



VICTORIA GOVERNMENT GAZETTE.

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No. 388]

THURSDAY, NOVEMBER 7.

[1940

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.]

NOTE.—(a) This Determination on the 6th November, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

(1) That on the 6th November, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) **APPRENTICES OR IMPROVERS.**

Experience.	Wages per Week of 48 Hours.	Number (by any Employer).
	<i>s. d.</i>	
1st year	44 0	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 48 hours.
2nd year	51 8	
3rd year	58 9	
And thereafter the minimum wage.		

OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 48 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.
	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	108 2	105 2
All others	95 8	92 8

(3) **OVERTIME.**—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) **EMPLOYMENT FOR LESS THAN FULL WEEK.**—(a) Persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 48 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted:

Provided that a person who is directed by his employer to absent himself from duty on any of the days above-mentioned shall, if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

(6) **TRAVELLING TIME AND FARES.**—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) **EMPLOYEE PROVIDING OWN BICYCLE.**—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) **PAYMENT FOR MEAL TIMES.**—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) **ANNUAL LEAVE.**—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, Chairman.

C. W. TREVETHAN, Secretary.

Melbourne, 22nd October, 1940.



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THURSDAY, NOVEMBER 7.

[1940

Factories and Shops Acts.

DETERMINATIONS OF WAGES BOARDS ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Francis Anthony Marzorini, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1940, as set out in the Schedule hereto:—

Dated at Melbourne, this
30th day of October, 1940.

F. A. MARZORINI,
Secretary for Labour.

SCHEDULE.

BOOT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 216 of the 31st May, 1940, shall be replaced by the following clause:—

(2)

WAGES.

Apprentices or Improvers.

<i>Apprentices—MALES.†</i>					<i>Improvers—FEMALES.</i>				
<i>Wages per Week of 44 hours.</i>									
Commencing Age.									
	Under 16 years.	16 years.	17 years.	18 years or over.					
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>					
1st year	13 9	20 0	20 0	29 6	Females employed clicking, designing or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience, shall be paid the same rates as are paid to adult males on the same class of work.				
2nd year	20 0	29 0	29 6	39 3					
3rd year—					Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.				
1st 6 months ..	29 6	38 3	38 9	54 0					
2nd 6 months ..	29 6	38 3	38 9	62 6	Apprentices and all other improvers— <i>Wages per week of 44 hours.</i> <i>s. d.</i>				
4th year—									
1st 6 months ..	38 9	45 3	54 0	Minimum wage	1st 6 months' experience .. ..	..	..	18 3
2nd 6 months ..	38 9	45 3	62 6	Minimum wage	2nd .. ..	..	..	20 0
5th year—					3rd .. ..	..	..	23 6
1st 6 months ..	46 3	54 0	Minimum wage	Minimum wage	4th .. ..	..	..	26 6
2nd 6 months ..	46 3	62 6	Minimum wage	Minimum wage	5th .. ..	..	..	28 6
6th year—					6th .. ..	..	..	31 6
1st 6 months ..	54 0	Minimum wage	Minimum wage	Minimum wage	7th .. ..	..	..	36 9
2nd 6 months ..	62 6	Minimum wage	Minimum wage	Minimum wage	8th .. ..	..	..	40 6
Thereafter	Minimum wage				Thereafter .. ..	..	..	55 3

Proportion.

(In any factory or place.)

One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than the minimum hour rate fixed for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause (4) for wages and proportion of unapprenticed Junior Workers.

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 55s. 3d. per week of 44 hours.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 55s. 3d. per week of 44 hours.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than 55s. 3d. per week of 44 hours.

SCHEDULE—*continued.*
BOOT BOARD—*continued.*

Other Employees.

MALES.		Wages per week of 44 hours.	FEMALES.	Wages per week of 44 hours.
		s. d.	s. d.	
Pattern Cutting—			(a) Females employed clicking, designing or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.	
Pattern Cutters or Designers	.. ..	110 0		
Clicking—			(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.	
Clicking outsoles (other than felt, fabric, sheep's roans or splits)	.. ..	110 0		
Clicking felt, linings, fabrics, sheep's roans, splits—			(c) Females with four years' experience and over employed operating a machine with hot or liquid wax shall receive an addition to their ordinary wage at the rate of 7s. 6d. per week.	
By hand	.. ..	107 0		
By machine	.. ..	104 0	(d) Females (i) with four years' experience employed on any form of sewing machine 60 0	
All others	.. ..	104 0	(ii) Employed on any other machine 56 9	
Stuff cutting—			(iii) Employed on any other work set out in clause 3 (Female Work) 55 3	
Cutting leather outsoles or insoles	.. ..	107 0	(e) Females over the age of twenty-one years without the experience referred to in clause (d) (i) above shall for the first twelve months be paid 5s. 3d., and thereafter the rate prescribed for their occupation.	
Ranging by hand	.. ..	107 0		
All others	.. ..	104 0		
Making—				
All operatives except those for whom the rates herein—				
after appearing are prescribed	.. ..	110 0		
Operator of bottom levelling machine	.. ..	104 0		
Operator of buzzer machine	.. ..	104 0		
Operator of loose nailing machine	.. ..	104 0		
Levelling by hand	.. ..	104 0		
Heeling by hand	.. ..	104 0		
Opening channels	.. ..	104 0		
Closing channels	.. ..	104 0		
Feathering	.. ..	104 0		
Turning pumps	.. ..	104 0		
Laying linings and shanking	.. ..	104 0		
Pulling up backs	.. ..	104 0		
Pulling on	.. ..	104 0		
Tingling and trimming (hand or machine)	.. ..	104 0		
Putting on heels and toe plates	.. ..	104 0		
Attaching wood heels by hand	.. ..	104 0		
Putting in stiffeners or toes	.. ..	101 0		
Putting in bottom fillings and shanks	.. ..	101 0		
Slipping off	.. ..	101 0		
Pulling out tacks	.. ..	101 0		
Stamping and sorting soles	.. ..	101 0		
Solutioning or cementing by hand or machine	.. ..	101 0		
Putting studs or bars on football boots	.. ..	101 0		
Finishing—				
Finishing right through by hand	.. ..	110 0		
Operating heel trimmer	.. ..	110 0		
Operating edge trimmer	.. ..	110 0		
Operating edge setter	.. ..	110 0		
Operating heel scourer	.. ..	110 0		
Operating Naumkeag machine and/or sandpapering machine	.. ..	106 0		
Slipping off	.. ..	101 0		
All others	.. ..	104 0		

Clauses (3) to (19) inclusive and the Piece-work Schedules of the Determination as published in *Government Gazette* No. 216 of the 31st May, 1940, shall remain in force.

This adjusted Determination supersedes the adjusted Determination published in *Government Gazette* No. 282 of the 7th August, 1940.

SCHEDULE—continued.

CARDBOARD BOX TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 223 of the 6th June, 1940, shall be replaced by the following clause:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES. (All Sections other than Corrugated Board Section.)			TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.)		
		£ s. d.			£ s. d.
1	Guillotine machine operator	5 0 0	1	Female head packer when employed as such	2 13 6
2	Carton setter	5 4 0	2	Packer	2 9 6
3	Skilled hand ("skilled hand" means an adult employee whose duty it is to set for other employees the machines in the cardboard box department and/or in the carton department)	5 0 0	3	Female feeder employed on cylinder machine	2 11 6
4	Combination tube and shell machinist	5 0 0	4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
5	Employee operating Staude and/or other automatic gluing machine	4 15 0		(a) When covered with paper	2 11 6
6	Scoring and double-folding Staude gluer	4 17 0	5	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	2 16 6
7	Twin die-scoring, cutting, and printing slide machinist	4 16 0		Female employee—	
8	Cylinder press carton machinist	5 2 0		(a) Controlling Stokes and Smith (or similar) covering machine	2 13 6
9	Crosland carton press machinist when machine is capable of taking a sheet 30 inches x 40 inches	5 0 0		(b) Controlling and/or setting up Staude or International (or similar) gluing machine	2 13 6
10	Platen press or Armoury press carton machinist	4 18 0		(c) Employed on any other machine used in cardboard box making or carton making	2 9 6
11	Two-way or double outter and scorer machinist	4 14 0	6	Female carton maker, including puller out and stripper	2 9 6
12	One-way rotary outter and scorer machinist	4 14 0	7	Female employee in connexion with corrugated boxes, including an employee on a taping machine	2 10 6
13	Gang slitting machinist	4 16 0	8	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
14	Mounting machinist	4 13 0		(a) from three to eight employees (both inclusive)	2 17 6
15	Employee working any other kind of machine	4 13 0		(b) from nine to fifteen employees (both inclusive)	3 3 6
16	Storeman	4 10 0		(c) over fifteen employees	3 9 6
17	Packer and/or despatcher	4 10 0	9	Female employee not otherwise specified	2 5 6
18	Feeder on cylinder carton machines when printing more than one colour	4 8 0			
19	Any other adult male	4 4 0			
20	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				
<i>Corrugated Board Section.</i>					
21	Corrugated board machinist making two-faced boards	4 18 0			
22	Corrugated board machinist making one-faced boards	4 13 0			
23	Corrugated board printing machinist	4 16 0			
24	Corrugated board outter and/or slotter	4 10 0			
25	Corrugated board sawyer	4 13 0			
26	Corrugated board scorer and slitter	4 12 0			
27	Automatic scorer and slotter and slitter	4 12 0			
28	Employee working any other kind of machine	4 10 0			
29	Storeman	4 10 0			
30	Packer and/or despatcher	4 10 0			
31	Any other adult male	4 4 0			
32	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				

Clauses (3) to (33) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 223 of the 6th June, 1940, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 7s. 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 8s. 6d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.
CLOTHING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 204 of the 23rd May, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

(a) *Wages.*

Males.

Tailors.		Employed at Order Tailoring (other than Tailors).		Employed at Ready-made Clothing.	
Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.
1st 6 months	<i>s. d.</i> 10 0	1st 6 months	<i>s. d.</i> 13 0	1st 6 months	<i>s. d.</i> 13 0
2nd "	13 0	2nd "	16 6	2nd "	16 6
3rd "	17 0	3rd "	20 6	3rd "	20 6
4th "	20 6	4th "	23 6	4th "	23 6
5th "	27 0	5th "	27 0	5th "	27 0
6th "	33 6	6th "	33 6	6th "	33 6
7th "	40 0	7th "	43 0	7th "	43 0
8th "	47 0	8th "	53 6	8th "	53 6
9th "	53 6	9th "	60 0	9th "	60 0
10th "	60 0	10th "	67 6	10th "	67 6

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 13 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 13 and 21 Years.		Other Persons.	
Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.
1st 6 months ..	<i>s. d.</i> 25 0	1st 6 months	<i>s. d.</i> 9 6	1st 6 months	<i>s. d.</i> 25 0	1st 6 months	<i>s. d.</i> 9 6
2nd " ..	31 6	2nd "	12 6	2nd "	31 6	2nd "	12 6
3rd " ..	38 0	3rd "	15 0	3rd "	38 0	3rd "	15 6
4th " ..	43 6	4th "	19 0	4th "	43 6	4th "	19 0
		5th "	25 0	5th "	25 0	5th "	25 0
		6th "	31 6	6th "	31 6	6th "	31 6
		7th "	38 0	7th "	38 0	7th "	38 0
		8th "	43 6	8th "	43 6	8th "	43 6

And thereafter the minimum wage or piece-work price.

NOTE.—The above rates INCLUDE the additional amounts prescribed by clause (16).

(b) PROPORTION (in any Factory or place).

(a) *Males.*

Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed	One apprentice to every four or fraction of four journeymen employed	One apprentice to every three or fraction of three journeymen employed

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) *Females.*

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

- 1. Journeymen seam or under pressers } to be taken together.
- Journymen pressers-off }
- 2. Order trousers table hands } to be taken together.
- Order trousers machinists }
- 3. Stock trousers table hands } to be taken together.
- Stock trousers machinists }
- 4. Order vest table hands } to be taken together.
- Order vest machinists }
- 5. Stock vest table hands } to be taken together.
- Stock vest machinists }

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

- SCHEDULE—continued.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who, on 3rd February, 1933, was employed in the industry, and whose engagement or continued employment as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Any male employed in any group of the industry, or female employed at order tailoring as an improver who, on 3rd February, 1933, was under the age of eighteen years shall, within three months from such date become indentured to the section in which he or she is employed at the date upon which this Determination becomes operative. All time served at the industry by such person before entering into the said indentures shall be deemed part of the period of apprenticeship.

(3) OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS);

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed marking-in or cutting out garments	5 14 0	5 14 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 6 6	3 0 3
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 4 0	5 4 0
Fitters-up, namely, persons employed fitting up garments	5 4 0	5 4 0
Tailors, namely, males employed making or altering any part of a garment	5 4 0	..
Machinists, namely, males employed machining any part of a garment	5 4 0	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	5 4 0	5 4 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	4 9 0	4 9
All other under-pressers, namely, persons employed under-pressing on all garments other than coats	4 7 6	4 7
Seam pressers, namely, persons employed pressing seams on all garments	4 7 6	4 7
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 9 0	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 4 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	2 17 9
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 12 3
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	2 12 3
Hand sewers of buttons .. .. .	..	2 7 3
Persons not otherwise provided for	4 6 0	2 7 3

(b) READY-MADE CLOTHING.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	5 7 0	5 7 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 6 6	2 17 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 4 0	5 4 0
Fitters-up, namely, persons employed fitting-up garments	5 4 0	5 4 0
Tailors, namely, males employed making or altering any part of a garment	5 4 0	..
Machinists, namely, males employed machining any part of a garment	5 4 0	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making	5 4 0	5 4 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making	4 9 0	4 9 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making	4 7 6	4 7 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making	4 7 6	4 7 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 7 6	2 8 3
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	5 4 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	5 4 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	2 15 3
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 10 3
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	2 10 3
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	2 9 3
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	2 9 3
Hand sewers of buttons, or thread cutters, or ticket sewers .. .. .	..	2 7 3
Persons not otherwise provided for	4 6 6	2 7 3

NOTE.—The above rates INCLUDE the additional amounts prescribed by clause (16).

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 204 of the 23rd May, 1940, shall remain in force, provided that in clause (14) for the words "6 per centum," wherever occurring, shall be substituted the words "3½ per centum."

SCHEDULE—continued.
COAL AND COKE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 360 on the 30th September, 1940, shall be replaced by the following clause:—

(2)

Improvers.*				Other Employees.				
WAGES PER WEEK.				WAGES PER WEEK.				
	£	s.	d.		£	s.	d.	
Under 17 years of age	41	3	Persons trimming or spreading coal that is heated or on fire	180	8
17 years of age	47	6	Persons employed feeding coal to and/or trimming coal	..	..
18 " "	54	0	from and/or operating mechanical loader	..	114
19 " "	60	9	Persons trimming from the "Grab"	..	122
20 " "	74	0	Other coal trimmers	..	114
						Coal baggers or loaders	..	114
						Unloaders of loose coal from box wagons or drays to railway trucks	..	136
						Coke stackers at wharf coal yards	..	123
						Coke yard employees	..	88
						Carters driving one horse	..	89
						Carters driving two horses	..	94
						Carters driving three horses	..	97
						Carters driving four horses	..	99
						Carters driving five horses	..	100
						And 6d. extra per day for every additional horse		
						Drivers of motor wagons having a carrying capacity of—		
						(a) 25 cwt. or less	..	94
						(b) over 25 cwt.; but not over 3 tons	..	98
						(c) over 3 tons, but under 6 tons	..	101
						Further tonnage—for each complete ton over 5 an extra 1s. per week		
						All others	..	107
								4

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 88s. 8d. per week.

* NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 360 of the 30th September, 1940, shall remain in force.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 202 of the 23rd May, 1940, shall be replaced by the following clauses.

(2) (a) WAGES.

Experience.	APPRENTICES OR IMPROVERS.					Male Juveniles employed at Seam Pressing. Definition Clause (4).
	Males employed at Women's Order, Dress-making, Women's Order Tailoring, and Women's Ready-made Dressmaking, and Women's Ready-made Tailoring.	Males employed at Underclothing and White-work, Collars, Shirts, and Pyjamas.	Females.	Females commencing at the Trade between the ages of 18 and 21 years.	Weekly Wages.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
1st six months	0 13 0	0 13 0	0 9 6	1 5 0	1 0 0	
2nd "	0 16 6	0 16 6	0 12 6	1 11 6	1 0 0	
3rd "	1 0 6	1 0 6	0 15 6	1 18 0	1 6 6	
4th "	1 3 6	1 3 6	0 19 0	2 3 6	1 6 6	
5th "	1 7 0	1 7 0	1 5 0	..	2 0 0	
6th "	1 13 6	1 13 6	1 11 6	..	2 0 0	
7th "	2 3 0	2 3 0	1 18 0	..	3 0 0	
8th "	2 13 6	2 13 6	2 3 6	..	3 0 0	
9th "	3 0 0	..	..	..	3 11 0
10th "	3 7 6	..	..	..	3 11 0

NOTE.—These rates include the additional amounts prescribed by Clause (16).

And thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

SCHEDULE—continued.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNYSMEN.		
Cutters employed marking or cutting out garments	5 14 0	..
Heads of tables in charge of four or more persons employed as table hands	5 6 6	..
Tailors employed making, and/or machining, and/or altering any part of a garment	5 4 0	..
Machinists employed machining any part of a garment	5 4 0	..
Pressers-off employed pressing off any part of a garment	5 4 0	..
All others	4 6 0	..
JOURNEYWOMEN.		
Cutters employed marking or cutting out costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	5 7 0
All other cutters employed marking or cutting out any material of wearing apparel other than costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	3 7 9
Fitters-on employed trying on to a customer unfinished or finished garments .. .. .	..	3 5 3
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	..	5 4 0
Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less .. .. .	..	2 14 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	2 16 9
Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	2 12 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	2 17 9
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	2 7 3
All others .. .. .	..	2 7 3

Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions:—

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
JOURNYSMEN.		
Cutters employed marking in or cutting out garments	5 7 0	..
Tailors employed making any part of a garment	5 4 0	..
Machinist employed machining any part of a garment	5 4 0	..
Pressers-off, employed pressing off any part of a garment	5 4 0	..
Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	4 9 0	..
All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	4 7 6	..
Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	4 7 6	..
All others	4 6 0	..
JOURNEYWOMEN.		
Cutters employed marking or cutting out such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials .. .. .	..	5 7 0
All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of twill, tweed, worsted, and similar materials .. .. .	..	3 0 9
Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. .. .. .	..	5 4 0
Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less .. .. .	..	2 14 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	2 16 9
Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs .. .. .	..	2 12 9
Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	2 17 9
Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	2 7 3
All others .. .. .	..	2 7 3

NOTE.—These rates include the additional amounts prescribed by Clause (1b).

SCHEDULE—continued.

Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams :—

Note.—These rates include the additional amounts prescribed by Clause (16).

	Weekly Wages.	
	Males.	Females.
JOURNEMEN.		
Cutters employed marking in or cutting out any article of any description	£ 5 4 0	£
All others	4 6 0	.. ..
JOURNEYWOMEN.		
Cutters employed marking in or cutting out any article of any description	3 0 9
Table hands or finishers	2 10 3
Machinists employed machining any part of articles of underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age	2 11 9
Machinists employed machining any part of articles of whitework other than underclothing	2 10 3
Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight	2 10 3
Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight	4 9 0
Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, and thread cutters	2 7 3
All others	2 7 3

Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods) :—

	Weekly Wages.	
	Males.	Females.
JOURNEMEN.		
Cutters employed marking in or cutting out garments	£ 5 3 0	£
All others	4 6 0	.. ..
JOURNEYWOMEN.		
Cutters employed marking in or cutting out garments .. .. .	.. ..	3 2 9
Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. .	.. ..	2 10 3
Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters .. .. .	.. ..	2 7 3
All others .. .. .	.. ..	2 7 3

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 202 of the 23rd May, 1940, shall remain in force.

SCHEDULE—continued.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 201 of the 23rd May, 1940, shall be replaced by the following clauses:—

(2)

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.		Female Improvers commencing at the Trade between the ages of 18 and 21 years.	Male Juveniles. Definition Clause (8).		
	Weekly Wages.		Weekly Wages.		Weekly Wages.	Weekly Wages.		
	£	s. d.	£	s. d.	£	s. d.	£	s. d.
1st six months	0	13 0	0	9 6	1	5 0	16 years of age ..	1 0 0
2nd "	0	16 6	0	12 6	1	11 6	17 " " ..	1 6 6
3rd "	1	0 6	0	15 6	1	18 0	18 " " ..	2 0 0
4th "	1	3 6	0	19 0	2	3 6	19 " " ..	3 0 0
5th "	1	7 0	1	5 0	..	..	20 " " ..	3 11 0
6th "	1	13 6	1	11 6	..	..
7th "	2	3 0	1	18 0	..	..
8th "	2	13 6	2	3 6	..	..

And thereafter the minimum weekly wage or piece-work price.

NOTE.—These rates include the additional amounts prescribed by Clause (15).

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

(3)

Other Persons except Apprentices, Improvers, and Juvenile Workers.

	Weekly Wages.	
	Males.	Females.
	£	s. d.
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	5	14 0
Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	4	16 0
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	4	16 0
Other dry cleaners	4	12 0
All other cleaners, finishers, or spotters	4	9 0
Hat blockers employed blocking hats	4	15 0
All others	4	6 0
<i>Journeywomen.</i>		
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material .. .. .	..	4 16 0
Pressers, employed pressing-off any part of male outer garments .. .. .	..	4 16 0
Pressers employed pressing any article using an iron exceeding 9 lb. in weight .. .. .	..	4 16 0
Pressers employed pressing any article using an iron not exceeding 9 lb. in weight ..	..	2 13 3
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	4 16 0
Other dry cleaners .. .. .	..	2 10 3
Wet cleaners, spotters, glove-cleaners or steamers .. .. .	..	2 10 3
Repairers, employed repairing articles of all descriptions .. .. .	..	2 14 9
Receivers or despatchers .. .. .	..	2 10 3
Feather dressers and hat trimmers .. .. .	..	2 10 3
All others .. .. .	..	2 7 3

NOTE.—These rates include the additional amounts prescribed by Clause (15).

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 201 of the 23rd May, 1940, shall remain in force.

SCHEDULE—*continued.*

FUR TRADE.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 205 of the 23rd May, 1940, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.

(a) WEEKLY WAGES.

Experience.	Males.		Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years.		
	£ s. d.		£ s. d.	£ s. d.		
1st six months	0	13	0	1	5	0
2nd " "	0	16	6	1	11	6
3rd " "	1	0	6	1	18	0
4th " "	1	3	6	2	3	6
5th " "	1	7	0	..	..	..
6th " "	1	13	6	..	..	..
7th " "	2	3	0	..	..	..
8th " "	2	13	6	..	..	..
9th " "	3	0	0	..	..	..
10th " "	3	7	6	..	..	..

and thereafter the minimum wage or piecework price.

Note:—These rates INCLUDE the additional amounts prescribed by clause (15)

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 1st April, 1938, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

JOURNEMEN.						Weekly Wages.		
						£ s. d.		
Cutters	5	7	0
Nailers or Blockers	4	6	0
All others	4	6	0
JOURNEYWOMEN.								
Machinists	2	16	9
Finishers	2	16	9
Table hands	2	16	9
All others	2	7	3

Note.—The above rates INCLUDE the additional amounts prescribed by Clause (15).

Clauses (4) to (15) of the Determination as published in *Government Gazette* No. 205 of the 23rd May, 1940, shall remain in force.

SCHEDULE—continued.

HEADWEAR AND STRAW HAT BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 200 on the 23rd May, 1940, shall be replaced by the following clauses:—

(2) (a) WAGES.

Experience.	Apprentices or Improvers.		Female Improvers commencing at the Trade between the Ages of 18 and 21 years.
	Males.	Females.	
	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.
1st six months	0 13 0	0 9 6	1 5 0
2nd "	0 16 6	0 12 6	1 11 6
3rd "	1 0 6	0 15 6	1 18 0
4th "	1 3 6	0 19 0	2 3 6
5th "	1 7 0	1 5 0	..
6th "	1 13 6	1 11 6	..
7th "	2 3 0	1 18 0	..
8th "	2 13 6	2 3 6	..

And thereafter the minimum weekly wage or piece-work price.

Note.—These rates include the additional amounts prescribed by Clause (15).

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who at the 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
<i>Journeymen.</i>		
Cutters employed marking-in or cutting out articles of headwear	5 2 0	..
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	4 19 6	..
Helmet makers employed making, shaping, blocking, and stiffening helmets	4 19 6	..
Pressers employed pressing off articles of headwear	4 13 0	..
All others	4 6 0	..
<i>Journeywomen.</i>		
Machinists employed machining any part of articles of headwear .. .. .	..	2 10 3
Milliners, table hands or finishers .. .. .	..	2 10 3
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office .. .. .	..	2 10 3
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .	..	2 7 3
All others .. .. .	..	2 7 3

Note.—These rates include the additional amounts prescribed by Clause (15).

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 200 of the 23rd May, 1940, shall remain in force.

SCHEDULE—continued.

JAM TRADE BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 234 of the 13th June, 1940, shall be replaced by the following clause:—

		Wages per Week of 44 Hours.
		£ s. d.
(2)	ADULT EMPLOYEES.	
(a)	Males—Weekly Hands—	
(1)	Foreman (first jam maker)	5 13 0
(2)	Assistant jam maker, i.e., a competent jam maker, one who is capable of taking off	5 3 0
(3)	Foreman packer in charge of despatch and packing department	5 3 0
(4)	Foreman sauce, chutney, pickles or condiment maker, i.e., one who is competent to mix ingredients and make sauce, chutney or other condiment, and who is actually in charge of the making thereof in any factory	5 3 0
(5)	Fruit preserver (man in charge)	5 3 0
(6)	Fruit crystallizing department—	
	(a) Fruit crystallizers	4 10 6
	(b) All others	4 12 0
(7)	Candy peel maker in charge	4 18 0
(8)	Foreman, bottle department	4 13 0
(9)	Foreman, packer's assistant	4 13 0
(10)	Foreman, pulp department	4 13 0
(11)	Man working in dehydrating tunnel	4 13 0
(12)	Operator of labelling machine labelling canned goods	4 13 0
(13)	Operator of lye machine	4 13 0
(14)	Syrup maker, i.e., a person who actually boils the syrup	4 13 0
(15)	Tapper	4 13 0
(16)	Storeman and packer—as defined	4 11 0
(17)	All other adult employees, i.e., 21 years of age or over	4 7 0

Provided that—

- (a) Any adult male employee who is employed for any period of not more than two weeks shall be entitled to 1s. for each working day of such period, in addition to the minimum wage.
- (b) Any adult male employee who is employed for any period of more than two weeks, but not more than four weeks, shall be entitled to 6d. for each working day of such period, in addition to the minimum wage.

(b) Females—Weekly Hands—

(1)	Head forewoman	3 6 3
(2)	Forewoman's assistant	2 16 3
(3)	Head woman supervisor	2 16 3
(4)	Supervisor	2 14 3

Females engaged in—

(a)	clipping piecework tickets	} 2 14 3
(b)	cutting or pulping lemons or pineapples	
(c)	lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(d)	operating a pear preparing machine	
(e)	operating can closing machine	
(f)	packing clear mixed pickles into bottles or into special containers for advertising purposes	
(g)	pouring out or filling jam by hand	
(h)	pouring out pulp by hand	
(i)	stirring jam, sauce or pulp	
(j)	washing bags	
(k)	working at a fruit press	

Provided that—

- (a) Any adult female employee who is employed for any period of not more than two weeks, shall be entitled to 9d. for each working day of such period, in addition to the minimum wage.
- (b) Any adult female employee who is employed for any period of more than two weeks, and not more than four weeks, shall be entitled to 4d. for each working day of such period, in addition to the minimum wage.

Clauses (3) to (25) inclusive and the Schedule of Piecework prices of the Determination, as published in the *Government Gazette* No. 234 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

MUSICIANS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 339 of the 13th September, 1940, shall be replaced by the following clause:—

(2) WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

(A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	9	7	0
(ii) Each performance not included in week's work	1	2	6 extra
(A3) Principals—			
(i) Week's work	7	7	0
(ii) Each performance not included in week's work	0	18	0 extra
(A4) Other performers—			
(i) Week's work	6	7	0
(ii) Each performance not included in week's work	0	15	9 extra
<i>Casual Employees.</i>			
	£	s.	d.
(A5) Leaders—each performance	1	12	0
(A6) Principals—each performance	1	5	8
(A7) Other performers—each performance	1	2	6

(B) GENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERE PROVIDED FOR BY THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause (B)—

- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(B2) Week's work of six performances	5	1	6
(B3) Week's work of twelve performances	8	1	6
(B4) Each performance not included in week's work	0	13	6 extra
(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.			

Casual Employees.

	£	s.	d.
(B6) Each performance by any one (other than a pianist playing alone)	0	19	10
(B7) Each performance by pianist playing alone	1	2	6
(B8) Pianist employed only for voice trials and similar work 5s. 6d. per hour with minimum as for one and a half hours.			

(C) PICTURE SHOWS.

Weekly Employees.

(C1) For the purpose of this sub-clause (C)—

- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(C2) Week's work of six performances	4	18	0
(C3) Week's work of twelve performances	7	18	0
(C4) Each performance not included in a week's work	0	14	0 extra
(C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour.			

Intermittent Weekly Employees.

	£	s.	d.
(C6) One performance per week	1	0	0
(C7) Two performances per week	1	18	0
(C8) Three performances per week	2	9	6
(C9) Four performances per week	3	6	0
(C10) Five performances per week	4	3	0
(C11) Each extra performance over five	0	15	0 extra
(C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour.			

Casual Employees.

	£	s.	d.
(C13) Each performance	1	2	6
(C14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours.			

(D) STAGE BAND.

Weekly Employees.

(D1) For the purpose of this sub-clause (D), a week's work shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on a Sunday.

(D2) Week's work	.. .. .	£ s. d.
(D3) Each performance not included in week's work	.. .. .	3 10 6†
		0 12 0* extra

Casual Employees.

(D4) Each performance	.. .. .	£ s. d.
		0 19 0*

(E) BROADCASTING AND RELAYING.

Weekly Employees.

(E1) For the purposes of this sub-clause (E), a week's work of 18 or 36 hours shall be deemed to consist of work done in and according to the following manner and conditions, that is to say:—

- (i) In the case of the week's work of 18 hours, 3 hours, and in the case of the week's work of 36 hours, 6 hours is to be the day's work.
- (ii) The work is to be done on each of six days, all within seven consecutive days and none on a Sunday.
- (iii) It is to be done between 12 noon and 12 midnight.
- (iv) The employee is to be off duty for at least one hour between 1 p.m. and 3 p.m., and one hour between 5 p.m. and 7 p.m.
- (v) Each day's work is to be done in separate periods of either 1½ or 3 consecutive hours, chosen at the employer's option.
- (vi) During the second hour of each period of three consecutive hours, the employee is to be allowed an interval of at least ten minutes, which is to be deemed to be time worked.
- (vii) If not more than one-third in all of any one of the said periods of 1½ or 3 hours is used in performances, the employer is to have the right to use one-third of such period for rehearsals.

(E2) Week's work of 18 hours	.. .. .	£ s. d.
(E3) Week's work of 36 hours	.. .. .	5 6 6
(E4) Each performance not included in a week's work and not exceeding three hours	.. .. .	9 6 6
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—		0 15 0 extra
(i) For 36 hours in a week not including Sunday	.. .. .	6 3 0
(ii) For each hour over 36 in the week	.. .. .	0 6 0 extra

Casual Employees.

(E6) Per hour, with a minimum payment as for three hours—		£ s. d.
(i) Pianist playing alone	.. .. .	0 9 0
(ii) Others	.. .. .	0 8 0

Relaying.

(E7) If the whole or part of any musical performance of employees engaged otherwise than exclusively for broadcasting is broadcast, each of the said employees shall be paid, in addition to his prescribed rate, 5s.* for each such performance.

(F) CIRCUSES.

(F1) Musicians employed in circuses shall be paid at the rate of £6 10s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

(F2) The bandmaster shall be paid at the said rates each increased by one-sixth.

(G) BRASS OR REED BANDS.

Casual Employees.

(G1) Each performance not to exceed three hours	.. .. .	£ s. d.
		0 16 6*
* If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.		
† If employed for any performance or rehearsal under sub-clauses (A) or (B) 5s. to be deducted.		

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

(H1) For six performances, each not exceeding one hour and being one performance a day	.. .. .	£ s. d.
(H2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	.. .. .	2 10 0
(H3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	.. .. .	3 3 0
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	.. .. .	4 12 6
(H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	.. .. .	2 10 0
(H6) For eighteen performances, being three performances a day, each not exceeding one and one-half hours (but such performances may be grouped as one not exceeding one and one-half hours and one not exceeding three hours)	.. .. .	4 8 0
(H7) An employee who has an engagement under (H3) or (H6) may during the period of that engagement be engaged at the following rate:—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	.. .. .	6 8 0
(H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	.. .. .	2 2 0
(H9) An employee who has an engagement under (H1) and (H4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	.. .. .	2 10 0
(H10) For six performances, each not exceeding three hours	.. .. .	2 13 6
(H11) To employees working after 7.30 p.m. and not between the hours of 11 a.m. and 7 p.m.; for six consecutive performances between 7.30 p.m. and 11.30 p.m., not exceeding three consecutive hours	.. .. .	4 15 0
(H12) For an extra performance under (H1) to (H3) not exceeding one hour	.. .. .	5 1 0
(H13) For an extra performance under (H4) to (H6) not exceeding one and one-half hours	.. .. .	0 10 0 extra
(H14) For extra performances under (H10) not exceeding three hours	.. .. .	0 10 0 extra
(H15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (H) are performances all held within seven consecutive days and none on a Sunday.		0 12 6 extra
(H16) The performances for which the rates are prescribed in the foregoing sub-clauses (H1) to (H6) inclusive, (H10), (H12), (H13), and (H14) are performances all held between the hours of 11 a.m. and 7.30 p.m.		

SCHEDULE—continued.

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES—continued.

Casual Employees.

(H17) An employee employed on a week day between 11 a.m. and 7.30 p.m. shall be paid 6s. 6d. an hour, with a minimum payment of 16s. 3d. for each performance.

(H18) An employee employed on a week day after 7.30 p.m. shall be paid 7s. 6d. an hour, with a minimum payment of £1 2s. 6d. for each performance.

Playing for Dancing.

(H19) If in any of the preceding cases covered by this sub-clause (H) an employee is required to play for dancing where arrangements are made for dancing by clearing the floor or any portion of same for that purpose, or when dancing is advertised or paid for, he shall be paid in addition to the appropriate rate hereinbefore prescribed a further 10 per cent.

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

(I1) For the purpose of this sub-clause (I)—

- (i) A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of twelve performances, two on each of six calendar days, each performance not to exceed three consecutive hours, all to be given within seven consecutive days, and none on a Sunday.

(I2) Week's work of six performances done between 9 a.m. and 6 p.m.—	£ s. d.
(i) By any one (other than a pianist playing alone)	4 18 0
(ii) By pianist playing alone	5 15 0
(I3) Week's work of six performances done between 6 p.m. and midnight—	
(i) By any one (other than a pianist playing alone)	5 3 0
(ii) By pianist playing alone	6 0 0
(I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—	
(i) By any one (other than by a pianist playing alone)	7 18 0
(ii) By pianist playing alone	8 16 0
(I5) Week's work of twelve performances not all done between 9 a.m. and 6 p.m.—	
(i) By any one (other than a pianist playing alone)	8 3 0
(ii) By pianist playing alone	9 1 0
(I6) Each performance on a week day not included in a week's work	0 15 0 extra
(I7) Pianist playing alone on a week day in dancing classes—	
(i) For not more than 30 hours in a week	4 18 0
(ii) For each hour over 30 in a week	0 5 0 extra

Casual Employees.

(I8) Performing at a dance on a week day : Per hour with a minimum payment as for three hours—	£ s. d.
(i) Pianist playing alone	0 11 0
(ii) Others	0 8 0
(I9) Performing at a dancing class on a week day : Per hour, with a minimum payment as for three hours—	
(i) Pianist playing alone	0 6 6
(ii) Others	0 5 6

(J) SKATING RINKS AND OTHER LIKE FORMS OF ENTERTAINMENT NOT ELSEWHERE PROVIDED FOR.

Weekly Employees.

(J1) For the purpose of this sub-clause (J)—

- (i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on a Sunday.
- (ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.
- (iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	£ s. d.
.. .. .	4 14 0
(J3) Week's work of twelve long performances	7 14 0
(J4) Each performance on a week day not included in a week's work of six performances or twelve long performances, and not to exceed three consecutive hours	£ s. d.
.. .. .	0 12 6 extra
(J5) Week's work of twelve short performances in roller skating rinks, performances to be held between 2.30 p.m. and 5 p.m., and between 8 p.m. and 10.30 p.m.	5 8 0
(J6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours	0 10 0 extra

Casual Employees.

(J7) Six shillings and sixpence per hour on a week day, with minimum payment as for two hours in roller skating rink and as for three hours in other cases.

(K) PERFORMANCES FOR SUCH DANCING AND FOR OTHER PURPOSES AS ARE NOT ELSEWHERE PRESCRIBED FOR HEREIN.

Casual Employees.

(K1) Pianist playing alone, each performance on a week day, not to exceed three hours in duration	£ s. d.
.. .. .	1 13 0
(K2) Employee (not being pianist playing alone)—	
(i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m.	1 4 0
(ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments	1 16 6
(iii) Engaged for three such performances to be given between 10 a.m. and 10 p.m. on one day, with one hour interval between each two performances for meals	2 6 6

(L) GRAMOPHONE RECORDING.

Casual Employees.

(L1) To employees not receiving any royalty, 10s. 6d. per hour on week days, with a minimum payment as for two hours	£ s. d.
.. .. .	0 10 6

SCHEDULE—continued.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

(M1) A conductor leader shall be paid the appropriate rate for a member of the orchestra, with an addition of one-fourth of such rate.

Intermittent Weekly Employees.

(M2) A conductor leader shall be paid 5s.† extra for each performance.

(N) LEADERS.

Weekly or Casual Employees.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this clause (2) applies), the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with an addition of one-sixth of such rate.

(O) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

Weekly Employees.

(O1) If any extra instrument supplied by employee: each performance during week of employment—	£ s. d.
(i) If three performances or less	0 4 0† extra
(ii) If four	0 3 6† extra
(iii) If five	0 3 0† extra
(iv) If six or more	0 2 6† extra
(O2) If no extra instrument supplied by employee: For each performance	0 2 6† extra

Casual Employees.

(O3) If any extra instrument supplied by employee: For each performance	0 5 0† extra
(O4) If no extra instrument supplied by employee: For each performance	0 3 6† extra

Exceptions.

(O5) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Victorian Branch of the Musicians' Union of Australia by its authorized representative and the employer concerned agree are not to be considered extra.

(P) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

All Weekly or Casual Employees intended to be employed in a performance for which the rehearsal is held, including Conductor Leader, Leaders, and Principals.

(P1) In grand opera, and other work comprised in sub-clause (A) of this clause—	£ s. d.
(i) Commencing before 3 p.m. not to exceed two hours	0 9 0
(ii) Commencing before 3 p.m. not to exceed three hours	0 13 6
(iii) Commencing at or after 3 p.m. not to exceed two hours	0 11 3
(iv) Commencing at or after 3 p.m. not to exceed three hours	0 16 11
(P2) In any other work—	
(i) Commencing before 3 p.m. not to exceed two hours	0 7 6†
(ii) Commencing before 3 p.m. not to exceed three hours	0 10 0†
(iii) Commencing at or after 3 p.m. not to exceed two hours	0 10 0†
(iv) Commencing at or after 3 p.m. not to exceed three hours	0 15 0†

(P3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are extra rates to be paid in addition to the rates prescribed for the week's work.

Other Employees.

(P4) Pianist employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—	£ s. d.
(i) Weekly employee for 36 hours in a week, excluding Sunday	5 3 0
(ii) Weekly employee for each hour over 36 in the week	0 5 5 extra
(iii) Casual employee for each hour on a week day, with a minimum payment as for three hours	0 4 6

(P5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—	
(i) Weekly employee for 36 hours in a week, excluding Sunday	4 18 0
(ii) Weekly employee for each hour over 36 in the week	0 4 6
(iii) Casual employee for each hour on a week day with minimum payment as for three hours	0 4 1

† If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.
‡ If employed for any performance or rehearsal under sub-clause (B) 10 per cent. to be deducted.

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA FIT OR WELL.

Weekly or Casual Employees.

(Q1) Where an orchestra is required to perform on the stage in view of the audience—	£ s. d.
For each musician—per performance	0 2 6† extra
(Q2) Where a musician is required to play in view of the audience either solo or as one of a duet, trio, or otherwise than in the ordinary way as part of a complete orchestra—	
For such musician—per performance	0 3 0† extra

(R) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

(R1) Employee required to supply music	£ s. d.
.. .. .	0 10 6† extra

Casual Employees.

(R2) Employee so required—per performance	0 3 6† extra
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(S) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum payment as for one performance or as for three hours on each occasion on which he is so required.

(T) LOWER RATES MAY BE AGREED TO.

Where the Federal or State Executive of the Musicians Union of Australia agrees with any employer that for special reasons lower rates should be accepted by an employee, rates may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Secretary for Labour within 7 days of the making thereof.

Clauses (3) to (18) inclusive of the Determination, as published in Government Gazette No. 339 of the 13th September, 1940, shall remain in force.

SCHEDULE—continued.

PAPER BAG TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 220 of the 8th June, 1940, shall be replaced by the following clause:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Guillotine machine operator	4 16 0
2	Paper bag machinist	5 0 0
3	Storeman	4 10 0
4	Packer and/or despatcher	4 10 0
5	Any other adult male	4 4 0
6	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
<i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	2 11 6
2	Packer	2 8 6
3	Female hand-made paper bag maker ..	2 8 0
4	Female machine minder controlling machine	2 9 6
5	But if with stringing attachment and without assistance	2 10 6
6	Female working at a machine and threading paper, looking after paste boxes, or catching and stacking bags by machine	2 8 0
7	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	2 15 0
	(b) from nine to fifteen employees (both inclusive)	3 1 0
	(c) over fifteen employees	3 7 0
8	Female employee not otherwise specified ..	2 5 6

Clauses (3) to (33) of the Determination as published in *Government Gazette* No. 220 of the 8th June, 1940, shall remain in force.

SCHEDULE—continued.
PRINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 224 of the 6th June, 1940, shall be replaced by the following clause:—
 (2) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES).

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 6 0 0
2	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	5 11 0 5 14 0 6 0 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid	6 0 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	5 11 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	4 18 0
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	5 11 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	4 18 0
8	Proof reader and/or reviser	5 14 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand)	5 11 0
10	Electrotypewriter	5 11 0
11	Stereotypewriter	5 11 0
12	Letterpress machinist	5 11 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	5 11 0
14	Railway ticket printer—single machine	5 2 0
15	Railway ticket printer—multiple machine	5 4 0
16	Machinist working a flat-bed machine printing from a reel	5 11 0
17	Rotary machinist	5 11 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	5 0 0
19	Persons engaged in lithographic drawing and/or designing	5 15 0
20	Lithographic machinist (including lithographic tin printer, lithographic transferor and/or pressman)	5 11 0
21	Stone and/or plate preparer	4 12 0
22	Bookbinder	5 11 0
23	Marbler	5 11 0
24	Hand indexer	5 11 0
25	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	5 11 0
26	Finisher	5 11 0
27	Pocket-book maker	5 11 0
28	Ticket-maker, turned-in work	5 11 0
29	Blotting pad maker	5 11 0
30	Portfolio maker	5 11 0
31	Person engaged in sawing and/or rolling books	5 11 0
32	Loose sheet cover maker	5 11 0
33	Edge gilder	5 11 0
34	Leather cutter	5 11 0
35	Where an employee employed in any class for which a margin is prescribed by Items 22 to 33 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 35 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 34)	4 16 0
36	Map and plan mounter and/or varnisher	5 11 0
37	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	5 11 0
38	Guillotine machine operator	5 11 0
39	Waxer	4 17 0
40	Varnisher	4 8 0
41	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	4 10 0
42	Printing ink mixer and/or maker	4 8 0
43	Bronzing machine operator	4 13 0
44	Roller maker	4 8 0
45	Feeder on any kind of machine when printing more than one colour	4 8 0
46	Storeman	4 10 0
47	Packer and/or despatcher	4 10 0
48	Any other adult male	4 4 0
49	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

TABLE "B"—ADULT FEMALES.

(Including non-adult females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	5 11 0
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SCHEDULE—*continued.*

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES—<i>continued.</i> <i>(Including Non-Adult Females of at least Five Years' Experience.)</i>	£ s. d.
2 ..	Female head packer when employed as such	2 15 6
3 ..	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	2 15 6 2 14 6
4 ..	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	2 13 6 2 14 6
5 ..	Female hand or machine sewer and taker down or repairer of letterpress work	2 13 6
6 ..	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	2 13 6
7 ..	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A"	2 13 6
8 ..	Female copy holder	2 13 6
9 ..	Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine	2 12 6
10 ..	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	2 17 6 3 3 6 3 9 6
11 ..	Female employees not otherwise specified	2 5 6

NOTE.—See clause 31 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

Clauses (3) to (36) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 224 of the 6th June, 1940, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 13s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following :— "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 16s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

STATIONERY BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 222 of the 6th June, 1940, shall be replaced by the following clause:—

(2)

First Column. Number of Rate	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		£ s. d.
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	5 11 0
2	Edge gilder	5 11 0
3	Gullotine machine operator	5 11 0
4	Tag machinist where machine has printing attachment	5 8 0
5	Tag machinist	4 17 0
6	Cutter from reel and/or slitter	4 13 0
7	Cutter from reel and/or slitter if cutting or slitting printed or embossed paper and/or if slitting paper into rolls for recording machines or wrapping machines or similar machines	4 16 0
8	Envelope angle cutter	5 4 0
9	Envelope angle cutter who has to mark out	5 8 0
10	Envelope cutter and/or die cutter	4 16 0
11	Envelope cutter and/or die cutter who has to mark or lay out	4 18 0
12	Cutter of playing cards	4 16 0
13	Doyley machinist	4 18 0
14	Surface coater	4 16 0
15	Colour mixer for surface coating	4 8 0
16	Calenderer	4 13 0
17	Brusher	4 13 0
18	Water-proofer	4 13 0
19	Plate roller	4 13 0
20	Employee working pasteboard machine	4 17 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	5 11 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	4 16 0
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	4 13 0
24	Any other adult male	4 4 0
25	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him .. .. .	.. .
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery	2 13 6
2	Female embosser	2 14 6
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) (b) from nine to fifteen employees (both inclusive) (c) over fifteen employees	2 17 6 3 3 6 3 9 6
4	Female employees not otherwise specified	2 5 6

NOTE.—See clause 30 (f) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

Clauses (3) to (36) of the Determination as published in *Government Gazette* No. 222 of the 6th June, 1940, shall remain in force.

SCHEDULE—continued.

TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 255 of 24th June, 1940, shall be replaced by the following:—

(2) JUNIOR LABOUR.—All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

	Wages per Week of 44 Hours.	
	s.	d.
14 to 15 years of age	16	3
15 to 16 years of age	23	6
16 to 17 years of age	31	6
17 to 18 years of age	39	3
18 to 19 years of age	47	0
19 to 20 years of age	55	6
20 to 21 years of age	62	9

The aggregate proportion of juniors (other than those employed as strainers) to adults shall not exceed one junior to three adults or any fraction of three.

In any "department" as hereinafter defined the proportion of juniors shall not exceed two to five adults or a fraction of five. There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking or setting out crop leather.

Other Employees.

	Per Week of 44 Hours.		
	£	s.	d.
Currier	5	7	0
Person classing or sorting green hides or sides or skins after being unhaired	5	2	0
Hand flesher	4	19	0
Hand fleshing after machining	4	17	0
Machine flesher	4	17	0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	4	12	0
Lime jobber	4	10	0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	4	9	0
Bark bagger	4	9	0
Extract worker in tannery	4	5	0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	4	5	0
Splitting machinist—			
Operator of big machine	5	5	0
Operator of other machines	5	3	0
Man behind splitting machine	4	9	0
Machine shaver—			
New machine—double width	4	17	0
Old machine—single width	4	18	0
Jigger and gramer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine	4	13	6
Roller, striker and setter out of sole leather	4	12	6
Shedman who applies dressing to sole leather	4	8	0
Whitening machinist and buffing machinist	4	17	6
Fluffing machinist	4	12	0
Fluffing machinist on suede wheel	4	16	0
Leather dresser (table hand)	4	12	0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	4	11	0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	4	10	0
Table hand setting out harness leathers	4	12	6
Table hand and knee staker	4	12	0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark and other materials used in tanneries	4	5	0
Strainer (over the age of 18 years)	4	8	0
Employee unhairing either on beam or by sweeping	4	12	0
Person classing or sorting hides, sides or skins or splits of leather after tanning	5	1	0
Employee operating measuring machine	4	8	0
Employee operating setting out machine	4	12	0
Employee operating graining machine	4	10	0
Employee operating ironing machine	4	10	0
Employee operating embossing machine	4	10	0
Employee operating squeezing machine	4	10	0
Employee operating bark grinding machine	4	9	0
Assistant on any of the machines 30 to 35	4	8	0
Operator or assistant on any machine used in the industry not otherwise provided for	4	8	0
Glazer	4	12	0
Staker	4	12	0
Person lime jobbing on mechanical reels	4	10	0
Hair washer	4	6	0
All others	4	3	0

Casual employees may be engaged by the day at rates 10 per cent. higher than those prescribed for weekly work.

Clauses (3) to (27) inclusive of the Determination as published in *Government Gazette* No. 255 of 24th June, 1940, shall remain in force.

This adjusted Determination supercedes the adjusted Determination published in *Government Gazette* No. 282 of the 7th August, 1940.

SCHEDULE—continued.

UMBRELLA BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 203 of the 23rd May, 1940, shall be replaced by the following clause:—

(2) (a) APPRENTICES OR IMPROVERS.
(i) WAGES.

Experience.	Males.		Females.
	Weekly Wages.		Female Improvers commencing at the trade between the ages of 18 and 21 years.
	Weekly Wages.		Weekly Wages.
	£	s. d.	£ s. d.
1st six months	0	13 0	0 9 6
2nd "	0	16 6	0 12 6
3rd "	1	0 6	0 15 6
4th "	1	3 6	0 19 0
5th "	1	7 0	1 5 0
6th "	1	13 6	1 11 6
7th "	2	3 0	1 18 0
8th "	2	13 6	2 3 6

NOTE.—These rates INCLUDE the additional amounts prescribed by Clause (14).

And thereafter the minimum weekly wage or piecework price.

(ii) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who on 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(b) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Wages.	
	Males.	Females.
	£	s. d.
Cutters	5	2 0
Frame makers or repairers	4	14 0
Finishers	4	12 0
Machinists, pressers, or tipplers .. .. .	..	2 12 3
Persons not provided for otherwise	4	6 0

NOTE.—These rates INCLUDE the additional amounts prescribed by Clause (14).

Clauses (3) to (14) of the Determination as published in *Government Gazette* No. 203 of the 23rd May, 1940, shall remain in force.