[6173]

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Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Acting Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, 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, 1954.

Dated at Melbourne, this
6th day of September, 1954.

H. N. JONES,
Acting Secretary for Labour and Industry.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 237 of the 12th April, 1954, 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 8 0	14 14 6	14 5 0
2. Die maker (see classification number 23)			
3. Die setter—			
When working on "try-outs"	14 8 0	14 14 6	14 5 0
Other	14 2 6	14 9 0	13 19 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	14 12 6	14 19 0	14 9 6
5. Fitter and/or turner, tradesman	14 8 0	14 14 6	14 5 0
6. Jigmaker, in wood or metal	14 8 0	14 14 6	14 5 0
7. Machinist (metal) first class	14 8 0	14 14 6	14 5 0
8. Machinist (metal) second class	13 13 0	13 19 6	13 10 0
9. Machinist (metal) third class	13 4 0	13 10 6	13 1 0
10. Machinist (wood) (see classification number 31)			
11. Machine setter, as defined	14 8 0	14 14 6	14 5 0
12. Marker-off (see classification number 25)			
13. Motor body developer	15 9 6	15 16 0	15 6 6
14. Motor mechanic	14 8 0	14 14 6	14 5 0
15. Panel worker, tradesman	14 8 0	14 14 6	14 5 0
16. Pattern maker	15 1 0	15 7 6	14 18 0

No. 903.—8178/54.—PRICE 3D.

WAGES—*continued.*

—	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 12 6	14 19 0	14 9 6
18. Pipe fitter—			
(*a*) on high pressure work (*i.e.*, live steam or hydraulic press work)	14 8 0	14 14 6	14 5 0
(*b*) on low pressure work	13 13 0	13 19 6	13 10 0
19. Saw doctor	14 12 6	14 19 0	14 9 6
20. Smith, tradesman	14 9 6	14 16 0	14 6 6
21. Template maker	14 14 0	15 0 6	14 11 0
22. Tooling smith	14 11 0	14 17 6	14 8 0
23. Tool maker, tool hardener, and diemaker	15 1 0	15 7 6	14 18 0
24. Tradesman's assistant	12 19 0	13 5 6	12 16 0
25. Tradesman, the greater part of whose time is occupied marking off..	14 12 6	14 19 0	14 9 6
26. Trimmer, tradesman (on development work)	14 8 0	14 14 6	14 5 0
27. Trouble chaser	15 5 0	15 11 6	15 2 0
28. Turner (see classification number 5)			
29. Welder, tradesman	14 12 6	14 19 0	14 9 6
30. Welder, other	13 5 0	13 11 6	13 2 0
31. Wood machinist, first class	14 2 6	14 9 0	13 19 6
Production Repair and Reconditioning.			
32. Acid washer (see classification number 110)			
33. Air hammer operator	13 15 0	14 1 6	13 12 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 4 0	13 10 6	13 1 0
35. Angle iron smith and/or boiler smith	14 12 6	14 19 0	14 9 6
36. Annealer and/or case hardener	13 18 6	14 5 0	13 15 6
37. Assembler (aero engine)	14 8 0	14 14 6	14 5 0
38. Assembler and/or wirer, chassis	13 11 0	13 17 6	13 8 0
39. Assembler and/or wirer, tractor	13 11 0	13 17 6	13 8 0
40. Assembler, cushion and squab spring	13 5 0	13 11 6	13 2 0
41. Assembler, engine (final)	13 11 0	13 17 6	13 8 0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) ..	13 15 0	14 1 6	13 12 0
43. Assembler of bodies or parts of bodies "on the line" ..	14 2 6	14 9 0	13 19 6
44. Assembler of chassis parts independently of main assembly ..	13 11 0	13 17 6	13 8 0
45. Assembler, windscreen frame	13 5 0	13 11 6	13 2 0
46. Axle maker	14 8 0	14 14 6	14 5 0
47. Axle turner	14 8 0	14 14 6	14 5 0
48. Band and/or jig sawyer, trim	13 15 0	14 1 6	13 12 0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)..	13 18 0	14 4 6	13 15 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 4 0	13 10 6	13 1 0
51. Body maker, first class	14 8 0	14 14 6	14 5 0
52. Body maker, second class..	14 2 6	14 9 0	13 19 6
53. Body mounter	13 8 0	13 14 6	13 5 0
54. Bulldozer operator—			
(*a*) setting up machine	13 13 6	14 0 0	13 10 6
(*b*) not setting up machine	13 4 0	13 10 6	13 1 0
55. Chassis assembler (see classification number 38)			
56. Checker (chassis assembly)	13 19 0	14 5 6	13 16 0
57. Cold setter	13 10 0	13 16 6	13 7 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 2 6	14 9 0	13 19 6
61. Cutter, electric machine (trim) (see classification number 74) ..			
62. Degreaser at liquid or vapor bath..	12 19 0	13 5 6	12 16 0
63. Dent knocker (see classification number 115)			
64. Die setter, press	14 2 6	14 19 0	13 19 6
65. Dipper and hanger (paint)	12 18 0	13 4 6	12 15 0
66. Dipper, solder or tin	13 4 0	13 10 6	13 1 0
67. Dismantler	13 11 0	13 17 6	13 8 0
68. Disassembler and re-assembler	13 4 0	13 10 6	13 1 0
69. Drier	13 0 0	13 6 6	12 17 0

WAGES—*continued.*

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

WAGES—*continued.*

—	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.
141. Smith (coachsmith, wheelwright smith. drophammer smith, spring smith or general smith)	14 9 6	14 16 0	14 6 6
142. Solderer "on the line," or solder loader and/or wiper using torch	14 2 6	14 9 0	13 19 6
143. Solderer, other	13 15 0	14 1 6	13 12 0
144. Spoke nave and felloe machinist	13 16 0	14 2 6	13 13 0
145. Spotter and/or toucher-up	14 2 6	14 9 0	13 19 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 8 0	13 14 6	13 5 0
(*b*) other	12 19 0	13 5 6	12 16 0
148. Spring fitter	14 8 0	14 14 6	14 5 0
149. Spring maker, spiral (by hand)	13 13 6	14 0 0	13 10 6
150. Spring service worker	13 7 0	13 13 6	13 4 0
151. Squab and/or cushion maker	14 2 6	14 9 0	13 19 6
152. Stopper-up	13 8 0	13 14 6	13 5 0
153. Stove attendant, electric	13 5 0	13 11 6	13 2 0
154. Striker	12 19 0	13 5 6	12 16 0
155. Tapper (see classification number 135)			
156. Tester	13 4 0	13 10 6	13 1 0
157. Timber kiln attendant	13 3 0	13 9 6	13 0 0
158. Timber orderman	13 9 6	13 16 0	13 6 6
159. Timber stacker	13 0 0	13 6 6	12 17 0
160. Tool hardener	15 1 0	15 7 6	14 18 0
161. Toucher-up (see classification number 145)			
162. Transfer grainer	13 7 0	13 13 6	13 4 0
163. Trimmer, sectional (when working on bodies)	14 2 6	14 9 0	13 19 6
164. Trimmer, sectional (when not working on bodies)	13 13 0	13 19 6	13 10 0
165. Trimmer, tradesman (including cutter by hand)	14 2 6	14 9 0	13 19 6
166. Trouble chaser	15 5 0	15 11 6	15 2 0
167. Tyre fitter (see classification number 44)			
168. Vyceman	13 7 0	13 13 6	13 4 0
169. *Waggon repairer, first class (railway rolling stock)	14 8 0	14 14 6	14 5 0
170. *Waggon repairer, second class (railway rolling stock)	14 2 6	14 9 0	13 19 6
171. Washer using phenyl, petrol, kerosene, etc.	12 19 0	13 5 6	12 16 0
172. Welder—"A" Grade	14 12 6	14 19 0	14 9 6
173. Welder—"B" Grade	14 4 0	14 10 6	14 1 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 2 6	14 9 0	13 19 6
175. Welder—electric spot and butt, including portable and gymbal gear	13 5 0	13 11 6	13 2 0
176. Wet rubber and/or polisher (paint) see classification number 110)			
177. Wheelwright and wheelmaker	14 8 0	14 14 6	14 5 0
178. Windscreen frame assembler (see classification number 45)			
179. Wood machinist, first class	14 2 6	14 9 0	13 19 6
180. Wood machinist, second class	13 13 0	13 19 6	13 10 0
181. *Wheel turner	14 8 0	14 14 6	14 5 0
Miscellaneous (Wherever Employed).			
182. Acetylene generator operator in charge of installation	13 13 0	13 19 6	13 10 0
183. Convenience attendant	12 16 0	13 2 6	12 13 0
184. Dogman	13 1 0	13 7 6	12 18 0
185. Driver whose work is confined to plant area—			
(*a*) Driver of fork lift truck, when required to stack or unstack	13 14 0	14 0 6	13 11 0
(*b*) Driver of tractor with or without trailers	13 11 0	13 17 6	13 18 0
(*c*) Driver of other motor vehicle with or without trailers	13 7 6	13 14 0	13 4 6
(*d*) Operator of transtacker or transporter	12 18 0	13 4 6	12 15 0
186. Driver of chassis and/or new vehicle	13 2 0	13 8 6	12 19 0
187. Garage attendant	12 19 0	13 5 6	12 16 0
188. Greaser and/or oiler	12 19 0	13 5 6	12 16 0
189. Greaser and/or oiler (who repairs belts)	13 4 0	13 10 6	13 1 0
190. Jack hammer operator	13 5 0	13 11 6	13 2 0
191. Labourer not elsewhere provided for	11 19 0	12 5 6	11 16 0
192. Material chaser or stock follow up	13 9 0	13 15 6	13 6 0
193. Rigger	13 10 0	13 16 6	13 7 0
194. Slinger	13 8 6	13 15 0	13 5 6
195. Stock or material handler	12 14 6	13 1 0	12 11 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 0	9 2 0	8 14 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.	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.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 15 6	4 18 0	4 14 0
18 years of age	62	4 0	5 13 6	5 17 0	5 12 0
19 years of age	72	4 6	6 12 0	6 15 6	6 10 0
20 years of age	82	5 0	7 10 0	7 14 0	7 8 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 18 6	3 0 0	2 18 0
16 years of age	34	3 0	4 3 0	4 5 6	4 2 0
17 years of age	46	4 0	5 12 6	5 15 6	5 11 0
18 years of age	58	5 0	7 2 0	7 5 6	7 0 0
19 years of age	73	6 0	8 18 6	9 3 0	8 16 0
20 years of age	88	7 0	10 14 6	11 0 6	10 12 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 15 6	3 17 6	3 14 6
Second year	43	5 1 6	5 4 6	5 0 0
Third year	54	6 7 6	6 11 0	6 6 0
Fourth year	83	9 16 0	10 1 6	9 13 6
Fifth year	100 + 6s.	12 2 0	12 8 6	11 19 0
Four Year Term.				
First year	34	4 0 0	4 2 6	3 19 0
Second year	54	6 7 6	6 11 0	6 6 0
Third year	83	9 16 0	10 1 6	9 13 6
Fourth year	100 + 6s.	12 2 0	12 8 6	11 19 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.