	65 3	60 6	1 6	62 0
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	63 6	1 9	65 3	60 6	1 6	62 0
All others	110 6	3 0	113 6	110 6	3 0	113 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

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—

	s. d.
(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 cotta	0 9 per large box
*Splitting cotta	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 45 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 1 and clauses 1, 2, and 22 of Part 2, of the said Determination shall remain in force.

SCHEDULE—continued.
SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses 2 and 3 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2 (i)		Other Employees.				
Improvers.		WAGES.		All other parts of Victoria where this Determination applies.		
WAGES PER WEEK OF 44 HOURS.		(a) In Hay, Corn, or Chaff Stores.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		
		(b) Employed handling or distributing brewers' or distillers' grains				
Under 17 years of age ..	s. d. 47 6	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 ..	s. d. 122 0	per week of 44 hours	s. d. 125 0	per week of 44 hrs.
17 years of age ..	55 6	Drivers of motor wagons—				
18 ..	68 6	(a) having a capacity of 2 tons or less ..	116 0	" 44 "	119 0	" 44 "
19 ..	75 9	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	121 0	" 44 "	124 0	" 44 "
20 ..	83 9	(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	127 0	" 44 "	130 0	" 44 "
		Carters driving one horse ..	112 0	" 44 "	115 0	" 44 "
		Carters driving two horses ..	117 0	" 44 "	120 0	" 44 "
		And for every additional horse ..	0 6	extra per day	0 6	extra per day
		All others ..	115 0	per week of 44 hours	118 0	per week of 44 hrs.
PROPORTION.		<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>				
One improver to the first four or fraction of four workers receiving not less than 113s. per week of 44 hours, and thereafter one improver to each additional four such workers.		Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 115 0	per week of 44 hours	s. d. 118 0	per week of 44 hours
		Drivers of motor wagons—				
		(a) having a capacity of 2 tons or less ..	116 0	" 44 "	119 0	" 44 "
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	121 0	" 44 "	124 0	" 44 "
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	127 0	" 44 "	130 0	" 44 "
		Carters driving one horse ..	112 0	" 44 "	115 0	" 44 "
		Carters driving two horses ..	117 0	" 44 "	120 0	" 44 "
		And for every additional horse ..	0 6	extra per day	0 6	extra per day
		All others ..	113 0	per week of 44 hours	116 0	per week of 44 hours
		<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>				
		Drivers of motor wagons—				
		(a) having a capacity of 2 tons or less ..	116 0	per week of 44 hours	119 0	per week of 44 hours
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	121 0	" 44 "	124 0	" 44 "
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	127 0	" 44 "	130 0	" 44 "
		Carters driving one horse ..	112 0	" 44 "	115 0	" 44 "
		Carters driving two horses ..	117 0	" 44 "	120 0	" 44 "
		And for every additional horse ..	0 6	extra per day	0 6	extra per day
		All others ..	126 0	per week of 44 hours	129 0	per week of 44 hours
		<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>				
		Benchmen ..	119 0	per week of 44 hours	122 0	per week of 44 hours
		Drivers of motor wagons—				
		(a) having a capacity of 2 tons or less ..	116 0	" 44 "	119 0	" 44 "
		(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	121 0	" 44 "	124 0	" 44 "
		(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	127 0	" 44 "	130 0	" 44 "
		Carters driving one horse ..	112 0	" 44 "	115 0	" 44 "
		Carters driving two horses ..	117 0	" 44 "	120 0	" 44 "
		And for every additional horse ..	0 6	extra per day	0 6	extra per day
		All others ..	115 0	per week of 44 hours	118 0	per week of 44 hours

(ii) EXTRA RATES.		per week.
		s. d.
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 19s. 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, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination made on the 16th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)				Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.				Per week of 46 hours.	Per week of 46 hours.
Per week of 46 hours.				Per week of 46 hours.				£ s. d.	£ s. d.
s. d.				s. d.					
Under 16 years of age	..	..	20 9	Departmental managers, or branch managers, having under their control—				
16 years of age	..	..	27 3	5 or more salesmen, 23 years of age or over			7 16 0	7 11 9
17 "	..	..	35 0	4 salesmen " " ..			7 9 3	7 5 6
18 "	..	..	46 3	3 salesmen " " ..			7 1 6	6 17 9
19 "	..	..	59 3	2 salesmen " " ..			6 15 6	6 11 3
20 "	..	..	77 9	1 salesman " " ..			6 12 3	6 8 3
				Other Branch Managers " " ..			6 12 3	6 8 3	
				Outside salesmen—					
				21 years of age			5 17 0	5 14 6	
				22 "			6 5 6	6 3 0	
				23 " and over			6 16 0	6 13 0	
				Salesmen or Buyers :—					
				21 years of age			5 7 0	5 4 6	
				22 "			5 15 6	5 13 0	
				23 " and over			6 6 0	6 3 0	
				Assemblers of Ordered Goods :—					
				21 years of age			5 7 0	5 4 6	
				22 "			5 10 6	5 10 6	
				23 " and over			5 19 0	5 19 0	
				NOTE.—See Clause 19 re Definitions.					

PROPORTION (in any shop or place).

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

One improver to one worker

Two improvers to two, three or four workers

Three improvers to five, six or seven workers

Four improvers to eight workers

Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers

Receiving not less than the rates fixed for assemblers of ordered goods 23 years of age and over.

Clauses, other than clause 2, of the said Determination shall remain in force.

SHOPS BOARD No. 17 (TOBACCONISTS).

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1946, shall be replaced by the following clause :—

2.

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
Per Week of 47 Hours.				Per Week of 47 Hours.			
Males. Females.				Males. Females.			
s. d. s. d.				s. d. s. d.			
15 years of age or under	..	..	22 6 22 6	Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwith- standing 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 ..			136 6 121 6
16 years of age	..	..	29 0 29 0	First assistant, 25 years of age, where two or more persons over the age of 19 years are employed			131 6 116 6
17 years of age	..	..	42 0 37 6	*All others—			
18 years of age	..	..	51 6 44 6	21 years of age			93 6 78 0
19 years of age	..	..	62 6 55 0	22 years of age			106 6 89 0
20 years of age	..	..	73 6 67 0	23 years of age or over			121 6 105 6
				* 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.			

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.

PROPORTION (IN ANY PLACE).

Apprentices.

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

Improvers.

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—*continued.*

SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 18th December, 1946, shall be replaced by the following clause:—

2.

Apprentices or Improvers.				Other Employees.	
Males.		Females.			
Wages per week of 46 hours.		Wages per week of 46 hours.		Wages per week of 46 hours.	
		In any shop wherein employees' wages are subject solely to this Determination.	In any other Shop.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age or under ..	26 9	15 years of age or under ..	24 3	15 years of age or under ..	25 0
16 years of age ..	34 0	16 years of age ..	26 9	16 years of age ..	28 6
17 " " ..	42 0	17 " " ..	33 3	17 " " ..	35 3
18 " " ..	52 6	18 " " ..	39 6	18 " " ..	42 0
19 " " ..	64 3	19 " " ..	46 0	19 " " ..	49 3
20 " " ..	76 6	20 " " ..	54 0	20 " " ..	57 0
<p>PROPORTION (in any Shop or Place).</p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.</p>					
<p>(a) Manager or Departmental Manager 120 6</p> <p>(b) Manageress— in any shop where employees' wages are subject solely to this Determination .. 72 6 in any other shop .. 79 0</p> <p>(c) Departmental Manageress .. 79 0</p> <p>(d) Shop assistants— (i) Males 110 3 (ii) Females— In any shop wherein employees' wages are subject solely to this Determination .. 66 0 In any other shop .. 72 0</p>					

Clauses, other than clause 2, of the said Determination shall remain in force.

SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

Clause 2 of the Determination made on the 6th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

Apprentices or Improvers.			Other Employees.				
WAGES.	Per week of 47 hours within the City area and 48 hours elsewhere.		WAGES.	Per week of 47 hours within the City area and 48 hours elsewhere.			
	Males.	Females.		Within the Metropolitan District.		All other parts of Victoria where this Determination applies.	
	<i>s. d.</i>	<i>s. d.</i>		Males.	Females.	Males.	Females.
15 years of age or under ..	20 6	16 6	<p>DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—</p> <p>Where two such persons are under his or her control 131 0 89 6</p> <p>Where three or more such persons are under his or her control 140 6 101 6</p> <p style="text-align: center;"><i>All Others.</i></p> <p>(a) Employed in connexion with the sale or distribution of newspapers—</p> <p>21 years of age 85 0 47 0</p> <p>22 years of age 99 0 54 0</p> <p>23 years of age or over 109 6 61 0</p> <p>(b) Employed at any other work—</p> <p>21 years of age 85 6 47 0</p> <p>22 years of age 101 6 54 0</p> <p>23 years of age or over 116 6 64 0</p>				
16 years of age ..	23 6	20 6		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
17 years of age ..	32 0	25 0					
18 years of age ..	42 0	29 0					
19 years of age ..	51 0	31 0					
20 years of age ..	60 6	39 0					
<p>PROPORTIONS (by any employer).</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>An indenture of apprenticeship has been prescribed by the Board.</p> <p><i>Improvers.</i></p> <p>Two improvers to each adult worker receiving not less than 85s. per week of 48 hours in the case of a male adult and 47s. per week of 48 hours in the case of a female adult.</p>							

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.
SLATERS AND TILERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 173 of the 29th August, 1946, shall be replaced by the following clause :—

2. WAGES.								
Apprentices.			Improvers.			Other Employees.		
	Percentage of Adult Wage.	Per Week of 44 Hours.		Percentage of Adult Wage.	Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.
		s. d.			s. d.		s. d.	s. d.
1st year ..	33½	52 6	1st year ..	33½	52 6	Slaters or Tilers ..	3 6 ¹¹ / ₁₂	157 6
2nd „ ..	40	63 0	2nd „ ..	40	63 0			
3rd „ ..	60	94 6	3rd „ ..	60	94 6			
4th „ ..	80	126 0	4th „ ..	80	126 0			
PROPORTION (by any employer).			PROPORTION (by any employer).			PROPORTION (by any employer).		
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 15s. 6d. per week of 44 hours.			One improver to the first twenty workers and thereafter one improver to every six or fraction of twenty workers receiving not less than the minimum wage of 15s. 6d. per week of 44 hours			Persons employed stripping or repairing roofs or recovering with second-hand materials shall be paid 1s. per day or portion of a day in addition to the rates set out above.		
An amended indenture of apprenticeship has been prescribed by the Board.								

NOTE.—(a) No person under the age of 16 years shall be employed as an apprentice or improver.

(b) Notwithstanding anything contained in this Determination, any person who on the 1st August, 1946, has been employed for not less than three months in the industry, and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed, and shall be paid under the scale of wages prescribed for an improver of like experience.

Clauses 3 to 20 inclusive of the Determination published in *Government Gazette* No. 173 of the 29th August, 1946, shall remain in force.

SLAUGHTERING FOR EXPORT BOARD.

Clauses 2 to 8 inclusive and clauses 27 and 28 of the Determination made on the 17th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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. 6½d. plus 1½d. war loading (total 4s. 8½d.)	}	Rams double rates.
per 100 sheep or lambs slaughtered		
To slaughtermen employed in Group B, 4s. 11½d. plus 1s. 1½d. war loading (total 4s. 13½d.)	}	Rams double rates.
per 100 sheep or lambs slaughtered		

To learners—

For the first 21 days of employment—

From Monday to Friday inclusive 25s. 6½d. plus 1s. 1d. war loading (total 26s. 7½d.) per day.

Saturday 13s. 6½d. plus 7d. war loading (total 14s. 1½d.).

Thereafter until considered competent by the employer—

From Monday to Friday inclusive 31s. 2d. plus 1s. 1d. war loading (total 32s. 3d.) per day.

Saturday 15s. 10d. plus 7d. war loading (total 16s. 5d.).

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 52s. 6d. plus 1s. 3d. war loading (total 53s. 9d.) 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. 6½d. plus 1½d. war loading (total 4s. 8½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 4s. 11½d. plus 1s. 1½d. war loading (total 4s. 13½d.) 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 52s. 6d. plus 1s. 3d. war loading (total 53s. 9d.) 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) Dagg, Maggoty, Diseased Sheep and Lambs and Full Wool Sheep:—
(i) Dagg and/or maggoty sheep and old lambs shall be treated before being stuck.
(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.
(iii) Full wool sheep shall be paid for at rate and a half after 1st September.
(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.—3s. 0½d. plus 1d. war loading (total 3s. 1½d.) 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 43s. 9½d. plus 1s. 3d. war loading (total 50s. 0½d.) per 100 calves.
Calves 100 lb. and under, skin off, mechanically removed 57s. 2½d. plus 1s. 3d. war loading (total 58s. 5½d.) per 100 calves.
Calves, 101 lb. to 150 lb., skin on 62s. 5½d. plus 1s. 3d. war loading (total 63s. 8½d.) per 100 calves.
Calves, 101 lb. to 150 lb., skin off, mechanically removed 73s. 0d. plus 1s. 3d. war loading (total 74s. 3d.) per 100 calves.
Calves, 151 lb. to 200 lb., skin on 75s. 1d. plus 1s. 3d. war loading (total 76s. 4d.) per 100 calves.
Calves, 151 lb. to 200 lb., skin off, mechanically removed 90s. 9½d. plus 1s. 3d. war loading (total 92s. 0½d.) per 100 calves.
Calf skimmers engaged skinning cold calves—
Monday to Friday inclusive 26s. 9d. plus 1s. war loading (total 27s. 9d.) per day.
Saturday 13s. 7½d. plus 1s. war loading (total 14s. 7½d.).

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.
- (b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 3 hereof or at the following piece-work prices which in respect of beef or mutton, shall not apply until the following daily quota has been completed:—
(a) (i) When a 5½-day week is worked the quota shall be:—
for an ordinary day (Monday to Friday inclusive)—
(i) beef—8½ bodies.
(ii) mutton—61 carcasses.
for a Saturday—
(i) beef—3½ bodies,
(ii) mutton—20 carcasses.

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:—6½d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done and in addition an employee shall be paid 1½d. for each carcass ribbed and bird caged.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hindquarters shall equal two carcasses.

(ii) Beef:—3s. 1d., and 9½d. 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.	9½d. per quarter	} bone-in-weight.
101 lb. to 150 lb.	..	..	..	..	..	..	..	11½d. per quarter
Over 150 lb.	..	..	..	..	..	..	..	1s. 0½d. per quarter

(c) Calves.—At the following rates—

Up to 60 lb.	6½d. per carcass	} Veal to be ribbed out.
61 to 120 lb.	..	..	..	..	9½d. 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. 6½d. 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.	..	..	..	..	..	..	..	..	5·65d. 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.
SLAUGHTERING FOR EXPORT BOARD—continued.

8.

WAGES.

APPRENTICES AND IMPROVERS (Solo System Only).		OTHER EMPLOYEES.					
Weekly Wage. s. d.		Wages per day when a 5½-day week is worked.					
		Ordinary Wage Monday to Friday.	War Loading Monday to Friday.	Total Wage Monday to Friday.	Ordinary Wage Saturday.	War Loading Saturday.	Total Wage Saturday.
1st year's experience	2 9 6						
2nd "	2 19 6						
3rd "	3 7 6						
4th "	4 10 0						
5th year	Minimum wage						
PROPORTION (BY ANY EMPLOYER).							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.							
<i>Improvers.</i>							
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.							
JUVENILE WORKERS. For definition, see Clause 11.							
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Boners (Beef and Mutton)		27 3	1 1	28 4	13 1	0 7	13 8
Head and Feet Boners—							
(i) Sheep and Lambs—skinning, checking, splitting heads, and removing brains:							
(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs.		25 1	0 8	25 9	13 1	0 7	13 8
Slicers and Trimmers		24 7	0 8	25 3	12 7	0 8	13 3
Labourers trimming, cleaning, scalding and picking tripe		25 1	0 8	25 9	13 1	0 7	13 8
Boners' Labourers		23 9	0 6	24 3	12 2	0 6	12 8
Skin Shed Labourers		23 6	0 6	24 0	12 5	0 6	12 11
Other Labourers		24 9	0 8	25 5	12 9	0 8	13 5

		Wages per Day.		Wages per Day when a 5-day week is worked.		
		Monday to Friday.	Saturday.	Ordinary Daily Wage.	War Loading Daily.	Total Daily Wage.
		s. d.	s. d.	s. d.	s. d.	s. d.
16 years and under		8 7	3 4	29 10½	1 2½	31 0½
17 years and under		9 1	3 7			
18 years and under		10 10	4 5	27 8½	0 9½	28 5½
19 years and under		12 6	4 5	27 1½	0 9½	27 10½
20 years and under		16 3	6 5	27 8½	0 9½	28 5½
21 years				26 2½	0 7½	26 9½

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

27.

ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—24s. 0d. plus 6d. war loading (total, 24s. 6d.), per day.
 Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—8s. 11d. plus 2d. war loading (total, 9s. 1d.), per trip.
 Men droving stock from Newmarket Sale Yards to—
 (a) Western and Murray, Geelong-road, Brooklyn } 28s. 9½d., plus 6d. war loading
 (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 29s. 3½d.), per trip.
 (c) Sims Cooper Freezing Works, Newport }
 Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—29s. 10d., plus 6d. war loading (total, 30s. 4d.), per day, including Saturdays and Sundays.
 Penners-Up—
 Monday to Friday—24s. 9½d. plus 8d. war loading (total 25s. 5½d.), per day.
 Saturday—12s. 9d. plus 8d. war loading (total, 13s. 5d.).
 All others—
 Monday to Friday—23s. 5d., plus 6d. war loading (total, 23s. 11d.), per day.
 Saturday—12s. 5d., plus 6d. war loading (total, 12s. 11d.).

28.

JUVENILE WORKERS.

		Wages per Day.	
		Monday to Friday.	Saturday.
		s. d.	s. d.
16 years of age and under	17 years of age	8 7	3 4
17 years of age and under	18 years of age	9 1	3 7
18 years of age and under	19 years of age	10 10	4 5
19 years of age and under	20 years of age	12 6	4 5
20 years of age and under	21 years of age	16 3	6 5

Clauses, other than clauses 2 to 8 inclusive and clauses 27 and 28, of the said Determination shall remain in force.

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses 2, 3, and 4 of Part I. and clause 24 of Part III. of the Determination made on the 19th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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 Woolen 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	} 80 0	26 6	29 9	28 9	26 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 121s. 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 120s. 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 76s. 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 75s. 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 73s. 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 70s. per week of 44 hours.</p>
16 to 17 years of age		35 3	33 9	36 6	34 6	
17 to 18 years of age		45 9	40 3	42 0	38 9.	
18 to 19 years of age		64 0	45 0	49 6	44 9	
19 to 20 years of age		102 0	81 9	52 6	50 6	
20 to 21 years of age	121 6	100 3	59 9	61 3		
					57 0	
					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	37 6
16 to 17 years of age	46 6
17 to 18 years of age	53 6
18 to 19 years of age	64 6
19 to 20 years of age	84 6
20 to 21 years of age	100 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.

4. (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.	
	s. d.	
	s.	d.
(i) Storemen or Packers	121	0
Leading hands—as defined in clause 22 hereof—		
(I.)	126	0
(II.)	131	0
(III.)	131	0
(IV.)	141	0

(ii) Casual hands shall be paid at the rate per hour of 3s. 10d. adjustable under clause 53 hereof.

4. (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Column No.	Males employed in (or on) or in connexion with—											
	Wharves, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	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 Chemicals or Manufacturing Chemical Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Paints, Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. 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	139 0	130 8	127 6	126 0	123 0	125 6	136 0	125 6	127 6	135 0	123 0	127 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	139 0	130 8	127 6	128 6	125 3	127 9	142 3	127 9	134 9	137 3	125 3	129 9
(b) 7 or more such persons	139 0	130 8	127 6	142 6	139 9	142 6	156 9	142 6	143 9	151 3	147 9	143 9
Storeman in charge of a bulk store removed from the main place of business					123 0	125 6		125 6	127 6	135 0	123 0	127 6
Packers of crockery, china, or glassware												126 3
Packers of metal window frames												123 0
Persons handling pianos, piano-players, or organs												123 0
Egg packers, sorters, or testers with six months' or more experience												121 0
All male adults not otherwise provided for	139 0	130 8	127 6	123 0	120 0	121 0	136 0	121 0	123 0	131 0	121 0	123 0

Storemen or packers called upon to work in cool stores shall be paid 3s. 2¹/₂d. per hour whilst so employed. This rate includes 1¹/₁₁d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

SCHEDULE—continued.

STOREMEN, PACKERS, AND SORTERS BOARD—continued.

4. (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woolens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	44 Hours. s. d.	Wages per 44 Hours. s. d.	Week of— 44 Hours. s. d.	44 Hours. s. d.
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	72 9	80 3	86 0	73 0
(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	77 3	86 0	91 3	77 3
(ii) 7 or more such persons	87 3	94 6	101 0	87 3
Females employed packing or sorting laundry work .. .. .	..	..	..	76 0
Packers of crockery, china, or glassware .. .. .	..	..	..	86 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	74 3	..
With eight weeks' or more experience .. .. .	..	..	82 0	..
All female adults not otherwise provided for	70 0	75 3	73 0	70 0

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

CASUAL WORK.

24. 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. 6½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses, other than clauses 2, 3, and 4 of Part I. and clause 24 of Part III., of the said Determination shall remain in force.

TANNERS BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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	27 3
15 to 16 years of age	36 9
16 to 17 years of age	47 6
17 to 18 years of age	57 6
18 to 19 years of age	68 0
19 to 20 years of age	79 6
20 to 21 years of age	88 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) Carrier	7 1 0
(2) Person classing or sorting green hides or sides or skins after being unhaired	6 16 0
(3) Hand flesher	6 13 0
(4) Hand fleshing after machining	6 11 0
(5) Machine flesher	6 11 0
(6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	6 6 0
(7) Lime jobber	6 4 0
(8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	6 3 0
(9) Bark bagger	6 3 0
(10) Extract worker in tannery	5 19 0
(11) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	5 19 0
(12) Splitting machinist—	
Operator of big machine	6 19 0
Operator of other machines	6 17 0
(13) Man behind splitting machine	6 3 0
(14) Machine shaver—	
New machine—double width	6 11 0
Old machine—single width	6 12 0

SCHEDULE—*continued.*TANNERS BOARD—*continued.**Other Employees—continued.*

	Per Week of 44 Hours.
	£ s. d.
(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	6 7 6
(16) Roller, striker and setter out of sole leather	6 6 6
(17) Shedman who applies dressing to sole leather	6 2 0
(18) Whitening machinist and buffing machinist	6 11 6
(19) Fluffing machinist	6 6 0
(20) Pluffing machinist on suede wheel	6 10 0
(21) Leather dresser (table hand)	6 6 0
(22) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	6 5 0
(23) Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	6 4 0
(24) Table hand setting out harness leathers	6 9 0
(25) Table hand and knee staker	6 6 0
(26) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries	5 19 0
(27) Strainer (over the age of 18 years)	6 2 0
(28) Employee unhairing either on beam or by sweeping	6 6 0
(29) Person classing or sorting hides, sides or skins or splits of leather after tanning	6 15 0
(30) Employee operating measuring machine	6 2 0
(31) Employee operating setting out machine	6 6 0
(32) Employee operating graining machine	6 4 0
(33) Employee operating ironing machine	6 4 0
(34) Employee operating embossing machine	6 4 0
(35) Employee operating squeezing machine	6 4 0
(36) Employee operating bark grinding machine	6 3 0
(37) Assistant on any of the machines 30 to 35	6 2 0
(38) Operator or assistant on any machine used in the industry not otherwise provided for	6 2 0
(39) Glazer	6 6 0
(40) Staker	6 6 0
(41) Person lime jobbing on mechanical reels	6 4 0
(42) Hair washer	6 0 0
(43) All others	5 17 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 unhaird, 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.

REDUCED TEMPERATURES.

Employees engaged at tanneries in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

TANNERS (FURRED SKINS) BOARD.

Clause 2 of the Determination made on the 23rd December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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>		<i>£</i>	<i>s. d.</i>	
14 to 15 years of age ..	20 6	} 62 6	17 9	Beam fleshers, pullers on upright knife, shavers ..	6	8	6
15 to 16 " ..	27 3		20 6	Operators of rotary shaving knife	6	13	0
16 to 17 " ..	36 6		26 3	Other males	5	13	0
17 to 18 " ..	46 9		34 9	<i>Females.</i>			
18 to 19 " ..	60 3		44 3	Females employed in beaming, fleshing, or slickering of any furred skins	6	8	6
19 to 20 " ..	71 3	51 6	Other females	3	3	9	
20 to 21 " ..	87 9	113 0	57 6	<i>WET WORK.</i>			
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices and Male Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Female Improvers.</i></p> <p>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.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.</p>				<p>In addition to the wages hereinbefore prescribed adult employees of the classifications set out herein shall receive a special allowance of 3s. 6d. per week:—Beam fleshers, wet pullers on upright knife, shavers, wet drumhand, paddle or vat hand, hydro extractor operator and ripping machine operator.</p>			

Clauses, other than clause 2, of the said Determination shall remain in force.

TAR AND BITUMEN BOARD.

Clause 2 of the Determination made on the 20th December 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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 ..	78 6	4 6	83 0	Bitumen emulsion maker ..	122 0	4 6	126 6
19 years and under 20 years ..	92 9	4 6	97 3	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used)	122 0	4 6	126 6
20 years and under 21 years ..	98 3	4 6	102 9	Tar distiller and/or maker of pitch (T.L.C type of plant) ..	121 0	4 6	125 6
				Tar distiller and/or maker of pitch (other types of plants)	124 0	4 6	128 6
				Tar acid still attendant ..	124 0	4 6	128 6
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	122 0	4 6	126 6
				Pitch enamel maker (closed type of plant)	124 0	4 6	128 6
				Pitch enamel maker (open type of plant)	For rate see clause 7 (c)		
				All others	119 6	4 6	124 0

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

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

TENNIS STRINGS BOARD.

Clause 2 of the Determination made on the 17th December, 1946, and in force as from the 1st January, 1947, 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>		
Under 17 years	35 6	35 6	35 6	35 6	Males	125 6
17 years and under 18 years	47 9	42 0	47 9	42 0	Females	67 6
18 " " 19 " "	59 9	48 0				
19 " " 20 " "	71 9	54 0				
20 " " 21 " "	83 3	59 9				
<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 125s. 6d. per week of 44 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 125s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 67s. 6d. 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 125s. 6d. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 67s. 6d. per week of 44 hours.</p>						

Clauses, other than clause 2, of the said Determination shall remain in force.

TENTMAKERS BOARD.

Clause 2 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 5th December, 1946, shall be replaced by the following clause:—

2.

Per Week.

	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. 6 3 0	s. d. 5 0	s. d. 4 0	£ s. d. 6 12 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	5 17 0	5 0	4 0	6 6 0
All other Journeymen	6 3 0	5 0	4 0	6 12 0
Journeywomen	3 3 0	2 6	2 0	3 7 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 or 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.

SCHEDULE—continued.

TENTMAKERS BOARD—continued.

(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.

(e) (i)—

Schedule No.	Weight before Proofing.	Colour.	Additional Rate per Hour to be Applied.	
Group 1.				
PROOFED 219D.—COPPER SOAP DOUBLE BATH PROCESSED MATERIAL.				
2A	17-18	Green	} Female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination	
3A	12	Khaki		
3B	12	Green		
3C	10	Green		
3D	10-12	Green		
3E	12	Green		
16A	8	Jungle Green (Light) ..		
19A	6-7	Khaki		
19B	6-7	Dark Toned Khaki ..		
19C	6-7	Khaki Green		
19D	6-7	Khaki Green		
20A	10	Green		
19E	6-7	Khaki		
} Female employees 9d. per hour in addition to the appropriate rate otherwise payable under the Determination				
Group 2.				
PROOFED 219D.—PHENYL MERCURIO ACETATE—WAX EMULSION PROCESSED MATERIAL.				
7A	18	White	} Female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination	
7B	18	White		
7C	17-18	White		
7D	18	White		
7E	18	White		
8A	12	White		
9A	10-12	Dark Toned		
18A	14	White		
21A	8	Jungle Green (Dark) ..		
Group 3.				
PROOFED 219D.—HOT WAX—COPPER SOAP PROCESSED MATERIAL.				
14A	17-18	Green	} All male employees (adult or juvenile) 3d. per hour in addition to the appropriate rate otherwise payable under the Determination and all females (adult or juvenile) the rate for adult males payable under the Determination but exclusive of the 3d. per hour mentioned in this paragraph	
15A	17-18	Green		
15B	17-18	Green		
15C	17-18	Green		
PROOFED 219D.—COPPER SOAP DOUBLE BATH WITH A HOT WAX OVERCOAT PROCESSED MATERIAL.				
15D	17-18	Green	All employees (adult or Juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight	
Group 4.				
PROOFED 219D.—COPPER SOAP DOUBLE BATH RETREATED WITH PHENYL MERCURIO ACETATE WAX EMULSION PROCESSED MATERIAL.				
6A	17-18	Green	All female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination	
PROOFED 219D.—PIGMENTED ONE SIDE, AND OVERCOATED WITH COPPERIZED WAX EMULSION. (CONTAINING PHENYL MERCURIO ACETATE) PROCESSED MATERIAL.				
13A	12	Olive Drab (one Side) ..	All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight	
PROOFED J. Q. D. 242.				
..	9.85	Olive Drab (Lightweight)	All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight	
Group 5.				
PROOFED 219D.—COPPERIZED WAX EMULSION PROCESSED MATERIAL.				
3F	10-12	Khaki	} All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight	
3I	10-12	Green		

(ii) Any employee actually engaged in attaching proofed webbing and/or proofed rope to proofed canvas material shall receive the same additional rate per hour whilst so engaged as that prescribed for handling the proofed material to which such webbing and/or rope is being attached of such rot-proofed canvas materials as is used in the fabrication of such tentage tarpaulins or covers.

Provided that the provisions of sub-clauses (d) and (e) hereof 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.

☞ 1. Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 20th December, 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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)	7 3 0	7 9 6	7 0 0
Sheet metal worker (2nd class)	6 11 0	6 17 6	6 8 0
Spinner (1st class)	6 15 0	6 1 6	6 12 0
Spinner other	6 2 0	6 8 6	5 19 0
Die setter	6 2 0	6 8 6	5 19 0
Die setter—press operator working from blue prints or plans	6 11 0	6 17 6	6 8 0
Press operator (heavy)	6 0 0	6 6 6	5 17 0
Press operator (light)	5 18 0	6 4 6	5 15 0
Solderer and dipper	6 0 0	6 6 6	5 17 0
Drop hammer stamper	6 0 0	6 6 6	5 17 0
Guillotine operator (as defined)	6 11 0	6 17 6	6 8 0
Guillotine operator (other)	5 18 0	6 4 6	5 15 0
Guttering machinist	5 18 0	6 4 6	5 15 0
Power machinist (not otherwise specified)	5 18 0	6 4 6	5 15 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine	7 6 0	7 12 6	7 3 0
1st class, using Cutler machine	6 13 0	6 19 6	6 10 0
2nd class	6 4 0	6 10 6	6 1 0
3rd class	6 0 0	6 6 6	5 17 0
Tack welder	6 2 0	6 8 6	5 19 0
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and/or leading press hand	6 2 0	6 8 6	5 19 0
Canister-maker by hand and riveter by hand	6 2 0	6 8 6	5 19 0
Solderer and dipper	5 18 0	6 4 6	5 15 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	6 2 0	6 8 6	5 19 0
Operator of power capping machines or metal pots on automatic machines	6 0 0	6 6 6	5 17 0
Operator of other power presses and other power machines	5 18 0	6 4 6	5 15 0
Cap solderer (not otherwise classified)	5 18 0	6 4 6	5 15 0
<i>(d) Galvanizing.</i>			
Galvanizer	6 9 0	6 15 6	6 6 0
Tinner and grease tinner	6 9 0	6 15 6	6 6 0
Assistant working over metal pot	6 0 0	6 6 6	5 17 0
Pickler	5 19 0	6 5 6	5 16 0
All others in this Division	5 15 0	6 1 6	5 12 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	6 11 0	6 17 6	6 8 0
Spray operator	6 2 0	6 8 6	5 19 0
Grainer, liner, and filler	5 18 0	6 4 6	5 15 0
Painter and lacquerer	5 18 0	6 4 6	5 15 0
Dipper	5 18 0	6 4 6	5 15 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	6 8 0	6 14 6	6 5 0
Fuser on medallions, badges, or buckles	5 18 0	6 4 6	5 15 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	5 19 0	6 5 6	5 16 0
Inspector (other)	5 16 0	6 2 6	5 13 0
Mill hand and mixer	5 19 0	6 5 6	5 16 0
Packer and despatcher	5 19 0	6 5 6	5 16 0
Pickler	5 19 0	6 5 6	5 16 0
Racksman	5 14 0	6 0 6	5 11 0
Sand and shot blaster	6 12 0	6 18 6	6 9 0
Sprayer	6 0 0	6 6 6	5 17 0
Swiller, gripper, and brusher	5 18 0	6 4 6	5 15 0
Employee not elsewhere classified in any Division	5 10 0	5 16 6	5 7 0
<i>(g) General.</i>			
Process worker	5 18 0	6 4 6	5 15 0
*Storeman and/or packer (tool and/or material store)	5 19 0	6 5 6	5 16 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. d.</i>	
Tradesmen	3	0 per week.
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.F.O., Geelong; at Warramboul, 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	1 3 6	1 5 0	1 3 0	1 3 0	1 3 0	1 3 0
2nd year	30	1 0	1 0	1 12 6	1 14 0	1 11 6	1 11 6	1 11 6	1 11 6
3rd year	45	1 6	1 6	2 8 6	2 11 6	2 7 0	2 7 0	2 7 0	2 7 0
4th year	75	2 0	2 3	4 0 0	4 5 0	3 17 6	3 17 6	3 17 6	3 17 6
5th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0	4 18 0	4 18 0	4 18 0

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

	Per Week.	Per Week.	Per Week.						
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st year	26	..	0 9	1 7 0	1 8 6	1 6 0	1 6 0	1 6 0	1 6 0
2nd year	45	1 0	1 6	2 8 0	2 11 0	2 6 6	2 6 6	2 6 6	2 6 6
3rd year	75	2 0	2 3	4 0 0	4 5 0	3 17 6	3 17 6	3 17 6	3 17 6
4th year	95	2 0	3 0	5 1 0	5 7 0	4 18 0	4 18 0	4 18 0	4 18 0

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.
		<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 8 6	3 13 0	3 6 6
All others	75	3 0	3 18 6	4 3 6	3 16 6
<i>II.—Junior Females.</i>					
17 years of age and under	40	1 0	2 1 6	2 4 0	2 0 0
18 years of age	47½	1 3	2 9 0	2 12 6	2 8 0
19 years of age	55	1 6	2 17 0	3 0 6	2 15 6
20 years of age	62½	2 0	3 5 0	3 9 0	3 3 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	25	0 6	1 5 6	1 7 6	1 5 0
16 years of age	35	0 9	1 16 0	1 18 6	1 15 0
17 years of age	47½	1 0	2 9 0	2 12 0	2 7 6
18 years of age	60	1 0	3 1 6	3 5 6	3 0 0
19 years of age	75	2 0	3 17 6	4 2 6	3 15 6
20 years of age	90	2 0	4 13 0	4 18 6	4 10 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, other than clauses 2, 3 and 4 of the said Determination, shall remain in force.

SCHEDULE—continued.
UNDERTAKERS BOARD.

Clauses 2 and 20 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 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.
1st year's experience..	36 0	Under 18 years of age	53 6	Workers engaged in making coffins of wrought timber for either polishing or varnishing..		144 0	139 6	44
2nd "	50 0	18-19 years of age	71 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals		131 0	127 0	44
3rd "	62 6	19-20 "	92 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons		130 6	127 0	44
4th "	83 0	20-21 "	115 6	Other chauffeurs		125 0	121 6	44
5th "	108 0			All others		125 0	121 6	46*
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 121s. 6d. per week of 46 hours. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.		PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 121s. 6d. per week of 46 hours.		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.				

* 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.

PIECWORK.

20. That the lowest piecwork 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	38 9	41 1	43 2	34 1	36 4	39 3
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth)	34 7	36 11	39 4	30 6	32 8	35 0
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	29 1	30 1	32 6	25 6	27 1	28 5
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long	23 4	25 0	27 1	20 8	22 4	23 5
Common coffins, over 4 ft. 9 in. long	5 3	5 11	6 7	4 6	5 2	5 11
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness..	5 11	6 7	7 5	5 2	5 11	6 7
	s. d.			s. d.		
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	21 7 each			18 2 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	17 9 "			14 3 "		
Common coffins, up to 2 feet long	23 4 per dozen			17 10 per dozen		
Common coffins, over 2 feet and up to 3 feet long	31 5 "			25 1 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long	42 7 "			33 5 "		
Inside shells for lead coffins	15 7 each			10 4 each		
Cover lids, up to 2 feet wide	21 8 per dozen			14 8 per dozen		
Cover lids, over 2 feet wide	32 4 "			23 3 "		
	s. d.			s. d.		
Extra for common coffins or coverlids if glued	.. .. .			1 6 each.		
Extra for lids made with two or three decks	.. .. .			9 9 "		

DEFINITION.

"Best" coffin means a coffin which bears any ornamentation other than a plinth.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.

SCHEDULE—continued.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination made on the 20th December, 1946, and in force as from the 20th December, 1946, shall be replaced by the following clause:—

2.

Improvers.				Other Employees.									
				Wages per Week.									
				£ s. d.									
15 years of age or under	1	7	3	Foreman gardener, i.e., a gardener in charge of two or more employees	..	..	..	6	13	0
16 years of age	1	17	9	All others	..	..	..	5	18	0
17 years of age	2	9	0							
18 years of age	3	5	3							
19 years of age	4	4	3							
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, other than clause 2, of the said Determination shall remain in force.

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.				Emer- gency Loading Non- adjust- able.	Total Weekly Wage.			Adjust- able Rate.	Emer- gency Loading Non- adjust- able.	Total Weekly Wage.		
Under 17 Years.	17 Years.	18 Years or Over.	Under 17 Years.		17 Years.	18 Years or Over.	s. d.				s. d.	s. d.
s. d.	s. d.	s. d.	s. d.		s. d.	s. d.						
1st year's experience	19 9	25 0	28 0	0 9	20 6	25 9	28 9	17 6	0 9	18 3		
2nd "	29 3	31 0	37 9	1 0	30 3	32 0	38 9	23 9	0 9	24 6		
3rd "	40 6	43 6	50 3	1 6	42 0	45 0	51 9	37 3	1 0	38 3		
4th "	54 6	54 6	..	2 0	56 6	56 6	..	46 6	1 6	48 0		
5th "	69 9	..	..	2 6	72 3	..	..	53 0	2 0	55 0
6th "	80 6	..	..	3 0	83 6	..	..	Thereafter until reaching 21 years of age	..	..
7th "	86 3	..	..	3 0	89 3	..	..	59 9	2 0	61 9

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	118 0	3 0	121 0	115 6	3 0	118 6
Second class watch case tradesman	108 0	3 0	111 0	105 6	3 0	108 6
All others—						
(a) with less than 3 years' experience	100 0	3 0	103 0	97 6	3 0	100 6
(b) with 3 years' experience or more	108 0	3 0	111 0	105 6	3 0	108 6
Adult females—						
(a) if of less than 12 months' experience	62 3	3 0	65 3	61 3	3 0	64 3
(b) if of 12 months' or more experience	70 9	3 0	73 9	69 9	3 0	72 9

Leading hands male or female in charge of not less than six employees shall be paid at the rate of 5s. per week in addition to the rates fixed above.

Clauses (4) to (17) inclusive of the Determination as published in *Government Gazette* No. 265 of the 17th August, 1942, shall remain in force.

SCHEDULE—continued.

WHARFS AND JETTIES BOARD.

Clause 2 of the Determination made on the 23rd December 1946, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2. APPRENTICES AND IMPROVERS.

Wages.				Total Wage.	PROPORTION (in any place).
	Adjustable Rate.	Plus War Loading (Non-adjustable).			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years of age	36 3	2 0	38 3	<p><i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 119s. per week of 44 hours.</p> <p><i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 119s. per week of 44 hours.</p>	
" 17 " "	47 0	2 6	49 6		
" 18 " "	57 3	3 0	60 3		
" 19 " "	72 0	3 9	75 9		
" 20 " "	83 3	4 6	87 9		
" 21 " "	97 0	5 3	102 3		

OTHER EMPLOYEES.

	WAGES.					
	Day Work.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Foreman	147 3	6 0	153 3	152 3	6 0	158 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees	141 3	6 0	147 3	146 3	6 0	152 3
(b) eleven nor more than fifteen employees	144 3	6 0	150 3	149 3	6 0	155 3
Pile-driver	138 3	6 0	144 3	143 3	6 0	149 3
Pile-driver's offsider	121 0	6 0	127 0	126 0	6 0	132 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	135 3	6 0	141 3	140 3	6 0	146 3
Oxy acetylene burner on demolition work	135 3	6 0	141 3	140 3	6 0	146 3
Saw sharpener	134 6	6 0	140 6	139 6	6 0	145 6
Machine borer	121 0	6 0	127 0	126 0	6 0	132 0
Cleater	118 0	6 0	124 0	123 0	6 0	129 0
Cradler or squarer						
Hand borer	116 0	6 0	122 0	121 0	6 0	127 0
Wharf carpenter's assistant	113 6	6 0	119 6	118 6	6 0	124 6
Dumper						
Other demolition workers	113 0	6 0	119 0	118 0	6 0	124 0
All others						
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man	119 0	6 0	125 0	124 0	6 0	130 0
Concrete floaters	118 0	6 0	124 0	123 0	6 0	129 0
Mixer operator	118 0	6 0	124 0	123 0	6 0	129 0
Men filling moulds	116 0	6 0	122 0	121 0	6 0	127 0
Gaugers, i.e., persons filling gauged barrows or boxes						
Other mixers	113 0	6 0	119 0	118 0	6 0	124 0
Men employed on reinforcements						
Barrowmen or general labourers						

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

WIRE FENCE AND TUBULAR GATE BOARD.

Clauses 2 and 5 of the Determination made on the 7th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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)	7	6	0
First class, using Cutler machine	6	13	0
Second class	6	4	0
Third class	6	0	0
Tack Welder	6	2	0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	6	4	0
Paint spray operator	6	0	0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	6	1	6
Scroll maker	6	1	6
Tubular frame maker	6	4	0
Person engaged in erecting woven wire fence or tubular gates	6	4	0
Stump hand	5	17	6
All other adult employees	5	10	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 107s. per week of 44 hours for the first six weeks of such employment in the industry.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.		Wages Per Week of 44 Hours.
		s.	d.	
Under 16 years of age	25	0	6	25 6
16 years of age	35	0	9	36 0
17 years of age	47½	1	0	49 0
18 years of age	60	1	0	61 6
19 years of age	75	2	0	77 6
20 years of age	90	2	0	93 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 employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 16 years, using electric arc or oxy-acetylene blow pipe.

Clauses, other than clauses 2 and 5, of the said Determination shall remain in force.



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FRIDAY, MAY 9.

[1947

Factories and Shops Acts.

DETERMINATION OF THE UMBRELLA BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons employed in the trade of a maker of Umbrellas" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) APPRENTICES AND IMPROVERS.

(i) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Female Improvers commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	1 3 0	2 6 0
2nd "	1 2 6	1 0	1 3 6	1 9 0	2 11 6
3rd "	1 8 0	1 6	1 9 6	1 14 6	3 0 0
4th "	1 12 0	1 6	1 13 6	2 0 6	3 9 0
5th "	1 17 6	1 6	1 19 0	2 6 0	..
6th "	2 6 0	2 0	2 8 0	2 11 6	..
7th "	3 0 0	3 0	3 3 0	3 0 0	..
8th "	3 14 0	3 6	3 17 6	3 9 0	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(ii) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

(b) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters	6 9 0	5 0	5 14 0	6 9 0	5 0	6 14 0
Frame makers or repairers ..	6 1 0	5 0	6 6 0	6 1 0	5 0	6 6 0
Finishers	5 19 0	5 0	6 4 0	5 19 0	5 0	6 4 0
Machinists, pressers, or tipplers ..	..	..	..	..	..	4 4 9
Persons not provided for otherwise ..	5 8 0	5 0	5 13 0	..	..	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

3. DEFINITIONS.

A journeyman is a male person other than an apprentice or improver. (i) Who has served the term of experience prescribed by this Determination; or
 A journeywoman is a female person other than an apprentice or improver. (ii) Who has attained the age of 21 years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

4. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 8 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

5. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—
 (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.
 In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.
 (2) Piece-workers shall be paid (in addition to the ordinary piece-work prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.
 In those factories or workshops where a five-day week is worked, for all work done on Saturdays, piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.
 (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
 (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
 (d) No employee under the age of sixteen years shall be employed on overtime.

6. MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desires it to be otherwise. In no circumstances shall less than 30 minutes be fixed.
 (b) No work shall be performed during such meal time.

7. TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.
 In all factories where a minimum task is set for a minimum wage the following shall be observed:—
 (a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
 (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
 (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
 (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each room of the factory where such tasks are being performed.
 (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

8.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday prescribed herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

9.

ANNUAL LEAVE.

(1) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary pay for two weeks shall be allowed annually by each employer to each of his employees after a period of twelve months continuous service with him by the employee concerned.

(2) Such period of annual leave shall not include any public holiday granted by the said Determination, observed on a working day, but shall include all other non-working days within the period of annual leave of the employee concerned.

(3) (a) If any public holiday granted by the said Determination falls within an employee's period of annual leave and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to his period of annual leave one day, being an ordinary working day on ordinary pay for each such holiday observed as aforesaid.

(b) Where an employee without reasonable excuse, proof whereof shall lie upon him, is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave, or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

(4) Continuity of service shall not be broken nor be deemed to be broken by:—

(a) any interruption or termination of the employment of an employee by his employer, if such interruption or termination has been made with the intention of avoiding any obligation under the Determination in respect of annual leave, and proof that it has not been made with such intention shall be on the employer;

(b) any absence from work less than fourteen days in the twelve months on account of sickness or accident, proof whereof shall be on the employee;

(c) any absence on account of leave granted, imposed or agreed to by the employer;

(d) any absence due to reasonable cause proof whereof shall be on the employee;

(e) the standing off of an employee or the working of shortened hours by an employee pursuant to clause 13 of the Determination, or the non-attendance for work by an employee after receipt of notice by him under sub-clause (d) of such clause that his services will not be required on the following day or days;

(f) any absence from work of more than fourteen days in the twelve months on account of sickness or accident proof whereof shall be on the employee;

(g) absences from work due to sickness or accident as prescribed in (b) and (f) of this sub-clause shall be subject to the provisions set out in sub-clause (10) hereof.

(5) In calculating a period of twelve months continuous service:—

(a) any annual leave taken therein;

(b) any absences of the kind mentioned in (a), (b) and (e) of sub-clause (4) above;

(c) any absence on account of leave granted imposed or agreed to by the employer shall be counted as part of such period.

(d) in respect of absences of the kind mentioned in placita (c) (other than absences on account of leave imposed by the employer) (d) and (f) of sub-clause (4) above the employee shall serve such additional period as part of his qualifications for annual leave as will equal the period of such absences.

(6) Notwithstanding any of the other provisions of this clause proportionate payment for annual leave shall be made by an employer in respect of each completed month of continuous service when the employee so serving leaves his employment or his employment is terminated by the employer before the completion of any twelve monthly qualifying period under this clause. Such payment shall be made forthwith on such employee so leaving or on his employment being so terminated as the case may be.

(7) Notwithstanding any of the other provisions of this clause, annual leave shall be allowed and shall be taken and payment shall not be made or accepted in lieu thereof.

(8) (a) Such annual leave shall be given by the employer and taken by the employee before the expiration of a period of six weeks after the date upon which the right to such annual leave accrues unless otherwise agreed to by the employer and employee concerned.

(b) An employee who has not completed his qualifying period of twelve months by the day on which the customary Christmas holiday period commences in the case of his employer in the year concerned, shall (unless the exigencies of the business otherwise require) be granted such proportionate leave and pay as his service prior thereto entitles him, and thereafter his qualifying period shall in cases not covered by sub-clause (9) hereof start afresh as from the commencement of such proportionate leave.

(c) The employer shall give the employee at least thirty days notice of the date from which such annual leave shall be taken.

(d) Each employee shall be paid in advance by his employer before the commencement of the employee's annual leave his ordinary pay for the said period of annual leave.

(e) Notwithstanding any of the other provisions of this clause, in no case shall annual leave be given and taken later than the expiration of three months after the date on which such annual leave accrues.

(9) Where an employer closes down his factory or workshop or a section or sections thereof for the purpose of allowing annual leave to all or the majority of the employees in the factory or workshop or section or sections concerned the following provisions shall apply:—

(a) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the factory or workshop or section or sections concerned and allow to those who are not then qualified for two full weeks leave paid leave on a proportionate basis of one sixth of a week's leave for each completed month of continuous service.

(b) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

- (c) The next twelve-monthly qualifying period of each employee affected by such close down shall commence from the day on which the factory or workshop or section or sections concerned is closed down for the annual leave in question.
- (d) If in the first year of his service with an employer an employee is allowed proportionate annual leave under sub-clause (8) (b) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (6) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.
- (e) Provided always that any employee leaving his employment by reason of non-compliance with clause 13 (a) of the Determination and who when so leaving suffers a deduction of pay under such clause shall be entitled notwithstanding such non-compliance to the benefit of sub-clause (6) of this clause.
- (10) (a) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer, but not otherwise be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours after the commencement of such absence.
- (b) If an employer within seven days after the receipt by him of advice or when required of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by or in it, such message shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.
- (c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee shall within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.
- (d) In the event of any dispute arising in regard to any of the foregoing placita (a), (b) and/or (c) of this sub-clause such dispute may be referred for determination to the Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall, if his claim succeeds and the Wages Board so decides, but not otherwise in such cases, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.
- (e) In any cases where the period of seven days referred to in placita (b) and/or (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, such period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day such period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.
- (11) (a) Any absence from work shall not be deemed to break the continuity of service of any employee unless within seven days of the commencement of such absence his employer gives or despatches to such employee notice in writing that he regard either conditionally or unconditionally, such absence as constituting a break in the continuity of the service of such employee.
- (b) In any case where an employee has been absent from his employment for any cause not mentioned in any of the placita (a), (b), (c), (d), (e) of (f) of sub-clause (4) hereof and such employee has been notified in accordance with sub-clause (11) (a) hereof that his employer regards such absence as constituting a break in the continuity of the employee's service, such employee may apply to the said Wages Board within fourteen days of receiving such notification for a decision that it is, under all the circumstances, unduly harsh and unconscionable (proof whereof shall be on the employee) that he should suffer the loss to the full extent of such portion of a qualifying period for annual leave as he may have served up to the time of such absence. The said Wages Board shall upon receipt of any such application consider and make a decision thereon with due regard to all the circumstances of the absence and may decide that, despite the said absence, either the period of continuous service served by the employee prior thereto shall not be lost to him as portion of a qualifying period for annual leave, or that his period of annual leave should be reduced. But in the former case the decision shall be subject to a condition that he serve such period of continuous service as an addition to and part of his full qualifying period as the Wages Board may determine. Such additional period of continuous service shall not be less than the time lost by the employee as a result of the absence of the subject of the dispute.

For the purposes of this clause :—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

10.

SICK PAY.

- (1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty-four hours ordinary pay.
- (2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.
- (b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.
- (c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirements. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.
- (d) In the event of any dispute arising in regard to any of the foregoing placita (a) and/or (b) and/or (c) of this sub-clause such dispute may be referred for determination to the appropriate Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall if his claim succeeds and the Wages Board so decides, but not otherwise in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.
- (e) In any case where the period of seven days referred to in placita (b) and (c) hereof, expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.
- (3) If an employee be not entitled to receive in any one year the whole or part of forty-four hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years or in such accumulation 132 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulations or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty-four hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any during such employment:—

I hereby certify that was employed by me from to and that during such period of employment he/she received payment for hours on account of sickness.

The inclusive dates of the last absence as above were from to

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificates to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

11.

DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted:—

(i) by the Union, or if the Union refuses or neglects on application to it by the employer to issue a certificate of exemption;

(ii) by the Wages Board

from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such room clean.

12.

DISPUTES.

Any disputes as to the rights of employees or the duties or obligations of an employer under this Determination shall be dealt with by the Wages Board.

13.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeymen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such break-down or stoppage.

(e) Terminating Employment in Relation to a Holiday.—

- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.
- (iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 9 hereof.

(f) Employees Absenting Themselves.—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and, where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

13a.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywoman within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

14.

OUTSIDE WORKERS.

- (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.
- (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.
- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
 - (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 - (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
 - (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
 - (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
 - (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
 - (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

15.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

(i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;

(ii) shall be kept correctly entered up in ink; and

(iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized Person may Enter Factory.*—

(i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book or time sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—

(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of—

(i) collecting members' contributions;

(ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

16.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

17. PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adults males shall be automatically adjusted as prescribed in clause 18.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Six Capital Cities (Weighted average).

18. ADJUSTMENT OF BASIC WAGE.

(a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number for the six months ending March or September next, preceding the half year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) The amounts of the weekly rates for male apprentices, improvers and juveniles shall be adjusted proportionately to the rate of £4 9s. and the equivalent rate adjusted as hereinbefore prescribed (i.e. the rate for a male adult classified as "All (Others)"), calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(g) The amounts of the weekly rates for females apprentices, improvers or juveniles shall be adjusted proportionately to the increase or decrease in the rate of £3 19s. 6d. per week for journeymen calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded.

(h) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen in the respective classes.

(i) The rates for apprentices, improvers, and juvenile workers shall be adjusted on the following rates:—

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.	Female Improvers commencing at the Trade between the Ages of 18 and 21 Years.
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.
	£ s. d.	s. d.	£ s. d.	£ s. d.
1st six months	0 15 6	0 6	1 1 6	2 3 0
2nd	0 19 0	0 6	1 7 0	2 8 6
3rd	1 3 6	1 0	1 12 0	2 16 6
4th	1 7 0	1 0	1 18 0	3 4 6
5th	1 11 0	1 6	2 3 0	..
6th	1 18 6	1 6	2 8 6	..
7th	2 10 6	1 6	2 16 6	..
8th	3 2 0	2 0	3 4 6	..

And thereafter the minimum weekly wage or piecework price.

19. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

- (i) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (ii) The rates for adult male piece-workers shall be increased in the same proportion.

20. SPECIAL LOADING.

(1) In addition to the amounts otherwise prescribed by this Determination the further additions hereinafter specified shall also be made to all wage rates or payments due from time to time to employees pursuant to this Determination.

- (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more whether for male or female employees there shall be added a special loading of 5s. per week.

- (ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination there shall be added special loadings as follows:—

(a) Males—								s. d.
1st six months' experience	..	..	..	..	..	..	1 0
2nd	"	"	..	..	..	..	1 0
3rd	"	"	..	..	..	..	1 6
4th	"	"	..	..	..	..	1 6
5th	"	"	..	..	..	..	1 6
6th	"	"	..	..	..	..	2 0
7th	"	"	..	..	..	..	3 0
8th	"	"	..	..	..	..	3 6
9th	"	"	..	..	..	..	4 0
10th	"	"	..	..	..	..	4 6

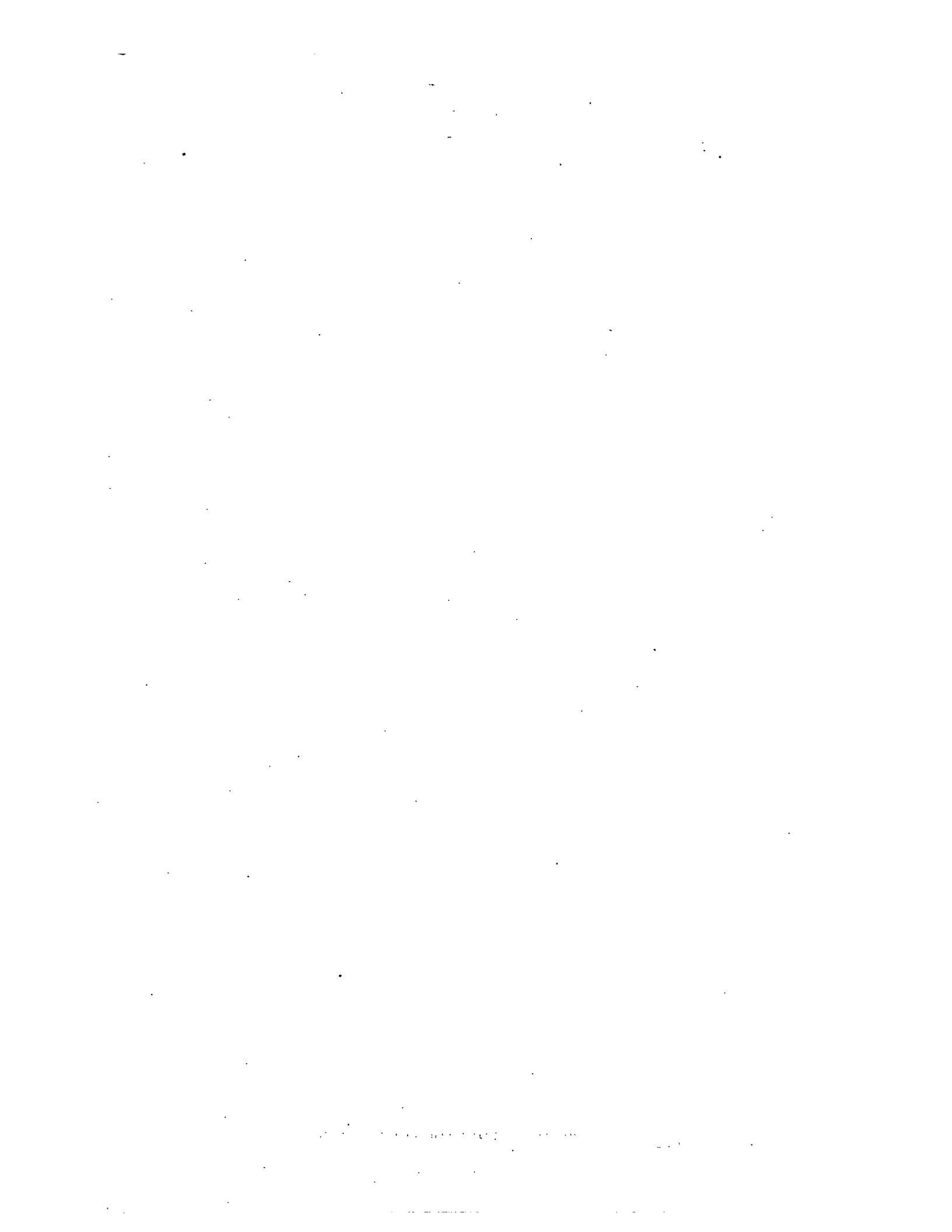
- (2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 17 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piece-work prices or task work, or overtime, holiday, or other penalty rates.

NOTE.—The rates set out in Clause 2 INCLUDE the additional amounts prescribed by Clauses 19 and 20.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th January, 1947.





VICTORIA GOVERNMENT GAZETTE.

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[1947.

Factories and Shops Acts

DETERMINATION OF THE FUR TRADE BOARD

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which was appointed to determine the lowest prices or rates which may be paid for wholly or partly preparing or manufacturing from furred or haired skins, articles such as coats, jackets, capes, scarfs, collars, cuffs, neckwear, muffs, rugs or mats, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination of the Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

(a) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Females commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " "	1 2 6	1 0	1 3 6	1 9 0	2 11 6
3rd " "	1 8 0	1 6	1 9 6	1 14 6	3 0 0
4th " "	1 12 0	1 6	1 13 6	2 0 6	3 9 0
5th " "	1 17 6	1 6	1 19 0	2 6 0	..
6th " "	2 6 0	2 0	2 8 0	2 11 6	..
7th " "	3 0 0	3 0	3 3 0	3 0 0	..
8th " "	3 14 0	3 6	3 17 6	3 9 0	..
9th " "	4 2 6	4 0	4 6 6	..	..
10th " "	4 13 6	4 6	4 18 0	..	..

and thereafter the minimum wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

		Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.				
		£ s. d.	s. d.	£ s. d.
Cutters		6 14 0	5 0	6 19 0
Nailers or blockers		5 8 0	5 0	5 13 0
All others		5 8 0	5 0	5 13 0
JOURNEYWOMEN.				
Machinists				4 4 9
Finishers				4 4 9
Table hands				4 4 9
All others				4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A journeyman is a male person other than an apprentice or improver (i) Who has served the term of experience prescribed by this Determination; or
 A journeywoman is a female person other than an apprentice or improver (ii) Who has attained the age of 21 years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piecework.

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

7. MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

(b) No work shall be performed during such meal time.

8. TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata*, plus 10 per cent.

(c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

(1) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary pay for two weeks shall be allowed annually by each employer to each of his employees after a period of twelve months continuous service with him by the employee concerned.

(2) Such period of annual leave shall not include any public holiday granted by the said Determination, observed on a working day, but include all other non-working days within the period of annual leave of the employee concerned.

(3) (a) If any public holiday granted by the said Determination falls within an employee's period of annual leave and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to his period of annual leave one day, being an ordinary working day on ordinary pay for each such holiday observed as aforesaid.

(b) Where an employee without reasonable excuse, proof whereof shall lie upon him, is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave, or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

(4) Continuity of service shall not be broken nor be deemed to be broken by:—

(a) any interruption or termination of the employment of an employee by his employer, if such interruption or termination has been made with the intention of avoiding any obligation under the Determination in respect of annual leave, and proof that it has not been made with such intention shall be on the employer;

(b) any absence from work less than fourteen days in the twelve months on account of sickness or accident, proof whereof shall be on the employee;

(c) any absence on account of leave granted, imposed or agreed to by the employer;

(d) any absence to reasonable cause proof whereof shall be on the employee;

(e) the standing off of an employee or the working of shortened hours by an employee pursuant to clause 14 of the Determination, or the non-attendance for work by an employee after receipt of notice by him under sub-clause (d) of such clause that his services will not be required on the following day or days;

(f) any absence from work of more than fourteen days in the twelve months on account of sickness or accident proof whereof shall be on the employee.

(g) absence from work due to sickness or accident as prescribed in (b) and (f) of this sub-clause shall be subject to the provisions set out in sub-clause (10) hereof.

(5) In calculating a period of twelve months continuous service:—

(a) any annual leave taken therein;

(b) any absence of the kind mentioned in (a), (b) and (e) of sub-clause (4) above;

(c) any absence on account of leave granted imposed or agreed to by the employer shall be counted as part of such period;

(d) In respect of absences of the kind mentioned in placita (c) (other than absences on account of leave imposed by the employer) (d) and (f) of sub-clause 4 above the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.

(6) Notwithstanding any of the other provisions of this clause, proportionate payment for annual leave shall be made by an employer in respect of each completed month of continuous service when the employee so serving leaves his employment or his employment is terminated by the employer before the completion of any twelve-monthly qualifying period under this clause. Such payment shall be made forthwith on such employee so leaving or on his employment being so terminated as the case may be.

(7) Notwithstanding any of the other provisions of this clause, annual leave shall be allowed and shall be taken and payment shall not be made or accepted in lieu thereof.

(8) (a) Such annual leave shall be given by the employer and taken by the employee before the expiration of a period of six weeks after the date upon which the right to such annual leave accrues unless otherwise agreed to by the employer and employee concerned.

(b) An employee who has not completed his qualifying period of twelve months by the day on which the customary Christmas holiday period commences in the case of his employer in the year concerned, shall (unless the exigencies of the business otherwise require) be granted such proportionate leave and pay as his service prior thereto entitles him, and thereafter his qualifying period shall in cases not covered by sub-clause (9) hereof start afresh as from the commencement of such proportionate leave.

(c) The employer shall give the employee at least thirty days notice of the date from which such annual leave shall be taken.

(d) Each employee shall be paid in advance by his employer before the commencement of the employee's annual leave his ordinary pay for the said period of annual leave.

(e) Notwithstanding any of the other provisions of this clause, in no case shall annual leave be given and taken later than the expiration of three months after the date on which such annual leave accrues.

(9) Where an employer closes down his factory or workshop or a section or sections thereof for the purpose of allowing annual leave to all or the majority of the employees in the factory or workshop or section or sections concerned the following provisions shall apply:—

- (a) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the factory or workshop or sections or sections concerned and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (b) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (c) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the factory or workshop or section or sections concerned is closed down for the annual leave in question.
- (d) If in the first year of his service with an employer an employee is allowed proportionate annual leave under sub-clause (8) (b) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (6) of this clause, subject to adjustment for any proportionate leave, which he may have been allowed as aforesaid.
- (e) Provided always that any employee leaving his employment by reason of his non-compliance with clause 14 (a) of the Determination and who when so leaving suffers a deduction of pay under such clause shall be entitled notwithstanding such non-compliance to the benefit of sub-clause (8) of this clause.

(10) (a) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer, but not otherwise be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours after the commencement of such absence.

(b) If an employer within seven days after the receipt by him of advice or when required of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by or in it such message shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him or such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee shall within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a), (b) and/or (c) of this sub-clause, such dispute may be referred for determination to the Wages Board and the said Wages Board, shall thereupon consider and determine such dispute and the employee concerned in such dispute shall, if his claim succeeds and the Wages Board so decides, but not otherwise in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any cases where the period of seven days referred to in placita (b) and/or (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, such period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day such period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.

(11) (a) Any absence from work shall not be deemed to break the continuity of service of any employee unless within seven days of the commencement of such absence his employer gives or despatches to such employee notice in writing that he regards, either conditionally or unconditionally, such absence as constituting a break in the continuity of the service of such employee.

(b) In any case where an employee has been absent from his employment for any cause not mentioned in any of the placita (a), (b), (c), (d), (e) or (f) of sub-clause (4) hereof and such employee has been notified in accordance with sub-clause (11) (a) hereof, that his employer regards such absence as constituting a break in the continuity of the employee's service, such employee may apply to the said Wages Board within fourteen days of receiving such notification for a decision that it is, under all the circumstances, unduly harsh and unconscionable (proof whereof shall be on the employee) that he should suffer the loss to the full extent of such portion of a qualifying period for annual leave as he may have served up to the time of such absence. The said Wages Board shall upon receipt of any such application consider and make a decision thereon with due regard to all the circumstances of the absence and may decide that, despite the said absence, either the period of continuous service served by the employee prior thereto shall not be lost to him as portion of a qualifying period for annual leave, or that his period of annual leave should be reduced. But in the former case the decision shall be subject to a condition that he served such period of continuous service as an addition to and part of his full qualifying period as the Wages Board may determine. Such additional period of continuous service shall not be less than the time lost by the employee as a result of the absence the subject of the dispute.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of piece, task, or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

11.

SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty-four hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) and/or (b) and/or (c) of this sub-clause such dispute may be referred for determination to the appropriate Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall if his claim succeeds and the Wages Board so decides, but not otherwise, in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty-four hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 132 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty-four hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that was employed by me from to and that during

such period of employment he/she received payment for hours on account of sickness.

The inclusive dates of the last absence as above were from to

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly numbers of hours worked by him and in the case of a piece, task, or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

12.

DINING ACCOMMODATION.

If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted:—

(i) by the Union, or if the Union refused or neglected on application to it by the employer to issue a certificate of exemption;

(ii) by the Wages Board from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences

(d) The employer shall provide the necessary labor to keep such room clean.

13.

DISPUTES.

Any disputes as to the rights of employees or the duties or obligations of an employer under this Determination shall be dealt with by the Wages Board.

14.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer, upon the date of such termination, shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeymen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

- (3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

- (4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such breakdown or stoppage.

- (e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs and such employee is re-employed within a period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs, and such employee is re-engaged within a period of one month or normal business is resumed within such period of one month after such holiday the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

14.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

15.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.

- (d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- iii if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

16.

MISCELLANEOUS PROVISIONS.

- (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
 - (ii) shall be kept correctly entered up in ink; and
 - (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time book, or sheet, or record. Such time book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period, the employees may leave their seats, but not the premises.
- (e) *Authorized Person May Enter Factory.*—
- (i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.
 - (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book, or time sheet, or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.
 - (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.
- (f) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of:—
- (i) collecting members' contributions;
 - (ii) posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination
- (2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

17.

PIECEWORK.

PIECEWORK.—(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeymen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeymen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Board of Reference.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adults males shall be automatically adjusted as prescribed in clause 19.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Six Capital Cities (Weighted average).

ADJUSTMENT OF BASIC WAGE.

19. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a May or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number for the six months ending March or September next, preceding the half year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult females rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) The amounts of the weekly rates for male apprentices, improvers and juveniles shall be adjusted proportionately to the rate of £4 9s. and the equivalent rate adjusted as hereinbefore prescribed (i.e. the rate for a male adult classified as "All Others"), calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(g) The amounts of the weekly rates for females apprentices, improvers or juveniles shall be adjusted proportionately to the increase or decrease in the rate of £3 19s. 6d. per week for journeymen calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded.

(h) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen in the respective classes.

(i) The rates for apprentices, improvers, and juvenile workers shall be adjusted on the following rates:—

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.	Female commencing at the Trade between the Ages of 15 and 21 Years.
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.
1st six months	£ s. d. 0 15 6	s. d. 0 6	£ s. d. 1 1 6	£ s. d. 2 3 0
2nd " "	0 19 0	0 6	1 7 0	2 8 6
3rd " "	1 3 6	1 0	1 12 0	2 16 6
4th " "	1 7 0	1 0	1 18 0	3 4 6
5th " "	1 11 0	1 6	2 3 0	..
6th " "	1 18 6	1 6	2 8 6	..
7th " "	2 10 6	1 6	2 16 6	..
8th " "	3 2 0	2 0	3 4 6	..
9th " "	3 9 6	2 0	..	..
10th " "	3 19 0	2 0	..	..

(See clauses 19 (a) to (i) preceding.)

(See clauses 19 (a) to (i) preceding.)

20. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

- (a) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
 (b) The rates for adult male pieceworkers shall be increased in the same proportion.

21. SPECIAL LOADINGS.

(1) In addition to the amounts otherwise prescribed by this Determination the further additions hereinafter specified shall also be made to all wage rates or to payments due from time to time to employees pursuant to this Determination.

- (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees there shall be added a special loading of 5s. per week.
 (ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination there shall be added special loadings as follows:—

Experience—										<i>s. d.</i>	
Males—											
1st six months	1 0
2nd "	1 0
3rd "	1 6
4th "	1 6
5th "	1 6
6th "	2 0
7th "	3 0
8th "	3 6

(2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 18 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework or task work, or overtime, holiday, or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 INCLUDE the above additional amounts prescribed by clauses 20 and 21.

P. A. RANGLES, J.P. Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th January, 1947.





VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 9.

[1947

Factories and Shops Acts.

DETERMINATION OF THE DRESS, SHIRT, AND UNDERCLOTHING BOARD.

NOTE.— This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates of payment for wholly or partly preparing or manufacturing, either inside or outside a factory—

- (a) articles of women's, girls' and children's outer clothing or wearing apparel (except indiarubber waterproof garments), such as costumes, dresses, shirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description, also for the making of females' stitched neckwear of woven material;
- (b) shirts, shirt-fronts, pyjamas, underpants, collars and cuffs of every description;
- (c) articles of women's and girls' underclothing, except stays and corsets, also nightgowns, pinafores, aprons, and infants gowns and underclothing, and all classes of pillowslips—

but not including any persons subject to the jurisdiction of the Knitting Trade Board, has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring.			Males Employed at Underclothing and Whitework, Collars, Shirts, and Pyjamas.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	0 18 6	1 0	0 19 6	1 3 0
2nd " " " " " " " "	1 2 6	1 0	1 3 6	1 2 6	1 0	1 3 6	1 9 0
3rd " " " " " " " "	1 8 0	1 6	1 9 6	1 8 0	1 6	1 9 6	1 14 6
4th " " " " " " " "	1 12 0	1 6	1 13 6	1 12 0	1 6	1 13 6	2 0 6
5th " " " " " " " "	1 17 6	1 6	1 19 6	1 17 6	1 6	1 19 6	2 6 0
6th " " " " " " " "	2 6 0	2 0	2 8 0	2 6 0	2 0	2 8 0	2 11 6
7th " " " " " " " "	3 0 0	3 0	3 3 0	3 0 0	3 0	3 3 0	3 0 0
8th " " " " " " " "	3 14 0	3 6	3 17 6	3 14 0	3 6	3 17 6	3 9 0
9th " " " " " " " "	4 2 6	4 0	4 6 6	..	..	..	..
10th " " " " " " " "	4 13 6	4 6	4 18 0	..	..	..	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Experience.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing. (Definition Clause 4.)		
	Per Week.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	£ s. d.	s. d.	£ s. d.
1st six months	2 6 0	1 7 6	1 6	1 9 0
2nd "	2 11 6	1 7 6	1 6	1 9 0
3rd "	3 0 0	1 17 0	1 6	1 18 6
4th "	3 9 0	1 17 0	1 6	1 18 6
5th "	..	2 16 0	2 6	2 18 6
6th "	..	2 16 0	2 6	2 18 6
7th "	..	4 2 6	4 0	4 6 6
8th "	..	4 2 6	4 0	4 6 6
9th "	..	5 1 0	4 6	5 5 6
10th "	..	5 1 0	4 6	5 5 6

And thereafter the minimum weekly wage or piecework price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Group (1).—Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
JOURNEMEN.						
(a) Cutters employed marking in or cutting out garments	7 1 0	5 0	7 6 0	..	..	..
(b) Heads of tables in charge of four or more persons employed as table hands	6 13 6	5 0	6 18 6	..	..	..
(c) Tailors employed making, and/or machining, and/or altering any part of a garment	6 11 0	5 0	6 16 0	..	..	..
(d) Machinists employed machining any part of a garment	6 11 0	5 0	6 16 0	..	..	..
(e) Pressers-off employed pressing off any part of a garment	6 11 0	5 0	6 16 0	..	..	..
(f) All others	5 8 0	5 0	5 13 0	..	..	..
JOURNEYWOMEN.						
(g) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials	..	..	..	6 14 0	5 0	6 19 0
(h) All other cutters employed marking in or cutting out any material of wearing apparel other than such costume coats overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials	..	..	..	..	..	4 4 9
(i) Fitters-on employed trying on to a customer unfinished or finished garments	..	..	..	..	..	4 4 9
(j) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	..	..	..	6 11 0	5 0	6 16 0
(k) Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less	..	..	..	..	..	4 4 9
(l) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs	..	..	..	..	..	4 4 9
(m) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs	..	..	..	..	..	4 4 9
(n) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel	..	..	..	..	..	4 4 9
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters	..	..	..	..	..	4 4 9
(p) All others	..	..	..	..	..	4 4 9

*These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Group (2).—Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress, skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions :—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	£ 6 14 0	s. d. 5 0	£ 6 19 0	£ 6 14 0	s. d. 5 0	£ 6 19 0
(b) Tailors employed making any part of a garment ..	6 11 0	5 0	6 16 0	..	..	..
(c) Machinist employed machining any part of a garment ..	6 11 0	5 0	6 16 0	..	..	..
(d) Pressers-off, employed pressing off any part of a garment ..	6 11 0	5 0	6 16 0	..	..	..
(e) Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	5 16 0	5 0	6 1 0	..	..	..
(f) All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	5 14 6	5 0	5 19 6	..	..	..
(g) Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments ..	5 14 6	5 0	5 19 6	..	..	..
(h) All others ..	5 8 0	5 0	5 13 0	..	..	..
JOURNEYWOMEN.						
(i) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials ..	..	..	..	6 14 0	5 0	6 19 0
(j) All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials ..	..	..	..	..	..	4 4 9
(k) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine ..	..	..	..	6 11 0	5 0	6 16 0
(l) Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less ..	..	..	..	..	..	4 4 9
(m) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs ..	..	..	..	..	..	4 4 9
(ma) Females employed on manufacturing (i.e., machinists and table hands) all kinds of topcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	..	..	..	..	4 4 9
(n) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs ..	..	..	..	..	..	4 4 9
(o) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel ..	..	..	..	..	..	4 4 9
(p) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, and thread cutters ..	..	..	..	..	..	4 4 9
(q) All others ..	..	..	..	..	..	4 4 9

Group (3).—Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams :—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out any article of any description ..	£ 6 11 0	s. d. 5 0	£ 6 16 0	£ 6 11 0	s. d. 5 0	£ 6 16 0
(b) All others ..	5 8 0	5 0	5 13 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out any article of any description	4 4 9
(d) Table hands or finishers	4 4 9
(e) Machinists employed machining any part of articles or underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age	4 4 9
(f) Machinists employed machining any part of articles of white-work other than underclothing	4 4 9
(g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight	4 4 9
(h) Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight	5 16 0	5 0	6 1 0
(i) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, and thread cutters	4 4 9
(j) All others	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Group (4).—Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods):—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	6 9 0	5 0	6 14 0	..	..	..
(b) All others	5 8 0	5 0	5 13 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out garments ..	..	..	..	..	..	4 4 9
(d) Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. .	..	..	..	..	..	4 4 9
(e) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	4 4 9
(f) All others .. .. .	..	..	..	..	..	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

DEFINITIONS, AND CLASSIFICATION OF EMPLOYEES.

4. A *journeyman* is a male person other than an apprentice or improver or juvenile worker.
 A *journeywoman* is a female person other than an apprentice or improver
 (i) Who has served the term of experience prescribed by this Determination; or
 (ii) Who has attained the age of 21 years; or
 (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver, employed as a seam or under-presser in women's order dressmaking and women's order tailoring, and women's ready-made dressmaking and women's ready-made tailoring.

Order work shall include any of the following classes of work :—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

HOURS OF EMPLOYMENT.

5. Forty-four hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m the work may begin at 7.30 a.m.

OVERTIME.

6. (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows :—

(i) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Pieceworkers shall be paid (in addition to the ordinary piecework prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
- (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
- (d) No employee under the age of sixteen years shall be employed on overtime.

MIDDAY MEAL.

7. (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

- (b) No work shall be performed during such meal time.

TASK SYSTEM.

8. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum wage the following shall be observed :—

- (a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following :—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

HOLIDAYS.

9. (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

ANNUAL LEAVE.

10. (1) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary pay for two weeks shall be allowed annually by each employer to each of his employees after a period of twelve months continuous service with him by the employee concerned.

(2) Such period of annual leave shall not include any public holiday granted by the said Determination, observed on a working day, but shall include all other non-working days within the period of annual leave of the employee concerned.

(3) (a) If any public holiday granted by the said Determination falls within an employee's period of annual leave and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to his period of annual leave one day, being an ordinary working day on ordinary pay for each such holiday observed as aforesaid.

(b) Where an employee without reasonable excuse, proof whereof shall lie upon him, is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave, or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

(4) Continuity of service shall not be broken nor be deemed to be broken by :—

(a) any interruption or termination of the employment of an employee by his employer, if such interruption or termination has been made with the intention of avoiding any obligation under the Determination in respect of annual leave, and proof that it has not been made with such intention shall be on the employer;

(b) any absence from work less than fourteen days in the twelve months on account of sickness or accident, proof whereof shall be on the employee;

(c) any absence on account of leave granted, imposed or agreed to by the employer;

(d) any absence due to reasonable cause proof whereof shall be on the employee;

(e) the standing off of an employee or the working of shortened hours by an employee pursuant to clause 14 of the Determination, or the non-attendance for work by an employee after receipt of notice by him under sub-clause (d) of such clause that his services will not be required on the following day or days;

(f) any absence from work of more than fourteen days in the twelve months on account of sickness or accident proof whereof shall be on the employee;

(g) absences from work due to sickness or accident as prescribed in (b) and (f) of this sub-clause shall be subject to the provisions set out in sub-clause (10) hereof.

(5) In calculating a period of twelve months continuous service :

(a) any annual leave taken therein;

(b) any absences of the kind mentioned in (a) (b) and (c) of sub-clause (4) above;

(c) any absence on account of leave granted imposed or agreed to by the employer shall be counted as part of such period;

(d) in respect of absences of the kind mentioned in placita (c) (other than absences on account of leave imposed by the employer) (d) and (f) of sub-clause (4) above the employee shall serve such additional period as part of his qualifications for annual leave as will equal the period of such absences.

(6) Notwithstanding any of the other provisions of this clause proportionate payment for annual leave shall be made by an employer in respect of each completed month of continuous service when the employee so serving leaves his employment or his employment is terminated by the employer before the completion of any twelve monthly qualifying period under this clause. Such payment shall be made forthwith on such employee so leaving or on his employment being so terminated as the case may be.

(7) Notwithstanding any of the other provisions of this clause annual leave shall be allowed and shall be taken and payment shall not be made or accepted in lieu thereof.

(8) (a) Such annual leave shall be given by the employer and taken by the employee before the expiration of a period of six weeks after the date upon which the right to such annual leave accrues unless otherwise agreed to by the employer and employee concerned.

(b) An employee who has not completed his qualifying period of twelve months by the day on which the customary Christmas holiday period commences in the case of his employer in the year concerned, shall (unless the exigencies of the business otherwise require) be granted such proportionate leave and pay as his service prior thereto entitles him, and thereafter his qualifying period shall in cases not covered by sub-clause (9) hereof start afresh as from the commencement of such proportionate leave.

(c) The employer shall give the employee at least thirty days notice of the date from which such annual leave shall be taken.

(d) Each employee shall be paid in advance by his employer before the commencement of the employee's annual leave his ordinary pay for the said period of annual leave.

(e) Notwithstanding any of the other provisions of this clause in no case shall annual leave be given and taken later than the expiration of three months after the date on which such annual leave accrues.

(9) Where an employer closes down his factory or workshop or a section or sections thereof for the purpose of allowing annual leave to all or the majority of the employees in the factory or workshop or section or sections concerned the following provisions shall apply:—

(a) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the factory or workshop or section or sections concerned and allow to those who are not then qualified for two full weeks leave paid leave on a proportionate basis of one sixth of a week's leave for each completed month of continuous service.

(b) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave and shall also be paid one sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve monthly qualifying period.

(c) The next twelve monthly qualifying period of each employee affected by such close down shall commence from the day on which the factory or workshop or section or sections concerned is closed down for the annual leave in question.

(d) If in the first year of his service with an employer an employee is allowed proportionate annual leave under sub-clause (8) (b) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (6) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

(e) Provided always that any employee leaving his employment by reason of his non-compliance with clause 14 (a) of the Determination and who when so leaving suffers a deduction of pay under such clause shall be entitled notwithstanding such non-compliance to the benefit of sub-clause (6) of this clause.

(10) (a) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer but not otherwise be in the form of a written message which shall be sent by or on behalf of the employee within forty eight hours after the commencement of such absence.

(b) If an employer within seven days after the receipt by him of advice or when required of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by or in it, such message shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee shall within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) (b) and/or (c) of this sub-clause such dispute may be referred for determination to the Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall, if his claim succeeds and the Wages Board so decides, but not otherwise in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any cases where the period of seven days referred to in placita (b) and/or (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, such period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day such period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.

(11) (a) Any absence from work shall not be deemed to break the continuity of service of any employee unless within seven days of the commencement of such absence his employer gives or despatches to such employee notice in writing that he regards either conditionally or unconditionally, such absence as constituting a break in the continuity of the service of such employee.

(b) In any case where an employee has been absent from his employment for any cause not mentioned in any of the placita (a), (b), (c), (d), (e), or (f) of sub-clause (4) hereof and such employee has been notified in accordance with sub-clause (11) (a) hereof that his employer regards such absence as constituting a break in the continuity of the employee's service, such employee may apply to the said Wages Board within fourteen days of receiving such notification for a decision that it is, under all the circumstances, unduly harsh and unconscionable (proof whereof shall be on the employee) that he should suffer the loss to the full extent of such portion of a qualifying period for annual leave as he may have served up to the time of such absence. The said Wages Board shall upon receipt of any such application consider and make a decision thereon with due regard to all the circumstances of the absence and may decide that, despite the said absence, either the period of continuous service served by the employee prior thereto shall not be lost to him as portion of a qualifying period for annual leave, or that his period of annual leave should be reduced. But in the former case the decision shall be subject to a condition that he serve such period of continuous service as an addition to and part of his full qualifying period as the Wages Board may determine. Such additional period of continuous service shall not be less than the time lost by the employee as a result of the absence the subject of the dispute.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the Determination irrespective of the gender used.

"Service" means service with any employer covered by the Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

SICK PAY.

11. (1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty-four hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirements. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) and/or (b) and/or (c) of this sub-clause such dispute may be referred for determination to the Wages Board, and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall if his claim succeeds and the Wages Board so decides, but not otherwise in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty-four hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to but not exceeding three years or in such accumulation 132 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is maintained in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulations or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty-four hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that..... was employed by me from..... to and that during such period of employment he/she received payment for..... hours on account of sickness.

The inclusive dates of the last absence as above were from..... to

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificates to such employer.

For the purposes of this clause:—

“Ordinary Pay” means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

“Employer” and all variations of such word includes and include respectively all persons firms and corporations covered by the Determination irrespective of the gender used.

“Service” means service with any employer covered by the Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

DINING ACCOMMODATION.

12. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted:—

(i) by the Union, or if the Union refuses or neglects on application to it by the employer to issue a certificate of exemption;

(ii) by the Wages Board.
from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such room clean.

DISPUTES.

13. Any disputes as to the rights of employees or the duties or obligations of an employer under this Determination shall be dealt with by the Wages Board.

TERMS OF ENGAGEMENT.

14. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

- (b) All weekly wages shall be paid to the employees in full, with the following exceptions:—
- (i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
 - (ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.
 - (iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.
Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.
Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.
 - (iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.
- (c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and “classes of employees” shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.
- (d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.
- (e) *Terminating Employment in Relation to a Holiday.*—
- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
 - (ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.
 - (iii) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.
An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause (10) hereof.
- (f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

PART-TIME EMPLOYEES.

14. Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the 1st day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

OUTSIDE WORKERS.

15. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an “outside worker”) who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

- (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue hereof.
- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
 - (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;

- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
- (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

MISCELLANEOUS PROVISIONS.

16. (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
 - (ii) shall be kept correctly entered up in ink; and
 - (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1.) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2.) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.
- (e) *Authorized Person May Enter Factory.*—
- (i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.
 - (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
 - (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.
- (f) *Union Official Visiting Employer's Establishment.*—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the midday meal time for the purpose of—
- (i) Collecting members' contributions;
 - (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

PIECEWORK.

17. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Wages Board.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 19.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Six Capital Cities (Weighted average).

ADJUSTMENT OF BASIC WAGE.

19. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a May or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number for the six months ending March or September next, preceding the half year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) The amounts of the weekly rates for male apprentices, improvers and juveniles shall be adjusted proportionately to the rate of £4 9s. and the equivalent rate adjusted as hereinbefore prescribed (i.e. the rate for a male adult classified as "All Others"), calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(g) The amounts of the weekly rates for female apprentices, improvers or juveniles shall be adjusted proportionately to the increase or decrease in the rate of £3 19s. 6d. per week for journeywomen calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.

(h) The rates for apprentices, improvers, and juvenile workers shall be adjusted on the following rates:—

Experience.	* APPRENTICES OR IMPROVERS.							
	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking, and Women's Ready-made Tailoring.		Males Employed at Underclothing and White-work, Collars, Shirts, and Pyjamas.		Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing. Definition Clause (4).	
	Adjustable Weekly Wages.	Constant Loading.	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.	Adjustable Weekly Wages.	Constant Loading.
	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.	s. d.
1st six months ..	0 15 6	0 6	0 15 6	0 6	1 1 6	2 3 0	1 3 6	0 6
2nd ..	0 19 0	0 6	0 19 0	0 6	1 7 0	2 8 6	1 3 6	0 6
3rd ..	1 3 6	1 0	1 3 6	1 0	1 12 0	2 16 6	1 11 0	1 0
4th ..	1 7 0	1 0	1 7 0	1 0	1 18 0	3 4 6	1 11 0	1 0
5th ..	1 11 0	1 6	1 11 0	1 6	2 3 0	..	2 7 0	1 6
6th ..	1 18 6	1 6	1 18 6	1 6	2 8 6	..	2 7 0	1 6
7th ..	2 10 6	1 6	2 10 6	1 6	2 16 6	..	3 9 6	2 0
8th ..	3 2 0	2 0	3 2 0	2 0	3 4 6	..	3 9 6	2 0
9th ..	3 9 6	2 0	..	..	..	..	4 5 6	2 0
10th ..	3 19 0	2 0	..	..	..	..	4 5 6	2 0

And thereafter the minimum weekly wage or piecework price.

See Clause 19, sub-clauses (a) to (h) inclusive, preceding.

See Clause 19, sub-clauses (a) to (h) inclusive, preceding.

ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES.

20. (a) The weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
 (b) The weekly wage rates of adult females employed under Group (1) item (h) shall be increased by the constant amount of 2s. 6d.
 (c) The rates for adult male pieceworkers shall be increased in the same proportion.

SPECIAL LOADING.

21. (a) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or to payments due from time to time to employees pursuant to this Determination.

- (i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more for male employees and journeywomen employed in the following classifications, Group (1), items (g) and (j), Group (2), items (i) and (k), Group (3), item (h), there shall be added a special loading of 5s. per week.
 (ii) To the weekly wage rates or earnings of adult females employed under Group (1), item (h), there shall be added a special loading of 3s. per week.
 (iii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to Clause 2 of the Determination, there shall be added special loadings as follows:—

Experience—									s. d.
Males—									
1st six months	..	..	..	..	..	..	..	..	1 0
2nd "	..	..	..	..	..	..	..	..	1 0
3rd "	..	..	..	..	..	..	..	..	1 6
4th "	..	..	..	..	..	..	..	..	1 6
5th "	..	..	..	..	..	..	..	..	1 8
6th "	..	..	..	..	..	..	..	..	2 0
7th "	..	..	..	..	..	..	..	..	3 0
8th "	..	..	..	..	..	..	..	..	3 6
9th "	..	..	..	..	..	..	..	..	4 0
10th "	..	..	..	..	..	..	..	..	4 6
Male Juveniles—									
1st year	..	..	..	..	..	..	..	..	1 6
2nd "	..	..	..	..	..	..	..	..	1 6
3rd "	..	..	..	..	..	..	..	..	2 6
4th "	..	..	..	..	..	..	..	..	4 0
5th "	..	..	..	..	..	..	..	..	4 6

(b) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 18 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 include the above additional amounts prescribed by clauses 20 and 21.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th January, 1947.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes both primary and secondary data collection techniques. The analysis focuses on identifying trends and patterns over time, which is crucial for making informed decisions.

The third section provides a detailed breakdown of the results. It shows that there has been a significant increase in sales volume, particularly in the online channel. However, the profit margins have remained relatively stable, indicating that the company is effectively managing its costs.

Finally, the document concludes with several key recommendations. It suggests that the company should continue to invest in digital marketing to further expand its reach. Additionally, it recommends reviewing the supply chain to identify opportunities for cost reduction without compromising quality.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, MAY 9.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CLOTHING BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the Lowest Price or Rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

(a) Wages.

Males.

Experience.	Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st 6 months ..	0 14 0	0 6	0 14 6	0 18 6	1 0	0 19 6	0 18 6	1 0	0 19 6
2nd ..	0 18 6	1 0	0 19 6	1 2 6	1 0	1 3 6	1 2 6	1 0	1 3 6
3rd ..	1 3 0	1 0	1 4 0	1 8 0	1 6	1 9 6	1 8 0	1 6	1 9 6
4th ..	1 8 0	1 6	1 9 6	1 12 0	1 6	1 13 6	1 12 0	1 6	1 13 6
5th ..	1 17 6	1 6	1 19 0	1 17 6	1 6	1 19 0	1 17 6	1 6	1 19 0
6th ..	2 6 0	2 0	2 8 0	2 6 0	2 0	2 8 0	2 6 0	2 0	2 8 0
7th ..	2 16 0	2 6	2 18 6	3 0 0	3 0	3 3 0	3 0 0	3 0	3 3 0
8th ..	3 4 6	3 0	3 7 6	3 14 0	3 6	3 17 6	3 14 0	3 6	3 17 6
9th ..	3 14 0	3 6	3 17 6	4 2 6	4 0	4 6 6	4 2 6	4 0	4 6 6
10th ..	4 2 6	4 0	4 6 6	4 13 6	4 6	4 18 0	4 13 6	4 6	4 18 0

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months ..	2 6 0	1st 6 months ..	1 3 0	1st 6 months ..	2 6 0	1st 6 months ..	1 3 0
2nd ..	2 11 6	2nd ..	1 9 0	2nd ..	2 11 6	2nd ..	1 9 0
3rd ..	3 0 0	3rd ..	1 14 6	3rd ..	3 0 0	3rd ..	1 14 6
4th ..	3 9 0	4th ..	2 0 6	4th ..	3 9 0	4th ..	2 0 6
		5th ..	2 6 0			5th ..	2 6 0
		6th ..	2 11 6			6th ..	2 11 6
		7th ..	3 0 0			7th ..	3 0 0
		8th ..	3 9 0			8th ..	3 9 0

And thereafter the minimum wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
- (ii) The term to be served at the industry by female apprentices or improvers shall be:—Coat hands and coat machinists, not more than four years; all others, not more than three years.
- (iii) Sub-clause (ii) hereof shall apply only to apprentices under indenture on the 1st day of May, 1944. Thereafter the term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (in any Factory or place).

(a) Males.
Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed.	One apprentice to every four or fraction of four journeymen employed.	One apprentice to every three or fraction of three journeymen employed.

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) Females.

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

- 1. Journeymen seam or under pressers } to be taken together.
- Journeyman pressers-off }
- 2. Order trousers table hands } to be taken together.
- Order trousers machinists }
- 3. Stock trousers table hands } to be taken together.
- Stock trousers machinists }
- 4. Order vest table hands } to be taken together.
- Order vest machinists }
- 5. Stock vest table hands } to be taken together.
- Stock vest machinists }

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: Provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed marking-in or cutting out garments	7 1 0	5 0	7 6 0	7 1 0	5 0	7 6 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	6 13 6	5 0	6 18 6	..	..	4 4 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Fitters-up, namely, persons employed fitting up garments	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Tailors, namely, males employed making or altering any part of a garment	6 11 0	5 0	6 16 0	..	..	..
Machinists, namely, males employed machining any part of a garment	6 11 0	5 0	6 16 0	..	..	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	5 16 0	5 0	6 1 0	5 16 0	5 0	6 1 0
All other under-pressers, namely, persons employed underpressing on all other garments than coats	5 14 6	5 0	5 19 6	5 14 6	5 0	5 19 6
Seam pressers, namely, persons employed pressing seams on all garments	5 14 6	5 0	5 19 6	5 14 6	5 0	5 19 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	5 16 0	5 0	6 1 0	..	..	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	..	6 11 0	5 0	6 16 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	6 11 0	5 0	6 16 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	..	..	..	..	4 4 9
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	..	..	..	4 4 9
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	..	..	..	..	4 4 9
Hand sewers of buttons .. .. .	..	..	..	..	..	4 4 9
Persons not otherwise provided for	5 8 0	5 0	5 13 0	..	..	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) READY-MADE CLOTHING.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments ..	6 14 0	5 0	6 19 0	6 14 0	5 0	6 19 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands ..	6 13 6	5 0	6 18 6	..	..	4 4 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings ..	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Fitters up and/or shapers, namely, persons employed fitting up and/or shaping garments ..	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Tailors, namely, males employed making or altering any part of a garment ..	6 11 0	5 0	6 16 0	..	..	..
Machinists, namely, males employed machining any part of a garment ..	6 11 0	5 0	6 16 0	..	..	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam of under-pressing of the garment which the worker is making ..	6 11 0	5 0	6 16 0	6 11 0	5 0	6 16 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making ..	5 16 0	5 0	6 1 0	5 16 0	5 0	6 1 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making ..	5 14 6	5 0	5 19 6	5 14 6	5 0	5 19 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making ..	5 14 6	5 0	5 19 6	5 14 6	5 0	5 19 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments ..	5 14 6	5 0	5 19 6	5 14 6	5 0	5 19 6
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions ..	..	..	..	6 11 0	5 0	6 16 0
Females employed on manufacturing (i.e., machinists and table hands) on all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	..	..	..	..	4 9 3
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions ..	..	..	..	..	..	4 4 9
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	4 4 9
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests ..	..	..	..	..	..	4 4 9
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	4 4 9
Vest table hands, namely, females employed making or altering any part of all descriptions of vests ..	..	..	..	..	..	4 4 9
Hand sewers of buttons, or thread cutters, or ticket sewers ..	..	..	..	..	..	4 4 9
Persons not otherwise provided for ..	5 8 0	5 0	5 13 0	..	..	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

A journeyman is a male person, other than an apprentice or improver { (i) Who has served the term of experience prescribed by this Determination; or
(ii) Who has attained the age of twenty-one years; or
(iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

A journeywoman is a female person other than an apprentice or improver

Order work shall include any of the following classes of work:—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

After 3rd February, 1933, no person shall be employed in the industry, except as provided in the following classifications, viz.—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Apprentice.
- (d) Male person who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (e) Female person, employed at order tailoring, who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (f) Female improver employed at ready made clothing.
- (g) Female improver who has attained the age of 18 years, but is without previous experience at the trade.

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

6.

OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked. In those factories or workshops where a five-day week is worked, for all work done on Saturdays, pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed on overtime.

7.

MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

8.

TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) The task rate in respect of all garments, or parts of garments, or other articles or parts of articles, shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

- (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

(c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

(d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.

(e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.

(f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:— The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

(1) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary pay for two weeks shall be allowed annually by each employer to each of his employees after a period of twelve months continuous service with him by the employee concerned.

(2) Such period of annual leave shall not include any public holiday granted by the said Determination, observed on a working day, but shall include all other non-working days within the period of annual leave of the employee concerned.

(3) (a) If any public holiday granted by the said Determination falls within an employee's period of annual leave and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to his period of annual leave one day, being an ordinary working day on ordinary pay for each such holiday observed as aforesaid.

(b) Where an employee without reasonable excuse, proof whereof shall lie upon him, is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave, or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

(4) Continuity of service shall not be broken nor be deemed to be broken by:—

(a) any interruption of termination of the employment of an employee by his employer, if such interruption or termination has been made with the intention of avoiding any obligation under the Determination in respect of annual leave, and proof that it has not been made with such intention shall be on the employer;

(b) any absence from work less than fourteen days in the twelve months on account of sickness or accident, proof whereof shall be on the employee;

(c) any absence on account of leave granted, imposed or agreed to by the employer;

(d) any absence due to reasonable cause proof whereof shall be on the employee;

(e) the standing off of an employee or the working of shortened hours by an employee pursuant to clause 14 of the Determination, or the non-attendance for work by an employee after receipt of notice by him under sub-clause (d) of such clause that his services will not be required on the following day or days;

(f) any absence from work of more than fourteen days in the twelve months on account of sickness or accident proof whereof shall be on the employee;

(g) absence from work due to sickness or accident as proscribed in (b) and (f) of this sub-clause shall be subject to the provisions set out in sub-clause (10) hereof.

(5) In calculating a period of twelve months continuous service:—

(a) any annual leave taken therein;

(b) any absence of the kind mentioned in (a) (b) and (e) of sub-clause (4) above;

(c) any absence on account of leave granted imposed or agreed to by the employer

shall be counted as part of such period

(d) In respect of absences of the kind mentioned in placita (a) (other than absences on account of leave imposed by the employer) (d) and (f) of sub-clause (4) above the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.

(6) Notwithstanding any of the other provisions of this clause proportionate payment for annual leave shall be made by an employer in respect of each completed month of continuous service when the employee so serving leaves his employment or his employment is terminated by the employer before the completion of any twelve monthly qualifying period under this clause. Such payment shall be made forthwith on such employee so leaving or on his employment being so terminated as the case may be.

(7) Notwithstanding any of the other provisions of this clause annual leave shall be allowed and shall be taken and payment shall not be made or accepted in lieu thereof.

(8) (a) Such annual leave shall be given by the employer and taken by the employee before the expiration of a period of six weeks after the date upon which the right to such annual leave accrues unless otherwise agreed to by the employer and employee concerned.

(b) An employee who has not completed his qualifying period of twelve months by the day on which the customary Christmas holiday period commences, in the case of his employer in the year concerned, shall (unless the exigencies of the business otherwise require) be granted such proportionate leave and pay as his service prior thereto entitles him, and thereafter his qualifying period shall in cases not covered by sub-clause (9) hereof start afresh as from the commencement of such proportionate leave.

(c) The employer shall give the employee at least thirty days notice of the date from which such annual leave shall be taken.

(d) Each employee shall be paid in advance by his employer before the commencement of the employee's annual leave his ordinary pay for the said period of annual leave.

(e) Notwithstanding any of the other provisions of this clause in no case shall annual leave be given and taken later than the expiration of three months after the date on which such annual leave accrues.

(9) Where an employer closes down his factory or workshop or a section or sections thereof for the purpose of allowing annual leave to all or the majority of the employees in the factory or workshop or section or sections concerned the following provisions shall apply:—

(a) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the factory or workshop or section or sections concerned and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one sixth of a week's leave for each completed month of continuous service.

(b) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(c) The next twelve-monthly qualifying for each employee affected by such close down shall commence from the day on which the factory or workshop or section or sections concerned is closed down for the annual leave in question.

(d) If in the first year of his service with an employer an employee is allowed proportionate annual leave under sub-clause (8) (b) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (6) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

(e) Provided always that any employee leaving his employment by reason of his non-compliance with clause 14 (a) of the Determination and who when so leaving suffers a deduction of pay under such clause shall be entitled notwithstanding such non-compliance to the benefit of sub-clause (6) of this clause.

(10) (a) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer, but not otherwise be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours after the commencement of such absence.

(b) If an employer within seven days after the receipt by him of advice or when required of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by or in it such message shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him or such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee shall within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) (b) and/or (c) of this sub-clause such dispute may be referred for determination to the Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall, if his claim succeed and the Wages Board so decides, but not otherwise in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any cases where the period of seven days referred to in placita (b) and/or (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, such period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day such period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.

(11) (a) Any absence from work shall not be deemed to break the continuity of service of any employee unless within seven days of the commencement of such absence his employer gives or despatches to such employee notice in writing that he regards, either conditionally or unconditionally, such absence as constituting a break in the continuity of the service of such employee.

(b) In any case where an employee has been absent from his employment for any cause not mentioned in any of the placita (a), (b), (c), (d), (e), or (f) of sub-clause (4) hereof and such employee has been notified in accordance with sub-clause (11) (a) hereof that his employer regards such absence as constituting a break in the continuity of the employee's service, such employee may apply to the said Wages Board within fourteen days of receiving such notification for a decision that it is, under all the circumstances, unduly harsh and unconscionable (proof whereof shall be on the employee) that he should suffer the loss to the full extent of such portion of a qualifying period for annual leave as he may have served up to the time of such absence. The said Wages Board shall upon receipt of any such application consider and make a decision thereon with due regard to all the circumstances of the absence and may decide that, despite the said absence, either the period of continuous service served by the employee prior thereto shall not be lost to him as portion of a qualifying period for annual leave, or that his period of annual leave should be reduced. But in the former case the decision shall be subject to a condition that he serve such period of continuous service as an addition to and part of his full qualifying period as the Wages Board may determine. Such additional period of continuous service shall not be less than the time lost by the employee as a result of the absence the subject of the dispute.

For the purposes of this clause—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by the Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

11.

SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty-four hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) and/or (b) and/or (c) of this sub-clause such dispute may be referred for determination to the appropriate Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall if his claim succeeds and the Wages Board so decides, but not otherwise, in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty-four hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 132 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty-four hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that _____ was employed by me from _____ to _____ and that during during such period of employment he/she received payment for _____ hours on account of sickness.

The inclusive dates of the last absence as above were from _____ to _____

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

For the purposes of this clause:—

“Ordinary Pay” means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

“Employer” and all variations of such word includes and include respectively all persons firms and corporations covered by the Determination irrespective of the gender used.

“Service” means service with any employer covered by the Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

12. DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted:—

(i) by the Union, or if the Union refused or neglected on application to it by the employer to issue a certificate of exemption;

(ii) by the Wages Board.

from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labor to keep such room clean.

13. DISPUTES.

Any disputes as to the rights of employees or the duties or obligations of an employer under this Determination shall be dealt with by the Wages Board.

14. TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer, on any day during any week, shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision, the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and “classes of employees” shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but, when such breakdown or stoppage occurs, the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days in which he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

14.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of the said Determination.
- (b) They shall be employed for not less than 20 hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the 1st day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee.
- (g) The provisions of the said Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

15.

TEMPORARY WORK.

Any presser-off employed in any week as a temporary employee for less than thirty hours (exclusive of overtime), shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piece-work price plus 33½ per cent.

16.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

17.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (b) shall be kept correctly entered up in ink; and
- (c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Piece-work.*—No person shall be employed on piecework unless a piecework price is prescribed by this Determination, but when the employer imposes a task rate upon the employees for the weekly wage, the task conditions set out herein shall govern the fixation of the task.

(d) *Waiting for Work—Pieceworkers.*—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

(e) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(f) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(g) *Authorized Person may Enter Factory.*—(i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory workshop or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(h) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal-time for the purpose of—

(i) collecting members' contributions;

(ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

18.

PIECE-WORK PRICES.

The minimum prices to be paid for the classes of work hereinafter referred to when performed on piece-work by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out, with the following exception:—

Each piece-work price prescribed for males shall be increased by twenty-eight and a quarter per centum of such price.

Each piece-work price prescribed for female coat hands shall be increased by forty-one and a quarter per centum of such price.

Each piece-work price prescribed for female trouser and vest hands shall be increased by fifty-five and a half per centum of such price.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each scye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males.	Females.
	s. d.	s. d.
Standard starting price—by machine	35 1	21 2
When a worker does his or her own machining, add to the above price	1 11	1 4
When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 4
Seaming on facings	1 11	1 4
Seaming side seams	1 0	0 8
Shoulder seams	1 0	0 8
Seaming sleeves in	1 0	0 8
Seaming back seam	1 11	1 4
Two outside pockets	3 10	2 8
Stitching edges, one row	2 10	2 0
Making sleeves and sleeve linings	1 0	0 8
Inside breast pocket	1 0	0 8
In or outside ticket pocket	0 6	0 4
Covering collar		

Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.

EXTRAS.

Sac coat (not provided for in the preamble).
Unless machine is specially mentioned, such extras are by hand.
If any extra is done by machine, charge half hand price.

OVER SIZES—HAND OR MACHINE.

Double-breasted coat	3 10	2 8
If 48 inches or over from hole to button when finished (chest measurement)	3 10	2 8
If double-breasted lapel collar or single-breasted coat	1 11	1 4

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
POCKETS.				
Flap pocket, mouth raised and stitched and stitched in facing	1	0	0	8
Flap or welts on, in, or outside patch pockets, each	1	0	0	8
Flaps not provided for, each	1	0	0	8
Outside breast pocket	2	10	2	0
Inside breast pocket	1	11	1	4
Ticket pocket, in or out, without flap	1	11	1	4
Each hole and button on pocket flap	0	6	0	4
Patch pocket, plain, without flap or welt, lined, unlined, each	2	10	2	0
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	1	11	1	4
SLEEVES.				
Vent at hand, with stitching around	1	5	1	0
Cuffs formed without stitching around	1	0	0	8
Cuffs formed with stitching around	1	11	1	4
Each hole and button in sleeve hand	0	6	0	4
False cuffs	1	0	0	8
False cuffs, if filled up	1	11	1	4
Gauntlet or bishop cuffs	3	10	2	8
Half-gauntlet cuffs	2	5	1	8
Wristlet or elastic cuffs	3	10	2	8
Plain row or gold or silver tracing braid around cuffs, each	1	0	0	8
Curls of lace, if crimped by workmen, each	1	11	1	4
Gold or silver lace around cuff, each row	1	11	1	4
Canvas through cuffs	1	0	0	8
VENTS.				
Back vent, not exceeding 10 inches in length	1	11	1	4
Back vent, over 10 inches up to 13 inches	2	10	2	0
Back vent, over 13 inches	3	10	2	8
Vent, with morning coat tack, extra	0	6	0	4
Back seam, single taped	1	0	0	8
Back seam, double taped	1	11	1	4
Back seam, felled or stitched inside in any manner	1	0	0	8
Side vents, each	1	0	0	8
STITCHING EDGES AND SEAMS.				
Binding edges	4	9	3	4
Flat braiding on sac coats, same as morning coats.	3	10	2	8
Second row of stitching on edges, sac coat	3	10	2	8
Second row of stitching on all coats	Nil.	Nil.	Nil.	Nil.
Second row of stitching on all coats, if machined for the maker	0	6	0	4
Second row of stitching on all coats, if machined by the maker	1	11	1	4
Second row of stitching on bottom of all coats	Nil.	Nil.	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined by the maker	0	6	0	4
Second row of stitching on bottom of all coats, if machined by the maker	5	7	4	0
Single-stitched and raised seams on sac coat	9	3	6	8
Double-stitched raised seams on sac coat	2	10	2	0
Single-stitched raised seams by machine	4	3	3	0
Double-stitched raised seams, machined by maker	0	4	0	3
Strapped seams, for every 3 inches or part thereof	1	11	1	4
Binding edge, one side by hand, one side by machine	5	7	4	0
Edges of sac coat pricked by hand	3	10	2	8
Felled edges	3	10	2	8
<i>Unlined Sac Coats.</i>				
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand	1	11	1	4
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound	3	10	2	8
If lining at bottom of coat is not felled, but stitched and left open	0	6	0	4
WADDING AND PADDING.				
Double canvas through shoulders in all coats by hand	1	0	0	8
Double canvas through shoulders, sewn together by hand, and breast formed	1	11	1	4
Double canvas through shoulders, sewn together by machine, and breast formed	1	0	0	8
Shoulder or back pad, not exceeding six plies	1	0	0	8
Built shoulders, cloth, canvas, &c.	1	11	1	4
Yankee or formed shoulders, with puffs	4	9	3	4
Each extra pair of puffs in facing after first pair	0	6	0	4
Wings, by hand, per pair	1	0	0	8
Flannel seamed in with lining, by hand	1	0	0	8
Interlining body and back with flannel	1	0	0	8
HAIRCLOTH THROUGH SHOULDERS.				
If 4 inches below level of scye, with padding	1	0	0	8
If continued to waist with padding	1	11	1	4
If continued to full length of coat	3	10	2	8
BUTTON-HOLES AND BUTTONS.				
22 line or over or vest holes, per dozen	—	—	1	11
30 line or over or coat holes, per dozen	—	—	2	8
36 line or over or coat holes, per dozen	—	—	3	3
45 line or over or coat holes, per dozen	—	—	3	8
Covered buttons, per dozen	—	—	1	5
Eyelet holes, per dozen	—	—	1	0
Sewing on buttons, per dozen	—	—	0	8
SILK FACINGS.				
Full size, with material or domette underneath	5	7	5	7
Full size, without material or domette underneath	2	10	2	10
Small silk facing on turn, not exceeding 12 inches in length	1	11	1	11

See previous note (18) re increase of above prices.

	Males. s. d.	Females. s. d.
BASTES.		
Skeleton baste—		
With single-basted seams and one sleeve	1 11	1 4
Single-basted seams, one sleeve and collar	2 5	1 8
Single-basted seams, two sleeves and collar	2 10	2 0
With lapped seams, and one sleeve	2 10	2 0
With lapped seams, one sleeve and collar	3 5	2 4
With lapped seams, two sleeves and collar	3 10	2 8
Full baste, including wadding, padding, facings, seams pressed open	5 7	4 0
Forward try-on, including basting in two sleeves and collar when foreparts are made up	1 11	1 4
<i>Dress Lounge.</i>		
Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.		
Standard starting price—By machine	33 8	33 8
For silk facings and other extras, see sac coat.		
<i>Norfolk Jacket.</i>		
Preamble—Same as fixed for sac coats.		
Standard starting price—By machine	35 1	21 2
Hand work, see sac coat.		
EXTRAS.		
Plaits, seamed and pressed over, single stitched, each	1 11	1 4
Plaits, seamed and pressed over, double stitched, each	2 10	2 0
Belt, single stitched	3 10	2 8
Belt, double stitched	5 7	4 0
Cartridge pockets, all round belt	2 10	2 0
Sleeves plaited or gathered into band at wrist, with two holes and buttons	3 10	2 8
If yoked back and front	3 10	2 8
If yoked at front only	1 11	1 4
If yoked at back only	1 11	1 4
If scalloped yokes at back and front	4 8	3 4
If scalloped yokes at back only	2 10	2 0
If scalloped yoke at front only	2 10	2 0
Basting plaits or belt in skeleton baste, each	0 6	0 4
Belt across back	1 11	1 4
For other extras, see sac coat.		
<i>Special Jackets.</i>		
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, crash (white or coloured), or similar material—		
Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.		
Standard starting price—By machine	28 6	18 6
Corded edges	3 10	2 8
For other extras and hand work, see sac coat.		
<i>Chesterfield or Single-breasted Overcoat.</i>		
Preamble—Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each scye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.		
Standard starting price—By machine	40 9	25 6
When a worker does his or her own machining add to the above price	2 10	2 0
When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 3
Seaming on facings	2 10	2 0
Seaming side seams	1 11	1 4
Seaming shoulder seams	1 0	0 8
Seaming sleeves in	1 5	1 0
Seaming back seam	1 5	1 0
Two outside pockets	1 11	1 4
Stitching edges, one row	4 9	3 4
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Seaming on outside collar	0 6	0 4
EXTRAS.		
Extras, chesterfields (if not provided for in the preamble).		
Unless machine is specially mentioned, the following extras are by hand.		
If any extras are done by machine, charge half hand price.		
OVER SIZES.		
If 52 inches or over from hole to button when finished (chest measurement)	3 10	2 8
Each additional 3 inches or part thereof, over 45 inches in length	1 0	0 8
Raised seams, whole coat, by hand	8 5	6 0
Raised seams, whole coat, by machine	3 10	2 8
Edges, when pricked by hand	9 5	6 8
Edges, each extra row of stitching by hand	4 9	3 4
Felled edges	5 7	4 0
BASTES.		
Skeleton baste—		
With single-basted seams and one sleeve	2 10	2 0
With single-basted seams, one sleeve and collar	3 4	2 4
With single-basted seams, two sleeves and collar	3 10	2 8
With lapped seams and one sleeve	3 10	2 8
With lapped seams, one sleeve and collar	4 3	3 0
With lapped seams, two sleeves and collar	4 9	3 4
TABS AND BELTS.		
Tab, with hole and button, by hand	1 11	1 4
Tab, with hole and button, by machine	1 0	1 0
Belt, one hole, two buttons, by hand	4 9	3 4
Belt, one hole, two buttons, by machine	2 10	2 0
Collar tab (swivel or otherwise), two holes and buttons, by hand	2 5	1 8
Collar tab (swivel or otherwise), two holes and buttons, by machine	1 5	1 0

See previous note (18) re increase of above prices.

	Males. s. d.	Females. s. d.
LOOPS.		
By hand, each	1 0	0 8
By machine, each	0 4½	0 3
FLYS AND VENTS.		
Fly in front of coat, by hand	3 10	2 8
Fly in front of coat, by machine	1 11	1 4
Fly in back of coat, by hand	3 10	2 8
Fly in back of coat, by machine	1 11	1 4
Fly in front of cape	1 11	1 4
VENTS.		
Vents at side, under 6 inches, long, faced, or unfaced, each	1 0	0 8
Back vent, not exceeding 10 inches in length	1 11	1 4
Back vent, over 10 inches in length, up to 13 inches	2 10	2 0
Back vent, over 13 inches	3 10	2 8
Vent, with morning coat tack	0 6	0 4
Back seam, single taped	1 5	1 0
Back seam, double taped	2 5	1 8
Back seam, felled or stitched inside in any manner	1 5	1 0
SILK FACINGS.		
Full size, with material or domette underneath	7 6	5 4
Without material or domette underneath	3 10	2 8
Small silk facing on turn, not exceeding 12 inches	1 11	1 4
SEAMS.		
Strapped seams by machine	7 6	5 4
For other extras to seams, see extras on sac coat.		
For all other extras, see extras on other garments.		
Frock and Dress Coats.		
<i>Preamble.</i> —Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each eye; all linings felled; holes and buttons; label and hanger.		
Standard starting price—by machine	52 8	—
Dress coat with silk roll collar, to count as plain coat.		
When a worker does his or her own machining, add to the above price	2 10	—
When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra.		
One pair cuts	0 6	—
Under-arm seams	0 6	—
Waist seams	1 0	—
Lapel seams	1 0	—
Side seams	1 0	—
Shoulder seams	1 0	—
Plait pockets (two)	1 11	—
One inside breast pocket	1 0	—
Stitching edges	3 10	—
Making sleeves and sleeve linings	2 10	—
Seaming on outside collar	0 6	—
Joining coats	1 0	—
Seaming sleeves	1 0	—
EXTRAS.		
Extras, frock and dress coats (if not provided for in the preamble).		
If machine is not specially mentioned, all extras are by hand.		
If any extra is by machine, charge half hand price.		
Binding edges	5 7	—
Edges turned and felled or stouted	3 10	—
Braid laid flat on one side	5 7	—
Braid laid flat, double to waist	7 6	—
Braid laid flat, continued to full length	11 3	—
Braid laid flat, if back-stitched, extra	3 10	—
Galloon or binding, felled one side, and back-stitched the other	7 6	—
Cord on edge	5 7	—
Quilted back lining, in ¼ inch, half way down	3 10	—
Quilted sides in ¼ inch, half way down	3 10	—
Quilted sides in ½ inch, half way down	7 6	—
Quilted back linings in ¼ inch, half way down	7 6	—
Plain side edges, with three buttons	1 11	—
Plain side edges, with one button	1 0	—
Flaps in waist	2 10	—
Flannel seamed in with sleeve lining	1 0	—
Back and body interlined with flannel	1 11	—
Plaits, felled down from outside, per pair	1 0	—
Pockets across skirts, welt or jetted, each	1 11	—
Pocket across skirt, plain, under flap, per pair	1 11	—
Silk facings on front of breast, without domette	3 10	—
Silk facings on breast, with domette or other material underneath	4 9	—
Full silk facing, without domette or other material underneath	4 3	—
Full silk facing, with domette or other material underneath	5 7	—

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
BASTES.				
Skeleton baste—				
Single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	8	..	—
With single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	10	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Full baste, including wadding, padding, facings, and seams pressed open	7	6	..	—
Forward try-on	2	10	..	—
For other extras, see sac coat.				
Frock Overcoat.				
By machine	52	8	..	—
Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.				
Morning Coat.				
Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pocket tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each scye, all linings felled, holes and buttons by hand, label and hanger.				
Standard starting price, by machine	41	0	..	—
When a worker does his or her own machining, add to the above price	2	10	..	—
For all hand work, see frock and dress coats.				
EXTRAS.				
Extras, morning coat (if not provided for in the preamble).				
All extras are by hand, if machine is not specially mentioned.				
If any extra is done by machine, charge half hand price.				
For all extras on morning coat, see sac, frock, or dress coats.				
BASTES.				
With single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	4	..	—
Single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	4	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Forward try-on	1	11	..	—
Full baste to include wadding, padding, facings and seams pressed open	6	7	..	—
POCKETS, ETC.				
On shooting coats—				
Hare pocket	2	10	..	—
Bag	3	10	..	—
Gun pieces	1	11	..	—
Inverness Cape.				
Preamble—Two pockets, four holes in front and three in cape (unlined).				
Standard starting price, by machine	35	1	..	19 10
When a worker does his or her own machining, add to the above price	1	11	..	1 4
For all hand work, see chesterfields.				
EXTRAS.				
Extras, on inverness cape—				
If 52 inches or over from hole to button when finished (chest measurement)	3	10	..	2 8
If garment be lined	5	7	..	4 0
Each additional 3 inches or part thereof over 45 inches in length	1	0	..	0 8
SHAMS.				
Raised seams, whole coat, by hand	8	5	..	6 0
Raised seams, whole coat, by machine	4	3	..	3 0
EDGES.				
Binding edge by hand	5	7	..	4 0
Binding edge, one side by hand, one side by machine	3	10	..	2 8
Corded edges, by hand	7	6	..	5 4
Edges, when pricked by hand	9	5	..	6 8
Edges, extra row of stitching by hand	4	9	..	3 4
Felled edges	5	7	..	4 0
BASTES.				
Skeleton baste—				
With single-basted seams, one sleeve	2	10	..	2 0
With single-basted seams, one sleeve and collar	3	4	..	2 4
With single-basted seams, two sleeves and collar	3	10	..	2 3
With lapped seams, and one sleeve	3	10	..	2 8
With lapped seams, one sleeve and collar	4	3	..	3 0
With lapped seams, two sleeves and collar	4	9	..	3 4
Tab, with hole and button, by hand	1	0	..	1 4
Tab, with hole and button, by machine	1	0	..	0 8
Belt, one hole, two buttons, by hand	4	9	..	3 4
Belt, one hole, two buttons, by machine	2	10	..	2 0
Collar, tab (swivel or otherwise), two holes, and buttons, by hand	2	5	..	1 8
Collar, tab (swivel or otherwise), two holes, and buttons, by machine	1	11	..	1 4
Loops, by hand, each	1	0	..	0 8
Loops, by machine, each	0	4	..	0 3

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
FLYS AND VENTS.				
Fly in front of coat, by hand	3	10	2	8
Fly in back of coat, by hand	3	10	2	8
Fly in front of coat, by machine	1	11	1	4
Fly in back of coat, by machine	1	11	1	4
Fly front in cape	1	11	1	4
Vents at side, under 6 inches long, faced or unfaced, each	1	0	0	8

Cassocks.

Standard starting price—By hand and by machine, as follows:—

Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand	42	1	26	5
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine	31	11	20	0
Cassocks made from other material, less than above price	3	10	2	8
Long cassocks of silk or thin cloth, by hand	43	1	26	5
Long cassocks of silk or thin cloth, by machine	34	8	21	6
Long cassocks made from other material, less than above price	3	10	2	8

EXTRAS.

Extras on cassocks.				
Ten holes and buttons on long cassock	3	10	2	8
Belt, plaited	7	6	5	4
Belt, plaited, with cloth ends	8	5	6	0

Gowns.

	Males.		Females.	
	By Hand.	By Machine.	By Hand.	By Machine.
	s.	d.	s.	d.
Clergyman's gown, bishop's sleeves, silk	77	3	48	6
Clergyman's gown, bishop's sleeves, lustre or alpaca	70	2	44	0
Clergyman's gown, silk	73	8	46	3
Clergyman's gown, geneva, lustre, or alpaca	66	8	41	10
Barrister's gown, silk	73	8	46	3
Barrister's gown, alpaca or similar material	66	8	41	10
Student's or precentor's gown, silk	56	2	35	3
Student's or precentor's gown, other material	52	8	33	0

LIVERIES.

Coachman's Frock.

Preamble.—Single breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.
 Standard starting price—By machine, males, 44s. 11d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.
 Standard starting price—By machine, males, 44s. 11d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Footman's Coatee.

Preamble.—Double breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh, basted in, and lined throughout.
 Standard starting price—By machine, males, 47s. 9d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.
 Standard starting price—By machine, males, 47s. 9d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.
 For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.
 Standard starting price—By machine, males, 50s. 7d.
 When a worker does his own machining, add to the above price, males, 2s. 10d.

EXTRAS.

	Males.	
	s.	d.
Extras on servant's greatcoat.		
Edges, double stitched, raw, extra	5	7
Seams raised and single stitched	5	7
Seams raised and double stitched	11	3
Seams raised and stitched, if prepared by the maker only	3	10
Single cape, sewn in with collar	1	5
Single cape, with band and holes and buttons	2	10
Single cape, lined, extra	2	1
Each additional real or sham cape	2	10

See previous note (18) re increase of above prices.

	Males.
	s. d.
EXTRAS ON LIVERY COATS.	
Edges stoated and stitched	2 10
Edges piped with cloth, without flaps	4 3
Edges piped with cloth, with flaps	5 7
Gold, silver, or worsted lace on plain collar	2 1
Gold, silver, or worsted lace on collar with snips	2 10
Gold, silver, or worsted lace on plain cuffs	1 5
Gold, silver, or worsted lace on slash cuffs	4 11
Gold, silver, or worsted lace on flaps	2 1
Gold, silver all round, pointed or plain flaps	2 10
Lace holes on collar, each	1 5
Diamond hips	2 10
Slash cuffs	4 11
Imitation slash cuffs	2 1
Corded notch holes	0 4½
Notched holes worked with twist, each	0 9
Epaulettes, each	0 9
Shoulder knots, each	1 5
Pointed flaps, with buttons under, extra	0 9

BASTES.

For bastes, see frock and dress coats.
Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern).

Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.

Standard starting price, by machine—Males, 52s. 8d.; females, 33s.
For hand work, see sac coat.
Military officers' khaki drill jackets to be 3s. 5d. less than khaki cloth.
Eyelet holes, 3s. 4d. per dozen.

British Warm.

British warm (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.
For hand work, see chesterfields.

Aviators' Coats.

Aviators' coats (Commonwealth pattern).

Preamble.—Double breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).

Preamble.—Double breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.

Standard starting price, by machine—Males, 63s. 2d.; females, 39s. 8d.
For hand work, see chesterfields.

	Males.	Females.
	s. d.	s. d.
EXTRAS.		
Try-on	3 10	2 10
Snobs thumbs, each	1 0	0 8
Saddle cloth	1 11	1 4
Dummy fly	1 0	0 8
Gorget patches, sewn on	3 10	2 8
Gorget patches, detachable	5 7	4 0
Naval shoulder straps, per pair	7 6	5 4

DEDUCTIONS.

Deductions for undersized coats, youths' and boys'.

Dress lounge, Norfolk jacket, special jackets, and sac coats.

Youths'—if 38 inches or less from hole to button when finished (chest measurement) 3 10 .. 2 8

Boys'—if 34 inches or less from hole to button when finished (chest measurement) 7 6 .. 5 4

Chesterfield or single-breasted overcoat and inverness.

Youths'—42 inches or less from hole to button when finished (chest measurement) 3 10 .. 2 8

Boys'—38 inches or less from hole to button when finished (chest measurement) 7 6 .. 5 4

Other deductions on coats (if same be comprised in the preamble).

If without hair cloth or substitute for hair cloth 1 5 .. 1 0

If preamble hair cloth be put on by machine 1 0 .. 0 8

If fitting-up be done for the maker of the coat 1 0 .. 0 8

Each inside breast pocket provided for by the preamble, but not in coat when finished 1 0 .. 0 8

Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished 1 0 .. 0 8

If lapels be not padded by the maker of the coat 0 6 .. 0 4

If inside collar be not padded by the maker of the coat 0 6 .. 0 4

If buttonholes be not put in by the maker of the coat 1 0 .. 0 8

If front edge buttons be not put on by the maker of the coat 0 4½ .. 0 3

If label be not put on by the maker of the coat 0 3 .. 0 1½

If no cuts or darts in coat 0 4½ .. 0 3

If inside collar be put on by machine 0 6 .. 0 4

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
ALTERATIONS AND REPAIRS.				
Coats—				
Collar—				
Off	3	2½	2	0
Part off	2	1	1	4
Off and shortened	4	3	2	8
Recovering collar	4	3	2	8
New collar	8	5	5	4
Shoulders out	2	1	1	4
Shoulders part out	1	1½	0	8
Side seams out in body coat	4	3	4	3
Side seams, if part out in body coat	3	2	3	2
Plaits out, including pockets	6	4	4	0
Plaits out, no pockets	5	4½	3	4
Across skirts	5	4½	3	4
Shortened or lengthened body coats	2	1	2	1
Lengthened sac coat	3	2	2	0
Lengthened sac coat and facing	5	4½	3	4
Shortened coats	2	1	1	4
New skirts	12	8	7	11
Lapels off	10	6	6	7
Lapels part off	6	4	4	0
New lapels	19	0	11	11
Hollowing back seam	1	1½	0	8
Altering back seam through taak	2	1	1	4
Stumping back of body coat	4	3	4	3
Back right out and through plaits of body coat	14	9	14	9

SLEEVES.				
Right out	5	4½	3	4
Right out (machine)	4	3	2	8
Part out	2	8	1	8
Let out or taken in at top when out	1	1½	0	8
Let out or taken in at cuff	2	1	1	4
Shortened or lengthened, plain	2	1	1	4
Lengthened with hand facings	3	2½	2	0
Shortened or lengthened with button cuff	4	3	2	8
Relining body of coat	4	3	2	8

ALTERING SIDE SEAMS.				
Of sac, right through	4	3	2	8
Part out	3	2½	2	0
Of sac, if taped	6	4	4	0
Of sac, if taped, part out	4	3	2	8
Of chesterfield, right through	5	4½	3	4
Altering back seam of sac coat only	2	1	1	4
Hollowing back seam of sac coat only	1	1½	0	8
Altering back seam of chesterfield	3	2½	2	0
Hollowing back seam of chesterfield	1	6½	1	0
Front edges off—				
Without holes	6	4	4	0
With holes	8	5	5	4
With fly	12	8	7	11
Back right out of sac coat	8	5	5	4
Back right out of chesterfield	9	6½	5	11

ALTERATIONS AND REPAIRS.				
<i>Trousers and Vests.</i>				
Vests—				
Let out or take in side seams	2	1	1	2
Top of back and shoulder seams out	1	1½	0	7
Vest shortened from top or bottom	1	5	0	10½
No collar vest, made one hole and button, lower	2	1	1	2
Roll, step collar, or stand collar vest, made into no collar vest	4	3	2	1
New back and back lining	2	10	1	9
New forepart lining, if back or shoulder not altered	2	1	1	2
Ripping and re-cleaning vest for re-making	2	1	1	2

<i>Trousers.</i>				
Side seams out from pockets through bottom	3	2½	1	9
Side seams out from top and bottom, with pockets	6	4	3	6
Leg seam out from fork through bottom	3	2½	1	9
Seat seam, crutch, and part of leg seam out	3	2½	1	9
Seat seam only	1	1½	0	7
Seat seam, with crutch lining off and put on again	2	1	1	2
Trousers shortened or lengthened	2	1	1	2
Trousers lengthened and faced	3	2½	1	9
Trousers, more dress taken out of leg seam and front	2	1	1	2
Reseating trousers	3	2½	1	9
Large seat lining to cover seatings	1	1½	0	7
Ripping and cleaning trousers for re-making	4	3	2	1
Lowering the waist	4	3	2	1
Raising the waist	5	3½	2	11½

See previous note (18) re increase of above prices.

	Price— Men's. s. d.
PRESSING ORDER CLOTHING.	
Schedule of Prices—	
Frock and dress, including uniform frock and dress and livery	4 9
S.B. pagets or beauforts	2 4
D.B. pagets or beauforts and all oversizes	2 4
S.B. sac	1 9
D.B. sac, and all oversizes	1 9
Chesterfield	2 4
Usters and centennials	2 10
Covert coats	2 0½
Cassocks	3 5½
Capes	0 7½
S.B. unlined sacs	1 3
D.B. unlined sacs, and all oversizes	1 3
Silk chesters and sacs	1 3
Hollands, white coats, flannel, flannelette, and alpaca	1 3
Denim, dungaree, and canvas	0 9
Eton or stewards' jackets	1 6½
Military overcoats	2 4
Tunics	1 6½
Military jumpers	1 6½

VESTS.	
Vests, clerical, dress, white, marcella, white pique, white drill, or similar material	0 10½
Vest, cassock	1 1½
Vest, plain or with collar	0 7½
Stable vest, without sleeves	0 7½
Stable vest, with sleeves	0 9

TROUSERS.	
Plain trousers	1 1½
Full fall, including shaping	1 6½
Riding pants, military	1 5
Shaping riding pants, military	0 6
Other riding pants—	
Including shaping	2 11½
With leggings, including shaping	3 9
K.B. trousers	1 0
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins	0 9
Military trousers	1 1½
Shaping trousers and pants	0 6
Trousers prepared by presser for fitting on	0 6
Trousers, strapped	2 0½
Cuff bottoms on trousers	0 1½

	Males. s. d.	Females. s. d.
EMPLOYEES DOING THEIR OWN MACHINING.		
Sao coat, dress lounge, norfolk jacket, special jackets	1 11	1 4
Chesterfield, or single-breasted overcoat	2 10	2 0
Frock and dress coats	2 10	—
Frock coats of all descriptions and greatcoats	2 10	—
Morning and paget coats	2 10	—
Capes	0 6	0 4
Plain vest, or with collar	—	0 8
Stable vest	—	1 0
Trousers and pants	—	0 8½
Trousers strapped	—	1 1
Whole falls	—	0 10½
K.B. trousers	—	0 9
Youths', one-quarter less than men's.		
Boys', one-third less than men's.		

SPECIAL NOTICE.

PRESSING OFF.

Should any garment be pressed off for a female, no deduction shall be made.

Should a female press off any garment, such shall be an extra, and she shall be paid the prices provided herein (see order pressing schedule).

Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.

All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.

Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.

Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

VEST (ORDINARY).

Preamble—Fitting up, four pockets, welts, all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.

Standard starting price, by machine—females, 7s. 11d.

Garment to be pressed off for female.

If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.

When the maker does her own machining, 8d. extra.

See previous note (18) re increase of above prices.

HAND WORE ON VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows:—

										Females.
										<i>s. d.</i>
Seaming on facings	..	..	..	..	..	..	..	..	..	1 0
Stitching edges	..	..	..	..	..	..	..	..	..	1 4
Putting in pockets, each	..	..	..	..	..	..	..	..	..	0 8
Making back straps	..	..	..	..	..	..	..	..	..	0 8
Making back	..	..	..	..	..	..	..	..	..	0 8
Sewing in back	..	..	..	..	..	..	..	..	..	1 0

EXTRAS.

Extra on vests—										
Pockets—										
By hand, outside	..	..	..	..	..	..	..	..	..	1 4
By machine, outside	..	..	..	..	..	..	..	..	..	0 8
Hand, inside, including hole and button	..	..	..	..	..	..	..	..	..	1 4
Machine, inside, including hole and button	..	..	..	..	..	..	..	..	..	0 8
Flaps, on pockets each flap	..	..	..	..	..	..	..	..	..	0 4
Edges—										
Bound by hand	..	..	..	..	..	..	..	..	..	2 8
Bound, one edge hand, one edge machine	..	..	..	..	..	..	..	..	..	1 4
Flat braiding, three stitching by hand	..	..	..	..	..	..	..	..	..	3 4
Corded edges, by hand	..	..	..	..	..	..	..	..	..	2 8
Tracing braid, each row	..	..	..	..	..	..	..	..	..	1 4
Piped edges, seamed by machine	..	..	..	..	..	..	..	..	..	1 4
Each row of stitching on edges, by hand	..	..	..	..	..	..	..	..	..	1 4
Felled edges	..	..	..	..	..	..	..	..	..	1 4
Pricked edges, each row	..	..	..	..	..	..	..	..	..	2 8
Fly in front of vest, by hand, lined or unlined	..	..	..	..	..	..	..	..	..	2 0
Fly in front of vest, by machine	..	..	..	..	..	..	..	..	..	1 4
Eyelet holes, per dozen	..	..	..	..	..	..	..	..	..	0 8
Eyelet holes, with open facing	..	..	..	..	..	..	..	..	..	1 4
Puffs in back	..	..	..	..	..	..	..	..	..	0 8
Vents in side	..	..	..	..	..	..	..	..	..	0 8
Sleeves, unlined and faced, felled, or covert seams—										
By hand	..	..	..	..	..	..	..	..	..	5 4
By machine	..	..	..	..	..	..	..	..	..	2 8
Interlining back with flannel	..	..	..	..	..	..	..	..	..	0 8
Skirts at waist	..	..	..	..	..	..	..	..	..	1 4
Seal skins or imitation skins, extra	..	..	..	..	..	..	..	..	..	2 8
Collars—										
Step collar, lined or unlined, in two pieces or otherwise on S.B. vest	..	..	..	..	..	..	..	..	..	1 1
All other collars on S.B. vest, lined or unlined	..	..	..	..	..	..	..	..	..	0 8
Collar on D.B. vest, lined or unlined	..	..	..	..	..	..	..	..	..	1 4
Cuts in vest	..	..	..	..	..	..	..	..	..	0 4
Bastes—										
Skeleton baste	..	..	..	..	..	..	..	..	..	0 8
Forward baste	..	..	..	..	..	..	..	..	..	0 8
Skeleton baste with facings and linings basted in	..	..	..	..	..	..	..	..	..	1 4
Basting on tabs and buttons	..	..	..	..	..	..	..	..	..	0 4
Over-size vests—										
Men's vests, 46 inches and over (chest measurement) from hole to button	..	..	..	..	..	..	..	..	..	0 8
Double-breasted vest, extra to single	..	..	..	..	..	..	..	..	..	1 4

DEDUCTIONS.

Youths' vests, 36 inches and under (chest measurement) from hole to button, less than men's	..	..	..	..	..	..	..	..	..	0 8
Boy's vest, 32 inches and under (chest measurement) from hole to button, less than men's	..	..	..	..	..	..	..	..	..	2 0
If fitting up is not done by the maker	..	..	..	..	..	..	..	..	..	0 4

DRESS VEST.

Preamble—To pockets remainder same as preamble for ordinary vests.
Standard starting price—All machine, females, 9s. 3d.

EXTRAS.

Roll collar on dress vest	..	..	..	..	..	..	..	..	..	1 4
Hand work, extra and deductions, same as ordinary vest.	..	..	..	..	..	..	..	..	..

PLAIN CLERICAL VEST.

Preamble—With large or small breast; eight holes and buttons outside, and two buttons inside; one row of stitching or bound by machine.

Standard starting price—By machine, females, 9s. 3d.
Double-breasted, clerical vest 2s. extra.

Hand work, extras and deduction, same as ordinary vest.

TROUSERS.

Ordinary Trousers—

Preamble—Fitting up; two pockets, one strap and buckle; or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands; seat and catch linings felled; back linens if necessary.

Standard starting price—By machine, females, 7s. 11d.

Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the worker does her own machining, 9d. extra.

See previous note (18) re increase of above prices.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra, as follows:—

	Females.	
	s. d.	
Seaming half-side seams	1	0
Seaming side seams right through	2	0
Seaming half-leg seams	0	8
Seaming leg-seams right through	1	4
Seaming seat seams	0	8
Seaming bands on	0	8
Stitching around waist	0	8
Making fly and seaming lining on front	0	8
Stitching fly in	0	4
Stitching front of fly	0	4
Button catch	0	8
Pockets	0	8
Making strap and buckle	0	8

	Females.	
	By Hand.	By Machine.
	s. d.	s. d.
EXTRAS.		
Extras, ordinary trousers—		
Pockets—		
Fob pockets, each	1	4
Side or cross pockets, each pocket	1	4
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each	1	4
French bearer	1	4

SEAMS.		
Raised or overlaid side seams, if prepared by maker	2	0
Raised or overlaid side seams, if not prepared by maker, no extra.		
Lapped seams	1	4
Braid down side seam, silk or worsted	2	8
Gold or silver braid down side seam	6	7
Stripe scarlet cloth down side seams sewn on	2	8
Stripe scarlet cloth down side seams felled on	5	4
Stripe gold or silver lace down side seam	6	7
Stripe gold or silver lace down side seam felled or stitched on	10	7
Stripe gold or silver lace down side seams pricked on	11	11
Seams, serged top side only	0	8
Seams, serged top and under	1	4
Leg seams, felled each side	1	4
Side seams, felled each side	1	4
Leg seams, turned down and felled	0	8
Seat seams, turned over and felled	0	8
All seams piped	3	4

BOTTOMS.		
Bottoms faced up 9 inches with tweed, canvas, or other material	2	0
Bottom buttons, with stays inside	0	8
Bottom buttons, with stays outside	1	4
Round or taped bottoms, two fellings	1	4
Cuff bottoms	0	8
Cuff bottoms, sewn on or with one row extra felling	1	0
Leathers all round bottom	1	4

STRAPS, LOOPS, AND BELTS.		
Strap and buckle, if eased from hip	2	8
Leather belt sewn on	2	0
Leather belt sewn on, if eased in flannel	2	8
Strap and buckle (additional)	1	4
Sewing on machine-made strap and buckle	0	4
Leather tabs for chains	2	0
Loops, if additional to strap	0	8

LINING TROUSERS.		
Cotton lined	2	0
Cotton lining, if interlined with domette	3	4
Cotton lining, after trousers are finished	4	0
Large seat lining, over 8 inches by 6, extra	0	8
Flannel or silk lining	3	4
Chamois lining to knees	5	4
Chamois lining to bottom	6	7
Knees, lined	1	4

STITCHING AND PUFFS.		
Puff in hand	1	4
Stitching by hand across top of trousers	1	1
Full fall, trousers, extra	2	11
Split fall, trousers, extra	2	11

BASTING TROUSERS.		
Try-on trousers, full baste	2	8
Basting leg seams, seat seams, and bottoms	1	4
Basting seat seam and bottoms	0	8
Basting seat only	0	4
Basting bottoms only	0	4

See previous note (18) re increase of above prices.

	Females.
	<i>s. d.</i>
<i>Overizes.</i>	
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	0 8
Men's trousers, over 48 inches, from hole to button, extra	1 4

	Females.
	<i>s. d.</i>
<i>Deductions.</i>	
<i>Undersizes—</i>	
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	0 8
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	1 4
Fitting up	0 4
Leathers or heel stays	0 8
Button holes, per pair of trousers	0 7
Buttons, sewing, per pair	0 7
Evening dress trousers.	
Standard starting price, by machine—females, 9s. 3d.	
For hand work and extras, see ordinary trousers.	

BREECHES.

Preamble—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 15s. 2d.
 Garment to be pressed off and shrunk for female, without deduction.
 If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.
 When the maker does her own machining to breeches, extra 9d.
 For items done by hand, see trousers.

	Females.
	<i>s. d.</i>
<i>EXTRAS.</i>	
<i>Extras on Breeches.</i>	
Continuations, by hand, with four holes and buttons or eyelet holes	5 4
Continuations, by machine, with four holes and buttons or eyelet holes	2 8
Sewing or felling down leg seams	1 4
Garter, with buckle, by hand, per pair	2 0
Garter, with buckle, by machine, per pair	1 4
Knees lined	0 8
Each hole and button in frog mouth	0 4
Cuts under knee in breeches, if taped right across, per pair	0 8

Strapping.

Knee strapped, felled and stitched, or double stitched, by hand	4 0
Knees strapped, felled and stitched, or double stitched, by machine	2 0
Each row of diagonal stitching, per row, by hand	0 4
Seats strapped, not over 6 inches from centre, by hand	2 8
Ditto, by machine	1 4
Seat strapped to knee, half way up seat seam, by hand	5 4
Seat strapped to knee, half way up seat seam, by machine	2 8
Strapping from fork to calf, new trousers	5 4
Ditto, by machine	2 8
Trouser strapping to be paid same as breeches.	

RIDING PANTS.

Preamble—Two pockets, straps or loops, one eyelet hole, with strings.
 Standard starting price, by machine—females, 9s. 3d.
 Hand work, extras and deductions, same as ordinary trousers.

CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.

Preamble—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—By machine, females, 9s. 3d.
 Garment to be pressed off and shrunk for female.
 If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.
 When the maker does her own machining, extra 9d.
 All other hand work, extras and deductions, as per breeches and trousers.

SHOOTING OR RIDING LEGGINGS.

Preamble—With eight holes and buttons, swelled edges.
 Standard starting price, females—by hand, 9s. 3d.; by machine, 7s. 3d.

	Females.
	<i>s. d.</i>
<i>EXTRAS.</i>	
Tongues	1 4
Double stitched seams, by hand	1 4
Double stitched edges, by hand	1 4
Strap and buckle, at top, per pair	0 8
Leather for stirrup in front	1 4
Fly, by hand	2 8
Fly, by machine	1 4

SHORT GAITERS OR SPATS.

Preamble—With five holes and buttons, swelled edges.	
By hand	7 3
By machine	5 4
Double stitched seams and edges	1 4

See previous note (18) re increase of above prices.

											Females.
											<i>s. d.</i>
BASTING BREECHES.											
Skeleton baste											1 4
BASTING LEGGINGS.											
Basting one legging with fly and buttons, edges not turned in											0 8
											Per dozen.
											<i>s. d.</i>
READY-MADE CLOTHING.											
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.											
<i>Men's.</i>											
Chesters—											
S.B., lined											6 4
S.B., unlined											7 1½
D.B., lined											7 1½
D.B., unlined											7 4½
Extras for capes on chesters											0 10½
Extras for yokes and plaits on chesters											0 10½
Where chesters are 36 inches and under in length, deduct											0 10½
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets,											9 1
S.B. sac suits (without separation)											8 5½
Motor coats, S.B., washing material											6 4
Motor coats, D.B.											7 3
Motor cycle coats, washing material											5 2
S.B. sac coats lined											4 7½
COATS, SAC, S.B.											
Unlined, drill or duck (flax or linen)											5 2
Unlined, all other cotton material											4 4½
Alpaca or Sicilian											4 4½
Silk											4 9
Jumper, denim or dungarees											3 10½
Norfolk or sport											6 11
Football jackets											3 10½
COATS.											
Sac, D.B.											5 7
Frock coats of all descriptions											6 11
Beauforts or pagets											6 11
VESTS.											
S.B. plain											1 11
S.B., with collar											2 0½
D.B.											2 1
Stable, with back											2 7
Stable, with back and sleeves											3 1
Cloth edging on vest, extra											0 6
TROUSERS.											
Ordinary											2 1
Cotton Tweed—											
Less than 14 dozen, in line											2 1
If 14 dozen or more in line											1 11
Mole											1 11
Linon drill, canvas or duck											2 5½
Denim or dungaree											1 6½
Denim or dungaree, with double seats or knees											1 9½
Denim or dungaree, bib, and brace											2 1
Cotton washing materials											1 9½
K.B.											1 9½
Football, K.B.											1 3½
Bicycle, K.B.											2 1
Dress taken out of trousers											0 4½
Hip pocket cut in trousers											0 4½
Combination, denim or dungaree											3 10½
<i>Youths'.</i>											
DESCRIPTION.											
Chesters											5 2
Chesters, with capes or yokes and plaits											5 7
Suits, sac											6 11
Coats, sac, all material											3 9
Vests											1 5
Cloth edging on vests											0 4½
TROUSERS.											
Denim or dungaree											1 3½
Denim or dungaree, with double seats or knees											1 6½
Mole											1 8
Any other material											1 9½
Dress taken out of trousers											0 3
Hip pocket cut in trousers											0 3
Jackets, football											3 5½

See previous note (18) re increase of above prices.

Juveniles.

Description.	Sizes 00 to 12.		Sizes 18 and over.	
	Cotton Washing Material. Per dozen.	Other Material. Per dozen.	Cotton Washing Material. Per dozen.	Other Material. Per dozen.
SUITS.				
Fancy, 3 garments	s. d. 4 11	s. d. 5 2	s. d. 5 5	s. d. 5 7
Plain, 3 garments	5 2	5 5	5 7	5 10
Plain, 2 garments	3 7½	3 10½	4 0	4 3
Two garments, with belts, plaits, and yokes	4 3	4 6	4 9	4 11
Sailor, K.B.	3 4	3 5½	3 7½	3 9
Tunic, when right and left foreparts are cut separately	4 10½	5 0½	5 2	5 6½
Tunic, with pocket let in one forepart (foreparts cut together)	4 4½	4 7½	4 10½	5 0½
Tunic, without separation of foreparts	3 6	3 9	3 10½	4 1½
Trousers K.B.	1 0	1 0	1 1½	1 1½
Chesters	3 7½	3 10½	4 11	5 2
Capes, extra	0 6	0 6	0 6	0 6
Yokes and plaits, extra	0 6	0 6	0 6	0 6

SPECIAL CONDITIONS, STOCK CUTTERS.

DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
 When cutter machines his own work—One-sixth off.
 When cutter machines his own work—
 With an electric cutter—One-fourth off.
 With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
 Mole work cut by hand-knife—5 per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
 Singles—Double rate.
 Two thick—One-half extra.
 Three thick—One-quarter extra.
 When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piecework prices—One-fifth extra.
 When single width material is laid up singly to check the shades—5 per cent. extra on piecework prices.

PIECEWORK PRICES FOR PRESSING READY-MADE CLOTHING.

DESCRIPTION—MEN'S AND YOUTHS'.

DESCRIPTION—MEN'S AND YOUTHS'.	Men's.	Youths'.
	Per dozen.	Per dozen.
	s. d.	s. d.
SACS, LINED.		
Worsteds, serge, vicuna, sergette, and faced cloths	11 9	7 8
D.B. tweed, and all over-sizes	10 5	—
S.B. tweed, ordinary sizes (3 to 7)	8 0	6 7
Sacs, unlined—		
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes	8 0	6 7
S.B. worsted, serge, vicuna, faced cloth and sergette	8 0	6 7
Tweed	6 7	4 0
Silk	6 7	4 0
Holland, white flannel, alpaca	8 0	6 7
Denim or dungaree	4 0	3 4
Canvas, flannelette	6 7	4 11
D.B. OVERCOATS.		
Lined	15 6	10 9
Unlined	14 3	9 10
S.B. OVERCOATS.		
Lined	14 3	9 10
Unlined	12 8	8 11
Silk overcoats	14 3	9 10
Motor coats, washing	12 8	9 7
Shrinking, 1d. per yard.		
VESTS.		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes	3 6	3 1
Tweed and linen, and flax material	2 5½	2 0
Stable, with sleeves	8 2	—
Stable, without sleeves	4 6	—
Canvas, flannelette	2 1	1 10
TROUSERS.		
Worsted, serge, sergette, vicunas, faced cloth, and riding	5 0	3 6
Full falls	6 1	—
Riding pants and strapped	8 0	—
Riding pants, with leggings	12 9	—
K.B.	4 6	2 5½
White drill and silk, linen or flax materials	5 0	3 9
Dungaree and denim, or cotton washing materials	2 5½	1 11
Canvas, flannelette	3 3	2 3
Tweed, all classes	4 6	3 4

See previous note (18) re increase of above prices.

Juveniles.

	Worsted, Serge, Twill, Sergette, Corkacrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.
JACKETS, K.B.				
Without collar	s. d. 3 1	s. d. 3 6	s. d. 2 5½	s. d. 3 1
With step collar	5 0½	6 7	4 7½	6 1
With Prussian collar	4 0	5 0½	3 6	4 7½
With sailor or fancy collar	4 7½	5 7	4 0	5 0½
With belt and plaits, no collar	3 6	4 7½	3 1	4 0
With belt and plaits and Prussian collar	4 0	5 0½	3 6	4 7½
With belt and plaits, and step collar	5 7	7 0	5 0½	6 7
Vests	2 0½	2 5½	1 6½	2 0½
K.B. trousers	2 0½	2 5½	1 6½	2 0½
S.B. chesters	6 1	7 7½	6 1	7 7½
D.B. chesters and referers	6 1	7 7½	6 1	7 7½
Riding breeches	6 1	7 7½	6 1	7 7½

Females.
s. d.

FINISHING TROUSERS.
The following prices shall be paid for finishing men's and youths' ready-made trousers:—

Felling bottoms of trousers—										
Men's mole or tweed .. .. .	..	..	..	..	..	..	..	..	..	2 3
Men's worsted .. .. .	..	..	..	..	..	..	..	..	..	2 8
Youths' moles or tweed .. .. .	..	..	..	..	..	..	..	..	..	2 0
Youths' worsted .. .. .	..	..	..	..	..	..	..	..	..	2 4

FELLING BAND LININGS OF TROUSERS.										
Men's .. .. .	..	..	..	..	..	..	..	..	..	2 7
Youths' .. .. .	..	..	..	..	..	..	..	..	..	2 4
Felling the side of cross pockets, men's, youths', and boys' trousers .. .. .	..	..	..	..	..	..	..	..	..	0 5½
Felling the side of side pockets, men's, youths', and boys' trousers .. .. .	..	..	..	..	..	..	..	..	..	0 9½
Putting tacks between buttonholes in fly, and cutting off ends .. .. .	..	..	..	..	..	..	..	..	..	0 4½
Hook and eye on trousers .. .. .	..	..	..	..	..	..	..	..	..	1 0
Felling seat linings in trousers .. .. .	..	..	..	..	..	..	..	..	..	0 8
Fly tacks by hand .. .. .	..	..	..	..	..	..	..	..	..	0 8
Herring-boning bottoms of trousers .. .. .	..	..	..	..	..	..	..	..	..	4 0
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice .. .. .	..	..	..	..	..	..	..	..	..	4 0

TROUSERS.										
Buttonholes, if done by hand .. .. .	..	..	..	..	..	..	..	..	..	4 0
Buttons sewn on by hand .. .. .	..	..	..	..	..	..	..	..	..	2 5½
Pocket tacks, if done by hand .. .. .	..	..	..	..	..	..	..	..	..	1 9½
Cross stitching down centre of back linen .. .. .	..	..	..	..	..	..	..	..	..	0 3½
Cross stitching down sides of back linen .. .. .	..	..	..	..	..	..	..	..	..	0 3½
Ticket sewn on by hand .. .. .	..	..	..	..	..	..	..	..	..	0 3½

See previous note (18) re increase of above prices.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 20.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Six Capital Cities (Weighted average).

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number for the six months ending March or September next, preceding the half year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) The amounts of the weekly rates for male apprentices, improvers and juveniles shall be adjusted proportionately to the rate of £4 9s. and the equivalent rate adjusted as hereinbefore prescribed (i.e. the rate for a male adult classified as "All Others"), calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(g) The amounts of the weekly rates for females apprentices, improvers or juveniles shall be adjusted proportionately to the increase or decrease in the rate of £3 19s. 6d. per week for journeywomen calculated to the nearest sixpence any broken part of sixpence in the result not exceeding threepence to be disregarded.

(h) The rates for apprentices, improvers, and juvenile workers shall be adjusted on the following rates :—

APPRENTICES OR IMPROVERS.

(a) Males.

Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
Experience.	Adjustable Weekly Wage.	Constant Loading.	Experience.	Adjustable Weekly Wage.	Constant Loading.	Experience.	Adjustable Weekly Wage.	Constant Loading.
	£ s. d.	s. d.		£ s. d.	s. d.		£ s. d.	s. d.
1st 6 months ..	0 11 6	0 6	1st 6 months..	0 15 6	0 6	1st 6 months..	0 15 6	0 6
2nd " ..	0 15 6	0 6	2nd " ..	0 19 0	0 6	2nd " ..	0 19 0	0 6
3rd " ..	0 19 0	1 0	3rd " ..	1 3 6	1 0	3rd " ..	1 3 6	1 0
4th " ..	1 3 6	1 0	4th " ..	1 7 0	1 0	4th " ..	1 7 0	1 0
5th " ..	1 11 0	1 6	5th " ..	1 11 0	1 6	5th " ..	1 11 0	1 6
6th " ..	1 18 6	1 6	6th " ..	1 18 6	1 6	6th " ..	1 18 6	1 6
7th " ..	2 7 0	1 6	7th " ..	2 10 6	1 6	7th " ..	2 10 6	1 6
8th " ..	2 14 0	2 0	8th " ..	3 2 0	2 0	8th " ..	3 2 0	2 0
9th " ..	3 2 0	2 0	9th " ..	3 9 6	2 0	9th " ..	3 9 6	2 0
10th " ..	3 9 6	2 0	10th " ..	3 19 0	2 0	10th " ..	3 19 0	2 0

And thereafter the minimum wage or piecework price.

(b) Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Weekly Wage.	Experience.	Weekly Wage.	Experience.	Weekly Wage.	Experience.	Weekly Wage.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months ..	2 3 0	1st 6 months	1 1 6	1st 6 months	2 3 0	1st 6 months	1 1 6
2nd " ..	2 8 6	2nd " ..	1 7 0	2nd " ..	2 8 6	2nd " ..	1 7 0
3rd " ..	2 16 6	3rd " ..	1 12 0	3rd " ..	2 16 6	3rd " ..	1 12 0
4th " ..	3 4 6	4th " ..	1 18 0	4th " ..	3 4 6	4th " ..	1 18 0
		5th " ..	2 3 0			5th " ..	2 3 0
		6th " ..	2 8 6			6th " ..	2 8 6
		7th " ..	2 16 6			7th " ..	2 16 6
		8th " ..	3 4 6			8th " ..	3 4 6

And thereafter the minimum wage or piecework price.

See clause 20 sub-clauses (a) to (t) inclusive, preceding.

See clause 20, sub-clauses (a) to (h) inclusive, preceding.

21. ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES.

(a) The weekly wage rates of all adult male employees shall on and after 16th March, 1942, be increased by the constant amount of 5s.

(b) The rates for adult male piece-workers shall be increased in the same proportion.

22. SPECIAL LOADING.

(1) In addition to the amounts otherwise prescribed by this Determination, the further additions hereinafter specified shall also be made to all wage rates or payments due from time to time to employees pursuant to this Determination.

(i) To all weekly wage rates or earnings herein prescribed or payable hereunder at the sum of £4 9s. or more whether for male or female employees there shall be added a special loading of 5s. per week.

(ii) To all weekly wage rates or earnings prescribed or payable hereunder for apprentices or improvers pursuant to clause 2 of the Determination, there shall be added special loadings as follows :—

(a) Tailors—		s. d.
1st six months' experience ..	.. .. .	0 6
2nd " ..	.. .. .	1 0
3rd " ..	.. .. .	1 0
4th " ..	.. .. .	1 6
5th " ..	.. .. .	1 6
6th " ..	.. .. .	2 0
7th " ..	.. .. .	2 6
8th " ..	.. .. .	3 0
9th " ..	.. .. .	3 6
10th " ..	.. .. .	4 0
(b) Males other than tailors—		s. d.
1st six months' experience ..	.. .. .	1 0
2nd " ..	.. .. .	1 0
3rd " ..	.. .. .	1 6
4th " ..	.. .. .	1 6
5th " ..	.. .. .	1 6
6th " ..	.. .. .	2 0
7th " ..	.. .. .	3 0
8th " ..	.. .. .	3 6
9th " ..	.. .. .	4 0
10th " ..	.. .. .	4 6

(2) The further additions prescribed in sub-clause (1) hereof shall not be subject to periodical adjustment under clause 19 of this Determination nor shall they be deemed to be portion of the wage for the purpose of computing piecework prices or task work, or overtime, holiday or other penalty rates.

NOTE.—The rates set out in clauses 2 and 3 INCLUDE the above additional amounts prescribed by clauses 21 and 22.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th January, 1947.

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FRIDAY, MAY 9.

[1947

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR AND STRAW HAT BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or classes of persons employed in the trade of—

- (a) making males' or females' hats (including straw hats), caps, or bonnets;
(b) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 1st December, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " " " " " " " "	1 2 6	1 0	1 3 6	1 9 0	2 11 6
3rd " " " " " " " "	1 8 0	1 6	1 9 6	1 14 6	3 0 0
4th " " " " " " " "	1 12 0	1 6	1 13 6	2 0 6	3 9 0
5th " " " " " " " "	1 17 6	1 6	1 19 0	2 6 0	..
6th " " " " " " " "	2 6 0	2 0	2 8 0	2 11 6	..
7th " " " " " " " "	3 0 0	3 0	3 3 0	3 0 0	..
8th " " " " " " " "	3 14 0	3 6	3 17 6	3 9 0	..

And thereafter the minimum weekly wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
<i>Journeyman.</i>				
Cutters employed marking-in or cutting out articles of headwear	£ s. d.	s. d.	£ s. d.	£ s. d.
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	6 9 0	5 0	6 14 0	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	6 6 6	5 0	6 11 6	..
Pressers employed pressing off articles of headwear	6 0 0	5 0	6 5 0	..
All others	5 8 0	5 0	5 13 0	..
<i>Journeywomen.</i>				
Machinists employed machining any part of articles of headwear .. .. .	..	..	..	4 4 9
Milliners, table hands or finishers .. .. .	..	..	..	4 4 9
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office ..	..	..	..	4 4 9
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .	..	..	..	4 4 9
All others .. .. .	..	..	..	4 4 9

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

4. DEFINITIONS.

A journeyman is a male person other than an apprentice or improver (i) Who has served the term of experience prescribed by this Determination; or (ii) Who has attained the age of 21 years; or (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

A journeywoman is a female person other than an apprentice or improver

5. HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m. on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(i) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed on overtime.

7. MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

8. TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

- (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

- (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.
- (c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.
- (d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL LEAVE.

- (1) Except as hereinafter provided a period of fourteen consecutive days leave with payment of ordinary pay for two weeks shall be allowed annually by each employer to each of his employees after a period of twelve months continuous service with him by the employee concerned.
- (2) Such period of annual leave shall not include any public holiday granted by the said Determination, observed on a working day, but shall include all other non-working days within the period of annual leave of the employee concerned.
- (3) (a) If any public holiday granted by the said Determination falls within an employee's period of annual leave and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to his period of annual leave one day, being an ordinary working day on ordinary pay for each such holiday observed as aforesaid.
- (b) Where an employee without reasonable excuse, proof whereof shall lie upon him, is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave, or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.
- (4) Continuity of service shall not be broken nor be deemed to be broken by:—
 - (a) any interruption or termination of the employment of an employee by his employer, if such interruption or termination has been made with the intention of avoiding any obligation under the Determination in respect of annual leave, and proof that it has not been made with such intention shall be on the employer;
 - (b) any absence from work less than fourteen days in the twelve months on account of sickness or accident, proof whereof shall be on the employee;
 - (c) an absence on account of leave granted, imposed or agreed to by the employer;
 - (d) any absence due to reasonable cause proof whereof shall be on the employee;
 - (e) The standing off of an employee or the working of shortened hours by an employee pursuant to clause 14 of the Determination, or the non-attendance for work by an employee after receipt of notice by him under sub-clause (d) of such clause that his services will not be required on the following day or days;
 - (f) any absence from work of more than fourteen days in the twelve months on account of sickness or accident proof whereof shall be on the employee;
 - (g) absence from work due to sickness or accident as prescribed in (b) and (f) of this sub-clause shall be subject to the provisions set out in sub-clause (10) hereof.
- (5) In calculating a period of twelve months continuous service:—
 - (a) any annual leave taken therein;
 - (b) any absence of the kind mentioned in (a), (b) and (e) of sub-clause (4) above;
 - (c) any absence on account of leave granted imposed or agreed to by the employer
 shall be counted as part of such period
 - (d) In respect of absences of the kind mentioned in placita (c) (other than absences on account of leave imposed by the employer) (d) and (f) of sub-clause (4) above the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.
- (6) Notwithstanding any of the other provisions of this clause, proportionate payment for annual leave shall be made by an employer in respect of each completed month of continuous service when the employee so serving leaves his employment or his employment is terminated by the employer before the completion of any twelve-monthly qualifying period under this clause. Such payment shall be made forthwith on such employee so leaving or on his employment being so terminated as the case may be.
- (7) Notwithstanding any of the other provisions of this clause, annual leave shall be allowed and shall be taken and payment shall not be made or accepted in lieu thereof.
- (8) (a) Such annual leave shall be given by the employer and taken by the employee before the expiration of a period of six weeks after the date upon which the right to such annual leave accrues unless otherwise agreed to by the employer and employee concerned.
 - (b) An employee who has not completed his qualifying period of twelve months by the day on which the customary Christmas holiday period commences in the case of his employer in the year concerned, shall (unless the exigencies of the business otherwise require) be granted such proportionate leave and pay as his service prior thereto entitles him, and thereafter his qualifying period shall in cases not covered by sub-clause (9) hereof start afresh as from the commencement of such proportionate leave.
 - (c) The employer shall give the employee at least thirty days notice of the date from which such annual leave shall be taken.
 - (d) Each employee shall be paid in advance by his employer before the commencement of the employee's annual leave his ordinary pay for the said period of annual leave.

(e) Notwithstanding any of the other provisions of this clause in no case shall annual leave be given and taken later than the expiration of three months after the date on which such annual leave accrues.

(9) Where an employer closes down his factory or workshop or a section or sections thereof for the purpose of allowing annual leave to all or the majority of the employees in the factory or workshop or section or sections concerned the following provisions shall apply :—

- (a) He may by giving to the employee concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down, all employees in the factory or workshop or section or sections concerned and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (b) An employee who has then qualified for two full weeks leave, and has also completed a further month or more of continuous service shall be allowed his leave and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (c) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the factory or workshop or section or sections concerned is closed down for the annual leave in question.
- (d) If in the first year of his service with an employer an employee is allowed proportionate annual leave under sub-clause (8) (b) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (6) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.
- (e) Provided always that any employee leaving his employment by reason of his non-compliance with clause 14 (a) of the Determination and who when so leaving suffers a deduction of pay under such clause shall be entitled notwithstanding such non-compliance to the benefit of sub-clause (6) of this clause.

(10) (a) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer, but not otherwise be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours after the commencement of such absence.

(b) If an employer within seven days after the receipt by him of advice or when required of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by or in it such message shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him or such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence thereof the employee shall within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a), (b), and/or (c) of this sub-clause such dispute may be referred for determination to the Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall, if his claim succeeds and the Wages Board so decides, but not otherwise is such case, be entitled to be paid by his employer for all time lost and for reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any cases where the period of seven days referred to in placita (b) and/or (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, such period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day such period of forty-eight hours shall be deemed to commence at the starting hour of the next ordinary working day.

(11) (a) Any absence from work shall not be deemed to break the continuity of service of any employee unless within seven days of the commencement of such absence his employer gives or despatches to such employee notice in writing that he regards, either conditionally or unconditionally, such absence as constituting a break in the continuity of the service of such employee.

(b) In any case where an employee has been absent from his employment for any cause not mentioned in any of the placita (a), (b), (c), (d), (e) or (f) of sub-clause (4) hereof and such employee has been notified in accordance with sub-clause (11) (a) hereof that his employer regards such absence as constituting a break in the continuity of the employee's service, such employee may apply to the said Wages Board within fourteen days of receiving such notification for a decision that it is, under all the circumstances, unduly harsh and unconscionable (proof whereof shall be on the employee) that he should suffer the loss to the full extent of such portion of a qualifying period for annual leave as he may have served up to the time of such absence. The said Wages Board shall upon receipt of any such application consider and make a decision thereon with due regard to all the circumstances of the absence and may decide that, despite the said absence, either the period of continuous service by the employee prior thereto shall not be lost to him as portion of a qualifying period for annual leave, or that his period of annual leave should be reduced. But in the former case the decision shall be subject to a condition that he serve such period of continuous service as an addition to and part of his full qualifying period as the Wages Board may determine. Such additional period of continuous service shall not be less than the time lost by the employee as a result of the absence the subject of the dispute.

For the purposes of this clause :—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

11. SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty-four hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In the event of any dispute arising in regard to any of the foregoing placita (a) and/or (b) and/or (c) of this sub-clause such dispute may be referred for determination to the appropriate Wages Board and the said Wages Board shall thereupon consider and determine such dispute and the employee concerned in such dispute shall if his claim succeeds and the Wages Board so decides, but not otherwise, in such case, be entitled to be paid by his employer for all time lost and for any reasonable expenses incurred consequent on his attendance before such Wages Board.

(e) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty-four hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 132 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty-four hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that.....was employed by me from.....to.....and that during such period of employment he/she received for.....hours on account of sickness.

The inclusive dates of the last absence as above were from.....to.....

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

12.

DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted:—

(i) by the Union, or if the Union refuses or neglects on application to it by the employer to issue a certificate of exemption;

(ii) by the Wages Board from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labor to keep such room clean.

13.

DISPUTES.

Any disputes as to the rights of employees or the duties or obligations of an employer under this Determination shall be dealt with by the Wages Board.

14.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.

(iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.

(iii) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause (10) hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

14A.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/44th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944 shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

15.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 44 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory ;
- (ii) pay him the piecework prices prescribed by this Determination ;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work ;
- iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker ;
 - (2) the description, and number of articles or garments given to the outside worker ; and
 - (3) the price paid or agreed to be paid for such work ; and
- (v) obtain the signature of the outside worker to each entry in such book.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and or collecting the work of any outside worker the same shall be done without charge to such outside worker.

16.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—1. The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book :—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee ;
- (ii) shall be kept correctly entered up in ink ; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

2. The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—1. Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

2. A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized person may enter factory:—*

- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the mid-day meal time for the purpose of—

- (i) Collecting members' contributions ;
- (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

17.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, or apprentices.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeymen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the prices.

(d) In the event of a dispute with reference to piecework prices the matter shall be referred to the Wages Board.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

18.

PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adults males shall be automatically adjusted as prescribed in clause 19.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 0 0	s. d. 6 0	£ s. d. 5 6 0	Six Capital Cities (Weighted average).

19.

ADJUSTMENT OF BASIC WAGE.

(a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in May, 1947, the amounts of the basic wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a May or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number for the six months ending March or September next, preceding the half year for which the adjustment is made by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult females rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) The amounts of the weekly rates for male apprentices, improvers and juveniles shall be adjusted proportionately to the rate of £4 9s. and the equivalent rate adjusted as hereinbefore prescribed (i.e. the rate for a male adult classified as "All Others"), calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded, and shall conform to those payable from time to time under the terms of the appropriate award of the Commonwealth Arbitration Court.

(g) The amounts of the weekly rates for female apprentices, improvers or juveniles shall be adjusted proportionately to the increase or decrease in the rate of £3 19s. 6d. per week for journeymen calculated to the nearest sixpence any broken part of sixpence in the result not exceeding three pence to be disregarded.

(h) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeymen in the respective classes.

(i) The rates for apprentices, improvers, and juvenile workers shall be adjusted on the following rates:—

Experience.	Apprentices or Improvers.			Female Improvers commencing at the Trade between the ages of 18 and 21 Years.
	Males.		Females.	
	Adjustable Weekly Wages.	Constant Loading.	Weekly Wages.	Weekly Wages.
1st six months	£ s. d. 0 15 6	s. d. 0 6	£ s. d. 1 1 6	£ s. d. 2 3 0
2nd	0 19 0	0 6	1 7 0	2 8 6
3rd	1 3 6	1 0	1 12 0	2 16 6
4th	1 7 0	1 0	1 18 0	3 4 6
5th	1 11 0	1 6	2 3 0	..
6th	1 18 6	1 6	2 8 6	..
7th	2 10 6	1 6	2 16 6	..
8th	3 2 0	2 0	3 4 6	..

And thereafter the minimum weekly wage or piece-work price.

See Clause 19, sub-clause (a) to (i) inclusive, preceding.

See Clause 19, sub-clause (a) to (i) inclusive, preceding.

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