VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 601] **TUESDAY, AUGUST 15.** **[1950**

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 August, 1950.

Dated at Melbourne, this
14th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

FILEMAKERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 30 of the 13th January, 1950, shall be replaced by the following clauses :—

2. *Wages per Week of 40 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.
File chisel whetter	8 18 0	9 4 6	8 15 0
File inspector—First class	8 13 0	8 19 6	8 10 0
File inspector (other)—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 7 0	8 13 6	8 4 0
Automatic file blanking machine operator—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 13 0	8 19 6	8 10 0
File cutter—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 13 0	8 19 6	8 10 0
Hand hammer file forger—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 13 0	8 19 6	8 10 0
File tang roller—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 13 0	8 19 6	8 10 0
File compound controller	8 11 6	8 18 0	8 8 6
File edge grinder—			
(*a*) First three months' experience as such	8 5 0	8 11 6	8 2 0
(*b*) Thereafter	8 11 0	8 17 6	8 8 0
File side grinder—			
(*a*) First three months' experience as such	8 5 0	8 11 6	8 2 0
(*b*) Thereafter	8 11 0	8 17 6	8 8 0
File hardener—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 11 0	8 17 6	8 8 0
File point roller—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 11 0	8 17 6	8 8 0
File bar clipper—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 8 0	8 14 6	8 5 0
File roll flattener—			
(*a*) First three months' experience as such	8 2 0	8 8 6	7 19 0
(*b*) Thereafter	8 8 0	8 14 6	8 5 0

No. 601.—7636/50.—PRICE 3D.

Wages per Week of 40 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.
File brander			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 8 0	8 14 6	8 5 0
Half round or round file grinder—			
(a) First three months' experience as such	8 5 0	8 11 6	8 2 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
File tang and point trimmer—			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 5 0	8 11 6	8 2 0
File miller—			
(a) First three months' experience as such	8 2 0	8 8 6	7 19 0
(b) Thereafter	8 7 0	8 13 6	8 4 0
File acider	8 7 0	8 13 6	8 4 0
File sand blaster	8 5 6	8 12 0	8 2 6
Semi-automatic hammer file forger	8 5 0	8 11 6	8 2 0
File straightener (hand)	8 5 0	8 11 6	8 2 0
File grinder (other)	8 5 0	8 11 6	8 2 0
File edge setter (machine or hand)	8 5 0	8 11 6	8 2 0
File stripper (machine or hand)	8 5 0	8 11 6	8 2 0
File chisel grinder	8 5 0	8 11 6	8 2 0
File cropper	8 5 0	8 11 6	8 2 0
File point grinder	8 5 0	8 11 6	8 2 0
File safe edger	8 5 0	8 11 6	8 2 0
File tang bluer	8 5 0	8 11 6	8 2 0
File anneal loader	8 3 0	8 9 6	8 0 0
File straightener (machine)	8 2 0	8 8 6	7 19 0
File counter	8 2 0	8 8 6	7 19 0
File drier	8 2 0	8 8 6	7 19 0
File oiler	8 2 0	8 8 6	7 19 0
File pastor	8 2 0	8 8 6	7 19 0
File ringer	8 2 0	8 8 6	7 19 0
Other employees with not less than three months' experience in this industry	7 9 0	7 15 6	7 6 0
All others	7 3 0	7 9 6	7 0 0

NOTE.—Operators engaged in any of the following occupations are responsible for the setting up of the machines used in their respective operations :—

Automatic file blanking machine operator;
File bar clipper;
File brander;
File cutter;
File edge grinder;
File hardener (where a fixture is used);
File point roller;
File roll flattener;
File side grinder;
File tang and point trimmer;
File tang roller;
Hand hammer file forger.

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows :—

Wages per Week of 40 Hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	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. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.						
Under three months' experience	65	3 0	6 0	4 16 0	5 0 6	4 14 0
All others	75	3 0	7 0	5 10 6	5 15 6	5 8 0
II.—Junior Females.						
17 years of age and under	40	1 0	3 6	2 18 0	3 0 6	2 17 0
18 years of age	47½	1 3	4 0	3 9 0	3 12 0	3 7 6
19 years of age	55	1 6	4 6	3 19 6	4 3 6	3 18 0
20 years of age	62½	2 0	5 0	4 10 6	4 15 0	4 9 0
III.—Junior Males.						
Under 16 years of age	25	0 6	2 0	1 16 0	1 17 6	1 15 0
16 years of age	35	0 9	3 0	2 10 6	2 13 0	2 9 6
17 years of age	47½	1 0	4 0	3 8 6	3 11 6	3 7 0
18 years of age	60	1 0	5 0	4 6 6	4 10 6	4 4 6
19 years of age	75	2 0	6 0	5 8 6	5 13 6	5 6 0
20 years of age	90	2 0	7 0	6 9 6	6 15 6	6 7 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.

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.

using electric arc or oxy acetylene blow pipe.

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

By Authority: J. J. Gourley, Government Printer, Melbourne.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 602] TUESDAY, AUGUST 15. [1950

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 August, 1950.

Dated at Melbourne, this
14th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

GLASSWORKERS BOARD.

Clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section of the Determination published in *Government Gazette* No. 65 of the 1st February, 1949, shall be replaced by the following clauses:—

2. FLINT GLASS SECTION.

Apprentices.	Wages per Week.	Improvers.		
		Improvers other than Flint Improver Blowers.	Wages per Week.	Flint Improver Blower. Wages per Day of 8 Hours.
	s. d.		s. d.	s. d.
1st year's experience ..	73 6	1st year's experience ..	67 0	30 8
2nd " " ..	82 9	2nd " " ..	89 0	
3rd " " ..	95 3	3rd " " ..	102 9	
4th " " ..	105 9	4th year's experience and until reaching the age of 21 years	120 9	
5th " " ..	114 6			
and thereafter the minimum adult wage or piecework price				

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

No. 602.—7641/50.—PRICE 3D.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Wages per Week.	Females.	Wages per Week.
	s. d.		s. d.
Under 16 years of age	40 0	Under 15 years of age	35 9
16 years, but under 17 years of age	45 0	15 years, but under 16 years of age	38 0
17 " " " 18 " "	58 0	16 " " " 17 " "	49 9
18 " " " 19 " "	80 3	17 " " " 18 " "	54 9
19 " " " 20 " "	94 0	18 " " " 19 " "	59 0
20 " " " 21 " "	107 0	19 " " " 20 " "	68 9
		20 " " " 21 " "	78 9

and thereafter the minimum adult wage or piecework price.

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

and thereafter the minimum wage payable to adult females.

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

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	£ s. d.
Furnacemen	8 7 6
Lehr attendants	7 18 0
Stickers-up to melter press shop (3 stickers-up)	8 6 6
When only two stickers-up are working in a shop they shall be paid an additional 5s. per shift	
Operators on dip and blow and Y machines	7 18 0
Crackers-off on Dip and Blow and Y machines	7 18 0
Melters on side Lever press glazers and battery jar press	8 0 6
Ball blowers 1st year	7 18 0
Ball blowers 2nd year	8 5 6
Ball blowers 3rd year	8 13 0
Taker-out on side lever press	8 0 6
Assistants to journeymen	7 13 0
Auxiliary to Glass Manufacture.	
Batch mixers	8 5 0
Batch mixers' Assistants	7 19 0
Handlers of raw materials (as defined)	7 18 0
Packers performing any part of the operation of packing ware in straw and headed-up packages ..	8 9 0
Packers doing other packing (as defined)	7 17 0
Packers doing nested cartons (as defined)	7 17 0
Packers doing partitioned cartons (as defined)	8 2 0
Headers-up packed case	7 17 0
Warehouse Assemblers	7 17 0
Warehousemen	7 18 6
Loaders in delivery section	8 6 0
Stackers in delivery section	8 2 0
Sorters	8 4 0
Mould paster	8 2 0
Glass Finishing and Decorating Section.	
Grinders and polishers on flat and upright wheels	7 17 0
Cutters-off	7 17 0
Operators on glazing machines	7 17 0
Operators on searing-off machines	7 19 0
Operators on sandblast booth	8 8 0
Acid dippers	8 1 0
Glister colour handlers	8 1 0
Sprayer	8 6 0
Other adult labour except where hereafter specified	7 13 0

Adult Glassworkers.

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

Journeymen.	Per Day.
	s. d.
Blowers—	
12" and under	40 2
Over 12" and up to 18"	43 1
Over 18"	48 1
Press workers—	
Press workers on general ware up to 2 lb.	37 11
Press workers on general ware 2 lb. to 5 lb.	38 11
Press workers on general ware over 5 lb.	39 11
Dip mould workers—	
Blowers	37 5
Gatherers	37 5

Allowance for Skilled Glassworkers.

In addition to the rates prescribed herein, skilled glassworkers shall receive the following :—

When employed on regular day shift, an additional 10 per cent. of such earnings.

When employed on alternating day and afternoon shift, an additional 5 per cent. of such earnings.

When employed on rotating day, afternoon and night shift, an additional 3¼ per cent. of such earnings.

GLASS BOTTLE SECTION.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

—	Wages per Week.
	£ s. d.
Furnacemen	7 5 0
Salt cake burners	7 5 0
Lehrmen	6 19 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	6 19 6
Salt cake burners' assistants	6 19 6
Packers packing in bags or straw	6 18 6
Sorters	6 18 6
Lister truck hands and assistants	6 17 6
All others	6 16 0

Clauses, other than clauses 2 and 3 of the Flint Glass Section and clause 2 of the Glass Bottle Section, of the said Determination shall remain in force.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 603] TUESDAY, AUGUST 15. [1950

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 August, 1950.

Dated at Melbourne, this
14th day of August, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (A), 2 (B) and 2 (C) of the Determination published in *Government Gazette* No. 885 of the 31st October, 1949, shall be replaced by the following clauses:—

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

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	12 15 9	6 0	13 1 9
Slaughterman	12 2 0	6 0	12 8 0
Head and Feet Boners	9 16 6	3 0	9 19 6
Scalders	9 16 6	3 0	9 19 6
Meat Lumpers	9 13 0	3 0	9 16 0
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down)	9 9 0	3 0	9 12 0
General labourers	9 6 0	3 0	9 9 0

*** The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.**

No. 603.—7649/50.—PRICE 3D.

2. (A)—*continued.*

—	Weekly Wage. (a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
Division B.—Retail Shops.	£ s. d.	£ s. d.	£ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	9 12 6	9 19 0	9 12 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	9 12 6	9 19 0	9 12 6
Whilst employed on other work	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	9 17 0	10 3 6	9 17 0
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			
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	9 11 0	9 17 6	9 11 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	9 5 0	9 11 6	9 5 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	9 2 0	9 8 6	9 2 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	9 4 6	9 11 0	9 4 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	8 9 0	8 15 6	8 9 0
All others	8 7 0	8 13 6	8 7 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, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
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	9 12 6	9 19 0	9 12 6
Employees who do slaughtering 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	9 12 6	9 19 0	9 12 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	9 10 0	9 16 6	9 10 0
Fillermen	9 0 6	9 7 0	9 0 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	9 4 6	9 11 0	9 4 6
Packing-room hands	8 14 6	9 1 0	8 14 6
Linkers and table hands	8 13 6	9 0 0	8 13 6
All others	8 7 0	8 13 6	8 7 6
Division D.—Carters and Drivers Employed in or in Connexion with Abattoirs or Meat Markets.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	9 8 6	9 16 6	9 5 0
Exceeding 25 cwt. but not exceeding 3 tons capacity	9 13 6	10 1 6	9 10 0
Exceeding 3 tons capacity	9 18 6	10 6 6	9 15 0
Horse Drivers—			
One horse	9 5 6	9 13 6	9 2 0
Two horses	9 8 6	9 16 6	9 5 0
Three horses	9 11 6	9 19 0	9 7 6
Head stableman (if more than one employed)	9 3 0	9 11 0	9 0 6
Other stablemen or grooms	8 18 0	9 6 0	8 14 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 of loaded motor vehicles, except tractors, drawing a loaded trailer; Drivers, who, during the day, are engaged in carting blood manure or offensive offal	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- 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	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—*continued.*

Division E.—Carters and Drivers (Not Elsewhere Included).

—	Weekly Wage.		
	(a) Within 20 Miles of G.P.O. Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	8 12 0	8 18 6	8 12 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity	8 16 0	9 2 6	8 16 0
(iii) exceeding 3 tons capacity but under 6 tons capacity	8 19 0	9 5 6	8 19 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	8 7 0	8 13 6	8 7 0
(ii) two horses	8 12 0	8 18 6	8 12 0
(iii) three horses	8 15 0	9 1 6	8 15 0
(iv) four horses	8 17 0	9 3 6	8 17 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. 3d.

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. 3d.

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. 3d.

(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.

2. (B) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.

—	Weekly Wage.
	£ s. d.
1st year's experience	4 5 6
2nd year's experience	5 3 0
3rd year's experience	5 18 6
4th year's experience	7 16 0
5th year's	Minimum Wage

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Improvers employed as Carters and Drivers in or in connection with Abattoirs or Meat Markets in all Areas to which this Determination applies.

—	Weekly Wage.
	£ s. d.
Under 18 years..	5 15 6
18 years and under 19 years	6 16 6
19 years and under 20 years	7 8 6
20 years	Minimum Wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.

No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

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

2. (C) APPRENTICES NOT ELSEWHERE INCLUDED.

—	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
Five-year Term—				
First year	2 3 0	2 0	1 0	2 6 0
Second year	2 17 6	2 0	1 6	3 1 0
Third year	4 4 6	4 0	2 0	4 10 6
Fourth year	5 8 6	5 0	2 6	5 16 0
Fifth year	7 1 0	5 6	3 0	7 9 6
Four-year Term				
First year	2 10 6	2 0	1 0	2 13 6
Second year	3 11 6	3 0	1 6	3 16 0
Third year	5 8 6	5 0	2 6	5 16 0
Fourth year	7 1 0	5 6	3 0	7 9 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body 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 State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Saving.

(*a*) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

(*b*) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

(*c*) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

(*d*) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

(2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

(*e*) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

(*f*) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

(*g*) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

(*a*) 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 labor.

(*b*) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

—	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
First year	2 10 6	2 0	1 0	2 13 6
Second year	3 5 0	2 6	1 0	3 8 6
Third year	4 8 0	4 0	2 0	4 14 0
Fourth year	6 0 0	4 6	2 6	6 7 0
Fifth year	7 3 0	6 0	3 0	7 12 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

Clauses, other than clauses 2 (A), 2 (B) and 2 (C), of the said Determination shall remain in force.

By Authority: J. J. Gourley, Government Printer, Melbourne.