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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 February, 1948.

Dated at Melbourne, this  
6th day of April, 1948.

RAY. H. BEERS,  
Secretary for Labour.

**TANNERS (FURRED SKINS) BOARD.**

Clauses 2 and 3 of the Determination made on the 17th November, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1948, shall be replaced by the following clauses:—

2.

ADULT MALES

	Wages Per Week.
Persons engaged shaving on upright knife and/or rotary shaving knife—	£ s. d.
1st year's experience .. .. .	6 19 0
2nd year's experience .. .. .	7 4 0
Thereafter .. .. .	7 11 6
Persons engaged as fleshers on upright knife, beam fleshers and pullers on upright knife—	
1st year's experience .. .. .	6 17 0
Thereafter .. .. .	7 6 6
Machine flesher .. .. .	6 16 0
Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators .. .. .	6 8 0
Persons engaged as dry drum operators .. .. .	6 8 0
Persons engaged in spraying stencilling or tipping by machine or by hand .. .. .	6 11 0
Persons engaged as fluffing machinists .. .. .	6 14 6
Persons engaged as fluffing machinists .. .. .	6 9 0
Persons engaged as fluffing machinists on suede wheel .. .. .	6 13 0
Persons engaged as staking machine operators .. .. .	6 9 0
Persons engaged as carding and/or combing machine operators (sheep skins) .. .. .	6 9 0
Persons engaged as setting out and/or stretching machine operators .. .. .	6 8 0
Persons engaged ripping by hand or by machine .. .. .	6 7 0
Persons engaged as clipping and/or epilating machine operators .. .. .	6 8 0
Table hands .. .. .	6 7 0
Males not elsewhere included .. .. .	5 19 0
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	

**WET WORK.**

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat band and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

**ADULT FEMALES.**

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

All others .. .. .	£ s. d. .. 4 9 3
3.	

Apprentices or Improvers.	Wages Per Week.
	£ s. d.
<i>Males.</i>	
Under 16 years of age .. .. .	1 11 0
16 and under 17 years of age .. .. .	1 19 6
17 and under 18 years of age .. .. .	2 13 9
18 and under 19 years of age .. .. .	3 7 9
19 and under 20 years of age .. .. .	4 4 9
20 and under 21 years of age .. .. .	5 7 3
<i>Females.</i>	
Under 16 years of age .. .. .	1 11 0
16 and under 17 years of age .. .. .	1 19 6
17 and under 18 years of age .. .. .	2 5 3
18 and under 19 years of age .. .. .	2 10 9
19 and under 20 years of age .. .. .	2 16 6
20 and under 21 years of age .. .. .	3 10 6

and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2.

For the purposes of this clause "experience" shall mean any form of employment in this industry.

Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows:—

*Female Improvers*

One female to one .. .. .	}	Female workers receiving not less than the minimum wage.
Three female improvers to two .. .. . and thereafter, three additional female improvers to every two additional .. .. .		

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