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[1948

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD 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, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this  
22nd day of November, 1948.

RAY. H. BEERS,  
Secretary for Labour.

**HEADWEAR AND STRAW HAT BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 669 of the 22nd June, 1948, shall be replaced by the following clauses:—

(a) WAGES.

2.

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.	Female Improvers commencing at the Trade between the Ages of 18 and 21 Years.	
	£ s. d.		£ s. d.	£ s. d.	
1st six months .. .. .	1	6	0	1 19 0	3 2 0
2nd six months .. .. .	1	11	0	2 4 0	3 9 0
3rd six months .. .. .	1	16	6	2 8 6	3 18 0
4th six months .. .. .	2	1	0	2 15 0	4 7 0
5th six months .. .. .	2	14	6	3 2 0	..
6th six months .. .. .	3	4	0	3 9 0	..
7th six months .. .. .	4	10	0	3 18 0	..
8th six months .. .. .	5	5	0	4 7 0	..
9th six months .. .. .	5	18	0	..	..
10th six months .. .. .	6	2	6	..	..

and thereafter the minimum weekly wage or piece-work 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 AND IMPROVERS).

	Wages Per Week.
	£ s. d.
<i>Journeyman.</i>	
(a) Cutters employed marking-in or cutting out articles of headwear .. .. .	8 12 0
(b) Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear .. .. .	7 19 0
(c) Helmet makers employed making, shaping, blocking, and stiffening helmets .. .. .	7 19 0
(d) Pressers employed pressing off articles of headwear .. .. .	7 9 0
(e) All others .. .. .	6 6 0
<i>Journeywomen.</i>	
(f) Machinists employed machining any part of articles of headwear .. .. .	5 4 6
(g) Milliners, table hands or finishers .. .. .	5 2 6
(h) Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office .. .. .	5 2 6
(i) Hand sewers of buttons .. .. .	4 17 0
(j) All others .. .. .	4 14 6

NOTE.—Industry loadings of 5s. in classifications (a) to (e) inclusive and 3s. 9d. in classifications (f) to (j) inclusive are included in the above rates and shall not 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.

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