VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 12] TUESDAY, JANUARY 19. [1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 607.

CARTAGE RATES—FRESH FRUIT AND TOMATOES.

IN pursuance of the powers conferred upon me by the Prices Regulations Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 607.

Application.

2. This Order shall apply to the road transport by motor vehicle of fresh fruit and tomatoes in cases, and the return of such cases when empty, from place to place in Victoria as specified in the Schedules to this Order.

Maximum Rates.

3. Subject to the provisions of this Order, I fix and declare the maximum rate which may be charged for transporting cased fresh fruit and tomatoes, and empty fruit or tomato cases to be as follows:—

(*a*) For cartage from any place within a distance of 5 miles from the principal post office of any city or town specified in the First Schedule to this Order to any place within 10 miles of the General Post Office, Melbourne, to be the rate appropriate to each such city or town set out in that Schedule;

(*b*) For cartage from any place within a distance of 5 miles from the principal post office of any town specified in the Second Schedule to this Order to the destination therein specified, to be the rates set out in that Schedule opposite each such journey;

(*c*) For cartage to any local cannery or railway station in Victoria where either of the distances specified in the Third Schedule to this Order applies, to be the rates set out in that Schedule opposite each such distance;

(*d*) For cartage from grower's orchard to cool stores or packing sheds at Harcourt, Victoria, where one of the distances specified in the Fourth Schedule to this Order applies, to be the rates set out in the Schedule opposite each such distance;

(*e*) For cartage from cool stores or packing sheds at Harcourt, Victoria, to the Harcourt Railway Station and also stacking at the said rail siding, to be the rates specified in the Fifth Schedule to this Order.

Records to be Kept.

4. Every person supplying the service of transporting by motor vehicle cased fresh fruit and tomatoes, and/or such cases when empty, the maximum rates for which are fixed under this Order, shall maintain a record of each cartage service showing—

(*a*) Name and address of customer;

(*b*) Date of supplying service;

(*c*) Loading and delivery points in respect of each trip;

(*d*) Number of full cases carted on each trip;

(*e*) Number of empty cases carted on each trip.

Fixation of Maximum Rates by Notice.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum rate at which the service of transporting by motor vehicle fresh fruit and tomatoes specified in a notice given in pursuance of this clause may be supplied by any person in Victoria to whom such notice is given, to be such rate as is fixed by the Commissioner by notice in writing to that person.

FIRST SCHEDULE.

Maximum Rates.

From any place within a distance of 5 miles from the principal post office of any city or town specified herein to any place within 10 miles of the General Post Office, Melbourne.

	Full Case. (Each)		Empty Case Returned. (Each)	
	s.	*d.*	*s.*	*d.*
Ardmona	1	8	0	4½
Bendigo	1	7	0	4½
Cobram	2	0	0	5
Dhurringile	1	7	0	4½
Echuca area	1	10½	0	4½
Harcourt	1	5	0	4½
Haven area	2	4	0	4½
Horsham	2	3	0	4½
Kyabram	1	9½	0	4½
Merrigum	1	9½	0	4½
Mildura	3	1	0	8
Mooroopna	1	8	0	4½
Murchison	1	5	0	4½
Myrtleford	2	2	0	4½
Riverside	2	4	0	4½
Robinvale	2	10	0	7½
Shepparton	1	8	0	4½
Swan Hill	2	4	0	6
Tatura	1	7	0	4½
Toolamba	1	7	0	4½
Wangaratta	1	11	0	5
Werribee	0	9	0	3½

SECOND SCHEDULE.

Maximum Rates.

From any place within a distance of 5 miles from the principal post office of any town specified to the destination specified herein.

	Full Case. (Each)	Empty Case Returned. (Each)
	s. d.	s. d.
Ardmona to Seville	1 11	0 5
Bamawm to Kyabram	0 11	0 3½
Cobram to Shepparton	1 0	0 3½
Cobram to Bendigo	1 9½	0 4½
Echuca to Bendigo	1 1	0 4
Horsham to Bendigo	1 10½	0 4½
Katunga to Shepparton	0 10	0 3½
Kyabram to Ballarat	1 10½	0 4½
Kyabram to Red Hill	2 2	0 4½
Lockington to Kyabram	0 11	0 3½
Markwood to Wangaratta	0 9	0 3½
Merrigum to Wodonga	1 8	0 4½
Murchison to Bendigo	1 1	0 4
Shepparton to Bendigo	1 3	0 4
Shepparton to Echuca	1 0	0 3½
Shepparton to Wodonga	1 5	0 4½
Swan Hill to Bendigo	1 8	0 4½
Tatura to Bendigo	1 2	0 4
Tatura to Shepparton	0 9	0 3½
Wangaratta to Shepparton	1 2	0 4

THIRD SCHEDULE.

Maximum Rates.

For cartage from the grower's orchard to any local cannery and/or railway station in Victoria where the applicable distance involved is that specified herein.

Distance.	Full Case. (Each)	Empty Case Returned. (Each)
	s. d.	s. d.
Up to 6 miles	0 6	0 1½
Over 6 miles and up to 12 miles	0 7	0 1½

FOURTH SCHEDULE.

Maximum Rates.

From grower's orchard to cool stores or packing sheds at Harcourt, Victoria, where the applicable distance involved is that specified herein.

Distance.	Full Case. (Each)	Empty Case Returned. (Each)
	s. d.	s. d.
Up to 3 miles	0 3	0 2
Over 3 miles and up to 5 miles	0 4	0 2
Over 5 miles and up to 10 miles	0 6	0 2
Over 10 miles and up to 20 miles	0 8	0 2
Over 20 miles and up to 30 miles	0 9	0 2
Over 30 miles and up to 40 miles	0 10	0 2

FIFTH SCHEDULE.

Maximum Rates.

For cartage from cool stores or packing sheds at Harcourt, Victoria, to the Harcourt Railway Station, and also stacking at the said rail siding.

	Full Case. (Each)
	s. d.
Carting only	0 2
Carting and stacking	0 3

Dated this 11th day of January, 1954.

J. F. WALDRON
Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 608.

COPPER.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 608.

Revocation.

2. Prices Regulation Order No. 45 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—

"Copper" means fire refined or electrolytic copper in the form of bars, blocks, ingots, pigs, cakes or billets.

"Scrap copper" means second-hand or used copper in fabricated form and includes used copper which has been remelted after use into normal copper shapes.

"Prevailing margin" means in relation to copper bars, blocks, ingots, pigs, cakes or billets the margin for any particular quality, quantity or shape or in respect of any particular term or condition of sale that existed between the price of £140 per ton and the particular vendor's selling price on 31st December, 1948, of copper bars, blocks, ingots, pigs, cakes or billets of that particular quality, quantity, or shape or sold under that particular term or condition of sale.

Maximum Price—Fire Refined or Electrolytic Copper Bars, Blocks, Ingots, Pigs, Cakes or Billets.

4. I fix and declare the maximum price at which fire refined or electrolytic copper bars, blocks, ingots, pigs, cakes or billets may be sold by any person to be £300 per ton plus the prevailing margin where that person's selling price on 31st December, 1948, was greater than £140 per ton or minus the prevailing margin where that person's selling price on the aforesaid date was less than £140 per ton as the case may be.

Maximum Price—Scrap Copper.

5. I fix and declare the maximum price at which scrap copper may be sold to be 2s. 3d. per lb.

Fixation of Maximum Prices by Notice.

6. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which copper specified in a notice given in pursuance of this clause may be sold by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

Dated this 11th day of January, 1954.

J. F. WALDRON,
Prices Commissioner.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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No. 13] **TUESDAY, JANUARY 19.** **[1954**

Factories and Shops Acts.

DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—1. This Determination applies to the whole of the State of Victoria.

2. On the 25th September, 1946, the powers of the Cemetery Employees Board were varied to enable it to "determine the lowest prices or rates which may be paid to any person employed in or about a crematorium".

IN accordance with the provisions of the Factories and Shops Acts, and the Orders in Council thereunder, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed :—

(*a*) in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener;

(*b*) in or about a crematorium"

has made the following Determination, namely :—

1. That as from the 1st December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.

	Percentage of Basic Wage.	s. d.
1st year	27	64 0
2nd year	31	73 6
3rd year	36	85 6
4th year	43	102 0
5th year	53	125 6

PROPORTION (WITHIN ANY PLACE).

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

Other Employees.

	Wages.			
	Within the Metropolitan District.		All Other Parts of Victoria.	
	Per Hour.	Per Week.	Per Hour.	Per Week.
(*a*) In or about a cemetery—	s. d.	s. d.	s. d.	s. d.
Grave diggers ..	6 $8^{11}/_{20}$	268 6	6 $7^{13}/_{20}$	265 [illegible]
All others	6 $5^{7}/_{10}$	259 0	6 $4\frac{1}{2}$	256 0

	THROUGHOUT THE STATE.	
	Per Hour.	Per Week.
(*b*) In or about a crematorium—	s. d.	s. d.
* Operator in charge ..	7 $0^{6}/_{10}$	282 0
Other operator ..	6 $8^{11}/_{20}$	268 6
All others	6 $5^{7}/_{10}$	259 0

* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed of an Operator in Charge whilst he is so required to act.

No. 13.—11954/53.—PRICE 6D.

ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 5s. extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 2s. 6d. extra per day for each day or part of a day on which he is so required to assist.

(b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 2s. 6d. per day extra for each day on which he is so required to work.

EXHUMATIONS.

4. (a) Any workman employed in the opening and/or entering of a grave for the purposes of an exhumation or exhumations shall be paid for the first body removed the sum of 30s., and for each additional body removed from the same grave a further 15s.;

(b) Any workman required to assist, but not to open and/or enter a grave, in connection with an exhumation or exhumations from the same grave shall be paid an allowance of 7s. 6d.

TIME OF BEGINNING AND ENDING WORK.

5. The ordinary times of beginning and ending work shall be between the following hours :—

8 a.m. to 5.15 p.m. Monday to Friday inclusive.

A meal interval of not less than 45 minutes shall be allowed each employee between noon and 1.30 p.m. each day.

WEEK-END BURIAL OR CREMATION.

6. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth-streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions—

(a) unless such burial or cremation is by direction of the District Officer of Health ;

(b) the deceased person died prior to midnight on the preceding Thursday ; or

(c) where any of the holidays prescribed in clause 8 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 8.

OVERTIME.

7. All work done outside the hours specified as the times of beginning and ending work, or any work done within such hours in excess of 40 hours in any week, shall be paid for at the rate of time and a half.

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

8. (a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and,

(i) within the Metropolitan District as defined in the Factories and Shops Acts—Melbourne Cup Day and Show Day ;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any Cemetery Trust and a majority of its employees ;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply for the day so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

Provided that should an employee be required to work on any day specified in this sub-clause such work shall not nclude the digging of stock graves, but may include :—

(i) any necessary maintenance work ;

(ii) the filling in of a grave ;

(iii) the preparation of an ordered grave.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows :—

(i) An allowance of 5s. if not given a start at work;

(ii) for work done with a minimum payment as for four hours.

The allowance or wage provided for in (i) and (ii) hereof is in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

8A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein prescribed in clause 8 hereof.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

SUNDAYS.

9. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of acting as a patrolman or as a supervising attendant shall receive a minimum payment of 20s., and any employee called on duty to do any other work shall receive a minimum payment of 30s. for each Sunday he is so required to work.

SATURDAYS.

10. Subject to the provisions of clause 8 hereof time and a half with a minimum payment of 20s. shall be paid for all work done on a Saturday.

EMPLOYEE OPENING OR CLOSING A CEMETERY ON A SATURDAY, SUNDAY, OR A PUBLIC HOLIDAY.

11. Notwithstanding anything contained in clauses 8, 9, or 10 hereof any employee who is required only to open and/or close the gates of a cemetery on a Saturday, Sunday, or a Public Holiday specified in clause 8, shall be paid at the appropriate rate specified for work done on any such day with a minimum payment of 15s. for any such work.

NOTICE OF WORK ON A SUNDAY OR HOLIDAY.

12. If at all possible, 24 hours' notice that his services will be required on such day, shall be given to an employee required to work on a Sunday or a holiday specified in clause 8.

PICNIC DAY.

13. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 16.

FARE ALLOWANCE.

14. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of five shillings per week as a fare allowance.

TERMS OF ENGAGEMENT.

15. Any employee (other than a casual employee) willing and available to work shall, in respect of each week of his employment, be paid the full weekly wage fixed by this Determination.

ANNUAL HOLIDAY.

16. 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.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week.

SICK LEAVE.

18. (*a*) Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows :—

(i) For the first two weeks, full pay.
(ii) For the next two weeks, half pay.

(*b*) Notwithstanding anything contained in sub-clause (*a*) hereof, if the full period of sick leave, as prescribed above is not taken during the employee's fourth, or any subsequent year of continuous service, such portion as is not taken in such fourth or any subsequent year of service, shall be cumulative from year to year up to a period not exceeding eight weeks on full pay, and a further eight weeks on half pay, provided that for each two weeks of any such sick leave, a medical certificate, or other satisfactory evidence of injury or illness shall be furnished by the employee if so required.

(*c*) Notwithstanding anything contained in sub-clauses (*a*) or (*b*) hereof, for absence on account of ill-health or injury for any period not exceeding two consecutive working days, and not exceeding in the aggregate four working days in any one year, the production of a medical certificate shall not be necessary.

(*d*) Where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage as is prescribed by sub-sections (*a*) and (*b*) hereof than is sufficient with such compensation to make up the full or half pay as the case may be.

CLOTHING, ETC.

19. Employees required to work in wet places shall be provided with leather or rubber knee boots.

An employee whilst engaged at grave digging shall be supplied with overall trousers, which shall be replaced from time to time where necessary.

Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

An employee engaged in filling in a grave in rain shall be provided with suitable protective clothing.

An employee required to attend at a grave during a funeral shall be provided with a suitable dustcoat to cover his working clothes during such period.

PROTECTION FROM FALLING EARTH OR MASONRY.

20. Where an employee is working in sand or loose earth at a depth of 5 ft. 6 in. or greater, or in any earth at a depth below 7 feet, he shall be assisted by another employee, or given protection by means of timbering or other adequate protection to obviate danger from falling earth or masonry. Where a grave is dug or re-opened in sand or loose earth, planking must be provided by the Cemetery Trust, and used by the grave digger for the safe conduct of the funeral for which preparation is being made.

DEFINITION.

21. A casual employee is a person who is not required to report for duty on each of every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

DINING ACCOMMODATION, ETC.

22. Where four or more men are ordinarily employed in a cemetery suitable dining accommodation with a fireplace, or other means of providing boiling water, and with adequate tables and forms shall be provided for the use of employees when having meals. This accommodation shall be kept clean and used for no other purpose.

Suitable drying accomodation with heating facilities when necessary shall also be provided in each such cemetery.

TERMINATION OF EMPLOYMENT.

23. Except in a case where an employee or an employer has been guilty of misconduct seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause does not operate in the case of a casual employee.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 25.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

25. (*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 February, 1954, the amount of the basic wage shall be as prescribed in clause 24.

(*c*) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the 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 ·103 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*) The wages of apprentices or improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 26th November, 1953.

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VICTORIA
GOVERNMENT GAZETTE.

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No. 14] TUESDAY, JANUARY 19. [1954

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting Secretary for Labour, in pursuance af 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, 1953.

Dated at Melbourne, this 18th day of January, 1954.

H. N. JONES,
Acting Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination made on the 24th June, 1953, and in force as from the beginning of the first pay period to commence in August, 1953, shall be replaced by the following clauses:—

WAGES.

2.

—	Wages per Week of 40 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.	At Yallourn.	All Other Parts Victoria.
MALES.	£ s. d.	£ s. d.	£ s. d.
Development, Tool Room, Installation, and Maintenance of Plant.			
1. Brass finisher, tradesman	14 9 0	14 15 6	14 6 0
2. Die maker (see classification number 23)			
3. Die setter—			
When working on "try-outs"	14 9 0	14 15 6	14 6 0
Other	14 3 6	14 10 0	14 0 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	14 13 6	15 0 0	14 10 6
5. Fitter and/or turner, tradesman	14 9 0	14 15 6	14 6 0
6. Jigmaker, in wood or metal	14 9 0	14 15 6	14 6 0
7. Machinist (metal) first class	14 9 0	14 15 6	14 6 0
8. Machinist (metal) second class	13 14 0	14 0 6	13 11 0
9. Machinist (metal) third class	13 5 0	13 11 6	13 2 0
10. Machinist (wood) (see classification number 31)			
11. Machine setter, as defined	14 9 0	14 15 6	14 6 0
12 Marker-off (see classification number 25)			
13. Motor body developer	15 10 6	15 17 0	15 7 6
14. Motor mechanic	14 9 0	14 15 6	14 6 0
15. Panel worker, tradesman	14 9 0	14 15 6	14 6 0
16. Pattern maker	15 2 0	15 8 6	14 19 0

No. 14.—11296/53.—PRICE 3D.

—	Wages per Week of 40 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.	At Yallourn.	All Other Parts Victoria.
MALES—*continued.*			
Development, Tool Room, Installation, and Maintenance of Plant—continued.	£ s. d.	£ s. d.	£ s. d.
17. 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 a part of a pattern provided that—			
(*a*) such tradesman shall not be required to work to drawings or prints;			
(*b*) whilst so employed shall be paid a rate of	14 13 6	15 0 0	14 10 6
18. Pipe fitter—			
(*a*) on high pressure work (*i.e.*, live steam or hydraulic press work)	14 9 0	14 15 6	14 6 0
(*b*) on low pressure work	13 14 0	14 0 6	13 11 0
19. Saw doctor	14 13 6	15 0 0	14 10 6
20. Smith, tradesman	14 10 6	14 17 0	14 7 6
21. Template maker	14 15 0	15 1 6	14 12 0
22. Tooling smith	14 12 0	14 18 6	14 9 0
23. Tool maker, tool hardener, and diemaker	15 2 0	15 8 6	14 19 0
24. Tradesman's assistant	13 0 0	13 6 6	12 17 0
25. Tradesman, the greater part of whose time is occupied marking off..	14 13 6	15 0 0	14 10 6
26. Trimmer, tradesman (on development work)	14 9 0	14 15 6	14 6 0
27. Trouble chaser	15 6 0	15 12 6	15 3 0
28. Turner (see classification number 5)			
29. Welder, tradesman	14 13 6	15 0 0	14 10 6
30. Welder, other	13 6 0	13 12 6	13 3 0
31. Wood machinist, first class	14 3 6	14 10 0	14 0 6
Production Repair and Reconditioning.			
32. Acid washer (see classification number 110)			
33. Air hammer operator	13 16 0	14 2 6	13 13 0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	13 5 0	13 11 6	13 2 0
35. Angle iron smith and/or boiler smith	14 13 6	15 0 0	14 10 6
36. Annealer and/or case hardener	13 19 6	14 6 0	13 16 6
37. Assembler (aero engine)	14 9 0	14 15 6	14 6 0
38. Assembler and/or wirer, chassis	13 12 0	13 18 6	13 9 0
39. Assembler and/or wirer, tractor	13 12 0	13 18 6	13 9 0
40. Assembler, cushion and squab spring	13 6 0	13 12 6	13 3 0
41. Assembler, engine (final)	13 12 0	13 18 6	13 9 0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) ..	13 16 0	14 2 6	13 13 0
43. Assembler of bodies or parts of bodies "on the line" ..	14 3 6	14 10 0	14 0 6
44. Assembler of chassis parts independently of main assembly ..	13 12 0	13 18 6	13 9 0
45. Assembler, windscreen frame	13 6 0	13 12 6	13 3 0
46. Axle maker	14 9 0	14 15 6	14 6 0
47. Axle turner	14 9 0	14 15 6	14 6 0
48. Band and/or jig sawyer, trim	13 16 0	14 2 6	13 13 0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)..	13 19 0	14 5 6	13 16 0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work other than as prescribed in the definition of "garnish mould finisher"	13 5 0	13 11 6	13 2 0
51. Body maker, first class	14 9 0	14 15 6	14 6 0
52. Body maker, second class..	14 3 6	14 10 0	14 0 6
53. Body mounter	13 9 0	13 15 6	13 6 0
54. Bulldozer operator—			
(*a*) setting up machine	13 14 6	14 1 0	13 11 6
(*b*) not setting up machine	13 5 0	13 11 6	13 2 0
55. Chassis assembler (see classification number 38)			
56. Checker (chassis assembly)	14 0 0	14 6 6	13 17 0
57. Cold setter	13 11 0	13 17 6	13 8 0
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77)			
59. Cushion maker (see classification number 151)			
60. Cushion spring maker (by hand)	14 3 6	14 10 0	14 0 6
61. Cutter, electric machine (trim) (see classification number 74) ..			
62. Degreaser at liquid or vapor bath	13 0 0	13 6 6	12 17 0
63. Dent knocker (see classification number 115)			
64. Die setter, press	14 3 6	14 10 0	14 0 6
65. Dipper and hanger (paint)	12 19 0	13 5 6	12 16 0
66. Dipper, solder or tin	13 5 0	13 11 6	13 2 0
67. Dismantler	13 12 0	13 18 6	13 9 0
68. Disassembler and re-assembler	13 5 0	13 11 6	13 2 0
69. Drier	13 1 0	13 7 6	12 18 0

—	Wages per Week of 40 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.	At Yallourn.	All Other Parts Victoria.
MALES—*continued.*			
Production Repair and Reconditioning—continued.	£ s. d.	£ s. d.	£ s. d.
70. Driller (panel)	13 3 0	13 9 6	13 0 0
71. Driller (other)	13 5 0	13 11 6	13 2 0
72. Drop hammer stamper	13 1 0	13 7 6	12 18 0
73. Edge turner (see classification number 112)			
74. Electric machine cutter (trim)	13 16 0	14 2 6	13 13 0
75. Electric stove attendant (see classification number 153)			
76. Folding machine operator	13 6 0	13 12 6	13 3 0
77. Frame operative (cushion and squab)	13 6 0	13 12 6	13 3 0
78. Furnace man	13 6 0	13 12 6	13 3 0
79. Furnace man (foundry)—			
(*a*) cupola	13 14 0	14 0 6	13 11 0
(*b*) electric	13 13 0	13 19 6	13 10 0
(*c*) other	13 11 0	13 17 6	13 8 0
80. Garnish mould finisher	13 16 0	14 2 6	13 13 0
81. Garnish mould bender and/or shaper (see classification number 50)			
82. Grainer, transfer (see classification number 162)			
83. Grinder and/or buffer (metal)	13 5 0	13 11 6	13 2 0
84. Grinder and/or buffer (metal) using portable machine	13 10 0	13 16 6	13 7 0
85. Guillotine machinist	13 6 0	13 12 6	13 3 0
86. Hammer driver, steam, pneumatic or other power	13 2 0	13 8 6	12 19 0
87. Hanger, paint (see classification number 65)			
88. Heat treater	14 13 6	15 0 0	14 10 6
89. *Holder-up	13 2 0	13 8 6	12 19 0
90 Kiln attendant (see classification number 157)			
91. Labourer assisting (Plating Department)	12 15 0	13 1 6	12 12 0
92. Labourer assisting (Chassis Assembly)	12 15 0	13 1 6	12 12 0
93. Liner	14 3 6	14 10 0	14 0 6
94. Machinist (metal) first class	14 9 0	14 15 6	14 6 0
95. Machinist (metal) second class	13 14 0	14 0 6	13 11 0
96. Machinist (metal) third class	13 5 0	13 11 6	13 2 0
97. Machinist (wood) (see classification numbers 179 180)			
98. Machine setter, as defined	14 9 0	14 15 6	14 6 0
99. Machine setter, other	13 14 6	14 1 0	13 11 6
100. Marker-out or scriber (using patterns or templates)	13 5 0	13 11 6	13 2 0
101. Metal band sawyer (see classification number 49)			
102. Motor mechanic	14 9 0	14 15 6	14 6 0
103. Motor tuner and tester	14 9 0	14 15 6	14 6 0
104. Nickel polisher and/or grinder	13 7 0	13 13 6	13 4 0
105. Painter, coach (brush)	14 3 6	14 10 0	14 0 6
106. Painter, spray (on coats other than priming)	14 3 6	14 10 0	14 0 6
107. Painter, spray and/or brush (on prime coats)	13 14 0	14 0 6	13 11 0
108. Painter, brush and/or spray (on floors, chassis, under-carriages and gear)	13 2 6	13 9 0	12 19 6
109. Painter's labourer	12 17 0	13 3 6	12 14 0
110. Painter's wet rubber and/or polisher and/or acid washer	13 14 0	14 0 6	13 11 0
111. Panel beater	14 9 0	14 15 6	14 6 0
112. Panel edge turner	13 16 0	14 2 6	13 13 0
113. Panel fixer, metal	13 6 0	13 12 6	13 3 0
114. Panel machinist (other)	13 5 0	13 11 6	13 2 0
115. Panel worker, dent knocker and/or metal finisher	14 3 6	14 10 0	14 0 6
116. Paster trim	13 7 0	13 13 6	13 4 0
117. Pickler	13 5 0	13 11 6	13 2 0
118. Pleat stuffer	13 5 0	13 11 6	13 2 0
119. Polisher, nickel (see classification number 104)			
120. Polisher, paint (see classification number 110)			
121. Power hammer driver (see classification number 86)			
122. Press operator (over 400 tons pressure)	13 19 0	14 5 6	13 16 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure)	13 15 0	14 1 6	13 12 0
124. Press operator's assistant, directly assisting at press	12 19 0	13 5 6	12 16 0
125. Press operator (light)	13 4 0	13 10 6	13 1 0
126. Process worker	12 19 0	13 5 6	12 16 0
127, Riveter (on motor truck or waggon body)	14 3 6	14 10 0	14 0 6
128. Riveter, chassis	13 9 0	13 15 6	13 6 0
129. Riveter, other (up to and including ⅜ in. rivet)	13 6 0	13 12 6	13 3 0
130. *Rivet heater	13 2 0	13 8 6	12 19 0
131. Rotary buff operator—			
(*a*) while doing dent knocking	14 3 6	14 10 0	14 0 6
(*b*) while not doing dent knocking (on the line)	13 16 0	14 2 6	13 13 0
132. Rotary shearing machinist	13 14 0	14 0 6	13 11 0
133. Sand blast operator (see classification number 140)			
134. Sand paper and emery machinist (wood work)	13 6 0	13 12 6	13 3 0
135. Screwer and/or tapper	13 5 0	13 11 6	13 2 0
136. Scriber (see classification number 100)			
137. Sectional trimmer (see classification numbers 163, 164)			
138. Setter-up machine (see classification numbers 98, 99)			
139. Sewing machinist	13 11 0	13 17 6	13 8 0
140. Shot and/or sand blast operator (where adequately protected)	13 5 0	13 11 6	13 2 0

—	Wages per Week of 40 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.	At Yallourn.	All Other Parts Victoria.
MALES—*continued.*			
Production Repair and Recondition—continued.	£ s. d.	£ s. d.	£ s. d.
141. Smith (coachsmith wheelwright smith, drophammer smith, spring smith or general smith)	14 10 6	14 17 0	14 7 6
142. Solderer "on the line," or solder loader and/or wiper using torch	14 3 6	14 10 0	14 0 6
143. Solderer, other	13 16 0	14 2 6	13 13 0
144. Spoke nave and felloe machinist	13 17 0	14 3 6	13 14 0
145. Spotter and/or toucher-up	14 3 6	14 10 0	14 0 6
146. Spray painter (see classification numbers 106, 107, 108)			
147. Spring coiling machinist, cushion and squab—			
(*a*) who is required to set up his own machine	13 9 0	13 15 6	13 6 0
(*b*) other	13 0 0	13 6 6	12 17 0
148. Spring fitter	14 9 0	14 15 6	14 6 0
149. Spring maker, spiral (by hand)	13 14 6	14 1 0	13 11 6
150. Spring service worker	13 8 0	13 14 6	13 5 0
151. Squab and/or cushion maker	14 3 6	14 10 0	14 0 6
152. Stopper-up	13 9 0	13 15 6	13 6 0
153. Stove attendant, electric	13 6 0	13 12 6	13 3 0
154. Striker	13 0 0	13 6 6	12 17 0
155. Tapper (see classification number 135)			
156. Tester	13 5 0	13 11 6	13 2 0
157. Timber kiln attendant	13 4 0	13 10 6	13 1 0
158. Timber orderman	13 10 6	13 17 0	13 7 6
159. Timber stacker	13 1 0	13 7 6	12 18 0
160. Tool hardener	15 2 0	15 8 6	14 19 0
161. Toucher-up (see classification number 145)			
162. Transfer grainer	13 8 0	13 14 6	13 5 0
163. Trimmer, sectional (when working on bodies)	14 3 6	14 10 0	14 0 6
164. Trimmer, sectional (when not working on bodies)	13 14 0	14 0 6	13 11 0
165. Trimmer, tradesman (including cutter by hand)	14 3 6	14 10 0	14 0 6
166. Trouble chaser	15 6 0	15 12 6	15 3 0
167. Tyre fitter (see classification number 44)			
168. Vyceman	13 8 0	13 14 6	13 5 0
169. *Waggon repairer, first class (railway rolling stock)	14 9 0	14 15 6	14 6 0
170. *Waggon repairer, second class (railway rolling stock)	14 3 6	14 10 0	14 0 6
171. Washer using phenyl, petrol, kerosene, etc.	13 0 0	13 6 6	12 17 0
172. Welder—"A" Grade	14 13 6	15 0 0	14 10 6
173. Welder—"B" Grade	14 5 0	14 11 6	14 2 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch	14 3 6	14 10 0	14 0 6
175. Welder—electric spot and butt, including portable and gymbal gear	13 6 0	13 12 6	13 3 0
176. Wet rubber and/or polisher (paint) see classification number 110)			
177. Wheelwright and wheelmaker	14 9 0	14 15 6	14 6 0
178. Windscreen frame assembler (see classification number 45)			
179. Wood machinist, first class	14 3 6	14 10 0	14 0 6
180. Wood machinist, second class	13 14 0	14 0 6	13 11 0
181. *Wheel turner	14 9 0	14 15 6	14 6 0
Miscellaneous (Wherever Employed)			
182. Acetylene generator operator in charge of installation	13 14 0	14 0 6	13 11 0
183. Convenience attendant	12 17 0	13 3 6	12 14 0
184. Dogman	13 2 0	13 8 6	12 19 0
185. Driver whose work is confined to plant area—			
(*a*) Driver of fork lift truck, when required to stack or unstack	13 15 0	14 1 6	13 12 0
(*b*) Driver of tractor with or without trailers	13 12 0	13 18 6	13 9 0
(*c*) Driver of other motor vehicle with or without trailers	13 8 6	13 15 0	13 5 6
(*d*) Operator of transtacker or transporter	12 19 0	13 5 6	12 16 0
186. Driver of chassis and/or new vehicle	13 3 0	13 9 6	13 0 0
187. Garage attendant	13 0 0	13 6 6	12 17 0
188. Greaser and/or oiler	13 0 0	13 6 6	12 17 0
189. Greaser and/or oiler (who repairs belts)	13 5 0	13 11 6	13 2 0
190. Jack hammer operator	13 6 0	13 12 6	13 3 0
191. Labourer not elsewhere provided for	12 0 0	12 6 6	11 17 0
192. Material chaser or stock follow up	13 10 0	13 16 6	13 7 0
193. Rigger	13 11 0	13 17 6	13 8 0
194. Slinger	13 9 6	13 16 0	13 6 6
195. Stock or material handler	12 15 6	13 2 0	12 12 6

Note.—(i) Classifications marked thus * apply only in the manufacture and/ or repair of railway rolling stock.

(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.

(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.

Female Workers.

ADULT FEMALES.

3. (a) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles 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.
Adult females	75	8 17 6	9 2 6	8 15 6

In addition to the wage prescribed any adult female employee, after one month's experience in any of the industries or sections thereof to which this Determination applies shall be paid as under:—

When employed in a classification for which the corresponding margin set out in clause 35 of this Determination—

(i) does not exceed 28s. per week—16s. per week.

(ii) exceeds 28s. per week but does not exceed 40s. per week.—75 per centum of such margin.

JUNIOR FEMALES.

(b) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage for Adult Females.	Additional Amount.	Tota 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.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 16 0	4 18 6	4 15 0
18 years of age	62	4 0	5 14 0	5 17 0	5 13 0
19 years of age	72	4 6	6 12 6	6 16 0	6 11 0
20 years of age	82	5 0	7 10 6	7 14 6	7 9 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.

Male Junior Workers.

4. (a) Subject to clause 5 of this Determination unapprenticed male junior workers may be employed in any occupation covered by this Determination.

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

—	Percentage of Basic Wage for Adult Males.	Additional Amount.	Wages per Week of 40 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.	At Yallourn.	All Other Parts of Victoria.
		Per week s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

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

Each total rate shall be calculated to the nearest 6d., any part of 6d., in the result which does not exceed 3d. to be disregarded.

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

(d) Employees whom the employer has reasonable grounds for supposing are under the age of 21 years shall, if required, furnish proof of age by means of a birth certificate or statutory declaration by parent or guardian, upon which the employer shall be entitled to rely.

(e) Except as to the employment of apprentices to motor mechanics the proportion of male juniors who may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three adults employed in the shop or factory.

Prohibited Occupations.

(*f*) 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—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

APPRENTICES.

Apprenticeship Trades.

5. (*a*) Minors, other than indentured apprentices, shall not be employed in the following occupations:—

(i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.

(ii) Fitter and/or turner.

(iii) Metal machinist (first class).

(iv) Motor mechanic (as defined).

(v) Painter (*i.e.*, tradesman who mixes ,matches, an applies paint).

(vi) Patternmaker.

(vii) Saw Doctor.

(viii) Smith, including coachsmith ,spring maker and spring fitter, wheelwright smith and general smith.

(ix) Tradesman panel worker and panel beater.

(x) Trimmer, development and/or repair work.

(xi) Trimmer tradesman on production.

(xii) Welder (tradesman).

(xiii) Wood machinist (first class).

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 apprenticeship 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 to be 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.

Proportion.

(*c*) 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, except that in the case of motor mechanics the proportions shall be one apprentice to two mechanics.

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, for a period not exceeding two years, is 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.

(*d*) The periods of apprenticeship shall be as follows:—

If the apprentice when articled is under the age of 17 years .. 5 years

If over the age of 17 years .. .. 4 years or 5 years at the option of the contracting parties.

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

Instruction in Welding.

(*e*) The training of apprentices to smithing, fitting and/or turning, or panel working 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.

The training of apprentices to body-making shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(*f*) *Wages.*

—	Percentage of Basic Wage for Adult Males.	Wages per Week of 40 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.	At Yallourn.	All Other Parts of Victoria.
Five Year Term.		£ s. d.	£ s. d.	£ s. d.
First year	32	3 16 0	3 18 0	3 15 0
Second year	43	5 2 0	5 4 6	5 0 6
Third year	54	6 8 0	6 11 6	6 6 6
Fourth year	83	9 16 6	10 2 0	9 14 0
Fifth year	100 + 6s.	12 3 0	12 9 6	12 0 0
Four Year Term.				
First year	34	4 0 6	4 3 0	3 19 6
Second year	54	6 8 0	6 11 6	6 6 6
Third year	83	9 16 6	10 2 0	9 14 6
Fourth year	100 + 6s.	12 3 0	12 9 6	12 0 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body making first-class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

Apprentices to panel working and panel beating shall be supplied by their employers at the end of each year of their apprenticeship with an order for a sum equivalent to 1s. 3d. per week, as a tool allowance.

An employee who is under 21 years of age at 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.

Sick Leave, Public Holidays and Annual Leave.

(*g*) Apprentices shall be entitled to sick leave, public holidays and annual leave as prescribed by clauses 8, 13, and 14 of this Determination.

Hours.

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

Overtime and Shift Work.

(*i*) Where practicable, no apprentice under the age of 18 years shall be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, or regulation applicable to him.

Payment by Results.

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

Adult Apprentices.

(*k*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour serve as an apprentice until he reaches the age of 23 years.

Lost Time.

(*l*) An 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 the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may, for every day short of the said number of working days and for every day of such absence, be required by his employer to serve one day, in which case 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 years in excess of his ordinary hours.

Prohibition of Premiums.

(*m*) 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.

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.

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

By Authority: W. M. Houston, Government Printer, Melbourne.