

[661]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 26]

FRIDAY, FEBRUARY 7.

[1941

MINING NOTICES.

CENTRAL BLUE GOLD MINES NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 25th (January) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 18th February, 1941, at a quarter to Twelve o'clock a.m., unless the shares be previously redeemed.

F. L. SMYTH, Manager.

Registered office : 140 Queen-street, Melbourne. 7713

SOUTH VIRGINIA EXTENDED MINES NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 5th (January) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Tuesday, 18th February, 1941, at a quarter to Twelve o'clock a.m., unless the shares be previously redeemed.

F. L. SMYTH, Manager.

Registered office : 140 Queen-street, Melbourne. 7714

1



VICTORIA

Published by Authority.

GOVERNMENT GAZETTE.

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

No. 27]

FRIDAY, FEBRUARY 7.

[1941

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 February, 1941, as set out in the Schedule hereto:—

Dated at Melbourne, this
thirty-first day of January, 1941.

F. A. MARZORINI,
Secretary for Labour.

SCHEDULE.**AERATED WATER TRADE BOARD.**

Clause (2) of the Determination published in *Government Gazette* No. 126 of the 2nd May, 1940, shall be replaced by the following Clause:—

(2) **APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.**

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Under 17	1 5 0	1 4 0
17 and under 18	1 12 0	1 10 0
18 and under 19	1 17 6	1 16 0
19 and under 20	2 6 0	2 4 0
20 and under 21	2 14 6	2 12 6

PROPORTION (within any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 83/- per week of 44 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 83/- per week of 44 hours.

Provided that not more than one person under the age of 21 years shall be employed by any employer to each two or fraction of two adults employed by the said employer.

No. 27.—1131/41.

SCHEDULE—*continued*.

ADULT MALES.

	Wages per week of 44 Hours.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; at Warrnambool; and in Mildura and Gippsland Districts.	Yallourn.	Elsewhere in Victoria.
	£ s. d.	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	5 6 0	5 13 0	5 3 0
Employee who under the direction of employer or foreman is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	4 16 0	5 3 0	4 13 0
Employee on automatic combined bottle-washing, syrrapping, bottling, sealing (or crowning), and labelling machine	4 11 0	4 18 0	4 8 0
Employee bottling aerated or carbonated waters	4 8 6	4 15 6	4 5 6
Employee engaged in handling Glauber Salts	4 8 6	4 15 6	4 5 6
All other male adults	4 6 0	4 13 0	4 3 0
Leading hand, 1s. per day in addition to the above rates.			

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 126 of the 2nd May, 1940, shall remain in force.

SCHEDULE—continued.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 144 of the 4th May, 1940, shall be replaced by the following clauses:—

	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.	
	Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.		Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
Implement smiths	5 6 0	5 3 0	<i>Wood Mill Section—continued.</i>		
Bulldozers	4 18 0	4 15 0	Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	5 4 0	5 1 0
Blacksmiths' strikers	4 12 0	4 9 0	Moulder machinists (where the machinists set up their machines only)	4 18 0	4 15 0
Blacksmiths' strikers (on double fires)	4 14 0	4 11 0	Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	5 1 0	4 18 0
Carpenters engaged on agricultural implement making (including tool allowance)	5 6 0	5 3 0	Buzzer machinists (only operating or feeding machines)	4 12 0	4 9 0
Agricultural implement fitters and comb fitters	5 1 0	4 18 0	Thickneser machinists	4 12 0	4 9 0
Agricultural implement fitters and comb fitters (after two years' experience)	5 4 0	5 1 0	Tenoning machinists (only operating or feeding machines)	4 12 0	4 9 0
Pattern fitters and finishers	5 4 0	5 1 0	Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	5 1 0	4 18 0
Plough fitters	4 19 0	4 16 0	Boring and drilling machinists	4 12 0	4 9 0
Assemblers	4 13 6	4 10 6	Bending machinists	4 16 0	4 13 0
Assemblers (after two years' experience)	4 17 0	4 14 0	Mortising machinists	4 12 0	4 9 0
Windmill erectors	5 1 0	4 18 0	Sanding machinists	4 16 0	4 13 0
Windmill makers other than fitters	5 0 0	4 17 0	Timber markers	4 12 0	4 9 0
Wheel rimmers	5 1 0	4 18 0	Pulling-out machinists	4 12 0	4 9 0
Furnacemen on small rivet heating or bolt heating	4 14 0	4 11 0	Band sawyers	4 18 0	4 15 0
Furnacemen's assistants	4 12 0	4 9 0	Circular sawyers	4 16 0	4 13 0
Dressers and fettlers	4 14 0	4 11 0	Crosscut sawyers	4 12 0	4 9 0
Grinders and emery-wheel attendants	4 14 0	4 11 0	Casemaking sawyers	4 12 0	4 9 0
Grinders (using portable machine)	4 16 0	4 13 0	Stackers	4 12 0	4 9 0
Heaters	4 12 0	4 9 0			
Picklers	4 9 0	4 6 0			
Hammer drivers	4 14 0	4 11 0			
Wire weavers	4 12 0	4 9 0			
Painters (brush hand)	4 12 0	4 9 0			
Spray painters	4 16 0	4 13 0			
Paint dippers and mixers	4 9 0	4 6 0			
Writers and liners	5 1 0	4 18 0			
Wire drawers	4 12 0	4 9 0			
Chippers	4 12 0	4 9 0			
Sand and shot blast dressers	4 16 0	4 13 0			
Dismantlers	4 12 0	4 9 0			
Checkers	4 14 0	4 11 0			
Inspectors	4 14 0	4 11 0			
Storemen and packers	4 9 6	4 6 6			
Process workers	4 12 0	4 9 0			
Patternmakers	6 2 0	5 19 0			
All others	4 6 0	4 3 0			
<i>Machinists.</i>					
1st class	5 13 0	5 10 0			
2nd class	5 4 0	5 1 0			
3rd class	4 18 0	4 15 0			
Drillers	4 14 0	4 11 0			
Die setters and machine setters	4 16 0	4 13 0			
Machinists coming within the definition of process workers	4 12 0	4 9 0			
<i>Welders.</i>					
1st class	5 16 0	5 13 0			
2nd class	4 18 0	4 15 0			
3rd class	4 14 0	4 11 0			
Tack welders	4 16 0	4 13 0			
<i>Sheet Metal Workers.</i>					
1st class bench hand	5 11 0	5 8 0			
2nd class bench hand	5 4 0	5 1 0			
<i>Wood Mill Section.</i>					
Saw doctors	5 16 0	5 13 0			
Casemakers	4 18 0	4 15 0			
Shaper machinists (wood)	5 7 0	5 4 0			
Turners	5 7 0	5 4 0			

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 144 of the 4th May, 1940, shall remain in force.

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring
	s. d.	s. d.
<i>Junior Males.</i>		
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	28 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 9
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	73 0	77 5
<i>Adult Females.</i>		
If of less than twelve months' experience	53 3	56 5
If of twelve months' experience or more	60 6	64 1
<i>Junior Females.</i>		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching the age of 21 years	50 6	53 6

SCHEDULE—continued.

ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 313 of the 23rd August, 1940, shall be replaced by the following clause.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.				WAGES PER WEEK.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	40 4	Carcass skimmers	..	..	112 0
16 years of age and under 17 years of age	..	..	43 6	All others	..	..	106 0
17 " " " 19 " " "	..	..	56 4				
19 " " " 20 " " "	..	..	64 8				
20 " " " 21 " " "	..	..	73 0				
PROPORTION (by any Employer).				Night Shift employees shall receive an additional 2/6 per week.			
<i>Apprentices</i>							
One apprentice to every three or fraction of three workers receiving not less than 106s. per week.							
An indenture of apprenticeship has been proscribed by the Board							
<i>Improvers.</i>							
One improver to every four workers receiving not less than 106s. per week.							

Clauses (3) to (9) inclusive of the Determination as published in *Government Gazette* No. 313, of the 23rd August, 1940 shall remain in force.

BEDSTEADMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 136 of 3rd May, 1940, shall be replaced by the following :—

(2)				Wages per week of 44 hours.	
				Within the Metropolitan District and such portions of the City of Sandringham as are not included within the said district; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where the Determination applies.
				<i>s. d.</i>	<i>s. d.</i>
Bedstead smiths	..	..	..	97 0	94 0
Chill fitters called on to design and model	..	..	..	109 0	106 0
Other chill fitters	..	..	..	97 0	94 0
Machinists	..	..	..	94 0	91 0
Platers in charge	..	..	..	106 0	103 0
Polishers and grinders	..	..	..	96 0	93 0
Chippers and casters	..	..	..	93 0	90 0
Furnacemen	..	..	..	93 0	90 0
Bedstead fitters and mounters	..	..	..	97 0	94 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters	..	..	..	96 0	93 0
Japanners and lacquerers	..	..	..	94 0	91 0
All others	..	..	..	86 0	83 0
(3) UNAPPRENTICED MALE JUNIORS AND FEMALES..					
(a) Junior Males.				Weekly Hiring.	Hourly Hiring.
				<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	..	..	..	17 0	18 3
16 and under 17 years of age	..	..	..	28 0	29 8
17 " " 18 " " "	..	..	..	49 6	52 6
18 " " 19 " " "	..	..	..	62 6	66 3
19 " " 21 " " "	..	..	..	75 3	79 9
(b) Adult Females.					
If of less than 12 months' experience				53 3	56 6
Of 12 months' experience or more				60 6	64 0
(c) Junior Females.					
1st year's experience				14 0	15 0
2nd " " "				18 9	20 0
3rd " " "				31 3	33 3
4th " " "				39 6	42 0
5th " " "				45 3	48 0
Thereafter until reaching 21 years				50 6	53 6

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 136 of 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

BOILERMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 424 of the 19th December, 1940, shall be replaced by the following clauses:—

(2)

Apprentices or Improvers.					Juvenile Workers, i.e., Persons under 21 Years of Age (other than Apprentices or Improvers).			
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.			
				s. d.		Weekly Hiring. s. d.	Hourly Hiring. s. d.	
1st year's experience	..	..	..	15 0	Employed in—			
2nd "	"	..	..	21 6	(a) All operations in "manufacturing" as defined in this Determination—			
3rd "	"	..	..	38 6	1st year's experience	15 6	18 8	
4th "	"	..	..	62 6	2nd "	25 0	28 6	
5th "	"	..	..	78 3	3rd "	34 3	36 4	
					4th "	46 6	49 4	
					5th "	59 0	62 7	
					6th "	68 0	72 11	
					7th "	73 0	77 5	
					(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—			
					Under 16 years of age	17 0	18 3	
					16 years of age	28 0	29 8	
					17 "	49 6	52 6	
					18 "	62 6	66 3	
					19 and 20 years of age	75 3	79 9	

PROPORTION.

Apprentices.

One apprentice to every two or fraction of two workers receiving not less than 116s. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.

Improvers.

One improver to the first four or fraction of four workers receiving not less than 95s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.

(3)

Other Employers.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria
	£ s. d.	£ s. d.	£ s. d.
Tradesmen engaged in window-frame making	5 16 0	6 2 6	5 13 0
Assembler (not coming within definition of tradesman) engaged in window-frame making	5 4 0	5 10 6	5 1 0
Machinist—engaged in window-frame making—			
First class	5 16 0	6 2 6	4 13 0
Second class	5 6 0	5 12 0	5 3 0
Third class	5 0 0	5 6 6	4 17 0
Process worker engaged in window-frame making	4 14 0	5 0 6	4 11 0
Welder—			
First class (other than when using Cutler machine)	5 19 0	6 5 6	5 16 0
First class (using Cutler machine)	5 8 0	5 14 6	5 5 0
Second class	5 0 0	5 6 6	4 17 0
Third class	4 16 0	5 2 6	4 13 0
Tack welder	4 18 0	5 4 6	4 15 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	5 16 0	6 2 6	5 13 0
Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making	6 0 0	6 6 6	5 17 0
Boilersmiths and/or angle-iron smiths	5 19 0	6 5 6	5 16 0
Plate setters and frame benders	5 18 0	6 4 6	5 15 0
Drillers using portable machines in boilermaking and ship construction	5 13 0	5 19 6	5 10 0
Drillers using stationary machines in boilermaking and ship construction	4 16 0	5 2 6	4 13 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	5 16 0	6 2 6	5 13 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making	6 0 0	6 6 6	5 17 0
Machinist—			
First class, employed on standardized frame buildings made in quantities	5 2 0	5 8 6	4 19 0
Second class, employed on standardized frame buildings made in quantities	4 16 0	5 2 6	4 13 0
Emery wheel attendant	4 17 0	5 3 6	4 14 0
Blacksmith's striker	4 15 0	5 1 6	4 12 0
Blacksmith's striker on double fires	4 17 0	5 3 6	4 14 0
Furnaceman	5 1 0	5 7 6	4 18 0
Attendants on small rivet heating or bolt beating or similar types of fires	4 17 0	5 3 6	4 14 0
Holder up	4 17 0	5 3 6	4 14 0
Benders of iron and steel frames used for reinforcing concrete	4 17 0	5 3 6	4 14 0
Painters of ironwork other than ship painters (brush)	4 15 0	5 1 6	4 12 0
Painters of ironwork using spray	4 18 0	5 2 6	4 13 0
Friction saw operators	4 15 0	5 1 6	4 12 0

SCHEDULE—continued.

BOILERMAKERS BOARD—continued.

Other Employees.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warrambool Post Offices.	At Yallourn.	Other Parts of Victoria.
Cold saw operators	4 17 0	5 3 6	4 14 0
Dogman	4 17 0	5 3 6	4 14 0
Riggers and spicers except on ships and buildings	4 17 0	5 3 6	4 14 0
Riggers and spicers on ships and buildings	5 1 0	5 7 6	4 18 0
Cleaners and chippers (inside of boilers)	5 1 0	5 7 6	4 18 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 15 0	5 1 6	4 12 0
Labourers	4 6 0	4 12 6	4 3 0
Steel pipe making section—			
Pipe builders	4 18 6	5 4 6	4 15 0
Machine operators (in charge of machines)	4 18 6	5 4 6	4 15 0
Faucet maker in charge of furnace	5 1 0	5 7 6	4 18 0
Man assisting furnace faucet maker	4 14 0	5 0 6	4 11 0
Man in charge of ring-making machine	4 18 0	5 4 6	4 15 0
Man assisting at ring-making machine	4 14 0	5 0 6	4 11 0
Man on tar dip and sand rolling	4 14 0	5 0 6	4 11 0

Leading hands—

In charge of not less than three and not more than ten employees, 6s. per week extra.

In charge of more than ten employees and not more than twenty employees, 12s. per week extra.

In charge of more than twenty employees, 18s. per week extra.

NOTE.—If the employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 5s. per week (see clause 13 (b))

Clauses (4) to (19) inclusive of the Determination, as published in *Government Gazette* No. 424 of the 19th December, 1940, shall remain in force.

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.

Apprentices—MALES.†				
Wages per Week of 44 hours.				
	Commencing Age.			
	Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year	14 0	20 6	20 6	30 3
2nd year	20 6	29 9	30 3	40 3
3rd year—				
1st 6 months ..	30 3	39 3	39 9	55 3
2nd 6 months ..	30 3	39 3	39 9	64 0
4th year—				
1st 6 months ..	39 9	46 3	55 3	Minimum wage
2nd 6 months ..	39 9	46 3	64 0	
5th year—				
1st 6 months ..	47 3	55 3	Minimum wage	
2nd 6 months ..	47 3	64 0		
6th year—				
1st 6 months ..	55 3	Minimum wage		
2nd 6 months ..	64 0			
Thereafter		Minimum wage		

Proportion.

Improvers—FEMALES.				
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.				
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.				
Apprentices and all other improvers—				Wages per week of 44 hours.
	s.	d.		s. d.
1st 6 months' experience	18 9
2nd "	20 6
3rd "	24 0
4th "	27 3
5th "	29 3
6th "	32 6
7th "	37 6
8th "	41 6
Thereafter	56 9

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.

Improvers—FEMALES.

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.

Females employed attaching uppers to soles of shoes, known as or similar to the Sabara 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.

Apprentices and all other improvers—

Wages per
week of
44 hours.

1st 6 months' experience	--	--	--	18	9
2nd "	"	"	"	20	6
3rd "	"	"	"	24	0
4th "	"	"	"	27	3
5th "	"	"	"	29	3
6th "	"	"	"	32	6
7th "	"	"	"	37	6
8th "	"	"	"	41	6
Thereafter	--	--	--	56	9

Proportion.

(In any factory or place.)

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 56s. 9d. 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 56s. 9d. 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 56s. 9d. per week of 44 hours.

† Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

SCHEDULE—continued.

BOOT BOARD—continued.

Other Employees.

MALES.		Wages per week of 44 hours. s. d.	FEMALES.		Wages per week of 44 hours. s. d.
Pattern Cutting—					
Pattern Cutters or Designers	.. ..	112 0	(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.		
Clicking—					
Clicking outsides (other than felt, fabric, sheep's roans or splits)	.. ..	112 0			
Clicking felt, linings, fabrics, sheep's roans, splits—					
By hand	.. ..	109 0	(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.		
By machine	.. ..	106 0			
All others	.. ..	106 0	(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.		
Stuff cutting—			(d) Females (i) with four years' experience employed on any form of sewing machine		61 9
Cutting leather outsoles or insoles	.. ..	109 0	(ii) Employed on any other machine		58 3
Ranging by hand	.. ..	109 0	(iii) Employed on any other work set out in clause 3 (Female Work)		56 9
All others	.. ..	106 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 56s. 9d., and thereafter the rate prescribed for their occupation.		
Making—					
All operatives except those for whom the rates herein- after appearing are prescribed	.. ..	112 0			
Operator of bottom levelling machine	.. ..	106 0			
Operator of buzzer machine	.. ..	106 0			
Operator of loose nailing machine	.. ..	106 0			
Levelling by hand	.. ..	106 0			
Heeling by hand	.. ..	106 0			
Opening channels	.. ..	106 0			
Closing channels	.. ..	106 0			
Feathering	.. ..	106 0			
Turning pumps	.. ..	106 0			
Laying linings and shanking	.. ..	106 0			
Pulling up backs	.. ..	106 0			
Pulling on	.. ..	106 0			
Tingling and trimming (hand or machine)	.. ..	106 0			
Putting on heels and toe plates	.. ..	106 0			
Attaching wood heels by hand	.. ..	106 0			
Putting in stiffeners or toes	.. ..	103 0			
Putting in bottom fillings and shanks	.. ..	103 0			
Slipping off	.. ..	103 0			
Pulling out tacks	.. ..	103 0			
Stamping and sorting soles	.. ..	103 0			
Solutioning or cementing by hand or machine	.. ..	103 0			
Putting studs or bars on football boots	.. ..	103 0			
Finishing—					
Finishing right through by hand	.. ..	112 0			
Operating heel trimmer	.. ..	112 0			
Operating edge trimmer	.. ..	112 0			
Operating edge setter	.. ..	112 0			
Operating heel scourer	.. ..	112 0			
Operating Naumkeag machine and/or sandpapering machine	.. ..	108 0			
Slipping off	.. ..	103 0			
All others	.. ..	106 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.

SCHEDULE—continued.

BRUSHMAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 21 of 29th January, 1941, shall be replaced by the following clause.

(2)

WAGES.

APPRENTICES OR IMPROVERS.

Experience.

Wages per week of 44 hours.

Males.

Females.

1st year

2nd year

3rd year

4th year

5th year

6th year

s. d.

17 9

23 6

33 9

1

2

3

4

minimum wage

or earnings on

piece-work

and thereafter the

minimum wage

or full piece-work

prices.

s. d.

17 9

23 6

33 0

41 9

and thereafter the

minimum wage

or full piece-work

prices.

PROPORTION.

(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piece-work prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two

Two to three

Three to five

Four to nine

Six to twelve

Seven to fifteen

Nine to eighteen

Male workers receiving not less

than 10s. per week of 44

hours or earning full piece-

work prices.

Females.

One female improver to one or two

Two to three

Three to five

Four to nine

Six to twelve

Seven to fifteen

Nine to eighteen

Female workers receiving not

less than 5s. per week of 44

hours or earning full piece-

work prices.

NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—

(a) Automatic boring and filling machines;

(b) Punching and stamping machines;

(c) Painting or varnishing brushware.

Other Employees.

Wages per week of 44 hours.

MALES.

Persons employed at—

Paint brush making

Hair pan work

Bass pan work

Hair dressing and mixing

Making twisted brushes

Making wire brushes

Bass broom drawing

Finishing

Boring

Lacquering or ducoing

s. d.

107 0

102 0

102 0

102 0

102 0

102 0

102 0

102 0

102 0

FEMALES.

Automatic boring and filling machinists

Filling machinists

Trimming machinists

Boring machinists

Bench drawing

Treadle knot-sizing machinists

Persons employed at lacquering or ducoing

51 0

51 0

51 0

51 0

53 0

51 0

51 0

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 21 of the 29th January, 1941, shall remain in force provided that at the commencement of clause (9) the following expression shall be inserted:—"In addition to the piece-work prices set out in this clause a piece-worker shall be paid in the case of a male 2s. and in the case of a female 1s. 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.

BUILDERS' LABOURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 129 of 2nd May, 1940, shall be replaced by the following:—

(2)

WAGES OF WEEKLY EMPLOYEES.

Wages.
per week.
s. d.

(a) Labourer employed as steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey: Provided always that men employed to be continuously employed and shall be paid not less than the weekly rate herein prescribed. The period of six months referred to in this clause may have been served during or before or partly during and partly before the date of the coming into operation of this Determination.

98 0

(b) Builders' labourers in occupations other than those set out in sub-clause (a) 92 0

(3)

WAGES OF CASUAL EMPLOYEES.

Builders' labourers shall, subject to the conditions hereinafter set out, be deemed to be and shall be paid as casual employees for the first six months of their employment. At the end of six months employees who have been continuously employed for that period without loss of time on all usual working days and with loss of time if such is due to the fault of the employee shall be deemed thereafter to be continuously employed and shall be paid not less than the weekly rate herein prescribed. The period of six months referred to in this clause may have been served during or before or partly during and partly before the date of the coming into operation of this Determination.

Casual employees shall be paid not less than the following per hour:—

				For a 44-hour week.	For a 48-hour week.
				s. d.	s. d.
(a) If doing the work set out in (2) (a) above..	..	..	..	2 6½	2 4
(b) If doing the work set out in (2) (b) above..	..	..	..	2 4½	2 2½

Clauses (4) to (25) inclusive of the Determination as published in *Government Gazette* No. 129 of 2nd May, 1940, shall remain in force.

CARETAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 4th May, 1940, shall be replaced by the following Clause:—

(2)

IMPROVERS.

Wages per week of 46 hours.				PROPORTION (in any place).	
			s. d.	One improver to every worker receiving not less than 88s. per week of 46 hours.	
Under 18 years of age	..	..	39 0	NOTE.—The Board has determined that no apprentice shall be taken in the trade.	
18 to 19 years of age	..	..	49 6		
19 to 20 years of age	..	..	61 3		
20 to 21 years of age	..	..	72 6		

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

		Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies.
		s. d.	s. d.
Persons engaged weekly to take care of buildings which contain—			
41 or more flats	.. .. .	95 0	92 0
21 to 40 flats	.. .. .	91 0	88 0
20 or less flats	.. .. .	86 0	83 0
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes			
Other caretakers of buildings in charge of—	.. .. .	86 0	83 0
11 or more cleaners	.. .. .	123 6	120 6
4 to 10 cleaners	.. .. .	113 6	110 6
1 to 3 cleaners	.. .. .	102 6	99 6
All others	.. .. .	91 0	88 0

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 152 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

CARPENTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 287 of the 12th August, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

*(Except those covered by the *Apprenticeship Act* 1928.)

Wages.

*Apprentices.					*Improvers.				
Wages per week—					Wages per week—				
				s. d.					s. d.
1st year's experience..	..	..	..	20 0	Under 17 years of age	..	..	..	20 0
2nd ..	..	..	..	25 0	17 to 18 ..	..	..	..	25 0
3rd ..	..	..	..	39 9	18 to 19 ..	..	..	..	39 9
4th ..	..	..	..	51 0	19 to 20 ..	..	..	..	51 0
5th ..	..	..	..	68 0	20 to 21 ..	..	..	..	68 0
An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.									

Apprentices and improvers shall be subject to the weekly hours fixed for their respective sections.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

- (a) In workshops or joinery mills.. Two apprentices to every three or fraction of three } workers receiving not less than
(b) Elsewhere One apprentice to every two or fraction of two } the minimum wage.

The calculation of the above proportion shall be based, when it is proposed to engage a new apprentice, upon the aggregate numbers of persons employed on full time for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

Improvers.

- (a) In workshops or joinery mills One improver to every six } workers receiving not less than the minimum wage.
(b) Elsewhere One improver to every four }

Provided that any employer of two adults may employ one improver.

NOTE.—The employment, within the Metropolitan District, of any improver is illegal.

(3)

OTHER EMPLOYEES.

Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne;	(ii) Within 3 Miles of the Post Office at Mildura;	(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).	(iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
*Weekly employees— Any person employed— (a) in a "mixed industry" as herein defined Or (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)—						
(i) Shop work	Per week. £ s. d. 5 17 0	Per week. £ s. d. 6 4 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 14 0	Per week. £ s. d. 5 3 0
(ii) Stock work	Per week. £ s. d. 5 6 0	Per week. £ s. d. 6 4 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 13 0	Per week. £ s. d. 5 14 0	Per week. £ s. d. 5 3 0
Hourly employees	Per hour. 0 2 9½	Per hour. 0 2 11½	Per hour. 0 2 11½	Per hour. 0 2 11½	Per hour. 0 2 11½	Per hour. 0 2 8½

* Provided that if within three months after his first employment in such "mixed industry," workshop, or mill (as the case may be), his employment shall have been terminated for any other cause than misconduct or his voluntary act he shall be entitled, on such termination, to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that prescribed for hourly employees.

Clauses (4) to (14) inclusive of the Determination published in *Government Gazette* No. 287 of the 12th August, 1940, shall remain in force.

SCHEDULE—continued.

CARRIAGE BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 197 of 17th May, 1940, shall be varied as follow:—

(2)

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 6 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES.				
<i>Development, Tool Room, and Maintenance Sections.</i>				
	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
Aero mechanic required to hold "A" and "B" certificates ..	126 0	6 2	123 0	6 0
Aero mechanic required to hold "B" and "C" certificates ..	116 0	5 8	113 0	5 6
Aero mechanic not required to hold any certificate or only "C" certificate ..	113 0	5 6	110 0	5 5
Patternmaker ..	125 0	6 1	122 0	6 0
Toolmaker, tool hardener, and diemaker (in wood or metal) ..	122 0	6 0	119 0	5 10
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	119 0	5 10	116 0	5 8
Tradesman, the greater part of whose time is occupied marking off ..				
Tradesman turner and/or fitter, jigmaker in wood or metal, electrical fitter, tradesman brass finisher, jobbing moulder, jobbing coremaker	116 0	5 8	113 0	5 6
Pipe fitter (a) on high-pressure work, i.e., live steam and/or hydraulic press-work ..	116 0	5 8	113 0	5 6
(b) On low-pressure work ..	105 0	5 2	103 0	5 1
Plate or machine moulders and/or coremakers—				
1st six months' experience ..	95 0	4 8	92 0	4 6
2nd six months' experience ..	98 0	4 10	95 0	4 8
3rd six months' experience ..	101 0	4 11	98 0	4 10
After two years' experience ..	106 0	5 2	103 0	5 1
Template maker ..	120 0	5 10	117 0	5 9
First-class welder ..	119 0	5 10	116 0	5 8
Second-class welder ..	108 0	5 3	105 0	5 2
Third-class welder ..	100 0	4 11	97 0	4 9
Fourth-class welder ..	95 6	4 8	92 6	4 6
Electrical mechanic, motor mechanic, motor tuner and tester, and die setter ..	113 0	5 6	110 0	5 5
First-class machinist in metal ..	116 0	5 8	113 0	5 6
Second-class machinist in metal ..	106 0	5 2	103 0	5 1
Third-class machinist in metal ..	100 0	4 11	97 0	4 9
Ironworker directly assisting tradesman including ironworker assisting pipe fitter on high-pressure, live steam and/or hydraulic ..	95 0	4 8	92 0	4 6
<i>Body-making Section.</i>				
First-class body maker ..	116 0	5 8	113 0	5 6
Second-class body maker ..	113 0	5 6	110 0	5 5
Metal panel worker and/or dent knocker, press die setter, solderer "on the line," assembler of bodies or parts of bodies "on the line" ..	113 0	5 6	110 0	5 5
Assembler (other than process worker as defined) when not "on the line" ..	108 0	5 3	105 0	5 2
First-class machinist ..	116 0	5 8	113 0	5 6
Second-class machinist ..	106 0	5 2	103 0	5 1
Third-class machinist ..	100 0	4 11	97 0	4 9
Oxy and electric welder working in conjunction with any of the preceding workmen "on the line" ..	106 0	5 2	103 0	5 1
Other oxy and electric welders ..	104 0	5 1	101 0	4 11
Metal panel fixer ..	101 0	4 11	98 0	4 10
Driller and/or borer (not using jigs) ..	100 0	4 11	97 0	4 9
Driller and/or borer (using jigs) ..	95 6	4 8	92 6	4 6
<i>Panel Section.</i>				
First-class panel beater ..	116 0	5 8	113 0	5 6
Second-class panel beater, metal panel worker ..	113 0	5 6	110 0	5 5
Solderer, assembler (other than process worker as defined) air hammer operator ..	108 0	5 3	105 0	5 2
Toledo press operator over 400 tons pressure ..	107 0	5 3	103 0	5 1
Press operator (heavy) ..	107 0	5 3	103 0	5 1
Press operator (light) ..	99 0	4 10	96 0	4 8
Oxy-acetylene and electric welder ..	104 0	5 1	101 0	4 11
Electric butt and spot welder, stretching machine operator, guillotine machinist, folding machine operator, rotary shearing machinist, windscreen assembler ..	101 0	4 11	98 0	4 10
Other panel machinists ..	100 0	4 11	97 0	4 9
Driller (not using jigs) ..	97 6	4 9	94 6	4 8
Driller (using jigs) ..	93 0	4 7	90 0	4 5
Turner ..	97 6	4 9	94 6	4 8
Emery grinder, grinder and/or buffer (metal) ..	95 6	4 8	92 6	4 6
Grinder and/or buffer (using portable machine) ..	100 0	4 11	97 0	4 9
Metal band sawyer ..	103 0	4 1	100 0	4 11
Panel edge turner ..	106 0	5 2	103 0	5 1
Rotary buffer operator—				
(a) While doing dent-knocking ..	113 0	5 6	110 0	5 5
(b) While not doing dent-knocking ..	100 0	4 11	97 0	4 9

SCHEDULE—continued.

CARRIAGE BOARD—continued.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.				
Smithing Section.				
	(A ¹) s. d.	(B ¹) s. d.	(A ²) s. d.	(B ²) s. d.
Smith	117 0	5 9	114 0	5 7
Axle maker, axle turner, spring fitter, laminated spring maker ..	116 0	5 8	113 0	5 6
First-class machinist (metal)	116 0	5 8	113 0	5 6
Second-class machinist (metal)	106 0	5 2	103 0	5 1
Third-class machinist (metal)	100 0	4 11	97 0	4 9
Rivetter on motor truck or waggon body	113 0	5 6	110 0	5 5
Cushion spring maker (by hand), spiral spring maker (by hand), machine setter up, furnace brazer	106 6	5 2	103 6	5 1
Bulldozer operator—				
(a) Setting up machines	106 6	5 2	103 6	5 1
(b) Not setting up machines	100 0	4 11	97 0	4 9
Drop hammer smith—				
(a) When dies are not used	117 0	5 9	114 0	5 7
(b) When dies are used	100 0	4 11	97 0	4 9
Cold setter	103 0	5 1	100 0	4 11
Grinder and/or buffer using portable machine	100 0	4 11	97 0	4 9
Garnish mould finisher	105 0	5 2	102 0	5 0
Cushion and squab spring assembler and frame operative, electric stove attendant	101 0	4 11	98 0	4 10
Vycceman, benders and/or shapers of garnish moulding (not being process workers as defined) who are required to change dies and/or do bench work, furnaceman, driller and/or borer (not using jigs) ..	100 0	4 11	97 0	4 9
Driller and/or borer (using jigs), spring service worker	95 6	4 8	92 6	4 6
Drop-hammer stamper, emery grinder; steam, pneumatic, or other power-hammer driver; grinder and/or buffer, screwer and/or taper ..	95 6	4 8	92 6	4 6
Striker	95 0	4 8	92 0	4 6
Painting Section.				
Writer	116 0	5 8	113 0	5 6
Coach painter with brush, liner, enameller in colours and/or varnisher (finishing coat brush), spray painter (on coats other than priming) ..	113 0	5 6	110 0	5 5
Spotter and/or toucher up, duco polisher (using buffers)	106 0	5 2	103 0	5 1
Stopper up	104 0	5 1	101 0	4 11
Transfer grainer	103 0	5 1	100 0	4 11
Acid washer, wet rubber and/or polisher	100 0	4 11	97 0	4 9
Brush or spray painters on floors, under-carriages and gear; bow socker enameller	97 6	4 9	94 6	4 8
Spray painter (on priming only)	105 0	5 2	102 0	5 0
Dipper and hanger	94 0	4 7	91 0	4 5
Painter's labourer	92 0	4 6	89 0	4 4
Trimming Section.				
Tradesman trimmer (including cutter by hand), squab and/or cushion maker	113 0	5 6	110 0	5 5
Electric machine cutter	108 0	5 3	105 0	5 2
Sectional trimmer (as defined)	104 0	5 1	101 0	4 11
Marker out or scriber using patterns or templates, pleat stuffer (male adult)	99 0	4 10	96 0	4 8
Strap maker	100 0	4 11	97 0	4 9
Paster (male adult)—				
First year's experience	98 0	4 10	95 0	4 8
Second year's experience	100 0	4 11	97 0	4 9
Third year's experience and thereafter	102 0	5 0	99 0	4 10
Band and/or jig sawer, air hammer operator, skiving machinist sewing machinist (male adult), camachine operator (male adult) and other machinists not classed as process worker and assembler (male adult) not using tradesman's tools	100 0	4 11	97 0	4 9
Woodmill Section.				
Saw doctor	119 0	5 10	116 0	5 8
First-class wood machinist (as defined)	110 0	5 5	107 0	5 3
Second-class wood machinist (as defined)	106 0	5 2	103 0	5 1
Assembler (without use of jigs)	110 0	5 5	107 0	5 3
Assembler (with use of jigs)	106 0	5 2	103 0	5 1
Sand-paper and emery machinist	96 0	4 8	93 0	4 7
Timber stacker, timber kiln attendant	92 0	4 6	89 0	4 4

SCHEDULE—continued.

CARRIAGE BOARD—continued.

	DAY SHIFT.			
	Wages per Week of 44 Hours.			
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	All other parts of Victoria.	* Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued	(A ¹)	(B ¹)	(A ²)	(B ²)
<i>Glass Section.</i>	s. d.	s. d.	s. d.	s. d.
Plate-glass cutter, plate-glass beveller, plate-glass driller	110 0	5 5	107 0	5 3
Plate-glass grinder	97 6	4 9	94 6	4 8
Assembler of prepared parts (not coming within the definition of process worker)	103 0	5 1	100 0	4 11
<i>Chassis Assembling Section.</i>				
Motor mechanic	113 0	5 6	110 0	5 5
Petrol tank operative	102 0	5 0	99 0	4 10
Chassis assembler and/or wire	101 0	4 11	98 0	4 10
Assembler of chassis parts independently of main assembly, body mounter	100 0	4 11	97 0	4 9
Rivetter, tire fitter	97 6	4 9	94 6	4 8
Driver of chassis	93 0	4 7	90 0	4 5
Labourer assisting without using tools	90 0	4 5	87 0	4 3
<i>Horse-drawn Vehicle Section.</i>				
Wheelwright and wheelmaker, signwriter, grainer, axle turner, and axle maker	110 0	5 5	107 0	5 3
Spoke throater, spoke planer, spoke tenoner, spoke lather, nave turner, timber bender	106 0	5 2	103 0	5 1
Nave mortise and boring machinist	96 0	4 8	93 0	4 7
(All other classifications as prescribed for in other sections.)				
<i>Rolling-stock Section.</i>				
Body maker, wheel turner	116 0	5 8	113 0	5 6
Wheel grinder, pitman	106 6	5 2	103 6	5 1
(All other classifications as prescribed for in other sections.)				
<i>Miscellaneous Employees.</i>				
Operator of tractor with or without trailers	101 0	4 11	98 0	4 10
Case maker	97 6	4 9	94 6	4 8
Die-casting machine operative	100 0	4 11	97 0	4 9
Case repairer	93 0	4 7	90 0	4 5
Process worker (as defined) in all sections	93 0	4 7	90 0	4 5
All others in all sections	86 0	4 3	83 0	4 1
Leading hand—all sections (see Clause 15).				

(a) The minimum rates to be paid to female machinists shall be at the rate of—

	Per Week of 44 Hours.	Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness in Accordance with Table Below.	
	s. d.	s. d.	s. d.
First six months (without previous experience)	30 5		
Second six months	42 6		
Third six months	48 9		
Thereafter	57 2		
(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines, knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—		30 5	1 6
For the first six months	30 5	42 6	2 1
For the second six months	42 6	48 9	2 5
Thereafter	48 9	57 2	2 9

SCHEDULE—continued.

CARRIAGE BOARD—continued.

(3) (vi)—

WAGES.

										Per Week of 44 Hours.
										s. d.
(vi) (a) For apprentices working under indentures entered into prior to 16th December, 1935—										
Five-year terms—										
First year	..	..	..	..	..	..	..	..	..	13 0
Second year	..	..	..	..	..	..	..	..	..	18 0
Third year	..	..	..	..	..	..	..	..	..	23 6
Fourth year	..	..	..	..	..	..	..	..	..	34 6
Fifth year	..	..	..	..	..	..	..	..	..	47 0
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—										
First year	..	..	..	..	..	..	..	..	..	18 0
Second year	..	..	..	..	..	..	..	..	..	23 6
Third year	..	..	..	..	..	..	..	..	..	34 6
Fourth year	..	..	..	..	..	..	..	..	..	47 0
(vi) (b) Other apprentices—										
Five-year terms—										
First year	..	..	..	..	..	..	..	..	..	15 0
Second year	..	..	..	..	..	..	..	..	..	21 6
Third year	..	..	..	..	..	..	..	..	..	38 6
Fourth year	..	..	..	..	..	..	..	..	..	62 6
Fifth year	..	..	..	..	..	..	..	..	..	78 6
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—										
First year	..	..	..	..	..	..	..	..	..	18 0
Second year	..	..	..	..	..	..	..	..	..	37 6
Third year	..	..	..	..	..	..	..	..	..	62 6
Fourth year	..	..	..	..	..	..	..	..	..	78 6

Commencing Age.	With No Experience.	With Full Years of Experience as under—						Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness, in Accordance with Table below.			
		1.	2.	3.	4.	5.	6.	s. d.	s. d.	s. d.	s. d.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.				
14-15 years ..	18 6	22 9	30 0	37 6	45 0	55 6	67 6	18 6	.. 0 11	37 6	.. 1 10
15-16	18 6	26 3	33 6	41 0	49 0	58 0	..	22 6	.. 1 1	40 9	.. 2 0
16-17	22 6	29 9	37 6	44 6	55 0	..	..	22 9	.. 1 1	41 0	.. 2 0
17-18	26 0	33 3	41 0	48 6	..	..	..	26 0	.. 1 3	44 6	.. 2 2
18-19	29 6	37 3	44 6	..	..	..	..	26 3	.. 1 3	45 0	.. 2 2
19-20	33 0	40 9	..	..	..	..	..	29 6	.. 1 5	48 6	.. 2 4
20-21	37 0	..	..	..	..	..	..	29 9	.. 1 6	49 0	.. 2 5
								30 0	.. 1 6	55 0	.. 2 8
								33 0	.. 1 7	55 6	.. 2 9
								33 3	.. 1 8	58 0	.. 2 10
								33 6	.. 1 8	67 6	.. 3 4
								37 0	.. 1 10		
								37 3	.. 1 10		

Clauses (5) to (26) inclusive of the Determination as published in *Government Gazette*, No. 197 of 17th May, 1940, shall remain in force.

SCHEDULE—continued.

CEMENT BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 185 of the 10th May, 1940, shall be replaced by the following Clause:—

(2)

Apprentices and Improvers.			Other Employees.		
	CEMENT WORKS.	QUARRIES.	CEMENT WORKS.	Wages per week of 44 hours.	
	Wages per week of 44 hours.	Wages per week of 44 hours.		Employed Continuously on Day Shift.	Employed Alternately on Two or Three Shifts.
Under 16 years of age ..	32s. 9d.	37s. 6d.	Cement Burners ..	..	100s. 9d.
" 17 " " ..	41s. 6d.	46s. 6d.	Testers on Slurry Controls ..	..	107s. 3d.
" 18 " " ..	48s. 0d.	54s. 6d.	Millers (new plant) ..	..	106s. 0d.
" 19 " " ..	58s. 6d.	64s. 0d.	Millers (old plant) ..	..	104s. 0d.
" 20 " " ..	66s. 9d.	71s. 9d.	Fuller Coal Millers (old plant) ..	..	106s. 0d.
" 21 " " ..	75s. 9d.	80s. 3d.	Coal Driers (old plant) ..	..	106s. 0d.
PROPORTION (in any factory or place).			Loaders in railway trucks at bagging sheds ..	100s. 0d.	..
Apprentices.			Machine Bag Fillers ..	100s. 0d.	..
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			Stackers ..	95s. 0d.	..
Improvers.			Electrostatic Precipitator Attendant (new plant) ..	..	104s. 3d.
One improver to every five or fraction of five workers receiving not less than the minimum wage.			Electrostatic Precipitator Attendant (old plant) ..	..	99s. 9d.
			Rubber Band Attendants ..	95s. 0d.	97s. 9d.
			Slurry Tank Attendants (new plant) ..	..	103s. 9d.
			Mammoth Crusher Attendant (new plant) ..	100s. 0d.	102s. 9d.
			All others ..	92s. 0d.	94s. 9d.

QUARRIES.	Wages per week of 44 hours.		
	Batesford.		Elsewhere within the Area to which the Determination applies.
	Day Shift.	Afternoon or Night Shift.	
Powder Monkeys ..	111s. 0d.	116s. 0d.	104s. 0d.
Jack Hammermen ..	111s. 0d.	116s. 0d.	104s. 0d.
Platelayers ..	108s. 0d.	113s. 0d.	101s. 0d.
Bankmen ..	106s. 0d.	110s. 9d.	99s. 0d.
Underground Drainers ..	135s. 6d.	136s. 3d.	..
Underground Quarrymen ..	114s. 0d.	114s. 9d.	..
Pump Attendants ..	111s. 0d.	111s. 9d.	..
Signal Attendants ..	104s. 6d.	105s. 3d.	..
All others ..	99s. 0d.	103s. 6d.	92s. 0d.

Clauses 3 to 9 inclusive of the Determination published in *Government Gazette* No. 185 of the 10th May, 1940, shall remain in force.

CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 249 of the 20th June, 1940, shall be replaced by the following clause:—

(2)

(a) Apprentices and Improvers.				(b) Other Employees.			
WAGES.				WAGES.			

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 249 of the 20th June, 1940, shall remain in force.

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.					
Under 17 years of age	..	..	..	..	42 3	Persons trimming or spreading coal that is heated or on fire	182	8		
17 years of age	..	..	..	..	48 9	Persons employed feeding coal to and/or trimming coal				
18 " "	..	..	..	..	55 3	from and/or operating mechanical loader	..	116	8	
19 " "	..	..	..	..	62 3	Persons trimming from the "Grab"	..	124	0	
20 " "	..	..	..	..	75 9	Other coal trimmers	..	116	8	
						Coal baggers or loaders	..	116	8	
PROPORTION.						Unloaders of loose coal from box wagons or drays to				
One improver to the first six workers, and thereafter one						railway trucks	..	138	8	
improver to every ten workers receiving not less than 90s. 8d. per						Coke stackers at wharf coal yards	..	125	10	
week.						Coke yard employees	..	90	8	
						Carters driving one horse	..	91	0	
						Carters driving two horses	..	96	0	
						Carters driving three horses	..	99	0	
						Carters driving four horses	..	101	0	
						Carters driving five horses	..	102	0	
						And 6d. extra per day for every additional horse				
						Drivers of motor wagons having a carrying capacity of—				
						(a) 25 cwt. or less	..	96	0	
						(b) over 25 cwt.; but not over 3 tons	..	100	0	
						(c) over 3 tons, but under 6 tons	..	103	0	
						Further tonnage—for each complete ton over 5 an				
						extra 1s. per week				
						All others	..	109	4	

* 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.

COMMERCIAL CLERKS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 264 of the 27th June, 1940, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

MALES.					FEMALES.							
Wages per Week.					Wages per Week.							
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.					
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typists, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers.				
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.				
1st year	20 9	20 9	23 0	24 6	1st year	20 9	27 3	20 9				
2nd year	27 3	27 3	33 0	39 6	2nd year	24 6	31 3	24 6				
3rd year	33 0	35 3	46 6	53 3	3rd year	31 9	38 6	31 9				
4th year—					4th year	39 6	44 3	39 6				
1st six months ..	43 3	48 6	54 9	67 9	5th year and until 21							
2nd six months ..	43 3	48 6	67 9	68 9	years of age ..	48 6	52 0	48 6				
5th year—												
1st six months ..	58 3	61 0	80 3	84 6								
2nd six months ..	58 3	78 0	80 3	84 6								
6th year and until 21 years of age	80 3	84 6	..	..						

PROPORTION (in any place).

APPRENTICES.	IMPROVERS.
One apprentice to every two or fraction of two workers receiving not less than the minimum wage.	One improver to one or two
An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.	Two improvers to three or four
	Three improvers to five or six
	And thereafter one improver to every three or fraction of three
	Workers receiving not less than minimum wage.

SCHEDULE—*continued*.COMMERCIAL CLERKS BOARD—*continued*.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

(a) In cases where only one person coming within the scope of this Determination is employed, and such person is under 21 years of age, and in cases where a person is employed in connexion with copying work for a Directory, and such person is under 21 years of age, the lowest rate of wages per week to be paid to such person in either of such cases shall be the rate fixed for an improver, male or female (as the case may be), of the like experience.

(b) Female employees under the age of 21 years (other than apprentices or improvers) employed as telephone switchboard attendants.

					Wages per Week.
					<i>s. d.</i>
1st year	..	..	..	..	22 3
2nd year	..	..	..	..	26 3
3rd year	..	..	..	..	33 6
4th year	..	..	..	..	41 0
5th year and until 21 years of age	..	..	..	..	50 3

OTHER EMPLOYEES.

WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrnambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	98 0	64 0	95 0	59 3	92 6	54 6
Telephone switchboard attendants	98 0	62 9	95 0	59 3	92 6	54 6
All other adults	98 0	61 0	95 0	57 9	92 6	54 6

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 264 of the 27th June, 1940, shall remain in force.

SCHEDULE—continued.

CORDAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 135 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

JUNIORS.

		Wages per Week of 44 Hours.			Wages per Week of 44 Hours.	
					Males.	Females.
Hard Fibre Department.			Other Junior Workers.			
Males.		s. d.	Under 16 years of age		s. d.	s. d.
Hand reelers .. ..	.. ..	60 0	From 16 to 17 years of age		18 3	17 3
Attendants to rope house machine—for under 2 inch circumference.. ..	.. ..	52 6	" 17 to 18 " "		24 6	22 0
Lappers of clothes lines .. ..	.. ..	51 3	" 18 to 19 " "		30 0	26 3
Persons balling lashing .. ..	.. ..	41 3	" 19 to 20 " "		35 3	30 6
Persons balling binder twine .. ..	.. ..	37 6	" 20 to 21 " "		44 6	35 9
					55 9	39 0
Females.						
Balling binder twine .. ..	.. ..	50 6				
Balling lashing .. ..	.. ..	50 6				
Bagging binder twine .. ..	.. ..	49 6				
All others .. ..	.. ..	46 6				

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed two juniors to one adult in the hard fibre section of the industry and three juniors to one adult in the soft fibre section.

	Wages per Week of 44 Hours.
<i>(a) Adult Males.</i>	
First rope layer on heavy type 12 strand machine	108 0
Rope layer on heavy type 9 strand machine.. ..	103 0
Foreman in charge of spinning and preparing departments	104 0
Other rope layers in walk with travellers	99 0
Rope splicer on driving ropes and springs	98 0
Storeman in charge	96 0
Packer working press (hand or power), pressing over 28 lb. in weight.. ..	94 0
Rope house machinist making 2 inch up to and including 4 inch	94 0
Rope house machinist making over 4 inch	97 0
Power reeler or finisher in connexion with heavy type 12 strand machine	94 0
Feeder of 1st spreader	92 0
Traveller driver on heavy type 12 strand machine	92 0
Damp mixer or batcher	91 0
Feeder of softeners or batchers	91 0
Rope and binder twine packer	91 0
Winder and warper in tarring department	92 0
Winding, oiling, and tarring yarn	92 0
Oiler and/or belt repairer	92 0
Maker of rope fenders	92 0
Maker of pig nets	91 0
Power reeler or finisher in walk	91 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	89 0
Opening manila hemp	89 0
Scutcher	89 0
Lumping, loading or unloading hemp, flax, or twine in store or factory	89 0
Feeder of tow breaker card	89 0
Lumping hemp, flax, or binder twine on wharf	92 0
Packing and balling shop twine	91 0
Mat finisher	91 0
Layer of lines or cords in walk	95 0
Twister or layer of yarn in walk	91 0
Maker of fishing lines	91 0
Hand reellers	89 0
Matting weavers	91 0
All other machine operators or employees feeding or taking from machines	89 0
All others	86 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine	50 6
Balling lashing	50 6
Bagging binder twine	49 6
All others	46 6
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock	50 6
Feeding spreaders.. ..	49 6
Feeding finisher cards (hemp)	49 6
Spinning	50 6
Wet spinning	51 6
All other machine operators and employees feeding or taking from machines	49 6
All others	46 6

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 135 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 145 of the 4th May, 1940, shall be replaced by the following clauses:—

(2)	*Wages per Week of 44 Hours. £ s. d.		*Wages per Week of 44 Hours. £ s. d.
Implement smiths	5 3 0	<i>Machinists.</i>	
Bulldozers	4 15 0	1st class	5 10 0
Blacksmiths' strikers	4 9 0	2nd class	5 1 0
Blacksmiths' strikers (on double fires)	4 11 0	3rd class	4 15 0
Carpenters engaged on agricultural implement making (including tool allowance)	5 3 0	Drillers	4 11 0
Agricultural implement fitters and comb fitters	4 18 0	Die setters and machine setters	4 13 0
Agricultural implement fitters and comb fitters (after two years' experience)	5 1 0	Machinists coming within the definition of process workers	4 9 0
Pattern fitters and finishers	5 1 0	<i>Welders.</i>	
Plough fitters	4 16 0	1st class	5 13 0
Assemblers	4 10 6	2nd class	4 15 0
Assemblers (after two years' experience)	4 14 0	3rd class	4 11 0
Windmill erectors	4 18 0	Tack welders	4 13 0
Windmill makers other than fitters	4 17 0	<i>Sheet Metal Workers.</i>	
Wheel rimmers	4 18 0	1st class bench hand	5 8 0
Furnacemen on small rivet heating or bolt heating	4 11 0	2nd class bench hand	5 1 0
Furnacemen's assistants	4 9 0	<i>Wood Mill Section.</i>	
Dressers and fettlers	4 11 0	Saw doctors	5 13 0
Grinders and emery-wheel attendants	4 11 0	Casemakers	4 15 0
Grinders (using portable machine)	4 13 0	Shaper machinists (wood)	5 4 0
Heaters	4 9 0	Turners	5 4 0
Picklers	4 6 0	Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	5 1 0
Hammer drivers	4 11 0	Moulder machinists (where the machinists set up their machines only)	4 15 0
Wire weavers	4 9 0	Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4 18 0
Painters (brush hand)	4 9 0	Buzzer machinists (only operating or feeding machines)	4 9 0
Spray painters	4 13 0	Thicknesser machinists	4 9 0
Paint dippers and mixers	4 6 0	Tenoning machinists (only operating or feeding machines)	4 9 0
Writers and liners	4 18 0	Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4 18 0
Wire drawers	4 9 0	Boring and drilling machinists	4 9 0
Chippers	4 9 0	Bending machinists	4 13 0
Sand and shot blast dressers	4 13 0	Mortising machinists	4 9 0
Dismantlers	4 9 0	Sanding machinists	4 13 0
Checkers	4 11 0	Timber markers	4 9 0
Inspectors	4 11 0	Pulling-out machinists	4 9 0
Storemen and packers	4 6 0	Band sawyers	4 15 0
Process workers	4 9 0	Circular sawyers	4 13 0
Patternmakers	5 19 0	Crosscut sawyers	4 9 0
All others	4 3 0	Casemaking sawyers	4 9 0
		Stackers	4 9 0

* HOURLY HIRING.—For conditions regarding hourly hiring see clause 12 (b).

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring. s. d.	Hourly Hiring. s. d.
<i>Junior Males.</i>		
In blacksmithing, bulldozing, and work associated therewith: fur- nace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	28 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 9
In all occupations except black- smithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	73 0	77 5
<i>Adult Females.</i>		
If of less than twelve months' experience	53 3	56 5
If of twelve months' experience or more	60 6	64 1
<i>Junior Females.</i>		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching the age of 21 years	50 6	53 6

Clauses (4) to (16) inclusive of the Determination as published in *Government Gazette* No. 145 of the 4th May, 1940, shall remain in force.

SCHEDULE—continued.

DRY BATTERIES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 326 of the 30th August, 1940, shall be replaced by the following clauses:—

(2) IMPROVERS.													
WAGES PER WEEK OF 44 HOURS.													
Males.							Females.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	19 9	19 9	22 3	28 0	33 6	39 0	1st year	17 3	19 3	22 3	28 0	33 3	
2nd „ ..	22 3	23 3	29 0	36 0	41 9	..	2nd „	20 3	23 3	29 3	34 6	..	
3rd „ ..	28 0	30 6	38 3	44 6	..	..	3rd „	25 3	30 6	36 6	..	..
4th „ ..	36 6	41 3	49 3	..	..	..	4th „	31 6	37 9	..	..	..
5th „ ..	47 6	53 3	..	..	..	..	5th year and until 21 years of age ..	39 0	..	..	..	..
6th year and until 21 years of age ..	61 0	..	..	..	..	..		

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 86s. per week of 44 hours. | Four female improvers to every female worker receiving not less than 47s. per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with Section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3) OTHER EMPLOYEES.											
(a) Males.											Per week of 44 hours.
											s. d.
Operator responsible for mixing ..	..	..	..	..	..	..	..	..	..	..	96 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	92 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	92 0
Operator of power driven machines ..	..	..	..	..	..	..	..	..	..	..	90 0
Hand stamper ..	..	..	..	..	..	..	..	..	..	..	89 0
All others ..	..	..	..	..	..	..	..	..	..	..	88 0
(b) Females.											
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	..	..	..	..	..	50 3
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	..	..	..	..	..	50 3
Operator of power-driven machines ..	..	..	..	..	..	..	..	..	..	..	49 0
Hand wrapper ..	..	..	..	..	..	..	..	..	..	..	49 0
All others ..	..	..	..	..	..	..	..	..	..	..	47 0

Clauses (4) to (15) inclusive of the Determination as published in *Government Gazette* No. 326 of the 30th August, 1940, shall remain in force.

SCHEDULE—continued.

ELECTRICAL TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 306 of the 21st August, 1940, shall be replaced by the following clauses:—

(2)	Adults.	Wages per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambbool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>(a) Installation, Supply and Distribution of Electric Light and Power.</i>				
Electrician in charge of electrical supply undertakings.—				
(a) Where revenue does not exceed £2,500 per annum	6 2 0	6 8 6	5 19 0
(b) Where revenue exceeds £2,500 per annum	6 12 0	6 18 6	6 9 0
Installation inspector and/or tester	5 19 0	6 5 6	5 16 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,350 kilowatts	5 16 0	6 2 6	5 13 0
(b) Where the installed capacity of the plant is less than 1,350 kilowatts	5 10 0	5 16 6	5 7 0
Electrician in charge of plant and/or installation	5 16 0	6 2 6	5 13 0
Tradesman electrical fitter and/or armature winder	5 16 0	6 2 6	5 13 0
Assistant shift electrician	5 6 0	5 12 6	5 3 0
Electrical mechanic	5 13 0	5 19 6	5 10 0
Linesman	5 9 0	5 15 6	5 6 0
Linesman's assistant	4 15 0	5 1 6	4 12 0
Cable jointer, on high tension (over 6,600 volts)	5 15 0	6 1 6	5 12 0
Cable jointer, on low tension (under 6,600 volts)	5 13 0	5 19 6	5 10 0
Cable jointer's mate	4 15 0	5 1 6	4 12 0
Switchboard attendant	5 7 6	5 14 0	5 4 6
Meter tester (1st grade)	5 8 0	5 14 6	5 5 0
Meter tester (2nd grade)	5 4 0	5 10 6	5 1 0
Meter fixer	5 4 0	5 10 6	5 1 0
Battery fitter	5 16 0	6 2 6	5 13 0
Patrolman—				
(a) Inspecting and switching circuits, repairing live feeders on distribution of 600 volts or over or repairing faults on consumers' premises	5 9 0	5 15 6	5 6 0
(b) Inspecting, switching or renewing lamps or fuses on circuits but not repairing	4 17 6	5 4 0	4 14 6
Battery attendant	4 16 0	5 2 6	4 13 0
Tradesman's and electrical mechanic's assistant	4 15 0	5 1 6	4 12 0
<i>(b) Manufacturing.</i>				
Tradesman electrical fitter	5 16 0	6 2 6	5 13 0
Process worker	4 14 0	5 0 6	4 11 0
<i>(c) Wet Battery Manufacturing.</i>				
Mixing and pasting by hand, charging, moulding of grids	4 19 0	5 5 6	4 16 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	4 18 0	5 4 6	4 15 0
Formation Process	4 16 0	5 2 6	4 13 0
All others	4 14 0	5 0 6	4 11 0

APPRENTICESHIP.

(3) (a) Except as otherwise provided minors shall not be engaged in the following occupations except under contracts of apprenticeship.

Electrical fitting;
Electrical mechanic.

(b) The proportion of apprentices who may be taken by any employer shall be as follows:—

Electrical fitting.—One apprentice for every three or fraction of three tradesmen.

Electrical mechanic.—One apprentice for every two, or fraction of two tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

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

If the apprentice when articulated is under the age of 17, 5 years; if over the age of 17, 4 or 5 years, at the option of the contracting parties.

(d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March 1935.

(g) Five-year terms—	Wages.	Per Week of 44 hours.	
		s.	d.
1st year	15	0
2nd year	21	6
3rd year	38	6
4th year	62	6
5th year	78	3

SCHEDULE—continued.
ELECTRICAL TRADE BOARD—continued.

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

	s.	d.
1st year	18	0
2nd year	37	3
3rd year	62	6
4th year	78	3

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 15 (a) to the number of 4 days per annum.

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

(j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

(k) An apprentice shall not work under any system of payment by results.

(l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(p) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(4) (a) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances other than wet storage batteries and armature winding.

The wages of adult females shall be at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
If of less than 12 months' experience	53 3	56 5
If of 12 months' or more experience	60 6	64 1

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching 21 years of age	50 6	53 6

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 20 of the Determination) in all occupations covered by this Determination for which apprenticeship is not provided, at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	68 9	72 11
7th year's experience	73 0	77 5

For the purpose of this and the immediately preceding sub-clause "experience" shall mean any form of employment in any branch of the metal trades industries.

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

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 20) in all occupations covered by this Determination for which apprenticeship is not provided, at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
Under 16 years of age	17 0	18 3
16 and under 17 years of age	28 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 9

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

(e) Subject to the minimum payments herein females and juniors under this clause may be employed on piece work rates.

Clauses (5) to (22) inclusive of the Determination as published in the *Government Gazette* No. 306 of the 21st August, 1940, shall remain in force.

SCHEDULE—continued.

ELECTROPLATERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 423 of the 19th December 1940, shall be replaced by the following clauses:—

(2)

Apprentices—All Classes of Work other than First Class Electroplating.				Improvers—All Classes of Work other than First Class Electroplating.									
Experience.		Wages Per Week of 44 Hours.		Experience.		Males.							Wages Per Week of 44 Hours.
		Wages Per Week of 44 Hours.											
		Commencing Age—											
		15 years or under.	16 years.			17 years.	18 years.	19 years.	20 years.	Females.			
		s. d.	s. d.			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
1st year—1st 6 months	..	14 9	14 9	1st year—1st 6 months	..	15 6	18 6	26 9	29 0	42 3	49 9	15 6	
2nd	..	14 9	14 9	2nd	..	18 6	26 9	29 0	42 3	49 9	67 3	18 6	
2nd year—1st	..	24 9	24 9	2nd year—1st	..	26 9	29 0	42 3	49 9	67 3	..	26 9	
2nd	..	24 9	24 9	2nd	..	29 0	42 3	49 9	67 3	78 3	..	29 0	
3rd year—1st	..	34 0	34 0	3rd year—1st	..	42 3	49 9	67 3	78 3	..	..	42 3
2nd	..	34 0	34 0	2nd	..	49 9	67 3	78 3	84 9	..	..	48 0
4th year	..	44 0	44 0	4th year	..	67 3	78 3	84 9	..	..	..	..
5th year	..	51 6	..	5th year	..	78 3	84 9	..	..	..	..	..
6th year	..	63 3	..	6th year	..	84 9	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 86s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 49s. 3d. per week of 44 hours.

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 99s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 49s. 3d. per week of 44 hours.

APPRENTICESHIP—FIRST CLASS ELECTROPLATING ONLY.

- (a) Minors shall not be engaged in the occupation of First Class Electroplating except under contracts of apprenticeship.
- (b) The proportion of apprentices who may be taken by any employer shall be one apprentice for every three, or fraction of three tradesmen (i.e., male workers receiving not less than 116s. per week).
- For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.
- (c) The periods of apprenticeship shall be as follow:—
- If the apprentice when articulated is under the age of 17, 5 years; if over the age of 17, 4 or 5 years, at the option of the contracting parties.
- (d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.
- (e) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.
- (f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—
- If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

(g) Five-year terms—	Wages.								Per Week of 44 hours.
	s. d.								s. d.
1st year	15 0
2nd year	20 6
3rd year	37 0
4th year	60 6
5th year	76 3
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—									
s. d.									
1st year	18 0
2nd year	36 3
3rd year	60 6
4th year	76 3

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (14) (a) to the number of 4 days per annum.

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

(j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

(k) An apprentice shall not work under any system of payment by results.

(l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

SCHEDULE—continued.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(q) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(3)

Juvenile Workers, i.e.							Other Employees.		
Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—								Wages Per Week. s. d.	Hours Per Week.
							<i>Males.</i>		
							Grinders or polishers	107 6	44
							Electro-platers—		
							First Class	116 0	44
							Second Class	106 0	44
							Third Class	94 0	44
							Liners or hand decorators ..	107 6	44
							Coaters	99 6	44
							All others	86 0	44
							<i>Females.</i>		
							Females employed at—		
							(a) Hand burnishing, hand finishing, or lacquering	71 3	44
							(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	107 6	44
							All others	49 3	44

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 423 of the 19th December, 1940, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 421 on the 19th December, 1940, shall be replaced by the following clauses:—

(2)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
Aero mechanic holding A and B certificates	6 6 0	6 3 0
Aero mechanic holding C and D certificates	5 16 0	5 13 0
Patternmaker	6 5 0	6 2 0
Toolmaker	6 2 0	5 19 0
Tradesman, the greater part of whose time is occupied in marking off	5 19 0	5 16 0
Tradesman in gun armament, instrument, and torpedo work	6 2 0	5 19 0
Tradesman, turbine-blade fitter	5 19 0	5 16 0
Tradesman	5 16 0	5 13 0
Motor mechanic	5 13 0	5 10 0
Motor tuner and tester	5 13 0	5 10 0
Motor cycle mechanic	5 13 0	5 10 0
Tradesman, wet-stone grinder and glazier	5 16 0	5 13 0
Tradesman, brassfinisher	5 16 0	5 13 0
First-class machinist	5 16 0	5 13 0
Second-class machinist	5 6 0	5 3 0
Third-class machinist	5 0 0	4 17 0
Process worker	4 14 0	4 11 0
Forger and/or faggoter	6 8 0	6 5 0
Toolsmith	5 19 0	5 16 0
Angle-iron smith	5 19 0	5 16 0
Annealer and/or case hardener	5 11 0	5 8 0
Coppersmith, brass-smith, and other smiths	5 17 0	5 14 0
Blacksmith's machinist	5 0 0	4 17 0
Welder—		
First-class (other than when using Cutler machine)	5 19 0	5 16 0
First-class, using Cutler machine	5 8 0	5 5 0
Second-class	5 0 0	4 17 0
Third-class	4 16 0	4 13 0
Tack welder	4 18 0	4 15 0
Moulding and brass moulding—		
Jobbing moulder	5 16 0	5 13 0
Jobbing coremaker	5 16 0	5 13 0
Plate and machine moulder and/or coremaker—		
1st six months	4 15 0	4 12 0
2nd six months	4 15 0	4 15 0
3rd six months	5 1 0	4 18 0
After two years	5 6 0	5 3 0
Forge furnaceman	5 13 0	5 10 0
Cupola furnaceman	5 4 0	5 1 0
Electric furnaceman	5 3 0	5 0 0
All other furnacemen (not including man attending small rivet heating, bolt heating, or similar type of fires)	5 1 0	4 18 0
Brass polisher	5 2 0	4 19 0
Casting dresser (brass)	4 17 0	4 14 0
(b) Window-frame Making.		
Tradesman	5 16 0	5 13 0
Assembler and fitter (not coming within the definition of tradesman)	5 4 0	5 1 0
Machinist (not a process worker)	5 0 0	4 17 0
Process worker	4 14 0	4 11 0
(c) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.		
Adding, calculating and book-keeping machine mechanic	5 17 0	5 14 0
Cash register mechanic	5 17 0	5 14 0
Tradesman	5 16 0	5 13 0
First-class mechanic	5 11 0	5 8 0
Second-class mechanic	5 8 0	5 5 0
Process worker	4 14 0	4 11 0

NOTE.—Persons engaged on ship repairs shall be paid the following amounts in addition to the rates specified in clause 2:—

	s. d.
Tradesmen	3 0 per week.
All other labour	2 0 ..

APPRENTICESHIP.

3. (1) Minors shall not be engaged in the following occupations except under contracts of apprenticeship:—

(a) Mechanical engineering, i.e., one or more of the following:—

- (i) Pattern-making.
- (ii) Fitting and turning.
- (iii) First and second-class machinist.
- (iv) First-class welding.

(b) Locksmithing—the making and/or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof.

(c) Motor mechanic.

(d) Safe and strongroom making.

SCHEDULE—continued.

- (e) Scale-making (except the making of parts by specialized processes and the assembling thereof).
 (f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).
 (g) Window-frame fitting.
 (h) Smithing—

- (i) Blacksmithing.
 (ii) Copper and/or brass smithing.

- (i) Moulding—one or more of the following :—

- (i) Jobbing, moulding and core making
 (ii) Jobbing, brass moulding and core making.

- (2) The proportion of apprentices who may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every three, or fraction of three, tradesmen.
 Locksmithing—one apprentice for every three, or fraction of three, tradesmen.
 Motor mechanic—one apprentice for every two, or fraction of two, tradesmen.
 Safe and strongroom making—one apprentice for every three, or fraction of three, tradesmen.
 Scalemaking—one apprentice for every three, or fraction of three, tradesmen.
 Smithing—one apprentice for every three, or fraction of three, tradesmen.
 Moulding—one apprentice for every two, or fraction of two, tradesmen.
 Brass polishing—one apprentice for every three, or fraction of three, tradesmen.
 Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic—one apprentice to every three or fraction of three adults receiving not less than 108s. per week.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

- (3) The periods of apprenticeship shall be as follow :—

For the trades included in sub-clauses (a), (b), (c), (h) and (i) of this clause : If the apprentice when articulated is under the age of 17, 5 years ; if over the age of 17, 4 or 5 years, at the option of the contracting parties.

For the trades included in sub-clauses (d), (e), (f) and (g) of this clause, 4 or 5 years, at the option of the contracting parties.

- (4) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

- (6) Until further order any contract of apprenticeship hereafter made may contain the following provision :—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

Wages.										Per Week of 44 hours.
(7) Five-year terms—										s. d.
1st year ..	..	..	..	..	..	..	..	..	..	15 0
2nd year ..	..	..	..	..	..	..	..	..	..	21 6
3rd year ..	..	..	..	..	..	..	..	..	..	38 6
4th year ..	..	..	..	..	..	..	..	..	..	62 6
5th year ..	..	..	..	..	..	..	..	..	..	78 3

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

										s. d.
1st year ..	..	..	..	..	..	..	..	..	..	18 0
2nd year ..	..	..	..	..	..	..	..	..	..	37 3
3rd year ..	..	..	..	..	..	..	..	..	..	62 6
4th year ..	..	..	..	..	..	..	..	..	..	78 3

The sum of 2s. 6d. shall be added to the above rates where the apprentice is in the trade of pattern making.

Four-year terms—entered into irrespective of age in occupations set out in (d), (e), (f) and (g) of this clause—

										s. d.
1st year ..	..	..	..	..	..	..	..	..	..	16 0
2nd year ..	..	..	..	..	..	..	..	..	..	22 0
3rd year ..	..	..	..	..	..	..	..	..	..	44 6
4th year ..	..	..	..	..	..	..	..	..	..	56 6

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

- (8) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 15 (a) to the number of 4 days per annum.

- (9) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

- (10) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

- (11) An apprentice shall not work under any system of payment by results.

- (12) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

- (13) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

- (14) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

- (15) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

- (16) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

SCHEDULE—continued.

IMPROVERS.

4. Employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines.

Wages.								Per Week of 44 hours.
								s. d.
1st year	..	..	..	..	..	..	..	15 0
2nd year	..	..	..	..	..	..	..	21 6
3rd year	..	..	..	..	..	..	..	38 6
4th year	..	..	..	..	..	..	..	62 6
5th year	..	..	..	..	..	..	..	78 3

Notwithstanding anything elsewhere in this determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—One improver to every two or fraction of two workers receiving not less than 91s. per week.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines.

(b) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core-making, in which females were employed on the 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wages:—

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
If of less than 12 months' experience	..	..	..	..	..	..	..	53 3	56 5
If of 12 months' or more experience	..	..	..	..	..	..	..	60 6	64 1

(c) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
1st year's experience	..	..	..	..	..	..	..	14 0	15 0
2nd year's experience	..	..	..	..	..	..	..	18 9	20 1
3rd year's experience	..	..	..	..	..	..	..	31 3	33 2
4th year's experience	..	..	..	..	..	..	..	39 6	41 11
5th year's experience	..	..	..	..	..	..	..	45 3	48 0
Thereafter until reaching 21 years of age	..	..	..	..	..	..	..	50 6	53 6

(d) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 21 of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except in nut, bolt and spike manufacturing, at the following weekly rates of wages:—

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
1st year's experience	..	..	..	..	..	..	..	15 6	16 8
2nd year's experience	..	..	..	..	..	..	..	25 0	26 6
3rd year's experience	..	..	..	..	..	..	..	34 3	36 4
4th year's experience	..	..	..	..	..	..	..	46 6	49 4
5th year's experience	..	..	..	..	..	..	..	59 0	62 7
6th year's experience	..	..	..	..	..	..	..	68 9	72 11
7th year's experience	..	..	..	..	..	..	..	73 0	77 5

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

(e) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 21) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages:—

								Weekly Hiring.	Hourly Hiring.
								s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	..	17 0	18 3
16 and under 17 years of age	..	..	..	..	..	..	..	28 0	29 8
17 and under 18 years of age	..	..	..	..	..	..	..	49 6	52 6
18 and under 19 years of age	..	..	..	..	..	..	..	62 6	66 3
19 and under 21 years of age	..	..	..	..	..	..	..	75 3	79 9

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

Clauses (6) to (24) inclusive of the Determination as published in *Government Gazette* No. 421 of the 19th December, 1940, shall remain in force.

SCHEDULE—continued.

ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 422 on the 19th December, 1940, shall be replaced by the following clauses:—

(2)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
(a)	£ s. d.	£ s. d.
Blacksmith's striker	4 15 0	4 12 0
Blacksmith's striker on double fires and other assistant	4 17 0	4 14 0
Man attending small rivet heating, bolt heating, or similar type of fires	4 17 0	4 14 0
Men engaged in the erection of block and tackle gear	4 17 0	4 14 0
Hammer drivers	4 17 0	4 14 0
Forger's assistant	4 17 0	4 14 0
Motor car chassis assembler (other than assembler of engines)	4 17 0	4 14 0
Belt repairers	4 15 0	4 12 0
Overhead oilers	4 15 0	4 12 0
Laggers	4 15 0	4 12 0
All workmen engaged directly assisting workmen whose margins above the basic wage are 14s. or more	4 15 0	4 12 0
Persons working with hammer 14 lb. weight or over—		
On repair work	5 5 3	5 2 3
On other work	4 17 3	4 14 3
Persons working on ship or steamer under construction or repair	5 4 0	5 1 0
Dresser, Fettler, and Grinder	4 17 0	4 14 0
Forge assistants, i.e., under hand, hammer driver and crane man, employed on work 10 cwt. or over	4 19 0	4 16 0
Heaters, and persons engaged cutting off in connexion with the manufacture of bolts and nuts by machinery	4 15 0	4 12 0
Persons employed in preparing iron or steel material for reinforcing concrete for building or other purposes—		
On bending and cutting machines	4 17 0	4 14 0
On bending and cutting machines (assistants)	4 14 0	4 11 0
On steel fabric machines	4 17 0	4 14 0
On steel fabric machines (assistants)	4 12 0	4 9 0
Assemblers (leading hand)	4 17 0	4 14 0
Assemblers (assistants)	4 12 0	4 9 0
All others	4 6 0	4 3 0
(b)		
Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals.		
Press Operator	5 0 0	4 17 0
Die Attendant	5 0 0	4 17 0
Hexagon Straightener	4 18 0	4 15 0
Draw Bench operator	4 14 0	4 11 0
Pickler	4 14 0	4 11 0
Other machine operator	4 14 0	4 11 0
Hand straightener	4 12 0	4 9 0
Pointer	4 11 0	4 8 0
Die striker	4 10 0	4 7 0
All others	4 6 0	4 3 0

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(3) (a) Adult female labour may be employed in the manufacturing and assembling of small parts of electrical and other machines and appliances, and in core-making, in which females were employed on 15th May, 1935.

The wages of adult females shall be at the following weekly rates of wage—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
If of less than 12 months' experience	53 3	56 5
If of 12 months' or more experience	60 6	64 1

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	s. d.	s. d.
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching 21 years of age	50 6	53 6

SCHEDULE—continued.

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause (19) of this Determination) in all occupations, including as to core-making, employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, except also in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	68 9	72 11
7th year's experience	73 0	77 5

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

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause (19) in all occupations covered by this Determination for which apprenticeship is not provided, and in nut, bolt and spike manufacturing, at the following weekly rates of wages :—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	17 0	18 3
16 and under 17 years of age	28 0	29 8
17 and under 18 years of age	49 6	52 6
18 and under 19 years of age	62 6	66 3
19 and under 21 years of age	75 3	79 9

Juniors under the age of 16 shall not be employed on oil or gas burners or fires used for heating of small articles.

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 422 of the 19th December, 1940, shall remain in force.

ENGRAVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 375 of the 21st October, 1940, shall be replaced by the following clause :—

(2)

Apprentices or Improvers.			Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.	Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.		
	APPRENTICES.	IMPROVERS.	<i>s. d.</i>		<i>£ s. d.</i>	
1st year's experience	<i>s. d.</i> 12 3	<i>s. d.</i> 21 3	1st year 18 6	Die-sinkers by hand	5 19 0	
2nd " " "	17 6	26 9	2nd " " " 22 3	Engravers by hand	5 8 0	
3rd " " "	27 3	32 0	3rd " " " 27 3	Engravers, copper plate	5 8 0	
4th " " "	35 3	37 6	4th " " " 36 6	Steel stamp cutters	5 12 6	
5th " " "	41 3	48 6	5th " " " 45 3	Pantagraph operators	4 19 0	
6th " " "	59 9	59 3	6th " " " 54 9	Tool makers	4 15 0	
and thereafter the minimum wage				Stencil plate cutters	4 9 0	
PROPORTION (IN ANY PLACE).				All others	4 6 0	
<i>Apprentices.</i>						
One apprentice to every three or fraction of three workers receiving not less than 80s. per week.						
An indenture of apprenticeship prescribed was approved on 13th March, 1914.						
<i>Improvers.</i>						
One improver to every four workers receiving not less than 108s. per week.						

Clauses (3) to (8) inclusive of the Determination as published in *Government Gazette* No. 375 of the 21st October, 1940, shall remain in force.

SCHEDULE—continued.

FACTORY ENGINE DRIVERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 403 of the 29th November, 1940, shall be replaced by the following clauses:—

(2) EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3).

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 16 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class				
First-class, with condenser	5 1 0	5 7 0	5 7 6	4 18 0
Second-class	5 4 0	5 10 0	5 10 6	5 1 0
Second-class, with condenser	4 18 0	5 4 0	5 4 6	4 15 0
	5 1 0	5 7 0	5 7 6	4 18 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	5 1 0	5 7 0	5 7 6	4 18 0
Under fifty brake horse-power	4 18 0	5 4 0	5 4 6	4 15 0
<i>Electric Motors.</i>				
Attendants	4 15 0	5 1 0	5 1 6	4 12 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried				
Others	5 13 6	5 19 6	6 0 0	5 10 6
If the gauge is less than three feet, 3s. per week less in each case.	5 8 6	5 14 6	5 15 0	5 5 6
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	5 19 0	6 5 0	6 5 6	5 16 0
Second driver	5 7 0	5 13 0	5 13 6	5 4 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	5 1 0	5 7 0	5 7 6	4 18 0
Others	4 18 6	5 4 6	5 5 0	4 15 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class	5 16 0	6 2 0	6 2 6	5 13 0
Lofty cranes—second-class	5 13 6	5 19 6	6 0 0	5 10 6
Lofty cranes—third-class	5 11 0	5 17 0	5 17 6	5 8 0
Cantilever cranes	5 13 6	5 19 6	6 0 0	5 10 6
Cranes in converter sheds	5 8 6	5 14 6	5 15 0	5 5 6
Cranes transporting molten metal in foundries	5 6 0	5 12 0	5 12 6	5 3 0
Steam travelling cranes	5 6 0	5 12 0	5 12 6	5 3 0
Other steam cranes	5 3 6	5 9 6	5 10 0	5 0 6
Grab cranes	5 6 0	5 12 0	5 12 6	5 3 0
Electric cranes not elsewhere included—				
Four motions and over				
Overhead traverser with auxiliary hoist				
Traverser with jib hoist	5 1 0	5 7 0	5 7 6	4 18 0
Two or three motions				
Overhead traverser				
Stationary jib; stationary jib hoist				
Traverser jib				
Hydraulic stationary jib cranes	4 18 6	5 4 6	5 5 0	4 15 6
Cranes and hoists not elsewhere included	4 18 0	5 2 0	5 2 6	4 13 0
String cranes—five tons or less	4 12 0	4 18 0	4 18 6	4 9 0
F.—DRIVERS OF TRACTION ENGINES.				
<i>Road.</i>				
Traction engine or road roller (steam)	5 3 6	5 9 6	5 10 0	5 0 6
Road roller (oil)	5 2 6	5 8 6	5 9 0	4 19 6
Traction engine (oil—35 h.p. and over)	5 2 6	5 8 6	5 9 0	4 19 6
Traction engine (oil—under 35 h.p.)	5 1 0	5 7 0	5 7 6	4 18 0
<i>Rail.</i>				
Electric traction motor	4 16 0	5 2 0	5 2 6	4 13 0
Internal combustion traction motor	4 16 0	5 2 0	5 2 6	4 13 0

SCHEDULE—continued.

EMPLOYEES—OTHER THAN JUNIORS PROVIDED FOR IN CLAUSE (3)—continued.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne, 10 miles of Chief P.O., Geelong, at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G.—FIREMEN.				
Fireman	4 13 6	4 19 6	5 0 0	4 10 6
Fireman—first-class	4 18 0	5 4 0	5 4 6	4 15 0
Leading fireman—first-class	5 4 0	5 10 0	5 10 6	5 1 0
Leading fireman—second-class	5 1 0	5 7 0	5 7 6	4 18 0
Locomotive fireman	4 16 0	5 2 0	5 2 6	4 13 0
H.—GREASERS.				
Greasers	4 13 6	4 19 6	5 0 0	4 10 6
Greasers—first-class	4 18 0	5 4 0	5 4 6	4 15 0
Trimmers	4 11 0	4 17 0	4 17 6	4 8 0
Fuelmen	4 11 0	4 17 0	4 17 6	4 8 0
Engine cleaners	4 11 0	4 17 0	4 17 6	4 8 0
Boiler cleaners	4 11 0	4 17 0	4 17 6	4 8 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
I.—OTHERS.				
Pile-driving machine	5 4 0	5 10 0	5 10 6	5 1 0
All others	4 6 0	4 12 0	4 12 6	4 3 0

Male adult employees in bush sawmills shall, in addition to the wages shown above, be paid 2s. per week in lieu of payment under clause (5) for absences arising from sickness or accident.

J.—ADDITIONAL RATES.

An engine-driver engaged as hereinafter specified shall be paid additional rates as follow, viz. :—

	Per week.
	£ s. d.
Attending to refrigerating compressor	6 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	6 0
Engine-driver in charge of plant	6 0

Provided that these rates shall not be cumulative to the extent of increasing the wage of an employee more than 32s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall not be paid a rate less than 18s. above that fixed for "All Others."

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(3) JUNIOR LABOUR.—(a) The minimum rates of wage to be paid to juniors working as greasers or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be :—

	Per week.
	£ s. d.
If under 16 years of age	1 12 9
If 16 and under 18 years of age	2 3 6
If 18 and under 19 years of age	3 3 6
If 19 and under 20 years of age	3 17 0

(b) If a cleaner or greaser sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 403 of the 29th November, 1940, shall remain in force.

SCHEDULE—continued.

FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 191 on the 13th May, 1940, shall be replaced by the following clause:—

(2)

* Apprentices.					Improvers.				
WAGES.					WAGES.				
		Per week of 44 hours.		Holiday Allowance Payable in Addition.			Per Week of 44 hours.		Holiday Allowance Payable in Addition.
		A.		B.			A.		B.
		s. d.		s. d.			s. d.		s. d.
1st year's experience	..	20 0	..	0 6	Under 17 years of age	..	20 0	..	0 6
2nd " "	..	30 0	..	0 9	17 years of age	..	30 0	..	0 9
3rd " "	..	39 9	..	1 0	18 " "	..	39 9	..	1 0
4th " "	..	50 9	..	1 4	19 " "	..	50 9	..	1 4
5th " "	..	60 9	..	1 7	20 " "	..	60 9	..	1 7
and thereafter the minimum wage.									
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.					(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 115s. 8d. per week of 44 hours.				
					(ii) Any other class of work— One improver to every six workers receiving not less than 115s. 8d. per week of 44 hours.				

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

*(a) Except those covered by the *Apprenticeship Act* 1928.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.

		WAGES.	
		Per week of 44 hours.	Holiday Allowance Payable in Addition.
		A.	B.
		s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	..	..	..
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings ..	..	115 8	.. 2 11
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base ..	..	..	..
All others ..	..	88 0	.. 2 2

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or ..
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse .. } shall, whilst employed at either class of work have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
(iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 191 of the 13th May, 1940, shall remain in force.

SCHEDULE—continued.

FLOCK BOARD.

Clause (2) of the Determination published in the *Government Gazette* No. 188 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

IMPROVERS.				OTHER EMPLOYEES.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
Age.		Males.	Females.				
		s. d.	s. d.				
Under 16 years..	..	20 6	18 6				
16 years	..	26 3	20 6				
17 "	..	35 3	24 0				
18 "	..	38 9	28 6				
19 "	..	51 3	34 3				
20 "	..	57 9	39 0				
PROPORTION (IN ANY PLACE).							
<i>Improvers.</i>							
One improver to every worker receiving not less than the minimum wage.							
<p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.</p>							

SCHEDULE—continued.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
Operator of Boulton's carver or shaping machine	£ s. d. 5 13 0	£ s. d. 5 10 0
Moulding machinist—		
(a) who grinds his own cutters	5 13 0	5 10 0
(b) who does not grind his own cutters	5 4 0	5 1 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	5 13 0	5 10 0
Stuffover chair or couch frame maker	5 1 0	4 18 0
Polishers required to spirit off or acid off	5 13 0	5 10 0
Other polishers	5 4 0	5 1 0
Upholsterer	5 8 0	5 5 0
Wood turner, painter, assembler	5 4 0	5 1 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 1 0	4 18 0
Persons setting up or operating copying or automatic lathe	5 1 0	4 18 0
Persons cramping furniture or chairs	5 1 0	4 18 0
Persons rubbing down, filling, varnishing, or staining	4 18 0	4 15 0
Sprayhands, staining or lacquering	5 1 0	4 18 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	5 1 0	4 18 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	5 1 0	4 18 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 15 0	4 12 0
Stackers, yardmen	4 6 0	4 3 0
Female employed as upholstress	2 15 0	2 13 6
Female employed as veneer matcher	2 15 0	2 13 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	2 15 0	2 13 6
(b) domestic woodware	2 15 0	2 13 6
(c) walking sticks	2 15 0	2 13 6
All others	4 6 0	4 3 0

(23) PIECEWORK.—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be apprentices or improvers on piece work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 86s., and in the case of females not less than 55s.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 237 of the 13th June, 1940, shall remain in force.

FURNITURE BOARD.

(WOOD MANTELPiece OR OVERMANTEL SECTION.)

Clauses (2), (3) and (22) of the Determination published in *Government Gazette* No. 239 of the 13th June, 1940, shall be replaced by the following clauses :—

(2) APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.	IMPROVERS.	APPRENTICES.	IMPROVERS.
First year	Under 16 years of age	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	One improver to every six or fraction of six workers receiving not less than the minimum wage.
Second year	16 and under 17		Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.
Third year	17 and under 18		
Fourth year	18 and under 19		
Fifth year	19 and under 20		
And thereafter the minimum wage.	20 and under 21		

SCHEDULE—continued.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine	£ s. d. 5 13 0	£ s. d. 5 10 0
Moulding machinist—		
(a) who grinds his own cutters	5 13 0	5 10 0
(b) who does not grind his own cutters	5 4 0	5 1 0
Cabinetmaker, woodcarver	5 13 0	5 10 0
Polishers required to spirit off or acid off	5 13 0	5 10 0
Other polishers	5 4 0	5 1 0
Woodturner, painter, assembler	5 4 0	5 1 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	5 1 0	4 18 0
Persons setting up or operating copying or automatic lathe	5 1 0	4 18 0
Persons cramping furniture	5 1 0	4 18 0
Persons rubbing down, filling, varnishing or staining	4 18 0	4 15 0
Sprayhands staining or lacquering	5 1 0	4 18 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber	5 1 0	4 18 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber	5 1 0	4 18 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 15 0	4 12 0
Persons packing mantelpieces or overmantels	4 11 0	4 8 0
Stackers, yardmen	4 6 0	4 3 0
Females employed as veneer matcher	2 15 0	2 13 6
All others	4 6 0	4 3 0

(22) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 86s. and in the case of females not less than 55s.

Clauses (4) to (21) inclusive of the Determination as published in *Government Gazette* No. 239 of the 13th June, 1940, shall remain in force.

FURNITURE BOARD.

(BEDDING SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 241 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.		Males.	
	s. d.	s. d.		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
First year	17 5	17 3		Females.	
Second year	26 4	26 2		One female apprentice to every female worker receiving not less than the minimum wage.	
Third year	35 4	30 0		IMPROVERS.	
Fourth year	52 8	38 11		Males.	
Fifth year	69 7	44 5		One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	
And thereafter the minimum wage.				Females.	
IMPROVERS.				One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.	
	Males.	Females.			
	s. d.	s. d.			
Under 16 years of age	15 9	14 6			
16 and under 17	17 5	17 3			
17 and under 18	26 4	26 2			
18 and under 19	35 4	30 0			
19 and under 20	52 8	38 11			
20 and under 21	69 7	44 5			

SCHEDULE—continued.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	£ s. d.	£ s. d.
Bedding hands engaged in tufting or quilting, including repairers	4 19 6	4 16 6
All others	4 6 0	4 3 0
<i>Females.</i>		
Females	2 15 0	2 13 6

Persons employed on second-hand bedding shall be paid 25 per cent. in addition to the rates fixed above.

(21) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 86s., and in the case of females not less than 55s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 241 of the 13th June, 1940, shall remain in force.

FURNITURE BOARD.

(WIRE MATTRESS SECTION.)

Clauses (2), (3) and (20) of the Determination published in *Government Gazette* No. 240 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).
APPRENTICES.	IMPROVERS.	APPRENTICES.
First year	Under 16 years of age .. 15 9	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
Second year	16 and under 17 .. 17 5	
Third year	17 and under 18 .. 26 4	
Fourth year	18 and under 19 .. 35 4	
Fifth year	19 and under 20 .. 52 8	
And thereafter the minimum wage	20 and under 21 .. 69 7	
		IMPROVERS.
		One improver to every six or fraction of six workers receiving not less than the minimum wage.
		Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.
		Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Operator of Boulton's carver or shaping machine	5 13 0	5 10 0
Moulding machinist—		
(a) who grinds his own cutters	5 13 0	5 10 0
(b) who does not grind his own cutters	5 4 0	5 1 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or morticer	5 1 0	4 18 0
Operator of sander, boring, or any other machine not otherwise specified	4 15 0	4 12 0
Wireweaver	4 19 6	4 16 6
Stretcher-up, tacker-on, splitter-up, or varnisher	4 18 0	4 15 0
Spray hands	5 1 0	4 18 0
All others	4 6 0	4 3 0

(20) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 86s.

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 240 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PLANNING CARPETS, ETC., SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 242 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (In any place).	
APPRENTICES.				APPRENTICES.	
				<i>Males.</i>	
				One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
				<i>Females.</i>	
				One female apprentice to every female worker receiving not less than the minimum wage.	
				IMPROVERS.	
				<i>Males.</i>	
				One male improver to every six or fraction of six male workers receiving not less than the minimum wage.	
				Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	
				<i>Females.</i>	
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	£ s. d.	£ s. d.
Carpet planner	5 13 0	5 10 0
Cutter of loose covers or curtains or drapes	5 6 0	5 2 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	5 1 0	4 18 0
All others	4 6 0	4 3 0
<i>Females.</i>		
Females	2 15 0	2 13 6

Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.

(21) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 86s., and in the case of females not less than 55s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 242 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

FURNITURE BOARD.

(PICTURE FRAME SECTION.)

Clauses (2), (3) and (21) of the Determination published in *Government Gazette* No. 238 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.		Males.	
	s. d.	s. d.			
First year	17 5	17 3		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
Second year	26 4	26 2			
Third year	35 4	30 0		Females.	
Fourth year	52 8	38 11			
Fifth year	69 7	44 5		One female apprentice to every female worker receiving not less than the minimum wage.	
And thereafter the minimum wage.					
IMPROVERS				IMPROVERS.	
	Males.	Females.		Males.	
	s. d.	s. d.			
Under 16 years of age	15 9	14 6		One male improver to every three or fraction of three male workers receiving not less than the minimum wage.	
16 and under 17	17 5	17 3			
17 and under 18	26 4	26 2		Females.	
18 and under 19	35 4	30 0			
19 and under 20	52 8	38 11		One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
20 and under 21	69 7	44 5			

(3)

OTHER EMPLOYEES.

				WEEKLY WAGES.	
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males.				£ s. d.	£ s. d.
Compo workers				4 15 0	4 12 0
Fitters up				4 15 0	4 12 0
Gilders or bronzers				4 18 0	4 15 0
Mount cutters				4 18 0	4 15 0
Mounters				4 15 0	4 12 0
Joiners				4 18 0	4 15 0
Persons working at—					
Band or jig saws				5 1 0	4 18 0
Other saws				4 18 0	4 15 0
Moulding machines				5 1 0	4 18 0
Shaping machines				5 7 0	5 4 0
Stainers who mix and apply stain and finish any kind of wood or compo				4 18 0	4 15 0
Wood turners				5 4 0	5 1 0
All others				4 6 0	4 3 0
Females.					
Females				2 15 0	2 13 6

(21) PIECEWORK.—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all piece workers doing the same operation in the factory whether they be apprentices or improvers on piecework, or otherwise.

All piece workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 86s. and in the case of females not less than 55s.

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 238 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

GAS WORKS BOARD.

Clauses 1 (b) and 32 (b) of the Determination published in the *Government Gazette* No. 187 of the 10th May, 1940, shall be replaced by the following clauses:—

(b)

Adults.	Wages per Week of 44 Hours.	
	Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool.	Within the Cities Ballarat and Bendigo and the Borough of Castlemaine.
Patching and scouring retorts and cleaning flues—man continuously employed as such..	£ s. d. 5 7 0	£ s. d. 5 4 0
Stoker in charge of gas or steam engine, or other works plant	5 7 0	5 4 0
Stoker, vertical retort	5 4 0	5 1 0
Stoking machine driver	5 4 0	5 1 0
Stoker, horizontal retort (machine)	5 2 0	4 19 0
Stoker, hand charging	5 0 0	4 17 0
Retort (vertical) operator	5 4 0	5 1 0
Operator vertical retort	5 4 0	5 1 0
Fireman retort house	5 4 0	5 1 0
Machine and stage man	5 2 0	4 19 0
Hydraulic and tar main attendant	5 1 0	4 18 0
Auger and pipe jumper	5 0 0	4 17 0
Coke and coal conveyor attendant (day worker)	4 15 0	4 12 0
Greaser and oiler (in retort house)	4 13 0	4 10 0
Elevator and coal crusher attendant	4 12 0	4 9 0
Coke and coal conveyor attendant (shift worker)	4 12 0	4 9 0
Oxide breaker—man attending and operating	4 12 0	4 9 0
Purifier—man opening up, or emptying, or filling	4 12 0	4 9 0
All others	4 6 0	4 3 0

(32)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

(b) Other Employees.

Wages per Week of 44 Hours.

	£ s. d.
Stokers	4 13 0
All others	4 3 0

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses 1 (a), 2 to 32 (a) inclusive and 33 to 44 inclusive of the Determination published in the *Government Gazette* No. 187 of the 10th May, 1940, shall remain in force.

GENERAL BOARD.

(ABRASIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 162 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.	
Males.		Females.		Abrasive Paper or Cloth.	
	s. d.		s. d.	Males.	s. d.
1st year's experience	17 9	1st six months' experience	14 3	Machine operators	92 0
2nd	25 0	2nd	17 9	All others	86 0
3rd	34 9	3rd	21 3		
4th	46 6	4th	24 6	Females.	
5th	59 6	5th	28 0		
6th	68 9	6th	31 6	All adults	46 9
7th	73 3	7th	35 0		
		8th	39 6		

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Abrasive Articles (other than Abrasive Paper or Cloth).

Two improvers to the first adult employed, and thereafter one improver to each adult.

Abrasive Articles (other than Abrasive Paper or Cloth).

Head Burners	96 0
Other burners	92 0
Surfacers of Abrasive Articles	89 0
All others	86 0

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 162 of the 9th May 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(ARTIFICIAL FLOWER AND BOUQUET SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 180 of the 10th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	17 9	1st six months' experience ..	14 3				
2nd " "	25 3	2nd " " "	17 9				
3rd " "	34 6	3rd " " "	21 3				
4th " "	46 6	4th " " "	24 6				
5th " "	59 6	5th " " "	28 0				
6th " "	68 9	6th " " "	31 6				
7th " "	73 3	7th " " "	34 9				
		8th " " "	39 6				
		9th " " "	42 9				
		10th " " "	46 3				

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Seven female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 180 of the 10th May, 1940, shall remain in force.

GENERAL BOARD.

(ASBESTOS ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 175 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
Under 17 years of age	18 9			Oven hands	90 0		
17 years of age	28 6			Machine attendants	90 0		
18 " "	38 0			All others	86 0		
19 " "	51 6						
20 " "	62 9						

Proportion (in any place).

One improver to every three adult employees.

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 175 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(BLUE PRINT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 166 of 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	17 9	1st six months' experience ..	14 3				
2nd " "	25 0	2nd " " "	17 9				
3rd " "	34 9	3rd " " "	21 3				
4th " "	46 6	4th " " "	24 6				
5th " "	59 6	5th " " "	28 0				
6th " "	68 9	6th " " "	31 6				
7th " "	73 3	7th " " "	35 0				
		8th " " "	39 6				

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

Two improvers to each person of the same sex receiving not less than the minimum wage.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 166 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 176 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 17 3	1st six months' experience	14 3		.. 86 0		.. 46 9
2nd " "	.. 24 3	2nd " "	17 9				
3rd " "	.. 33 6	3rd " "	21 3				
4th " "	.. 45 6	4th " "	24 6				
5th " "	.. 57 9	5th " "	28 0				
6th " "	.. 66 6	6th " "	31 6				
7th " "	.. 70 9	7th " "	34 9				
		8th " "	39 6				

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum wage.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 176 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(CAKE ORNAMENT SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 163 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 17 9	1st six months' experience	.. 14 3		.. 86 0		.. 46 9
2nd " "	.. 25 0	2nd " "	.. 17 9				
3rd " "	.. 34 9	3rd " "	.. 21 3				
4th " "	.. 46 6	4th " "	.. 24 6				
5th " "	.. 59 6	5th " "	.. 28 0				
6th " "	.. 68 9	6th " "	.. 31 6				
7th " "	.. 73 3	7th " "	.. 35 0				
		8th " "	.. 39 6				

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Five female improvers to each female person receiving not less than the rate prescribed for adults.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 163 of the 9th May 1940, shall remain in force.

GENERAL BOARD.

(CARBON ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 177 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
	s. d.		s. d.		s. d.		s. d.
Under 16 years of age	.. 19 3	Foreman in charge	.. 112 0				
16 years of age and under 17 years	.. 28 3	All others	.. 97 0				
17 " "	.. 49 6						
18 " "	.. 62 9						
19 " "	.. 75 6						

Proportion (in any place).

Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 177 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(CHALK AND CRAYON SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 164 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.				s. d.	
	s. d.		s. d.				
1st year's experience	17 9	1st six months' experience	14 3	Grinding mill attendant .. .. .	..	90	0
2nd	25 0	2nd	17 9	Person engaged in testing and/or checking formulæ ..	..	96	0
3rd	34 9	3rd	21 3	Person in charge of mixing ingredients and making			
4th	46 6	4th	24 6	chalks from given formulæ .. .. .	..	91	0
5th	59 6	5th	28 0	Persons not otherwise provided for—			
6th	68 9	6th	31 6	Males .. .. .	..	86	0
7th	73 3	7th	35 0	Females .. .. .	..	46	9
		8th	39 6				

and thereafter the minimum wage.

Proportion.
Three male improvers to each male person receiving not less than the minimum wage.
Three female improvers to each female person receiving not less than the minimum wage.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 164 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(FEATHERS AND FEATHER ARTICLES SECTION.)

Clauses (2) and (9) of the Determination for this Section published in *Government Gazette* No. 167 of the 9th May, 1940, shall be replaced respectively by the following clauses:—

PERSONS ENGAGED IN PREPARING FEATHERS.

(2) WAGES PER WEEK OF 44 HOURS.							
(a) Improvers.				(b) Other Employees.			
	s. d.		s. d.				s. d.
Under 17 years of age	18 0	All adults	86 0				
17 years of age	28 6						
18	38 0						
19	51 6						
20	62 9						

Proportion (in any place).
One improver to each adult employee.

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

(9) WAGES PER WEEK OF 44 HOURS.							
(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.				s. d.	
	s. d.		s. d.				
1st year's experience	17 6	1st six months' experience ..	14 6	Males .. .. .	..	88	0
2nd	25 0	2nd	17 6				
3rd	34 9	3rd	21 0				
4th	46 9	4th	24 6				
5th	59 6	5th	28 0	Females .. .. .	..	46	9
6th	68 9	6th	31 6				
7th	73 0	7th	35 0				
		8th	39 6				
		9th	43 0				
		10th	46 6				

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.
Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.
Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

Clauses (3) to (8) inclusive and (10) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 167 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(FLAX TREATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 178 of the 10th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS (a) (DAY SHIFT).

(i) Improvers.				(ii) Other Employees.		
		s.	d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age .. ..	..	22	6	—		
17 years of age .. ..	..	28	6			
18 " " " " " " " " " "	..	38	0			
19 " " " " " " " " " "	..	51	6			
20 " " " " " " " " " "	..	62	9			
PROPORTION (in any place).					£ s. d.	£ s. d.
One improver to each adult employee.				Foreman in charge	4 18 0	4 15 0
				Scutcher (hand)	4 12 0	4 9 0
				Scutcher (machine)	4 9 0	4 6 0
				All others	4 6 0	4 3 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 178 of the 10th May, 1940, shall remain in force.

GENERAL BOARD.

(GOLD BEATING SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 174 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s.	d.	Females.		s.	d.
1st year's experience	..	17	9	1st six months' experience	..	14	6
2nd "	"	25	0	2nd "	"	17	9
3rd "	"	38	6	3rd "	"	21	0
4th "	"	62	9	4th "	"	24	6
5th "	"	and until 21		5th "	"	27	9
	years of age	78	6	6th "	"	31	9
				7th "	"	35	0
				8th "	"	39	6
				9th "	"	42	9
				10th "	"	46	0
and thereafter the rate prescribed for adults.							
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.							
PROPORTION (IN ANY PLACE).							
Males.							
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.							
Females.							
Three female improvers to every two female workers receiving the adult rate.							

Males.		s.	d.
Beaters	..	108	0
All Others	..	86	0

Females.		s.	d.
Welding gold-leaf	..	57	9
Cutting and/or booking gold-leaf	..	53	3
All Others	..	46	9

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 174 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(INK OR ADHESIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 165 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	17 9	1st six month's experience ..	14 3	Printing-ink grinder and/or mixer ..	90 0		
2nd " " ..	25 0	2nd " " " ..	17 9	All others ..	86 0		
3rd " " ..	34 9	3rd " " " ..	21 3				
4th " " ..	48 6	4th " " " ..	24 6				
5th " " ..	59 6	5th " " " ..	28 0				
6th " " ..	68 9	6th " " " ..	31 6				
7th " " ..	73 3	7th " " " ..	35 0	All persons ..	46 9		
		8th " " " ..	39 6				

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

Two improvers to each female receiving not less than the minimum wage.

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 165 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(LAMP SHADE SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 183 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	17 3	1st six months' experience ..	14 3	Persons engaged in cutting out material for parts of lampshades ..	88 0		
2nd " " ..	24 3	2nd " " " ..	17 9	All others ..	86 0		
3rd " " ..	33 6	3rd " " " ..	21 3				
4th " " ..	45 6	4th " " " ..	24 6				
5th " " ..	57 9	5th " " " ..	28 0				
6th " " ..	66 6	6th " " " ..	31 6				
7th " " ..	70 9	7th " " " ..	34 9				
		8th " " " ..	39 6				

And thereafter the minimum wage.

PROPORTION.

Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.

Three female improvers to each female person receiving not less than the minimum wage.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 183 of 10th May, 1940, shall remain in force.

(LEAD AND SHOT SECTION.)

(2) WAGES PER WEEK OF 44 HOURS.

Clauses (3) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 179 of the 10th May, 1940, shall remain in force.

(2) WAGES PER WEEK OF 44 HOURS.

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 171 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PAPER ARTICLES (NOT ELSEWHERE INCLUDED) SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 182 of 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.						
Males.		s. d.		Females.		s. d.		Males.		s. d.
1st year's experience	..	17	9	1st six months' experience	..	14	6	All adults	..	90 0
2nd "	..	25	0	2nd "	..	17	9			
3rd "	..	34	9	3rd "	..	21	0			
4th "	..	46	6	4th "	..	24	6			
5th "	..	59	6	5th "	..	27	9			
6th "	..	68	6	6th "	..	31	9			
7th "	..			7th "	..	35	0			
	and until 21			8th "	..	39	6			
years of age	..	73	3	9th "	..	42	9			
				10th "	..					
				until 21 years of age	..	46	3			

NOTE.—The rates proscribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
One male improver to each male person receiving not less than the minimum wage.

Females.
Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(a) Designer of patterns to be used for producing articles of wearing apparel	..	118 6
(b) Assistant to (a) above	..	81 3
(c) Designers of patterns used for the production of transfers as applied to fabrics	..	81 3
(d) Assistants to (c) above	..	65 3
(e) Operator of perforating machine	..	60 0
(f) Any other adult	..	48 9

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 182 of 10th May, 1940, shall remain in force.

GENERAL BOARD.

(PAPER CRACKERS OR BON-BONS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 172 of 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.					(b) ADULTS.				
Males.			s. d.		Females.			s. d.	
1st year's experience	..	..	17	9	1st six months' experience	..	14	6	
2nd "	"	..	25	0	2nd "	"	17	9	
3rd "	"	..	34	9	3rd "	"	21	0	
4th "	"	..	46	6	4th "	"	24	6	
5th "	"	..	59	6	5th "	"	27	9	
6th "	"	..	68	6	6th "	"	31	9	
7th "	"	..	73	3	7th "	"	35	0	
					8th "	"	39	6	
and thereafter the rate prescribed for adults.									

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

Clauses (3) to (9) inclusive of the Determination for this Section published in *Government Gazette* No. 172 of 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(PLASTER MODEL SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 170 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) OTHER EMPLOYEES.				
				s. d.					s. d.
Under 17 years of age	..	..	..	18 9	Persons engaged in making or preparing moulds	..	..	..	96 0
17 years of age	..	..	..	28 6	Persons engaged in coloring or decorating models—				
18 "	..	..	..	38 0	(a) by hand	..	..	..	110 0
19 "	..	..	..	51 6	(b) by spray, or otherwise than by hand	..	..	..	98 0
20 "	..	..	..	62 9	Persons engaged in assembling or finning models				
<i>Proportion (in any place).</i>					when taken from moulds	..	..	..	91 0
One improver to every three adult employees.					All others	..	..	..	86 0

Clauses (3) to (7) inclusive of the Determination for this Section published in *Government Gazette* No. 170 of 9th May, 1940, shall remain in force.

GENERAL BOARD.

(RENOVATING CARPETS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 168 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) ADULTS.				
				s. d.					s. d.
Under 17 years of age	..	..	..	18 9	Males	..	..	..	90 0
17 years of age	..	..	..	28 6	Females	..	..	..	51 0
18 "	..	..	..	38 0					
19 "	..	..	..	51 6					
20 "	..	..	..	62 9					
<i>Proportion (in any place).</i>									
One improver to each adult employee.									

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 168 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(SEED MIXING AND POULTRY FOODS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 169 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.									
(a) IMPROVERS.					(b) OTHER EMPLOYEES.				
				s. d.					s. d.
Under 17 years of age	..	..	..	18 9	All adults	..	..	..	90 0
17 years of age	..	..	..	28 6					
18 "	..	..	..	38 0					
19 "	..	..	..	51 6					
20 "	..	..	..	62 9					
<i>Proportion (in any place).</i>									
Two improvers to each fully paid worker.									

Clauses (3) to (8) inclusive of the Determination for this Section published in *Government Gazette* No. 169 of 9th May, 1940, shall remain in force.

SCHEDULE—continued.

GENERAL BOARD.

(TOYS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 173 of 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s. d.		Females.		s. d.	
1st year's experience	..	17	9	1st six months' experience	..	14	6
2nd "	"	25	0	2nd "	"	17	9
3rd "	"	34	9	3rd "	"	21	0
4th "	"	46	6	4th "	"	24	6
5th "	"	59	6	5th "	"	27	9
6th "	"	68	6	6th "	"	31	9
7th "	"	73	3	7th "	"	35	0
				8th "	"	39	6
				9th "	"	42	9
				10th "	"	46	0

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
 (b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

Males.		s. d.	
Designers	..	106	0
Cutters-out	..	93	6
Fillers and/or stuffers	..	90	0
All others	..	86	0

Females.		s. d.	
Designers	..	69	0
Cutters-out	..	51	0
Machinists	..	51	0
Fillers and/or stuffers	..	49	0
All others	..	46	9

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 173 of the 9th May, 1940, shall remain in force.

GENERAL BOARD.

(VINEGAR AND YEAST SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 181 of the 10th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		s. d.		Females.		s. d.	
Under 17 years of age	..	31	3	Under 17 years of age	..	30	9
17 years of age	..	37	9	17 years of age	..	33	6
18 "	"	49	9	18 "	"	37	3
19 "	"	62	6	19 "	"	41	6
20 "	"	68	6	20 "	"	43	9

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every three or fraction of three male persons receiving not less than the minimum rate prescribed for male adults.
 One female improver to every three or fraction of three female persons receiving not less than the minimum rate prescribed for female adults.

Males.		s. d.	
Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees	..	90	0
Man engaged in cleaning vinegar generator	..	86	0
*Together with an additional 7s. 6d. for each generator cleaned.			
All others	..	86	0

Females.		s. d.	
All adults	..	46	0

Clauses (3) to (12) inclusive of the Determination for this Section published in *Government Gazette* No. 181 of the 10th May, 1940, shall remain in force.

GLASSWORKERS BOARD.

Clauses (2) and (3) of the Flint Glass Section and Clauses (1) and (2) of the Glass Bottle Section of the Determination published in *Government Gazette* No. 143 of the 4th May, 1940, shall be replaced by the following clauses:—

(2) FLINT GLASS SECTION.

APPRENTICES.				IMPROVERS.		
				Improvers other than Flint Improver Blowers.		Flint Improver Blower.
				Wages per Week.		Wages per Day of 8 Hours.
				<i>s. d.</i>		<i>s. d.</i>
1st year's experience	..	..	..	44	0	
2nd "	"	"	"	49	6	
3rd "	"	"	"	56	9	
4th "	"	"	"	63	3	
5th "	"	"	"	68	0	
and thereafter the minimum adult wage or piecework price.				1st year's experience	..	40 0
				2nd "	"	53 3
				3rd "	"	61 3
				4th year's experience and until reaching the age of 21 years	..	72 0

Proportion (in any Place).

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

JUVENILE WORKERS (as defined in Clause 20).

Males.					Females.				
Wages.					Wages.				
per Week.					per Week.				
s. d.					s. d.				
Under 16 years of age	..	..	..	24 0	Under 15 years of age	..	..	..	21 3
16 years, but under 17 years of age	..	..	..	26 9	15 years, but under 16 years of age	..	..	..	23 0
17 " " " 18 " "	..	..	..	34 9	16 " " " 17 " "	..	..	..	29 9
18 " " " 19 " "	..	..	..	48 0	17 " " " 18 " "	..	..	..	32 6
19 " " " 20 " "	..	..	..	56 0	18 " " " 19 " "	..	..	..	35 3
20 " " " 21 " "	..	..	..	64 0	19 " " " 20 " "	..	..	..	41 0
					20 " " " 21 " "	..	..	..	47 0
and thereafter the minimum adult wage or piecework price.					and thereafter the minimum wage payable to adult females.				

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

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

(3) WAGES FOR ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Per Week.
	<i>£ s. d.</i>
Furnaceman	4 18 0
Persons employed on sandblasting and acid work	4 16 0
Storeman	4 15 0
Packers in straw in headed-up packing	4 14 0
Lehrman	4 12 6
Batchmixers	4 12 6
Sorter	4 11 6
Packers of opal-ware in cartons	4 11 6
All other male adults	4 9 0
Female adults	2 10 3

Note.—Sorters employed on afternoon or night-work shall receive 5 per cent. in addition to their ordinary rate.

SKILLED GLASSWORKERS (ADULTS).

When an adult skilled glassworker is employed on time rate, he shall receive the following rates per day of 8 hours:—

Classification.	Size of Article to be Blown.	Per Day.
		<i>s. d.</i>
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	25 8
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	28 8
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	33 8

GLASS BOTTLE SECTION.

(1) JUNIOR MALES—WAGES PER WEEK.				OTHER JUNIOR MALES—WAGES PER WEEK.			
(a) Employed around the feeders.				Under 16 years of age			
(b) Employed in the manufacturing section, but not employed in the yard.				Over 16, but under 17 years of age			
				Over 17, but under 18 years of age			
				Over 18, but under 19 years of age			
				Over 19, but under 20 years of age			
				Over 20, but under 21 years of age			
				and thereafter the minimum wage or piecework price.			
15 years of age	..	..	22 6				
16 "	"	..	37 0				
17 "	"	..	40 9				
18 "	"	..	49 6				
19 "	"	..	53 0				
20 "	"	..	56 9				
and thereafter the minimum wage or piecework price.							

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

GLASSWORKERS BOARD—(continued).

(2) ADULTS (other than skilled Glassworkers).										Wages per Week.
										£ s. d.
Furnacemen .. .. .	..	..	..	..	..	..	..	..	..	4 18 0
Salt Cake Burners .. .. .	..	..	..	..	..	..	..	..	..	4 18 0
Lehrmen .. .. .	..	..	..	..	..	..	..	..	..	4 12 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground .. .. .	..	..	..	..	..	..	..	..	..	4 12 6
Salt Cake Burners' Assistants .. .. .	..	..	..	..	..	..	..	..	..	4 12 6
Packers packing in bags or straw .. .. .	..	..	..	..	..	..	..	..	..	4 11 6
Sorters .. .. .	..	..	..	..	..	..	..	..	..	4 11 6
Lister truck hands and assistants .. .. .	..	..	..	..	..	..	..	..	..	4 10 6
All others .. .. .	..	..	..	..	..	..	..	..	..	4 9 0

NOTES.

1. Furnacemen or furnacemen's assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.
2. Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.
3. Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.
4. Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

Clauses (4) to (23) inclusive in the Flint Glass Section and Clauses (3) to (45) inclusive in the Glass Bottle Section and the Schedule of Piecework prices of the Determination as published in *Government Gazette* No. 143 of the 4th May, 1940, shall remain in force.

GLUE AND GELATINE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 343 of 13th September, 1940, shall be replaced by the following:—

(2) ADULT MALES.

										Wages Per Week.
										£ s. d.
Men working in raw material stores .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men working raw material cutting machine .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men washing raw material and preparing limes and working a trotter plant .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men working at lime pits .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men in charge of and actually operating dollies .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men assisting in dolly shed .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men in charge of and actually working at boiling pans .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men assisting in boiling shed .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers .. .. .	..	..	..	..	..	..	..	..	..	94 0
Assistants (male) to men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men operating glue and gelatine cutters .. .. .	..	..	..	..	..	..	..	..	..	93 0
Assistants (male) to men operating glue and gelatine cutters .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men working at drying tunnels .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men engaged in grinding glue and gelatine .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men engaged treating frames .. .. .	..	..	..	..	..	..	..	..	..	92 0
Glue and gelatine blenders, and store hands .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones .. .. .	..	..	..	..	..	..	..	..	..	94 0
Assistants (male) to men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men working on vegetable glue dryers and grinders .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men in charge of and actually working at vegetable and prepared glue vats .. .. .	..	..	..	..	..	..	..	..	..	94 0
Assistants (male) to men in charge of and actually working at vegetable and prepared glue vats, and store hands .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men operating residue dryers .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men crushing and bagging dried residues .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men receiving and passing on bones .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men operating degreasing plant .. .. .	..	..	..	..	..	..	..	..	..	94 0
Men assisting at degreasing plant and bone polishing .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men engaged in washing and neutralizing vats .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men engaged in crushing bone residues .. .. .	..	..	..	..	..	..	..	..	..	93 0
Men in charge of and actually operating pearl plant .. .. .	..	..	..	..	..	..	..	..	..	93 0
Assistants (male) to men in charge of and actually operating pearl plant .. .. .	..	..	..	..	..	..	..	..	..	92 0
Men not elsewhere included .. .. .	..	..	..	..	..	..	..	..	..	86 0

Wages of Shift Workers.

Shiftmen on the first or day shift shall be paid at the ordinary time rates therefor.

Shiftmen on the second shift shall be paid therefor 5 per centum in addition to the ordinary time rate. Shiftmen on the third shift shall be paid therefor 7½ per centum in addition to the ordinary time rate.

(3) MALE JUNIORS.

										Wages Per Week.
										£ s. d.
14 to 15 years of age .. .. .	..	..	..	..	..	..	..	..	..	17 0
15 to 16 years of age .. .. .	..	..	..	..	..	..	..	..	..	24 0
16 to 17 years of age .. .. .	..	..	..	..	..	..	..	..	..	32 6
17 to 18 years of age .. .. .	..	..	..	..	..	..	..	..	..	41 0
18 to 19 years of age .. .. .	..	..	..	..	..	..	..	..	..	48 6
19 to 20 years of age .. .. .	..	..	..	..	..	..	..	..	..	57 6
20 to 21 years of age .. .. .	..	..	..	..	..	..	..	..	..	65 0

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 343 of 13th September, 1940, shall remain in force.

SCHEDULE—continued.

HAM AND BACON CURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 42 of the 16th February, 1940, shall be replaced by the following clauses:—

(2)		IMPROVERS.	
		Wages.	
			s. d.
First six months' experience	15 6
Second six months' experience	20 6
Second year's experience	31 0
Third year's experience	42 0
Fourth year's experience	61 0
Fifth year's experience and until reaching the age of 21 years	74 6
<i>Proportion (in any place)—</i>			
The number of improvers employed in any one ham and bacon establishment shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in a factory shall be treated as an adult for the purpose of this Clause.			
(3)		OTHER EMPLOYEES.	
		Wages.	
			£ s. d.
<i>(a) Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments	5 12 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department	5 4 6
First assistant in the curing department	5 4 6
Other assistants in the curing department	4 19 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers	4 17 6
Yardmen { For 48 hours per week	5 1 0
{ For 44 hours per week	4 15 0
All others	4 14 6
<i>(b) Small Goods Section—</i>			
Men employed principally on mixing machines	5 10 0
Filler-men	5 3 0
Small goods makers, small goods sellers, from cart who collect cash, boners, salters, scalders and cookers	5 2 0
Packing room hands	4 16 0
Linkers and table hands	4 16 0
Yardmen { For 48 hours per week	5 1 0
{ For 44 hours per week	4 15 0
All others	4 12 0

Clauses (4) to (18) inclusive of the Determination published in the *Government Gazette* No. 42 of the 16th February, 1940, shall remain in force.

HOTEL AND RESTAURANT BOARD.

Clauses numbered (2), (10), and (21) of the Determination published in *Government Gazette* No. 398 of 25th November, 1940, shall be replaced by the following clauses:—

(2)		HOTELS.	
		APPRENTICES AND IMPROVERS.	
		Wages (see below for Deductions where Board or Lodging is Provided).	
		Within a radius of 2½ miles of the General Post Office, Melbourne; and in the Town of Mildura.	In all other parts of Victoria.
		Males.	Females.
		Per Week of 44 hours.	Per Week of 44 hours.
		s. d.	s. d.
<i>Improvers employed in the bar—</i>			
18 years of age or under	.. .. .	54 0	54 0
19 years of age	.. .. .	58 6	58 6
20 years of age	.. .. .	69 6	69 6
<i>Apprentices and all other Improvers—</i>			
16 years of age or under	.. .. .	35 6	30 3
17 years of age	.. .. .	43 0	37 6
18 years of age	.. .. .	48 6	42 3
19 years of age	.. .. .	54 0	49 0
20 years of age	.. .. .	66 3	58 6
<i>Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—</i>			
Board of three meals on each day	.. .. .	13 5	12 3
Board of three meals on each day other than the employee's weekly day off	.. .. .	11 6	11 6
Lodging	.. .. .	4 9	4 9
<i>Deductions per week.</i>			
<i>PROPORTION (IN ANY PLACE).</i>			
<i>MALES OR FEMALES.</i>			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			
<i>Improvers.</i>			
Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.			

SCHEDULE—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the Town of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman	97 6	..	94 6	..
Cellarman	108 6	..	105 6	..
Assistant Cellarman	97 6	..	94 6	..
Steward	97 6	..	94 6	..
Barmains .. .. .	..	71 9	..	68 9
First cook where number of persons employed in kitchen is—				
Eight or more	134 6	97 9	131 6	94 9
Five, six, or seven	117 0	77 9	114 0	74 9
Three or four	111 0	70 9	108 0	67 9
Other first cooks, or cook employed alone	105 0	69 9	102 0	66 9
Second cook where number of persons employed in kitchen is—				
Eight or more	117 0	77 9	114 0	74 9
Five, six, or seven	105 0	69 9	102 0	66 9
Other second cooks	99 0	65 9	96 0	62 9
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	117 0	77 9	114 0	74 9
Five, six, or seven	105 0	69 9	102 0	66 9
Other night or relieving cooks	99 0	65 9	96 0	62 9
Larder cook	102 0	65 9	99 0	62 9
Pastrycook	105 0	65 9	102 0	62 9
Stove, grill, fish, third or breakfast cook	99 0	61 9	96 0	58 9
Vegetable or assistant cook	97 0	59 9	94 0	56 9
Oysterman	93 0	..	90 0	..
Pantryman or kitchenman	93 0	..	90 0	..
Storeman	95 6	..	92 6	..
Head waiter	98 6	..	95 6	..
Other waiters	93 0	..	90 0	..
Night porter	93 0	..	90 0	..
Day porter	93 0	..	90 0	..
Billiard-room attendant	93 0	..	90 0	..
Commissionaire or messenger	93 0	..	90 0	..
Housekeeper, stewardess, or manageress .. .. .	..	73 3	..	70 3
Laundress .. .. .	..	61 9	..	58 9
Head waitress .. .. .	..	61 9	..	58 9
Other waitresses .. .. .	..	57 9	..	54 9
Pantrymaid or kitchenmaid .. .. .	..	58 9	..	55 9
Housemaid .. .. .	..	58 9	..	55 9
Persons not otherwise provided for	93 0	58 9	90 0	55 9
Deductions from the above rates when the employee is supplied by the employer with board or lodging as follows—		Deductions per week.		
Board of three meals on each day	13 5	13 5	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	11 6	11 6	11 6
Lodging	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per week of 20 hours 32 6	..	Per week of 20 hours 29 6

CLUBS.

(10) APPRENTICES OR IMPROVERS.			
WAGES PER WEEK OF 44 HOURS.			PROPORTION (IN ANY PLACE).
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	MALES OR FEMALES.
Under 16 years of age	22 9	22 9	Apprentices.
16 years of age	31 6	24 3	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17	35 6	27 9	
18	42 3	30 3	Improvers.
19	51 3	32 3	One improver to every four or fraction of four workers receiving not less than the minimum wage.
20	66 6	37 6	

SCHEDULE—continued.

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the Town of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	93 6	..	93 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	122 6	80 6	122 6	80 6
Five, six, or seven	106 6	68 6	106 6	68 6
Three or four	97 3	66 0	97 3	66 0
Other first cooks or cook employed alone	93 3	66 0	91 6	66 0
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more	102 6	68 6	102 6	68 6
Five, six, or seven	92 6	60 6	92 6	60 6
Less than five	91 0	58 6	89 6	58 6
Larder cook	91 0	58 6	89 6	58 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	93 0	60 6	92 6	60 6
Stove, grill, third, or breakfast cook	91 0	56 0	89 6	56 0
Vegetable or assistant cook	89 6	56 0	88 6	56 0
Oysterman	92 0	..	90 6	..
Pantryman or kitchenman	89 0	..	87 6	..
Storeman	89 0	..	89 0	..
Head waiter	91 0	..	91 0	..
Other waiters	89 0	..	87 6	..
Night porter	89 0	..	87 6	..
Day porter	89 0	..	87 6	..
Billiard-room attendant	89 0	..	87 6	..
Commissionaire or messenger	89 0	..	87 6	..
Housekeeper, Stewardess, or Manageress .. .. .	..	66 0	..	66 0
Laundress .. .. .	..	54 0	..	54 6
Head waitress or Supervisor .. .. .	..	54 6	..	54 6
Other waitresses .. .. .	..	52 0	..	52 0
Pantrymaid or kitchenmaid .. .. .	..	52 0	..	52 0
Counterhand .. .. .	..	52 0	..	52 0
Housemaid .. .. .	..	52 0	..	52 0
Persons not otherwise provided for	89 0	52 0	87 6	52 0
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	31 6	..	31 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance where every establishment of the Determination of this Wages Board applies.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee the minimum wage shall be, where the employer—

- boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;
- boards the employee and provides three meals per day, where substantial meals are not provided, 9s. 4d. per week less;
- provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. 4d. per week less; or
- boards and lodges the employee, 20s. 1d. per week less.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week the amount to be allowed as a deduction for each day shall be $\frac{2}{17}$ of the amount herein provided for a weekly deduction.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(21) APPRENTICES OR IMPROVERS.			
Wages per week of 44 hours.		PROPORTION (IN ANY PLACE).	
	Males.	Females.	MALES OR FEMALES.
	s. d.	s. d.	
Under 16 years of age	22 9	22 3	Apprentices.
16 years of age	31 3	23 9	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
17	35 3	26 9	
18	41 6	29 9	Improvers.
19	51 0	31 9	One improver to every four or fraction of four workers receiving not less than the minimum wage
20	65 3	37 0	

SCHEDULE—continued.

OTHER EMPLOYEES.

	Wages.†			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	s. d.	s. d.	s. d.	s. d.
Barman, cellarman, assistant cellarman, or barmaids (employed in or in connexion with wine saloons) shall be paid the rates and be subject to the conditions provided for such employees in the Hotels Section of this Determination .. .. .	..	..	..	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	119 6	80 0	119 6	80 0
Five, six, or seven	104 0	66 6	104 0	66 6
Three or four	95 9	64 0	95 9	64 0
Other first cooks or cook employed alone	93 6	64 0	91 3	64 0
Second cook where the number of persons employed in the kitchen is—				
Eight or more	99 6	66 6	99 6	66 6
Five, six, or seven	89 6	58 9	89 6	58 9
Other second cooks	89 6	56 6	88 0	56 6
Night or relieving cook	89 9	56 6	87 9	56 6
Larder cook	89 9	56 6	87 9	56 6
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	91 0	57 3	89 3	57 3
Stove, grill, third, or breakfast cook	89 6	54 6	87 9	54 6
Vegetable or assistant cook	86 6	54 6	85 3	54 6
Oysterman	89 0	..	89 0	..
Pantryman or kitchenman	86 0	..	84 0	..
Storeman	89 9	..	89 9	..
Head waiter	89 9	..	89 9	..
Other waiters	86 0	..	84 0	..
Night porter	86 0	..	84 0	..
Day porter	86 0	..	84 0	..
Billiard-room attendant	86 0	..	84 0	..
Commissionaire or messenger	86 0	..	84 0	..
Housekeeper or stewardess .. .. .	..	64 0	..	64 0
Laundress .. .. .	..	53 0	..	53 0
Head waitress or supervisor .. .. .	..	53 0	..	53 0
Other waitresses .. .. .	..	51 0	..	51 0
Pantrymaid or kitchenmaid .. .. .	..	51 0	..	51 0
Counterhand .. .. .	..	51 0	..	51 0
Housemaid .. .. .	..	51 0	..	51 0
Persons not otherwise provided for	86 0	51 0	84 0	51 0
		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	31 6	..	31 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, the minimum wage shall be where the employer—

- boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 9s. per week less; or
- boards and lodges the employee, 18s. 8d. per week less.

Provided that where the meals referred to in above clauses (a), (b) and (c) are supplied by an employer who carries on the business of a restaurant, dining-room, eating house, or cafeteria in connexion with a departmental store or emporium the maximum amount which may be deducted for meals supplied shall be 9s. per week.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week, the amount to be allowed as a deduction for each day shall be $\frac{1}{5}$ of the amount herein provided for a weekly deduction.

Clauses other than clauses numbered (2), (10), and (21) of the Determination as published in *Government Gazette* No. 398 of 25th November, 1940, shall remain in force.

SCHEDULE—continued.

IRON AND STEEL ROLLING BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 151 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

WAGES.

Improvers.					Other Employees.				
					DAY SHIFT.				
					Wages per				
					Week of				
					44 Hours.				
					£ s. d.				
17 to 19 years of age	..	..	..	3 2 9	Roller	..	..	..	7 8 3
19 to 21 years of age	..	..	..	3 15 6	Furnaceman	..	..	..	7 0 6
					Rougher	..	..	..	6 15 6
					Catcher (threes high roughing Rolls)	..	..	..	6 15 6
					Catcher who is responsible for adjusting guards	..	..	..	5 3 0
					Other Catchers	..	..	..	5 0 0
					Annealer or Heat Treatment Hand	..	..	..	5 11 0
					Roller's Assistant	..	..	..	5 9 0
					Charger	..	..	..	5 1 0
					Shearsman of scrap (Crocodile Shears)	..	..	..	5 1 0
					Yard Shearsman	..	..	..	5 1 0
					Billet Shearsman	..	..	..	5 1 0
					Scrap Bar Shearsman	..	..	..	4 15 0
					Other Shearsmen	..	..	..	4 12 6
					Setter Up	..	..	..	4 17 11
					Carrier Up (large mill)	..	..	..	4 15 0
					Carrier Up (small mill)	..	..	..	4 9 8
					Underhand who also assists to feed furnace	..	..	..	4 15 0
					Hookman	..	..	..	4 15 0
					Middleman	..	..	..	4 15 0
					Straightener	..	..	..	4 15 0
					Straightener's Assistant	..	..	..	4 12 6
					Chipper	..	..	..	4 15 0
					Assistant Furnaceman	..	..	..	4 15 0
					Plate Hand	..	..	..	4 12 6
					Underhand	..	..	..	4 12 6
					Furnaceman at electric furnace	..	..	..	5 13 0
					Pitman at electric furnace	..	..	..	5 4 0
					Ladleman at electric furnace	..	..	..	5 4 0
					Assistant at electric furnace	..	..	..	4 9 8
					Assistant to Shearsman	..	..	..	4 10 0
					All others	..	..	..	4 6 0

SCHEDULE—continued.

IRONMOULDERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 161 of the 9th May, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.	Other Employees.	Per Week of 44 Hours.	
		Within the Metropolitan District and such Portion of the City of Sandringham as is not included within the said District and the Cities of Geelong and Warrnambool.	All other Parts of Victoria where this Determination applies.
WAGES.	WAGES.	£ s. d.	£ s. d.
Per Week of 44 hours.	<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
s. d.	Bank pipe moulders—		
1st year 15 0	5 and 6 inch, headmen	5 11 0	5 11 0
2nd year 21 6	5 and 6 inch, footmen	5 0 0	5 0 0
3rd year 38 6	4 inch and under, headmen	5 4 0	5 4 0
4th year 62 6	4 inch and under, footmen	4 16 0	4 16 0
5th year 78 3	Vertical pipe moulders—		
	Rammers, coremakers, corers, or casters	4 14 0	4 14 0
	Dressers of pipes, including dressers on emery wheels	4 14 0	4 14 0
	Furnacemen	4 18 0	4 18 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	4 13 0	4 13 0
PROPORTIONS (IN ANY PLACE).	<i>Persons Employed in making Pipes by machinery.</i>		
Apprentices.	Coremakers—		
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.	5 and 6 inch, faucet	5 11 0	5 11 0
	5 and 6 inch, spigot	5 0 0	5 0 0
	4 inch and under, faucet	5 4 0	5 4 0
	4 inch and under, spigot	4 16 0	4 16 0
An indenture of apprenticeship prescribed by the Board was approved on 5th November, 1911.	Finishers and Casters—		
	5 and 6 inch	5 11 0	5 11 0
	4 inch and under	5 4 0	5 4 0
Improvers.	<i>Ironmoulding and Cast Malleable Ironmoulding.</i>		
One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.	Jobbing moulders or coremakers	5 16 0	5 13 0
	Agricultural stove dairying implement moulders or core makers	5 6 0	5 3 0
	Machine or plate moulders or coremakers—		
	1st six months	4 15 0	4 12 0
	2nd six months	4 18 0	4 15 0
	3rd six months	5 1 0	4 18 0
	After two years	5 6 0	5 3 0
	Irondressers using pneumatic hammer	5 0 0	5 0 0
	Irondressers (including dressers on emery wheels)	4 14 0	4 14 0
	Furnacemen	4 18 0	4 18 0
	Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	4 13 0	4 13 0
	Annealers of malleable iron castings	4 10 0	4 10 0
	Shot-blast and sand blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	4 18 0	4 18 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 14 0	4 14 0
	<i>Steel Moulding.</i>		
	Steeldressers using pneumatic hammer	5 2 0	5 2 0
	Dressers (including dressers on emery wheels)	4 16 0	4 16 0
	Crucible furnacemen	5 12 0	5 12 0
	Assistant crucible furnacemen	4 16 0	4 16 0
	Converter furnacemen (i.e., persons in charge of a converter)	5 4 0	5 4 0
	Assistant converter furnacemen (i.e., persons in charge of a cupola)	4 16 0	4 16 0
	Electric furnacemen	5 12 0	5 12 0
	Assistant electric furnacemen	4 16 0	4 16 0
	Annealers	4 10 0	4 10 0
	Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	5 0 0	5 0 0
	Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	4 16 0	4 16 0
	<i>Labourers.</i>		
	Labourers (steel moulding)	4 8 0	4 8 0
	All other labourers	4 6 0	4 6 0

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 161 of the 9th May, 1940, shall remain in force.

SCHEDULE—continued.

KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 7 of the 7th January, 1941. shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS. (DAY SHIFT.)

JUNIORS.

Hosiery Section.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months	19 0	21 0	24 0	29 6	34 6	40 6	1st six months	17 6	18 0	19 0	21 0	23 6	25 0
2nd "	20 6	23 0	27 0	33 0	38 0	64 0	2nd "	18 0	19 6	21 0	23 0	26 0	36 6
3rd "	21 6	24 6	30 0	35 6	42 6	..	3rd "	20 6	22 0	24 0	26 6	28 0	..
4th "	24 0	28 0	34 0	40 6	64 6	..	4th "	22 0	24 0	26 0	28 0	38 6	..
5th "	26 6	32 0	36 0	45 0	..	..	5th "	24 0	26 0	28 0	30 6	..	..
6th "	30 0	35 0	42 6	68 6	..	..	6th "	26 0	28 0	30 0	39 6	..	..
7th "	34 0	40 6	50 6	..	..	..	7th "	28 0	30 0	33 0	..	..	..
8th "	39 0	47 0	68 6	..	..	..	8th "	30 0	32 6	42 6	..	..	..
9th "	44 6	55 6	..	..	..	..	9th "	31 6	37 0	..	..	..	..
10th "	52 6	71 6	..	..	..	..	10th "	33 6	43 0	..	..	..	..
11th "	59 6	..	..	..	..	..	11th "	38 6	..	..	..	..	..
12th "	67 0	..	..	..	..	..	12th "	40 6	..	..	..	..	..
7th year ..	75 0	..	..	..	..	..	7th year ..	43 0	..	..	..	..	..

Any Other Section.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st six months	20 0	22 0	25 0	30 6	35 6	41 6	1st six months	18 6	19 0	20 0	22 0	24 6	26 0
2nd "	21 6	24 0	28 0	34 0	39 0	65 0	2nd "	19 0	20 6	22 0	24 0	27 0	37 6
3rd "	22 6	25 6	31 0	36 6	43 6	..	3rd "	21 6	23 0	25 0	27 6	29 0	..
4th "	25 0	29 0	35 0	41 6	65 6	..	4th "	23 0	25 0	27 0	29 0	39 6	..
5th "	27 6	33 0	37 0	46 0	..	..	5th "	25 0	27 0	29 0	31 6	..	..
6th "	31 0	36 0	43 6	67 6	..	..	6th "	27 0	29 0	31 0	40 6	..	..
7th "	35 0	41 6	51 6	..	..	..	7th "	29 0	31 0	34 0	..	..	..
8th "	40 0	48 0	69 6	..	..	..	8th "	31 0	33 6	43 6	..	..	..
9th "	45 6	56 6	..	..	..	..	9th "	32 6	38 0	..	..	..	..
10th "	53 6	72 6	..	..	..	..	10th "	34 6	44 0	..	..	..	..
11th "	60 6	..	..	..	..	..	11th "	39 6	..	..	..	..	..
12th "	68 0	..	..	..	..	..	12th "	41 6	..	..	..	..	..
7th year ..	76 0	..	..	..	..	..	7th year ..	44 0	..	..	..	..	..

Note.—Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for juniors shall apply only to such employees as are under 21 years of age.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing division shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

SCHEDULE—continued.

OTHER EMPLOYERS.

Wages per Week of 44 Hours (Day Shift).

	Hosiery Section.	Any Other Section.
<i>Adult Males.</i>		
Mechanics on full-fashioned machines	s. d. 107 0	s. d.
Mechanics on all other machines	102 6	104 6
Operators of single unit full-fashioned machines	107 0	.. ..
Operators of other full-fashioned machines (leggers and footers)— First year's experience	102 0	.. ..
Thereafter	107 0	.. ..
Pliers	102 0	.. ..
Welt turners	92 0	.. ..
Board and press hands	91 0	93 0
Electric machine cutters	97 0	99 0
Hand cutters	94 6	96 6
Warpers	91 0	93 0
Hand knitters on flat machines	94 6	96 6
Circular machine knitters	91 0	93 0
Millmen, scourers, bleachers, or shrinkers	90 0	92 0
Leading hand employed on dye machines or vats	95 0	97 0
All other dye-house employees operating or attending machines	89 0	91 0
All other machine operators or attendants	89 0	91 0
Warehousemen, oilers, or cleaners	89 0	91 0
Persons not otherwise provided for	85 0	87 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes	51 0	.. ..
Operators of steam presses (except manual screw press)	50 0	52 0
Electric machine cutters	58 0	60 0
Hand cutters	51 0	53 0
Hand knitters on flat machines	53 0	55 0
Knitters on other machines	50 0	52 0
Linkers	53 0	55 0
Seamers, welters, overlockers, flat lockers, or interlockers	51 0	53 0
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	50 0	52 0
Ironers	50 0	52 0
Clockers	53 0	.. ..
Examiners, folders, graders, pairers, sorters, or parcellers	49 0	51 0
Menders on full-fashioned hose	53 0	.. ..
Other menders	50 0	52 0
Persons not otherwise provided for	46 0	48 0

Clauses (3) to (26) inclusive of the Determination published in *Government Gazette* No. 7 of the 7th January, 1941, shall remain in force.

LEATHER-GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 200 of 24th May, 1940, shall be replaced by the following:—

(2) WAGES PER WEEK OF 44 HOURS—

	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting	5 1 0
All Other Journeymen	5 7 0
Journeywomen	2 14 3

Clauses (3) to (28) inclusive of the Determination as published in *Government Gazette* No. 209 of 24th May, 1940, shall remain in force.

SCHEDULE—continued.

LIMEBURNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 133 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers. (Day Shift.)				Other Employees. (Day Shift.)			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
			s. d.				s. d.
16 years of age or under	..	..	34 0	Lime Burners or Feeders	..	..	94 0
17 years of age	..	..	39 6	Drawers	..	..	94 0
18 years of age	..	..	48 0	Crusher hands	..	..	89 6
19 years of age	..	..	60 0	Operator of a Mechanical Bagging Machine	..	..	94 0
20 years of age	..	..	84 0	Hydrator Attendant	..	..	103 6
PROPORTION (within any place).				Lime Screeners	..	..	92 6
One apprentice and one improver to every three or fraction of three workers receiving not less than 86s. 6d. per week of 44 hours.				Attendant on an Automatic Feeder	..	..	95 0
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.				All others	..	..	86 6

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 133 of the 3rd May, 1940, shall remain in force.

MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 9 of the 8th January, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.			Improvers.			Number (in any Place).	
	Males.	Females.		Males.	Females.	APPRENTICES.	
	Wages per Week.	Wages per Week.		Wages per Week.	Wages per Week.	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.	
	s. d.	s. d.		s. d.	s. d.	MALE IMPROVERS.	
1st year	19 0	19 0	Under 16 years of age..	20 6	17 6	One male improver to every two male workers receiving 91s. per week.	
2nd "	24 9	21 6	16 years of age ..	24 9	19 0	FEMALE IMPROVERS.	
3rd "	31 6	24 9	17 " "	32 9	21 6	Two female improvers to each female worker receiving 51s. 9d. per week.	
4th "	38 3	31 3	18 " "	45 3	25 6		
5th "	45 9	38 6	19 " "	55 9	30 9		
			20 " "	69 9	38 6		

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.

Males.

Employees in Warehouses.

	Per Week of 44 Hours.
	s. d.
Foreman of any Department in which six or more workers are employed	122 0
Foreman of any Department in which three to five workers are employed	113 0
First Assistant in any Department in which five or more workers are employed	105 0
Drug Department employee engaged in weighing, measuring and wrapping under supervision	95 6
Salesman in any Department under supervision	95 6
All others	91 0

EMPLOYEES IN FACTORIES AND ELSEWHERE.

Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	122 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	113 0
First Assistant where five or more workers are employed	105 0

Assistant engaged in any of the following processes under supervision:—

(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery..	}	95 6
(b) Granulating		
(c) Pill and Tablet Coating		
All others		91 0
Females.		
Forewoman in charge of one to five workers		66 0
Forewoman in charge of six or more workers		68 6
Other adults		51 9

Clauses (3) to (14) inclusive of the Determination published in the *Government Gazette* No. 9 of the 8th January, 1941, shall remain in force.

SCHEDULE—continued.

MINING ENGINE-DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 300 of the 15th August, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 40 HOURS FOR EMPLOYEES WORKING UNDERGROUND AND 44 HOURS IN ANY OTHER PLACE.

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Waiholia, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
If under 16 years of age	39 0		
16 and under 18 years of age	49 6		
18 and under 19 years of age	61 0		
19 and under 20 years of age	79 0		
20 years of age, minimum rate for class of work done.			
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			
PROPORTION.			
Apprentices.			
One apprentice to every three or fraction of three workers receiving not less than 84s. 6d. per week of 44 hours.			
Improvers.			
One improver to every three workers receiving not less than 84s. 6d. per week of 44 hours.			
		Winding and haulage engine-drivers—	
		(a) If they sometimes or always raise or lower human beings	114 0
		(b) If they do not raise or lower human beings	108 0
		Winch drivers—	
		(a) If working underground or on surface of mines, and they raise or lower human beings	104 0
		(b) If working underground or on surface of mines, and they do not raise or lower human beings	101 0
		(c) On dredges	101 0
		Other drivers—	
		(a) Attending to a steam engine with condenser attached	104 0
		Attending to a steam engine without condenser	101 0
		(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—	
		(i) if 50 b.h.p. or over	101 0
		(ii) if under 50 b.h.p.	98 0
		Motor Drivers or Attendants	92 0
		Firemen—	
		(a) Attending one boiler	92 0
		(b) Attending two boilers	93 6
		(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate	95 0
		Greasers	90 0
		All others	87 6

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	s. d.
17 years of age	59 9 per week
18 " "	71 0 "
19 " "	78 9 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 84s. 6d. per week of 44 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 300 of 15th August, 1940, shall remain in force.

SCHEDULE—continued.

MOTOR DRIVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 131 of the 3rd May, 1940, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

Apprentices.					Improvers.				

SCHEDULE—continued.

MUSICAL INSTRUMENTS BOARD

Clause (2) of the Determination published in *Government Gazette* No. 235 of the 13th June, 1940, shall be replaced by the following clause:—

(2)

ALL CLASSES OF WORKERS (OTHER THAN THOSE ENGAGED IN THE PROCESS, TRADE, OR BUSINESS OF A BUILDER OF PIPE ORGANS).

(a) Apprentices.	(b) Improvers.	(c) All other Employees.	Weekly Wages.	
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Weekly Wages.	Weekly Wages.			
<p>Males. Females. s. d. s. d.</p> <p>1st year 17 5 17 3 2nd " 26 4 26 2 3rd " 35 4 30 0 4th " 52 8 38 11 5th " 89 7 44 5 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><i>Males.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p>Males. Females. s. d. s. d.</p> <p>Under 16 years of age .. 15 9 14 6 16 years of age, and under 17 years 17 5 17 3 17 " " " 18 " 26 4 26 2 18 " " " 19 " 35 4 30 0 19 " " " 20 " 52 8 38 11 20 " " " 21 " 89 7 44 5 and thereafter the minimum wage.</p> <p>PROPORTION. (In any place.)</p> <p><i>Males.</i> One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.</p> <p><i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p><i>Males.</i></p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Ply finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer presser .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and toner .. } Sander, morticer, boring, and all other machinists .. } Polisher required to spirit off or acid off .. } Other polishers .. } Spray hands, staining or lacquering .. } Persons rubbing down, or filling, or varnishing, or staining (other than spray staining) .. } Gramophone-case maker or fitter .. } All others .. } <i>Females.</i> Veneer matcher .. } All others .. }</p>	<p>£ s. d.</p> <p>5 9 0 5 8 6 5 6 6 4 12 0 5 7 0 5 1 0 4 18 0 5 1 0 4 15 0 5 13 0 5 4 0 5 1 0 4 18 0 5 13 0 4 6 0 2 13 6 2 6 0</p>	<p>£ s. d.</p> <p>5 6 0 5 5 6 5 3 6 4 9 0 5 4 0 4 18 0 4 15 0 4 18 0 4 12 0 5 10 0 5 1 0 4 18 0 5 10 0 4 3 0 2 12 0 2 4 6</p>

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 235 of the 13th June, 1940, shall remain in force, provided that in Clause (17) of the said Determination "82s." shall be substituted for "82s." and "46s." substituted for "44s."

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.

(A2) Leaders—

(i) Week's work	..	..	..	..	..	..	..	..	£	s.	d.
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	1	2	6 extra

(A3) Principals—

(i) Week's work	..	..	..	..	..	..	..	..	7	9	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	0	18	0 extra

(A4) Other performers—

(i) Week's work	..	..	..	..	..	..	..	..	6	9	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	0	15	9 extra

Casual Employees.

(A5) Leaders—each performance	..	..	..	..	..	..	..	..	£	s.	d.
(A6) Principals—each performance	..	..	..	..	..	..	..	..	1	12	0
(A7) Other performers—each performance	..	..	..	..	..	..	..	..	1	5	8
	..	..	..	..	..	..	..	..	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.

(B2) Week's work of six performances	..	..	..	..	..	..	..	..	£	s.	d.
(B3) Week's work of twelve performances	..	..	..	..	..	..	..	..	5	3	6
(B4) Each performance not included in week's work	..	..	..	..	..	..	..	..	8	3	6
(B5) Pianist employed additionally for voice trials or similar work	..	..	..	..	..	..	..	..	0	13	6 extra

as for one hour.

Casual Employees.

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

(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.

(C2) Week's work of six performances	..	..	..	..	..	..	..	..	£	s.	d.
(C3) Week's work of twelve performances	..	..	..	..	..	..	..	..	5	0	0
(C4) Each performance not included in a week's work	..	..	..	..	..	..	..	..	8	0	0
(C5) Pianist employed additionally for voice trials or similar work	..	..	..	..	..	..	..	..	0	14	0 extra

for one hour.

Intermittent Weekly Employees.

(C6) One performance per week	..	..	..	..	..	..	..	..	£	s.	d.
(C7) Two performances per week	..	..	..	..	..	..	..	..	1	0	6
(C8) Three performances per week	..	..	..	..	..	..	..	..	1	18	6
(C9) Four performances per week	..	..	..	..	..	..	..	..	2	11	0
(C10) Five performances per week	..	..	..	..	..	..	..	..	3	7	6
(C11) Each extra performance over five	..	..	..	..	..	..	..	..	4	5	0
(C12) Pianist employed additionally for voice trials or similar work	..	..	..	..	..	..	..	..	0	15	0 extra

for one hour.

Casual Employees.

(C13) Each performance	..	..	..	..	..	..	..	..	£	s.	d.
(C14) Pianist employed only for voice trials or similar work	..	..	..	..	..	..	..	..	1	2	6

(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	12	0†
	..	..	..	..	..	..	..	..	0	12	0* extra

* 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.

SCHEDULE—continued.

MUSICIANS BOARD—continued.

Casual Employees.

	£	s.	d.
(D4) Each performance	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.

	£	s.	d.
(E2) Week's work of 18 hours	5	8	6
(E3) Week's work of 36 hours	9	8	6
(E4) Each performance not included in a week's work and not exceeding three hours	0	15	0 extra
(E5) Pianist not member of orchestra employed for accompaniments and occasional solos—			
(i) For 36 hours in a week not including Sunday	6	5	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

	£	s.	d.
(E6) Per hour, with a minimum payment as for three hours—			
(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 £12s. 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 £13s. 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.

	£	s.	d.
(G1) Each performance not to exceed three hours	0	16	6*

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

Weekly Employees.

	£	s.	d.
(H1) For six performances, each not exceeding one hour and being one performance a day	2	11	0
(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)	3	4	6
(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)	4	14	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day	2	11	0
(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)	4	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)	6	10	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	2	2	6
(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	11	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	15	0
(H10) For six performances, each not exceeding three hours	4	17	0
(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	5	3	0
(H12) For an extra performance under (H1) to (H3) not exceeding one hour	0	10	0 extra
(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	12	6 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.			
(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.			

* 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.

SCHEDULE—continued.

MUSICIANS BOARD—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.—

- | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|---|----|----|
| (i) By any one (other than a pianist playing alone) | .. | .. | .. | .. | .. | .. | .. | £ | s. | d. |
| (ii) By pianist playing alone | .. | .. | .. | .. | .. | .. | .. | 5 | 0 | 0 |
| | .. | .. | .. | .. | .. | .. | .. | 5 | 17 | 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 | 5 | 0 |
| (ii) By pianist playing alone | .. | .. | .. | .. | .. | .. | .. | 6 | 2 | 0 |

(I4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—

- | | | | | | | | | | | |
|---|----|----|----|----|----|----|----|---|----|---|
| (i) By any one (other than a pianist playing alone) | .. | .. | .. | .. | .. | .. | .. | 8 | 0 | 0 |
| (ii) By pianist playing alone | .. | .. | .. | .. | .. | .. | .. | 8 | 18 | 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 | 5 | 0 |
| (ii) By pianist playing alone | .. | .. | .. | .. | .. | .. | .. | 9 | 3 | 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 | .. | .. | .. | .. | .. | .. | .. | 5 | 0 | 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—

- | | | | | | | | | | | |
|---------------------------|----|----|----|----|----|----|----|---|----|---|
| (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.

(J3) Week's work of twelve long performances 4 16 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 7 16 0

(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. 0 12 6 extra

(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 5 10 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.

(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 | 0 |
|--|----|----|----|----|----|----|----|---|---|---|

(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.

MUSICIANS BOARD—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—

(i) Weekly employee for 36 hours in a week, excluding Sunday	5	5	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	0

(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	5	0	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

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA PIT 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
---	---	---	----------

(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.

† 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.

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.

NAIL MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 405 of the 3rd December, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.		Juvenile Workers.				Other Employees.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
—	Day Shift.		Day Shift.			—	Day Shift.
	s. d.		Weekly Hiring.	Hourly Hiring.			s. d.
			s. d.	s. d.			
1st year's experience	.. 15 6	Under 16 years of age 16 and under 17 years of age .. 17 and under 18 years of age .. 18 and under 19 years of age .. 19 and under 21 years of age ..	17 6	18 9		Nail or tack tool maker	.. 106 0
2nd year's experience	.. 22 0					Nail machinist	.. 100 0
3rd year's experience	.. 38 6		28 0	29 8		Tack machinist	.. 100 0
4th year's experience	.. 62 6					Roofing nail heading machinist	94 0
5th year's experience	.. 78 6		49 6	52 6		Barb wire tool maker or machinist	.. 100 0
Number.			62 6	66 6		Rumbler	.. 89 0
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.			75 6	80 0		Galvanizer	.. 105 0
One improver to every four or fraction of four workers receiving not less than 86s. per week of 44 hours.						Pickler—Head, or where only one pickler is employed	.. 99 0
						Assistant pickler	.. 93 0
						Assistant working over metal pot	.. 96 0
						Swinger	.. 89 0
						Wiredrawing plate setter	.. 98 0
						Wiredrawing block operator	.. 92 0
						Storeman, packer, or sorter	.. 94 0
						All others	.. 86 0

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 405 of the 3rd December, 1940, shall remain in force provided that at the commencement of clause (15) the following expression shall be inserted, "In addition to the piecework prices set out in this clause a pieceworker shall be paid 2s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

NICKELWARE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 6 of the 6th January, 1941, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

Apprentices.				Improvers.			

SCHEDULE—continued.

NURSERYMEN'S BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 337 of the 12th September, 1940, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.			Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) in running messages, waiting on workmen, cleaning up, or handling seedlings.		Other Employees.	
WAGES.	Per week of 44 hours.		WAGES.	Per week of 44 hours.	WAGES.	Per week of 44 hours.
	Males.	Females.				
	s. d.	s. d.		s. d.		s. d.
15 years of age or under ..	13 6	13 6	1st year ..	13 6	Propagators in charge of one or more employees working under glass ..	103 0
16 years of age ..	18 3	17 3	2nd year ..	16 9	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	92 6
17 years of age ..	26 3	22 3	3rd year ..	19 3	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	52 6
18 years of age ..	33 9	29 6			Nursery labourers ..	86 0
19 years of age ..	44 3	38 0				
20 years of age ..	56 3	40 6				
PROPORTION.						
Apprentices.						
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.						
Improvers.						
One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.						

Clauses (3) to (11) inclusive of the Determination published in the *Government Gazette* No. 337 of the 12th September, 1940 shall remain in force.

ORGAN BOARD.

Clauses (2) and (19) of the Determination published in *Government Gazette* No. 247 of the 18th June, 1940, shall be replaced by the following clauses:—

(2)

Apprentices.		Improvers.		Other Employees.		
WEEKLY WAGES.		WEEKLY WAGES.		WEEKLY WAGES.		
	Per Week of 44 Hours.		Per Week of 44 Hours.		Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Murrumbidgee and Gippsland Districts.	Elsewhere in Victoria.
	s. d.		s. d.		£ s. d.	£ s. d.
1st year ..	17 5	Under 16 years of age ..	15 9	Organ builder or persons erecting, dismantling, or repairing organs ..	5 13 0	5 10 0
2nd " ..	26 4	16 and under 17 ..	17 5	Woodworkers ..	5 13 0	5 10 0
3rd " ..	35 4	17 " " 18 ..	26 4	Polisher required to spirit and/or acid off ..	5 13 0	5 10 0
4th " ..	52 8	18 " " 19 ..	35 4	Other polishers ..	5 4 0	5 1 0
5th " ..	69 7	19 " " 20 ..	52 8	Voicer ..	5 13 0	5 10 0
		20 " " 21 ..	69 7	Tuner ..	5 13 0	5 10 0
Proportion (in any Place).		Proportion (in any Place).		Metal pipe maker ..	5 13 0	5 10 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		One improver to every six or fraction of six workers receiving not less than the minimum wage.		All others ..	4 6 0	4 3 0
An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.		Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.				

(19) PIECEWORK.—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory whether they be apprentices or improvers on piecework or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, not less than 86s.

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 247 of the 18th June, 1940, shall remain in force.

SCHEDULE—continued.

PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 142 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

IMPROVERS.*				OTHER EMPLOYEES.			
				Persons employed in manufacturing titanium white—			
				<i>s. d.</i>			
				Day workers	94 2 per week of 44 hours
				Shift workers	94 0 per week of 48 hours
				Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—			
				<i>Per Week of 44 Hours.</i>			
				<i>s. d.</i>			
				Males—			
				Varnish maker or natural gum runner	113 6
				Varnish maker's assistant	98 0
				Tinter of paint, lacquer or enamel	101 0
				Any person engaged on paint, enamel or lacquer mixing or grinding machine, or kalsomine mixer or dry colour grinding machine, or as chemical colour maker, resin treater, oil boiler or burner, lacquer solution or thinner maker, or as a gum runner (other than a natural gum runner)			
				All others	96 0
				Females	93 0
					53 3
				A shift worker employed on afternoon or night shift shall be paid an allowance of 1s. per shift in addition to the ordinary rate.			
				Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid 5s. per week in addition to rate specified.			

*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 (18) inclusive of the Determination as published in *Government Gazette* No. 142 of the 4th May, 1940, shall remain in force.

PAINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette*, No. 316 of the 23rd August, 1940, shall be replaced by the following clause:—

(2)

(a) *Apprentices or Improvers.				(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.			
				WAGES.			
				Per week of 48 hours.			
				<i>s. d.</i>			
1st year's experience				17 0
2nd " "				24 3
				Per week of 44 hours.			
				<i>s. d.</i>			
3rd " "				33 7
4th " "				46 8
5th " "				58 6
PROPORTION (BY ANY EMPLOYER).				PROPORTION.			
Apprentices.				(a) Where one screen table is in operation—			
One apprentice to every three journeymen or fraction of three journeymen employed.				Two juvenile workers to each person receiving not less than 117s. 6d. per week of 44 hours.			
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion by the first apprentice of the second year of his apprenticeship course.				(b) Where two or more screen tables are in operation—			
Improvers.				For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 117s. 6d. per week of 44 hours.			
One improver to three				workers receiv-			
Two improvers to six				ing not less			
Three improvers to twelve, and there-				than 117s. 6d.			
after one additional improver to every				per week of			
twelve additional				44 hours.			

* The employment, within the Metropolitan District, of any improver is illegal.

SCHEDULE—continued.

PAINTERS BOARD—continued.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the General Post Office at Elizabeth street, Melbourne;	(ii) Within 5 Miles of the Post Office at Mildura;	(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn);	(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	WAGES.				WAGES.	WAGES.
	Per hour.				Per hour.	Per hour.
	s. d.				s. d.	s. d.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods.	2 8				2 9½	2 7½
Persons employed at—	Per week of 44 hours.				Per week of 44 hours.	Per week of 44 hours.
Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A)	s. d.				s. d.	s. d.
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto.	117 6				124 0	114 6
Persons employed at—	86 0				92 6	83 0
(i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils	1s. per day in addition to the ordinary rate.				1s. per day in addition to the ordinary rate.	1s. per day in addition to the ordinary rate.
(ii) Any other work specified in (B)						
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen						

Clause (3) to (14) inclusive of the Determination published in *Government Gazette* No. 316 of the 23rd August, 1940, shall remain in force.

PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 137 of the 3rd May, 1940, shall be replaced by the following clauses:—

(2)

IMPROVERS OR JUVENILE WORKERS.

Wages per Week of 44 Hours.

Males.							Females.					
Experience.	Commencing Age—						Experience.	Commencing Age—				
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.		16 years and under.	17 years.	18 years.	19 years.	20 years.
1st year	s. d. 19 3	s. d. 19 3	s. d. 22 9	s. d. 31 6	s. d. 38 3	s. d. 47 0	1st year	s. d. 19 3	s. d. 22 9	s. d. 25 0	s. d. 31 6	s. d. 34 9
2nd year	23 3	23 3	31 6	38 3	47 0	..	2nd year	23 3	25 0	31 6	34 9	..
3rd year	31 6	34 9	38 3	47 0	..	..	3rd year	31 6	34 9	38 3	..	..
4th year	38 3	40 9	47 0	..	..	..	4th year	38 3	40 9	..	..	..
5th year	53 3	60 0	..	..	..	..	5th year and until	..	..	..	..	..
6th year and until 21 years of age	62 9	..	..	..	..	..	21 years of age	43 9	..	..	..	..

PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every male worker receiving not less than 86s. per week of 44 hours. | One female improver to every female worker receiving not less than 48/3 per week of 44 hours.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilled that no person should be taken as an apprentice to the trade.

(3)

OTHER EMPLOYEES.

MALES.

Day Shift.

Per week of 44 hours.

	s. d.
Employees engaged on all classes of presses	94 0
Employees engaged in the mixing room or powder room	94 0
All others	86 0
Casein Industry only—	
Employees engaged on all classes of presses	94 0
Employees engaged on extruding machines	94 0
Employees engaged on lathe machines	100 0
Employees engaged on acid and/or formaldehyde baths	94 0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	94 0
All others	86 0

Night Shift.

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

FEMALES.

Per week of 44 hours.

	s. d.
Employees engaged in the powder room	52 6
Employees engaged finishing, folding, labelling, despatching, examining, or on machines	49 6
All others	48 3

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 137 of the 3rd May, 1940, shall remain in force.

SCHEDULE—continued.

PLATE GLASS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 236 of the 13th June, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Apprentices.*					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
				Males. s. d.				Males s. d.	Females.† s. d.
1st year	17	5	Under 16 years of age	..	15 9
2nd "	26	4	16 and under 17 years of age	..	17 5
3rd "	35	4	17 " 18 "	..	26 4
4th "	52	8	18 " 19 "	..	35 4
5th "	69	7	19 " 20 "	..	52 8
and thereafter the minimum wage.							20 " 21 "	..	69 7

* Persons may only be apprentices to the following:—Bevelling, silvering, embossing, lead and copper glazing, and painting and designing.

† Female Improvers may only be employed in the safety glass section.

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

One male improver to every six or fraction of six male workers receiving not less than the minimum wage, provided that at least three such workers must be employed before an improver can be employed.

Provided further that in the classifications where no apprenticeship is provided one male improver to every four or fraction of four male workers receiving not less than the minimum wage.

Females.

Safety Glass Section—

Three female improvers to every female worker receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

					Wages per Week of 44 Hours.	
					Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
SAFETY GLASS SECTION.						
Males.					£ s. d.	£ s. d.
Cutters	..	..	..	..	5 8 0	5 5 0
Bevellers	..	..	..	..	5 8 0	5 5 0
Packers	..	..	..	..	4 15 0	4 12 0
Autoclave attendants	..	..	..	..	4 16 0	4 13 0
Leading hand in laminating room	..	..	..	..	4 14 0	4 11 0
Edge sealers	..	..	..	..	4 11 0	4 8 0
Furnace attendants	..	..	..	..	4 12 0	4 9 0
Operator of edge grinding machine	..	..	..	..	4 14 0	4 11 0
Person rounding corners of glass	..	..	..	..	4 16 0	4 13 0
Females.						
Females engaged on scratch polishing machines	..	..	..	..	2 13 6	2 12 0
Females engaged in inspecting and testing	..	..	..	..	2 10 0	2 8 6
OTHER GLASS SECTION.						
Painter and designer on glass	..	..	..	..	6 0 0	5 17 0
Brilliant cutter	..	..	..	..	5 8 0	5 5 0
Other cutters	..	..	..	..
Glazier	..	..	..	..
Plate glass beveller	..	..	..	..	5 13 0	5 10 0
Silverer	..	..	..	..
Pencil hand embosser	..	..	..	..
Persons assisting in glazing	..	..	..	..	4 15 0	4 12 0
Persons packing or unpacking glass	..	..	..	..
Persons assisting plate glass cutter	..	..	..	..
Rubber-out embosser	..	..	..	..	4 12 0	4 9 0
Cementer	..	..	..	..	4 11 0	4 8 0
Persons turning out lead from mill for lead-light glazier	..	..	..	..	4 6 0	4 3 0
All others	..	..	..	..

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 236 of the 13th June, 1940, shall remain in force.

SCHEDULE—continued.

PLUMBERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 358 of 27th September, 1940, shall be replaced by the following clause:—

(2)

Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*	Other Employees.		
WAGES.		WAGES.	WAGES.	Per Week of 44 Hours.	Per Hour.
	Per Week of 44 Hours. s. d.			£ s. d.	s. d.
1st year	17 2	1st year	25 8	Persons employed— (a) Where the artificial temperature is— Over 130° F. 115° F., but not exceeding 130° F. 50° F. or lower (b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower (c) Lead burning or at lead work connected therewith (d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) (e) In fixing any material used instead of metal for pipes, guttering or roof covering— (f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) NOTE.—See clause 10 re casual rate, and clause 12 re ship work.	
2nd "	24 2	2nd "	32 1		
3rd "	31 9	3rd "	38 6		
4th "	43 2	4th "	57 8		
5th "	57 2	5th "	76 11		
6th "	78 9	6th "	102 0		
and thereafter the minimum wage.		and thereafter the minimum wage.		10 6 7	4 8 ¹⁵ / ₄₄
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		9 9 9	4 3 ³ / ₄
One apprentice to every two or fraction of two workers receiving not less than £6 7s. per week of 44 hours.		One improver to four		10 6 7	4 8 ¹⁵ / ₄₄
An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923		Two improvers to fifteen		8 8 1	3 9 ³⁷ / ₄₄
		Three improvers to thirty		7 11 3	3 5 ¹ / ₄
		and thereafter one additional improver to every seven additional		6 7 0	2 10 ⁷ / ₁₁
		workers receiving not less than £6 7s. per week of 44 hours.		6 7 0	2 10 ⁷ / ₁₁
				6 7 0	2 10 ⁷ / ₁₁

*The employment of any improver within the Metropolitan District and any new improver within the City of Ballarat and the borough of Sebastopol, and the cities of Geelong and Geelong West, the town of Newtown and Chilwell, and the Moorparanyal riding of the shire of Corio is illegal.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 358 of the 27th September, 1940, shall remain in force.

SCHEDULE—continued.

QUARRY BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 330 of the 5th September, 1940, shall be replaced by the following clauses:—

(2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week.
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
	CARTING AND DRIVING.		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
	Wages.						
	Per Week.*						
	<i>s. d.</i>						
1st year	.. 33 9	Under 18 years .. 63 6	2 7 ¹⁰ / ₁₁	117 0	3 3 ⁹ / ₁₁	145 0	44
2nd „	.. 40 0	18 and under 19 years 72 9	2 5 1 ¹ / ₂₂	106 0	3 0	132 0	44
3rd „	.. 46 3	19 „ 20 „ 81 0	2 6 3 ³ / ₁₁	111 0	3 13 ¹ / ₄₄	138 3	44
		20 „ 21 „ 88 3	2 4 4 ⁸ / ₁₁	104 0	2 11 7 ⁷ / ₂₂	129 6	44
			2 5 2 ¹ / ₁₁	107 0	3 0 2 ² / ₂₂	132 6	44
			2 4 4 ⁸ / ₁₁	104 0	2 11 7 ⁷ / ₂₂	129 6	44
			2 4 4 ⁸ / ₁₁	104 0	2 11 7 ⁷ / ₂₂	129 6	44
			2 4 4 ⁸ / ₁₁	104 0	2 11 7 ⁷ / ₂₂	129 6	44
			2 7 ¹⁰ / ₁₁	117 0	3 2 ¹⁹ / ₂₂	142 6	44
			2 4 ¹⁰ / ₁₁	106 0	2 11 ¹⁹ / ₂₂	131 6	44
			2 0½	99 0	2 6 ⁹ / ₁₆	122 3	48
			2 2	104 0	2 8½	128 6	48
			2 3	108 0	2 9½	133 0	48
			2 3½	110 0	2 9½	135 0	48

When an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

(16) **PIECEWORK.**—The lowest piece-work prices to be paid to persons engaged in the undermentioned work shall be—

								Dressing. Per Hundred.	Knocking Out and Dressing. Per Hundred.
								s. d.	s. d.
Pitchers—									
9 inches wide × 9 inches deep × 10 to 14 inches long							12	8	21 7
9 " " × 9 " " × 10 " 13 " " "							10	10	20 0
9 " " × 8 " " × 10 " 13 " " "							10	1	18 5
9 " " × 4 to 6 inches deep × 10 to 14 inches long							8	6	16 1
Cubes—									
4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long							10	4	19 1
3½ " 6 " " × 7 inches " × 10 " 14 " "							9	5	16 3
4 " 6 " " × 5 to 6 inches " × 8 " 12 " "							8	8	14 6

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitches or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

SCHEDULE—continued.

QUARRY BOARD—continued.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

				Knocking Out and Dressing.
Monumental Stone—				
All stone up to 4 feet long x 12 inches wide x 7 inches deep	..	..	..	6d. per lineal foot.
All stone exceeding 4 feet to 8 feet long x 12 inches wide x 7 inches deep	..	..	..	9d. „ „
Pitcher kerb	..	..	..	2½d. „ „
Kerbing stones—Hammer dressed—				
12 inches deep x 6 inches to 12 inches wide, not exceeding 5 feet in length	..	..	..	4d. per lineal foot.
All radial stone	..	..	..	8d. „ „
Building stone up to 12 inches x 12 inches, not exceeding 7 feet in length	..	..	..	6d. „ „
All stone over 12 inches x 12 inches, not exceeding the cubical content of 15 cubic feet	..	..	..	6d. per cubic foot.
All stone exceeding the cubical content of 15 cubic feet	..	..	..	9d. „ „

				When the material is removed in a wheelbarrow to a distance of more than 50 yards.	In all other cases.
				Per superficial yard.	Per superficial yard.
Stripping—				s. d.	s. d.
Not exceeding 18 inches in depth	..	..	..	2 2	2 1
Exceeding 18 inches, but not exceeding 30 inches in depth	..	..	..	2 3	2 2
				Per cubic yard.	Per cubic yard.
Exceeding 30 inches in depth	..	..	..	2 4½	2 3½
Spalling, but not including spalls produced on the banker from cut stone or pitchers	..	..	..	2s. 3½d. per cubic yard.	

The piece-work price for spalling shall be paid free from any charge or deduction for stripping, boring or shooting.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 330 of the 5th September, 1940, shall remain in force.

RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 428 of the 24th December, 1940, shall be replaced by the following clauses:—

(2)

APPRENTICES OR IMPROVERS.

				Wages per Week of 44 Hours.	
				Males.	Females.
				s. d.	s. d.
Under 16 years of age	..	..	..	16 6	15 6
16 years of age	..	..	..	25 0	19 9
17 „	..	..	..	33 0	24 6
18 „	..	..	..	41 6	28 9
19 „	..	..	..	50 0	33 6
20 „	..	..	..	58 0	37 9

Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 86s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 86s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 45s. 6d. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 45s. 6d. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

(3)

ADULT MALES.

	Wages per Week of 44 Hours.
£ s. d.	
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture, or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used, other than those set out hereunder	4 6 0
2. Sifter and/or drier of compounding ingredients	4 8 0
3. Operator in charge of drying machine	4 10 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	4 13 0
5. Wrapper of goods made by wrapped process	4 8 0
6. Operator in charge of lead-covered hose stripping machine	4 10 0
7. Operator in charge of hose-making machine (wrapped process)	4 12 0
8. Helper on hose-making machine (wrapped process)	4 10 0
9. Lead-covering machine helper	4 10 0
10. Operator in charge of lead-covering machine (hose)	4 16 6
11. Maker of wrapped hose by hand-made process	4 19 0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement	4 10 0
13. Operator on washing mill and/or grinding waste	4 10 0
14. Operator on warming and/or masticating mill and/or reclaim refining mill	4 12 0
15. Operator on cracker mill	4 10 0
16. Operator on mixing mill	4 19 0
17. Reclaimer or employee engaged on acid tank	4 10 0
18. Employee on digester machine	4 12 0
19. Spreader in charge of machine (not otherwise classified)	4 13 0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	4 19 0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	4 9 0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	4 10 0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	4 12 0
24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	4 14 0
25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	4 16 6
26. Inspector and/or examiner and/or tire tester	4 12 0
27. Tester with water	4 6 0
28. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	4 12 0
29. Operator in charge of cotton creels	4 12 0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	4 10 0
31. Maker of packing	4 12 0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	4 12 0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	4 10 0
Second and third year	4 16 6
Thereafter	5 1 0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	4 14 0
35. Operator employed fitting pneumatic tire to rim and/or wheel	4 10 0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	4 12 0
37. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	4 12 0
38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	4 16 6
39. Operator on lathe engaged fashioning biased bowls	4 16 6
40. Operator dipping ballons and/or other dipped goods	4 12 0
41. Operator of rubber thread cutting lathe	4 14 0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	4 12 0
43. Helper on self-contained mould and/or curing pan and/or dry heater	4 6 0
44. Operator in charge of vulcanizing press, more than 4 feet in length	4 16 6
45. Operator in charge of vulcanizing press, not more than 4 feet in length	4 14 0
46. Helper on vulcanizing press, more than 4 feet in length	4 12 0
47. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	4 19 0
48. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	4 16 6
49. Operator in charge of person engaged in making and/or moulding solid motor tires	4 16 6
50. Operator engaged in making and/or moulding solid motor tires	4 10 0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	4 12 0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	4 14 0
53. Operator in charge hand making transmission conveyor and/or elevator belting	4 16 6
54. Operator engaged hand making transmission conveyor and/or elevator belting	4 13 0
55. Operator engaged on belt making machine	4 10 0
56. Operator laying mats, tiles, or rubber flooring	4 19 0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	4 19 0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube	4 12 0
59. Operator re-treading new tires	4 10 0
60. Maker of air bags with extruded material	4 12 0
61. Maker of air bags (not otherwise classified)	4 19 0
62. Operator in charge of forcing machine	4 14 0
63. Operator in charge of forcing machine straining rubber	4 10 0

SCHEDULE—continued.

RUBBER TRADE BOARD—continued.

Adult Males—continued.

	Wages per Week of 44 Hours.
	£ s. d.
64. Operator in charge of textile cutting machine	4 12 0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	4 10 0
66. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	5 1 0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	4 12 0
68. First assistant on calender 48 inches and over	4 16 6
69. First assistant on calender under 48 inches	4 10 0
70. Operator in charge of calender 72 inches and under	5 8 0
71. Operator in charge of calender over 72 inches	5 13 0
72. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	4 17 0
73. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	4 12 0
74. Storeman in charge of moulds	4 8 0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4 10 0

ADULT FEMALES.

	Wages per Week of 44 Hours.
	£ s. d.
76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2 11 0
77. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2 10 0
78. Adult female employee employed on sewing machine	2 11 0
79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2 8 6
80. Adult female employee employed on dipped goods	2 8 6
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2 7 0
82. Adult female employee employed on wire or bead making	2 10 0
83. Adult female employees not specially provided for	2 5 6

Clauses (4) to (28) inclusive of the Determination as published in *Government Gazette* No. 428 of the 24th December, 1940, shall remain in force.

SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 221 of the 6th June, 1940, shall be replaced by the following clause:—

(3)

WAGES PER WEEK OF 44 HOURS.

	£ s. d.
Journeyman	5 7 0
Journeywomen	2 14 3

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 221 of the 6th June, 1940, shall remain in force.

SCHEDULE—continued.

SALTWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 132 of the 3rd May, 1940, shall be replaced by the following clause:—

2 (a)

WAGES.

(a) Apprentices or Improvers (Day Shifts).	Juvenile Workers (Day Shifts).	Other Employees (Day Shifts).			
MALES.	MALES.	MALES.			
Per Week of 44 Hours.	Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.	
<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
14 years of age .. 22 6	14 years of age .. 22 6	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:—			
15 " " .. 26 6	15 " " .. 26 6	Foreman—i.e., one who has the control of more than six men	2 5 ¹ / ₁₁	107 0	
16 " " .. 32 6	16 " " .. 32 6	Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men	2 3 ³ / ₁₁	99 6	
17 " " .. 42 0	17 " " .. 42 0	Truckman or brakeman—			
18 " " .. 53 0	18 " " .. 53 0	(a) Power trucks	2 2 ¹⁸ / ₂₃	98 6	
19 " " .. 65 0	19 " " .. 65 0	(b) Horse trucks or wagons	2 1 ¹ / ₂	93 6	
20 " " .. 76 6	20 " " .. 76 6	Employees in charge of movement of sea water and engaged in preparation of brine	2 2 ⁷ / ₂₁	96 6	
		Thatcher of salt stacks	2 2 ⁷ / ₂₂	96 6	
		Stack builder, where mechanical stackers are used	2 2 ⁷ / ₂₂	96 6	
		All others	2 1 ¹ / ₂	93 6	
FEEMALES.	FEEMALES.	<i>Shed and Factory Hands.</i>			
Per Week of 44 Hours.	Per Week of 44 Hours.	Persons employed treating, crushing, or refining salt:—			
16 years of age .. 18 6	16 years of age .. 18 6	Shed hand in charge of seven or more men	2 5 ¹ / ₂₂	106 6	
17 " " .. 20 6	17 " " .. 20 6	Shed hand in charge of six or less men	2 3 ³ / ₂₂	99 6	
18 " " .. 25 6	18 " " .. 25 6	Shed hand who is required to stack	2 1 ¹ / ₂	93 6	
19 " " .. 31 6	19 " " .. 31 6	Shift Foreman—			
20 " " .. 37 6	20 " " .. 37 6	In charge of a wet and dry plant	2 7 ⁵ / ₂₃	114 6	
		In charge of a dry plant	2 5 ¹ / ₂₂	106 6	
		In charge of a wet plant	2 5 ¹ / ₂₂	106 6	
		Millwrights	2 5 ¹ / ₂₃	108 6	
		Hydro Operator	2 1 ¹ / ₁₁	92 0	
		All Others	2 0 ¹⁸ / ₂₃	90 6	
		FEEMALES.			
PROPORTION (in any place).	Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.	Per week of 44 hours	1 1 ¹⁰ / ₁₁	51 0	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					
One improver to each worker receiving not less than the minimum wage.					

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 5 per cent.

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 132 of the 3rd May, 1940, shall remain in force.

SAND PIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 274 of the 16th July, 1940, shall be replaced by the following clause:—

(2)

WAGES.

Apprentices and Improvers.				Other Employees.	
			Wages per Week of 44 Hours. s. d.		Wages per Week of 44 Hours. s. d.
Under 16 years of age	..	..	25 6	Leading hand in charge of five or more employees	97 0
" 17	"	"	33 0	Powder monkey employed in sand pit	99 0
" 18	"	"	40 9	Nozzleman	90 0
" 19	"	"	48 9	Ploughman	90 0
" 20	"	"	57 0	Tipman	90 0
" 21	"	"	64 6	Scoopman	90 0
PROPORTION.				Shoveller	90 0
(Within any factory or place.)				Shaft sinker	97 0
<i>Apprentices.</i>				Pneumatic pickman	95 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.				Jumpersman	95 0
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.				Pickman	90 0
<i>Improvers.</i>				Drivers—	
One improver to every five or fraction of five workers receiving not less than the minimum wage.				One horse	89 0
				Two horses	92 0
				Three horses	95 0
				Motor vehicle having maker's capacity of—	
				25 cwt. or less	95 0
				Over 25 cwt., but not over 3 tons	99 0
				Over 3 tons, but under 6 tons	102 0
				All others	86 0

Clauses (3) to (10) inclusive of the Determination as published in *Government Gazette* No. 274 of the 16th July, 1940, shall remain in force.

SCHEDULE—continued.

SAUSAGE CASINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 262 of the 25th June, 1940, shall be replaced by the following clause:—

(2)										WAGES.	
										Wages per Week of 44 Hours.	
<i>Juvenile Workers.</i>											
15 years of age and under	17 years of age	..	..	..	..	..	..	..	..	s.	d.
17	18	..	..	..	..	..	..	..	..	35	3
18	19	..	..	..	..	..	..	..	..	45	0
19	20	..	..	..	..	..	..	..	..	54	3
20	21	..	..	..	..	..	..	..	..	63	9
		..	..	..	..	..	..	..	..	85	3
<i>Other Employees.</i>											
Persons employed at Casing Factories outside Freezing Works:—											
Pullers-off and strippers										110	0
All others										110	0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade:—											
Pullers-off and strippers										104	0
All others										104	0
										Wages per Day.	
										Monday to Friday.	Saturday
										s. d.	s. d.
Persons employed at Casing Factories in Freezing Works:—											
Pullers-off and strippers										20	0
All others										20	0
Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade:—											
Pullers-off and strippers										20	0
All others										20	0

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 262 of the 25th June, 1940, shall remain in force.

SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 190 of the 13th May, 1940, shall be replaced by the following clause:—

(2)										WAGES PER WEEK OF 44 HOURS.	
										s.	d.
Ganger, i.e., a man in charge of over six men ..										107	0
Leading waterman ..										104	0
Leading hand, i.e., a man in charge of from three to six men ..										99	0
Waterman, i.e., a man who distributes sewage from channels over land ..										96	0
Groundsman, i.e., a man who prepares ground ahead of a waterman ..										96	0
Sewage tank attendant ..										96	0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent ..										96	0
Tide gate attendant, i.e., a man who keeps channels open at seafront ..										94	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 7s. per week respectively.

Any employee who is required to enter and clean out syphons, sludge bays, grass filtration areas, digestion tanks and/or sedimentation tanks or pits (or weirs) shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 190 of the 13th May, 1940, shall remain in force.

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS).

Clauses 2 (a) and 2 (b) of the Determination published in *Government Gazette* No. 402 of the 29th November, 1940, shall be replaced by the following clauses:—

(2A)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.

	Weekly Wage.
	£ s. d.
1st year's experience	1 14 0
2nd	2 4 6
3rd	2 10 0
4th	3 9 0
5th year	Minimum wage

PROPORTION (BY ANY EMPLOYER).

Apprentices.

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

Improvers.

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

Apprentices and Improvers not elsewhere included.

Apprentices.		Weekly Wage.
<i>Five Year Terms.</i>		£ s. d.
First year .. .. .	..	0 15 6
Second year .. .. .	..	1 0 6
Third year .. .. .	..	1 18 0
Fourth year .. .. .	..	2 14 6
Fifth year .. .. .	..	3 11 0
<i>Four Year Terms.</i>		
First year .. .. .	..	0 17 6
Second year .. .. .	..	1 13 0
Third year .. .. .	..	2 14 6
Fourth year .. .. .	..	3 11 0

EMPLOYMENT OF MALE JUNIORS.

(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as proscribed by such Commission.

(b) In all other areas covered by this Determination unapprenticed juniors may be employed on the following terms:—
After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher, and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.

IMPROVERS.	Weekly Wage.
	£ s. d.
Under 18 years	2 12 6
18 years and under 19 years	3 2 0
19 years and under 20 years	3 9 0
20 years	Minimum wage

No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.

PROPORTION (BY ANY EMPLOYER).

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

Apprentices and Improvers not elsewhere included.

The wage rates of unapprenticed junior labour shall be as follows:—

	Weekly Wage.
	£ s. d.
First six months' experience	0 15 6
Second six months' experience	1 0 6
Second year's experience	1 10 0
Third year's experience	2 1 6
Fourth year's experience	3 0 0
Fifth year's experience and until reaching the age of 21 years	3 13 0

PROPORTION OF JUVENILES AND APPRENTICES.

The number of apprentices and/or unapprenticed juniors employed in any one shop, whether consisting of a shop, small goods factory, or factory only, or of a shop and factory combined, shall not exceed one to every three or fraction of three adult weekly employees. An employee actually working in the shop or the factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

SCHEDULE—continued.
SHOPS BOARD No. 3 (BUTCHERS)—continued.

(2a)

OTHER EMPLOYEES.

	Weekly Wage.		
	Within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorparanyal and Peak Ridings of the Shire of Corio.
	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.
DIVISION A.—ABATTOIRS OR MEAT MARKETS.			
Tacklemen	6 5 0	..	..
Slaughtermen	5 16 0	..	..
Head and Feet Boners	5 2 0	..	..
Scalders	5 2 0	..	..
Meat Lumpers	4 19 6	..	..
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 16 0	..	..
General labourers	4 13 6	..	..
DIVISION B.—RETAIL SHOPS.			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week .. .. .	..	5 9 0	5 12 0
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—	..	..	..
Whilst employed on such work .. .. .	..	5 9 0	5 12 0
Whilst employed on other work .. .. .	..	At the rates prescribed for such work	..
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	..	5 19 0	6 2 0
<i>Definition</i> :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.	..	..	..
General butcher in charge of branch shop	5 16 0	5 13 0	5 16 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 10 0	5 7 0	5 10 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	5 7 0	5 4 0	5 7 0
Small goods makers in butchers' shops, boners, salters, scalders, and cooks	5 3 0	5 0 0	5 3 0
Ordermen who deliver but do not cut meat and who are not carters and drivers	4 14 0	4 11 0	4 14 0
All others	4 12 0	4 9 0	4 12 0
<i>Definition</i> :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods.	..	..	..
DIVISION C.—SMALL GOODS SECTION.			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a small goods factory for more than 24 hours per week .. .. .	..	5 9 0	5 12 0
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a small goods factory—	..	..	..
Whilst employed on such work .. .. .	..	5 9 0	5 12 0
Whilst employed on other work .. .. .	..	At the rates prescribed for such work	..
Men employed principally on mixing machines	5 10 0	5 7 0	5 10 0
Fillermen	5 3 0	5 0 0	5 3 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cooks	5 3 0	5 0 0	5 3 0
Packing-room hands	4 16 0	4 13 0	4 16 0
Linkers and table hands	4 16 0	4 13 0	4 16 0
All others	4 12 0	4 9 0	4 12 0
CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.			
Drivers of Motor Vehicles—	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.
Not exceeding 25 cwt. capacity	4 15 6	4 12 6	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	4 19 6	4 16 6	4 19 6
Exceeding 3 tons capacity	5 3 6	5 0 6	5 3 6
Horse Drivers—	..	..	..
One horse	4 13 0	4 10 0	4 13 0
Two horses	4 15 6	4 12 6	4 15 6
Three horses	4 17 6	4 14 6	4 17 6
Head stableman (if more than one employed)	4 11 0	4 8 0	4 11 0
Other stablemen or grooms	4 7 0	4 4 0	4 7 0
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal .. .. .	..	..	..

SCHEDULE—continued.

SHOPS BOARD No. 3 (BUTCHERS)—continued.

OTHER EMPLOYEES—continued.

	Weekly Wage.		
	Within the Metropolitan District and such portion of the City of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chiltern; and the Moorparanyal and Peak Ridings of the Shire of Corio.
	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.	Per week of 44 hours. £ s. d.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	4 15 6	4 12 6	4 15 6
Exceeding 25 cwt. but not exceeding 3 tons	4 19 6	4 16 6	4 19 6
Exceeding 3 tons capacity	5 3 6	5 0 6	5 3 6
Horse Drivers—			
One horse	4 13 0	4 10 0	4 13 0
Two horses	4 15 6	4 12 6	4 15 6
Three horses	4 17 6	4 14 6	4 17 6

Clauses (3) to (47) inclusive of the Determination published in *Government Gazette* No. 402, of the 29th November, 1940, shall remain in force.

SHOPS BOARD No. 4 (BUTCHERS, COUNTRY).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 186 of the 10th May, 1940, shall be replaced by the following clauses:—

(2)					APPRENTICES.										
					WAGES.										
FIVE YEAR TERMS.					FOUR YEAR TERMS.										
					Per week of 44 hours.										
					s. d.										
First year	15	6	First year	..	..	..	..	..	17	6
Second year	20	6	Second year	..	..	..	..	..	33	0
Third year	38	0	Third year	..	..	..	..	..	54	6
Fourth year	54	6	Fourth year	..	..	..	..	..	71	0
Fifth year	71	0								

SCHEDULE—continued.

SHOPS BOARD NO. 4 (BUTCHERS, COUNTRY)—continued.

(3)	Other Employees.	Wages per Week of 44 hours.		
		(a) Within 20 miles of the G.P.O., Melbourne, outside and excepting the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder and such portion of the City of Sandringham as is not included within the said Metropolitan District; (b) Within 10 miles of the G.P.O., Geelong, outside and excepting the Cities of Geelong and Geelong West, the town of Newtown and Chilwell and the Moorparry and Peak ridings of the Shire of Corio; (c) Within the Mildura and Gippsland Districts.	At Yallourn.	All other parts of Victoria where this Determination applies.
		£ s. d.	£ s. d.	£ s. d.
	Retail Shops.			
	Employees in butchers' shops required to do any slaughtering as herein defined in the slaughter house associated with such shop for more than 24 hours per week	5 12 0	5 18 6	5 9 0
	Employees who do slaughtering for 24 hours or less in a slaughter house associated with a butcher's shop—			
	Whilst employed on such work	5 12 0	5 18 6	5 9 0
	Whilst employed on other work	The rate prescribed for such work.		
	Slaughtermen employed in abattoirs	6 2 0	6 8 6	5 19 0
	Definition. —"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.			
	General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 10 0	5 16 6	5 7 0
	Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	5 7 0	5 13 6	5 4 0
	Ordermen who deliver but do not cut meat	4 14 0	5 0 6	4 11 0
	All others	4 12 0	4 18 6	4 9 0
	Definition. —"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods.			
	Small Goods Section.			
	Men employed principally on mixing machines	5 10 0	5 16 6	5 7 0
	Fillermen	5 3 0	5 9 6	5 0 0
	Small goods makers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	5 2 0	5 8 6	4 19 0
	Packing room hands	4 16 0	5 2 6	4 13 0
	Linkers and table hands	4 16 0	5 2 6	4 13 0
	All others	4 12 0	4 18 6	4 9 0
	Carters and Drivers.			
	Drivers of motor vehicles—			
	not exceeding 25 cwt. capacity	4 15 6	5 2 0	4 12 6
	exceeding 25 cwt. but not exceeding 3 tons capacity	4 19 6	5 6 0	4 16 6
	exceeding 3 tons capacity	5 3 6	5 9 6	5 0 6
	Horse drivers—			
	one horse	4 13 0	4 19 6	4 10 0
	two horses	4 15 6	5 2 0	4 12 6
	three horses	4 17 6	5 4 0	4 14 6

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 186 of the 10th May, 1940, shall remain in force.

SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 340 of the 13th September, 1940, shall be replaced by the following clauses:—

Apprentices.			Improvers.		Other Employees.		
WAGES.			WAGES.		WAGES.		
	Per Week of 44 Hours.			Per Week of 44 Hours.		Per Hour.	Per Week of 44 Hours.
		s. d.				s. d.	s. d.
1st year	22 0		1st year	22 0	Slaters employed stripping or repairing roofs or re-covering with second-hand materials	3 0 ¹ / ₂ ²²	134 0
2nd "	32 9		2nd "	32 9	Other Slaters	2 11 ¹ / ₂ ²²	128 6
3rd "	44 0		3rd "	44 0	Tilers employed stripping or repairing roofs or re-covering with second-hand materials	2 11 ¹ / ₂ ²²	128 6
4th "	54 9		4th "	54 9	All others	2 9 ¹ / ₁₁	123 0
5th "	71 3		5th "	71 3			
PROPORTION (by any employer).			PROPORTION (by any employer).		Persons employed on roofs of a pitch of 45° or over shall be paid 1/- per day or portion of a day in addition to the rates set out above.		
Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 123s. 0d. per week of 44 hours.			One improver to the first six workers and thereafter one improver to every six or fraction of six workers receiving not less than the minimum wage of 123s. 0d. per week of 44 hours.				
An indenture of apprenticeship was approved on 18th December, 1911							

Clauses (3) to (9) inclusive of the Determination published in *Government Gazette* No. 340 of the 13th September, 1940, shall remain in force.

SCHEDULE—continued.

SUGAR REFINERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 140 of the 4th May, 1940, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	<i>Adult Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
Under 16 years ..	20 6	20 6	20 6	20 6	Raw Sugar Store—	
16 years ..	26 9	22 3	26 9	22 3	Men unstoring ..	94 0
17 " ..	36 11	25 2	36 11	25 2	Men cutting in ..	95 0
18 " ..	47 5	30 1	47 5	30 1	Elevator attendant ..	93 0
19 " ..	56 3	36 9	56 3	36 9	Wash tank hands ..	90 0
20 " ..	66 1	44 8	66 1	44 8	Riggers ..	96 0
					Melting House—	
					Washing fugalmen ..	93 6
					Melter attendant ..	90 0
					Mixer ..	90 0
					Carbonation House—	
					Men on liquor filter presses ..	91 0
					Men on mud ..	91 0
					Leading hand ..	96 0
					Men on gas tank ..	92 0
					Men on crushing and stacking lime ..	90 0
					Men on washing and checking filterpress sheets ..	90 0
					Char End—	
					Kiln repairers ..	90 0
					Kiln firemen ..	96 0
					Wet charmen ..	96 0
					Char runners ..	96 0
					Pan Floor—	
					First sugar boilers ..	110 0
					Second sugar boilers ..	103 0
					Pan attendant, attending triple effect ..	90 0
					Refined sugar fugalmen ..	93 6
					Refined sugar fugalmen—Leading hands ..	96 6
					Jelly House—	
					Leading hand ..	93 6
					Jelly fugalmen ..	90 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) ..	93 0
					Iceing mill attendant ..	90 0
					Driers (leading hand) ..	92 0
					Driers (others) ..	90 0
					Automatic scale attendant ..	93 0
					Leading hand packing floor ..	93 0
					Hand packing sugar ..	90 0
					Golden Syrup and Treacle—	
					Men packing and weighing (bulk) ..	90 0
					Golden syrup and treacle mixer ..	92 0
					Liquor runners ..	96 0
					Liquor runners—assistants ..	90 0
					Leading hand cleaning gang ..	93 0
					All others ..	87 0
					Adult females ..	48 2

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 140 of the 4th May, 1940, shall remain in force.

TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 308 of the 21st August, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

Improvers.				Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 19 years of age ..	..	..	59 0	Bitumen emulsion maker ..	..	..	96 0
19 years and under 20 years ..	..	..	69 9	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	..	..	96 0
20 years and under 21 years ..	..	..	74 0	Tar distiller and/or maker of pitch (T.I.C. type of plant) ..	..	..	95 0
				Tar distiller and/or maker of pitch (other types of plants) ..	..	..	98 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	..	..	96 0
				All others ..	..	..	93 0

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 93s. per week.

NOTE.—The Board determines that no person shall be employed as an apprentice.

Clause (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 308 of the 21st August, 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.
	<i>s. d.</i>
14 to 15 years of age	16 6
15 to 16 years of age	24 0
16 to 17 years of age	32 3
17 to 18 years of age	40 3
18 to 19 years of age	48 3
19 to 20 years of age	57 0
20 to 21 years of age	64 0

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.
	<i>£ s. d.</i>
Carrier	5 9 0
Person classing or sorting green hides or sides or skins after being unhaired	5 4 0
Hand flesher	5 1 0
Hand fleshing after machining	4 19 0
Machine flesher	4 19 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines	4 14 0
Lime jobber	4 12 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser	4 11 0
Bark bagger	4 11 0
Extract worker in tannery	4 7 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract	4 7 0
Splitting machinist—	
Operator of big machine	5 7 0
Operator of other machines	5 5 0
Man behind splitting machine	4 11 0
Machine shaver—	
New machine—double width	4 19 0
Old machine—single width	5 0 0
Jigger and grainer 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 15 6
Roller, striker and setter out of sole leather	4 14 6
Shedman who applies dressing to sole leather	4 10 0
Whitening machinist and buffing machinist	4 19 6
Fluffing machinist	4 14 0
Fluffing machinist on suede wheel	4 18 0
Leather dresser (table hand)	4 14 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand	4 13 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers	4 12 0
Table hand setting out harness leathers	4 14 6
Table hand and knee staker	4 14 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark and other materials used in tanneries	4 7 0
Strainer (over the age of 18 years)	4 10 0
Employee unhairing either on beam or by sweeping	4 14 0
Person classing or sorting hides, sides or skins or splits of leather after tanning	5 3 0
Employee operating measuring machine	4 10 0
Employee operating setting out machine	4 14 0
Employee operating graining machine	4 12 0
Employee operating ironing machine	4 12 0
Employee operating embossing machine	4 12 0
Employee operating squeezing machine	4 12 0
Employee operating bark grinding machine	4 11 0
Assistant on any of the machines 30 to 35	4 10 0
Operator or assistant on any machine used in the industry not otherwise provided for	4 10 0
Glazer	4 14 0
Staker	4 14 0
Person lime jobbing on mechanical reels	4 12 0
Hair washer	4 8 0
All others	4 5 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.

SCHEDULE—continued.

TILE LAYERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 404 of the 29th November, 1940, shall be replaced by the following:—

(2)

Apprentices.			Improvers if employed prior to 30th September, 1939. (See Clause 3.)			Other Employees.		
WAGES.			WAGES.			WAGES.		
		Per Week of 44 Hours. s. d.			Per Week of 44 Hours. s. d.		Per Hour. s. d.	Per Week of 44 Hours. s. d.
1st year	..	23 0	Under 16 years of age	..	25 9	Adults	2 10 ⁴ / ₁₁	126 8
2nd "	..	34 9	Between 16 years and 17 years	..	38 6			
3rd "	..	46 6	" 17 " " 18 "	..	51 0			
4th "	..	63 9	" 18 " " 19 "	..	63 9			
5th "	..	81 3	" 19 " " 20 "	..	76 9			
			" 20 " " 21 "	..	89 3			
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).					
One apprentice to every three or fraction of three workers receiving not less than 126s. 8d. per week of 44 hours.			One improver to every three workers receiving not less than 126s. 8d. per week of 44 hours.					
An indenture of apprenticeship has been prescribed by the Board.								

Clauses (3) to (11) inclusive of the Determination as published in *Government Gazette* No. 404 of the 29th November, 1940, shall remain in force.

TINSMITHS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 425 of the 10th December, 1940, shall be replaced by the following clauses:—

(3)

WAGES.

Adults.	Per Week of 44 Hours.	
	The Metropolitan District as defined in the Factories and Shops Acts; such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
First-class bench hand	5 14 0	5 11 0
Second-class bench hand	5 6 0	5 3 0
Metal spinner setting up and making his own dies	5 8 0	5 5 0
Other spinners	4 18 0	4 15 0
Die setters	4 18 0	4 15 0
Press operators (heavy)	4 16 0	4 13 0
Press operators (light)	4 14 0	4 11 0
Solderers and dippers	4 16 0	4 13 0
Drop hammer stampers	4 16 0	4 13 0
Guttering machinists	4 14 0	4 11 0
Other power machinists	4 11 0	4 8 0
(a) Welding Division.		
Welder—		
First class, other than when using Cutler machine	5 19 0	5 16 0
First class, using Cutler machine	5 8 0	5 5 0
Second class	5 0 0	4 17 0
Third class	4 16 0	4 13 0
Tack welder	4 18 0	4 15 0
(b) Canister-making		
Die setter and/or leading press hand	4 18 0	4 15 0
Canister-makers by hand and riveters by hand	4 18 0	4 15 0
Solderers and dippers	4 14 0	4 11 0
Canister vent closers and solderers working on tins containing substances with an artificial temperature of 150 degrees Fahrenheit and over	4 18 0	4 15 0
Operators of power capping machines or metal pots on automatic machines	4 16 0	4 13 0
Operators of power presses	4 11 0	4 8 0
Other cap solderers	4 14 0	4 11 0
(c) Galvanizing.		
Galvanizer	5 4 0	5 1 0
Tinners and grease tinners	4 18 0	4 15 0
Assistant working over metal pot	4 16 0	4 13 0
All other male adults	4 11 0	4 8 0

SCHEDULE—continued.

TINSMITHS BOARD—continued.

WAGES—continued.

Adults.	Per Week of 44 Hours.	
	The Metropolitan District as defined in the Factories and Shops Acts: such portions of the City of Sandringham as are not included within the said District, the Cities of Geelong, Geelong West, and Warrnambool, and the Town of Newtown and Chilwell.	All other parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.
(d) <i>Painting and Enamelling.</i>		
Stencil cutter	5 5 0	5 2 0
Mixer	4 14 0	4 11 0
Fuser	4 14 0	4 11 0
Pickler	4 14 0	4 11 0
Liquidizer	4 11 0	4 8 0
(e) <i>Japanning.</i>		
Artistic japanners and goldworkers	5 6 0	5 3 0
Spray operators	4 18 0	4 15 0
Grainers, liners, and filliters	4 14 0	4 11 0
Painters and lacquerers	4 14 0	4 11 0
Dippers	4 13 0	4 10 0
All others	4 6 0	4 3 0

(3)

APPRENTICESHIP.

(a) Minors shall not be engaged in the following occupation except under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination:—(a) Sheet-metal work—first-class bench work.

(b) The proportion of apprentices who may be taken by any employer shall be as follows:—One apprentice for every three, or fraction of three, tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

(c) The periods of apprenticeship shall be as follow:—If the apprentice when article is under the age of seventeen, five years; if over the age of seventeen, four or five years, at the option of the contracting parties.

(d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

(f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

(g) Five-year terms—

Wages.

Per Week of 44 Hours.

	£ s. d.
1st year	15 0
2nd year	21 6
3rd year	38 6
4th year	62 6
5th year	78 3

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of seventeen years—

	£ s. d.
1st year	18 0
2nd year	37 3
3rd year	62 6
4th year	78 3

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in Clause 13 (a) to the number of four days per annum.

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

(j) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(k) An apprentice shall not work under any system of payments by results.

(l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

(q) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

SCHEDULE—continued.

TINSMITHS BOARD—continued.

(4)

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

(a) Adult female labour may be employed in such work in the sheet-metal and canister-making industry in which females were employed at the time of the making of this Determination.

The wages of adult females shall be at the following weekly rates of wage:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
If of less than twelve months' experience	53 3	56 5
If of twelve months' or more experience	60 6	64 1

(b) Junior females may be employed in the occupations set out in sub-clause (a) of this clause at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	31 3	33 2
4th year's experience	39 6	41 11
5th year's experience	45 3	48 0
Thereafter until reaching 21 years of age	50 6	53 6

(c) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in Clause 16 of this Determination) in all occupations including as to employment upon all classes of work which before the making of this Determination could be done by female employees under this Determination for which apprenticeship is not provided by the Determination, at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	15 6	16 8
2nd year's experience	25 0	26 6
3rd year's experience	34 3	36 4
4th year's experience	46 6	49 4
5th year's experience	59 0	62 7
6th year's experience	68 9	72 11
7th year's experience	73 0	77 5

For the purpose of this and the immediately preceding sub-clause "experience" shall mean any form of employment in any branch covered by this Determination.

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

(d) Unapprenticed male juniors may be employed (other than in manufacturing as defined in Clause 16) in all occupations covered by this Determination for which apprenticeship is not provided at the following weekly rates of wage:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
Under sixteen years of age	17 0	18 3
Sixteen and under seventeen years of age	28 0	29 8
Seventeen and under eighteen years of age	49 6	52 6
Eighteen and under nineteen years of age	62 6	66 3
Nineteen and under 21 years of age	75 3	79 9

Subject to the minimum payments herein, females and juniors under this clause may be employed on piecework rates.

Clauses (5) to (21) inclusive of the Determination as published in *Government Gazette* No. 425 of the 19th December, 1940, shall remain in force.

SCHEDULE—continued.

UNDERTAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 408 of 5th December, 1940, shall be replaced by the following:—

Apprentices.	Improvers.	Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District Wherever this Determination Applies.	Per Week of—
WAGES. Per Week of 44 Hours. s. d.	WAGES. Per Week of 44 Hours. s. d.	WAGES.	s. d.	s. d.	Hours.
1st year's experience.. 29 0	Under 18 years of age 43 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	114 0	109 6	44
2nd " " " 40 0	18-19 years of age .. 53 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	108 6	104 6	44
3rd " " " 50 6	19-20 " " .. 74 6	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	109 6	106 0	44
4th " " " 66 6	20-21 " " .. 95 6	Other chauffeurs ..	104 0	100 6	44
5th " " " 87 0		Workers engaged in driving, washing vehicles, or placing the remains of deceased persons in coffins, or persons who, at branch shops or agencies within 20 miles of G.P.O., Melbourne, or at Ballarat, Bendigo, and Geelong, are engaged in collecting monies, soliciting orders, or canvassing for the business of undertakers ..	104 0	100 6	46*
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 100s. 6d. per week of 46 hours. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.	PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 100s. 6d. per week of 46 hours.	Provided that persons who live at either principal or branch establishments or agencies shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. The wife of any such person living on such premises shall in no case be deemed to be an employee.			

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).
Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 408 of 5th December, 1940, shall remain in force.

WHARF AND JETTIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 184 of the 10th May, 1940, shall be replaced by the following clause:—

Apprentices and Improvers.	Other Employees.	Where One Shift only is Worked.	Where Two Shifts are Worked.
WAGES. s. d.		s. d.	s. d.
Under 16 years of age .. 28 0	Foreman ..	123 3	128 3
" 17 " " .. 36 0	Leading hand, i.e., a person in charge of not less than—		
" 18 " " .. 44 0	(a) three nor more than ten employees ..	117 3	122 3
" 19 " " .. 55 0	(b) eleven nor more than fifteen employees ..	120 3	125 3
" 20 " " .. 64 0	Pile-driver ..	113 0	118 0
" 21 " " .. 74 3	Pile-driver's offsider ..	97 0	102 0
PROPORTION (in any place). Apprentices. One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours. Improvers. Three improvers to every four or fraction of four workers receiving not less than 86s. per week of 44 hours.	Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways .. Oxy acetylene burner on demolition work .. Saw sharpener .. Machine borer .. Cleater .. Cradler or squarer .. Hand borer .. Wharf carpenter's assistant .. Dumper .. Other demolition workers .. All others .. CONCRETE WORK. Pneumatic pick user or jack hammer-man .. Concrete floater .. Mixer operator .. Men filling moulds .. Gaugers, i.e., persons filling gauged barrows or boxes .. Other mixers .. Men employed on reinforcements .. Barrowmen or general labourers ..	111 3 111 3 110 6 97 0 94 0 92 0 89 6 86 0 95 0 94 0 94 0 92 0 86 0	116 3 116 3 115 6 102 0 99 0 97 0 94 6 91 0 100 0 99 0 99 0 97 0 91 0

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 184 of the 10th May, 1940, shall remain in force.

SCHEDULE—continued.

WICKER AND BABY CARRIAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 318 of the 27th August, 1940, shall be replaced by the following clause:—

(2)

(a) Apprentices or Improvers.				(b) Juvenile Workers, i.e., Females under 21 years of age (other than Apprentices or Improvers) employed as Machinists, Sewers, or Cutters.	(c) Other Employees.
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.
1st year	..	..	..	s. d.	Section 1.—Baby Carriages, Dolls' Carriages, or parts thereof.
2nd "	..	..	..	20 6	MALES.
3rd "	..	..	..	25 9	Foremen in charge of 4 or more workers .. 107 3
4th "	..	..	..	36 0	Ironworkers, painters, upholsterers, hood makers, body makers, or assemblers .. 100 6
5th "	..	..	..	41 0	Sprayers 86 0
6th "	..	..	..	46 3	All others 86 0
	..	..	..	53 9	FEMALES.
PROPORTION (IN ANY FACTORY OR PLACE).					Machinists, sewers, or cutters 49 0
Apprentices.					Folding hood makers 55 6
One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.					Section 2.—All other parts of the trade.
A form of indenture has been prescribed by the Board.					Foremen in charge of 4 or more workers .. 107 3
Improvers.					Persons employed—
One improver to every five workers receiving not less than 86s. per week of 44 hours.					(a) Making Baskets 105 9
					(b) Repairing baskets 105 9
					(c) Fitting, lining, or lettering baskets .. 105 9
					(d) Making furniture 100 6
					(e) Making reed tex, hy-tex, or similar materials 100 6

Clauses (3) to (7) inclusive of the Determination published in *Government Gazette* No. 318 of the 27th August, 1940, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of Two shillings.

WIRE FENCE AND TUBULAR GATE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 5 of the 6th January, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.	Per Week of 44 hours.	WAGES.	Per Week of 44 hours.	WAGES.	Per Week of 44 hours.
	s. d.		s. d.		s. d.
1st year's experience ..	.. 16 9	Under 16 years of age ..	.. 21 0	Paint Spray Operators or Welders	100 0
2nd " " ..	.. 22 6	16 years of age ..	.. 27 0	Machinists, being those engaged in working on ring lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines ..	97 6
3rd " " ..	.. 30 0	17 " " ..	.. 34 0	Persons employed in attaching chain netting, fabric, or wire cables to gates or frames ..	97 6
4th " " ..	.. 39 3	18 " " ..	.. 43 0	Scroll makers or tubular frame makers ..	97 6
5th " " ..	.. 45 9	19 " " ..	.. 49 6	Persons employed in erecting woven wire fence or tubular gates	97 6
6th " " ..	.. 57 9	20 " " ..	.. 62 6	Stump hands ..	91 0
And thereafter the minimum wage.				All other adult employees ..	86 0
NUMBER (by any employer).		NUMBER (by any employer).		Provided that any person without previous experience doing work for which the rate is fixed at 97s. 6d. per week, shall be paid 91s. per week of 44 hours for the first six weeks of such employment.	
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.		One improver to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.			
Any apprentice or improver while employed at paint spraying shall be paid 6d. per hour in addition to the rates fixed above.					

Clauses (3) to (16) inclusive of the Determination as published in *Government Gazette* No. 5 of the 6th January, 1941, shall remain in force.

SCHEDULE—continued.

WOODWORKERS BOARD.

Clauses (2) (a) and (2) (b) of the Determination published in *Government Gazette* No. 157 of the 9th May, 1940, shall be replaced by the following clauses:—

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods).

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warramboul. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith	5 9 0	5 10 0	5 7 0
Driver of caterpillar tractor	5 1 8	.. .. .	.. .. .
Glazier (first class)	5 7 0	5 8 0	5 5 0
Glazier (other than first class)	4 17 0	4 18 0	4 15 0
Painter	4 17 0	4 18 0	4 15 0
Mantelpiece maker	5 4 0	5 5 0	5 2 0
Millwright	5 12 0	5 13 0	5 10 0
Watchman	4 13 0	.. .. .	.. .. .
Storeman and packer	4 9 0	4 10 0	4 7 0
Truck builder and/or repairer	5 3 0	.. .. .	.. .. .
Broad axeman	5 11 0	5 12 0	5 9 0
Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive	5 3 0	.. .. .	.. .. .
Brakesman on log or timber truck	4 17 0	.. .. .	.. .. .
Leading hand (see definition, Clause 23) .. .. .	.. .. .	.. .. .	.. .. .
Splitter, packing	4 11 0	4 12 0	4 9 0
Splitter of billets for staves	4 12 0	4 13 0	4 10 0
Splitter, spoke stave and piling	4 14 0	4 15 0	4 12 0
Other splitters	4 14 0	4 15 0	4 12 0
Spotter at spot mills	5 3 0	.. .. .	.. .. .
Timber bender by hand	4 17 0	4 18 0	4 15 0
Timber or log trucker on haulage by winch on tram line	4 15 0	.. .. .	.. .. .
Timber or log trucker on haulage by winch on tram line (where permanently employed as such)	4 17 0	.. .. .	.. .. .
Loading or turning sleepers over 5 feet long or loading logs	4 12 6	.. .. .	.. .. .
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof	5 0 0	5 1 0	4 18 0
Platelayer	4 13 0	.. .. .	.. .. .
Carter and driver—bullock team—bush	5 5 0	.. .. .	.. .. .
Carter and driver—bush—	.. .. .	.. .. .	.. .. .
(a) driver of one or two horses	4 13 0	.. .. .	.. .. .
(b) driver of three horses	4 16 0	.. .. .	.. .. .
(c) driver of more than three horses	4 19 0	.. .. .	.. .. .
(d) driver grooming and feeding one or two horses outside ordinary hours—1s. per day extra and 1s. for Sunday. .. .. .	.. .. .	.. .. .	.. .. .
(e) driver grooming and feeding more than two horses outside ordinary hours—2s. per day extra and 2s. for Sunday. .. .. .	.. .. .	.. .. .	.. .. .
Crane attendant or dogman—	.. .. .	.. .. .	.. .. .
(a) working up to a height of 40 feet	4 11 0	4 12 0	4 9 0
(b) working at a height over 40 feet	4 13 0	4 14 0	4 11 0
Faller	5 3 0	.. .. .	.. .. .
Hookman and/or log yardman	4 13 0	4 14 0	4 11 0
Landing builder or repairer	4 13 0	4 14 0	4 11 0
Landing builder or repairer—man in charge of	4 19 0	5 0 0	4 17 0
Orderman	4 18 0	4 19 0	4 16 0
Tallyman and/or measurer	4 18 0	4 19 0	4 16 0
Ropeman or shoeman	5 3 0	5 4 0	5 1 0
Offsider to ropeman or shoeman	4 11 0	4 12 0	4 9 0
Saw doctor	5 18 0	5 19 0	5 16 0
Saw sharpener (exclusively employed as such)	5 1 0	5 2 0	4 19 0
Grinder (exclusively employed or as a principal duty grinding knives and cutters)	5 8 0	5 9 0	5 6 0
Water dogman	4 16 0	.. .. .	.. .. .
River logman	4 11 0	.. .. .	.. .. .
Stacker for seasoning by means of stripping	4 12 0	4 13 0	4 10 0
Block stacker to height of over 6 feet	4 7 0	4 8 0	4 5 0
Tramway builder or repairer	4 12 0	.. .. .	.. .. .
Tramway builder or repairer—man in charge of	4 18 0	.. .. .	.. .. .
Sawing employees—	.. .. .	.. .. .	.. .. .
(a) Log band sawyer	5 12 0	5 13 0	5 10 0
(b) Twin or vertical sawyer who breaks down logs and cuts planks to a finished size	5 12 0	5 13 0	5 10 0
(c) Stave cutting sawyer	5 5 0	5 6 0	5 3 0
(d) (i) Twin or vertical sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	.. .. .	5 4 0	5 1 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere)	5 2 0	.. .. .	5 0 0
(e) Flitching frame sawyer	5 1 0	5 2 0	4 19 0
(f) No. 1 Benchman	5 12 0	5 13 0	5 10 0
(g) No. 2 Benchman	5 5 0	5 6 0	5 3 0
(h) No. 3 Benchman	4 18 0	4 19 0	4 16 0
(i) No. 4 Benchman	4 11 0	4 12 0	4 9 0
(j) Gang frame sawyer	4 19 0	5 0 0	4 17 0
(k) Dockerman and/or tallyman where two or more dockers—	.. .. .	.. .. .	.. .. .
(i) Main dockerman	4 15 0	4 16 0	4 13 0
(ii) Dockerman, other than main	4 10 0	4 11 0	4 8 0
(iii) Responsible man at main dockerman	4 18 0	4 19 0	4 16 0
(iv) Responsible man at dockerman other than main	4 13 0	4 14 0	4 11 0
(l) Dockerman and/or tallyman where only one dockerman	4 13 0	4 14 0	4 11 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods)—continued.

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(m) Steam or other power-driven crosscut sawyer	4 17 0	4 18 0	4 15 0
(n) Ripper or crosscut cutting wood blocks	4 11 0	4 12 0	4 9 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller	5 3 0	5 4 0	5 1 0
(ii) On dead or manually operated roller where not single handed ..	4 15 0	4 16 0	4 13 0
(iii) Power driven (other than manual power) or friction feed ..	4 12 0	4 13 0	4 10 0
(p) Handleman or leverman No. 1 Bench	4 12 0	4 13 0	4 10 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller	4 17 0	4 18 0	4 15 0
(ii) On dead or manually operated roller where not single handed ..	4 12 0	4 13 0	4 10 0
(iii) Power driven (other than manual power) or friction feed ..	4 10 6	4 11 6	4 8 6
(r) Handleman or leverman No. 2 Bench	4 10 6	4 11 6	4 8 6
(s) Setter on log band saw carriage	4 13 0	4 14 0	4 11 0
(t) Setter on other saw carriage	4 12 0	4 13 0	4 10 0
(u) Puller out or assistant, No. 3 Bench	4 9 0	4 10 0	4 7 0
(v) Roller re-cut band sawyer using blade over 3 inches in width ..	5 6 0	5 7 0	5 4 0
(w) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act ..	5 5 0	5 6 0	5 3 0
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw	4 19 0	5 0 0	4 17 0
(y) Circular sawyer if cutting a depth of or over 7½ inches	5 6 0	5 7 0	5 4 0
(z) Circular sawyer if cutting a depth of under 7½ inches	4 19 0	5 0 0	4 17 0
(aa) Edger swyer to log band sawyer	5 5 0	5 6 0	5 3 0
(ab) Breaking down bench sawyer (cities and towns)	5 1 0	5 4 0	5 1 0
(ac) Other breaking down bench sawyers	5 1 0	5 2 0	4 19 0
(ad) Frame sawyer if cutting a depth of or over 18 inches	5 0 0	5 1 0	4 18 0
(ae) Frame sawyer if cutting a depth of less than 18 inches	4 16 0	4 17 0	4 14 0
(af) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act ..	5 5 0	5 6 0	5 3 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw ..	4 19 0	5 0 0	4 17 0
(ah) Sawyer cutting detail work	5 5 0	5 6 0	5 3 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting)	5 0 0	5 1 0	4 18 0
(aj) Crosscut sawyer, cabinet furniture or joinery work	4 19 0	5 0 0	4 17 0
(ak) Crosscut sawyer not provided for elsewhere herein	4 13 0	4 14 0	4 11 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness ..	4 10 0	4 11 0	4 8 0
(am) Puller out at log band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	4 12 0	4 13 0	4 10 0
(an) Puller out, dogger or wedger up—any breaking down saw	4 12 0	4 13 0	4 10 0
Machinists operating the following:—			
(a) Shaper, Boul's carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer	5 9 0	5 10 0	5 7 0
(a1) Routing machine where the machinist works from templates, dies and jigs and is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act ..	5 0 0	5 1 0	4 18 0
(b) Any automatic lathe (including variety turning, copying, spoke turning or any other) machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 9 0	5 10 0	5 7 0
(c) Moulding machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 6 0	5 7 0	5 4 0
(d) Moulding machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act ..	5 0 0	5 1 0	4 18 0
(e) Moulding machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator ..	4 11 0	4 12 0	4 9 0
(f) Planing machine (one, two, three or more heads) or veneer lathe where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 4 0	5 5 0	5 2 0
(g) Any machine in the last preceding paragraph (other than a single-sided planer in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 18 0	4 19 0	4 16 0
(g1) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine	5 1 0	5 2 0	4 19 0
(h) Tenoning machine where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 3 0	5 4 0	5 1 0
(h1) Tenoning machine (other than in case or boxmaking) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 18 0	4 19 0	4 16 0
(i) Tenoning machine or single-sided planer (in case or box making) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 15 0	4 16 0	4 13 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (a)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (except those engaged in the making of sporting goods)—continued.

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool, (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(j) Tenoning machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	4 11 0	4 12 0	4 9 0
(k) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery or cabinet work), cross grainer, lock angle machine or spoke throater where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	5 1 0	5 2 0	4 19 0
(l) Dovetailing machine for box or case making where the machinist is ever required to set up his machine and grind his knives and cutters and then only from such time as he is required so to act	4 18 0	4 19 0	4 16 0
(m) Any machine in the preceding paragraphs (k) or (l) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	4 13 0	4 14 0	4 11 0
(n) Mortising machine (chain or hollow chisel of any kind or any other), Gaynor machine in case or box making, multiple or single spindle boring machine, slotter, veneer chaff machine or veneer guillotine or clipping machine where the machinist is ever required to set up his machine or to grind his knives and cutters and then only from such time as he is required so to act	4 13 0	4 14 0	4 11 0
(o) Any machine in the preceding paragraphs (a), (b), (f), (k) or (n) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	4 9 0	4 10 0	4 7 0
(p) Timber bending machine	4 16 0	4 17 0	4 14 0
(q) Sandpaper or emery machine or belt (except belt sanding in the making of plywood)	4 16 0	4 17 0	4 14 0
(r) Belt sander in the making of plywood	4 13 0	4 14 0	4 11 0
(s) Plywood machine—press operator on	4 12 0	4 13 0	4 10 0
(t) Equalizer cutting plywood with parallel saws	4 12 0	4 13 0	4 10 0
(u) Box lacing machine	4 13 0	4 14 0	4 11 0
(v) Box nailing machine	4 12 0	4 13 0	4 10 0
(w) Box printing machine	4 11 0	4 12 0	4 9 0
Box, case or crate finisher	4 14 0	4 15 0	4 12 0
Box, case or crate maker and/or repairer (manual)	4 18 0	4 19 0	4 16 0
Bench hand hoop ironing boxes, cases or crates	4 18 0	4 19 0	4 16 0
Core layer or corefeeder or centre layer or other person responsible for glue spreading on plywood or veneer gluing machine	4 12 0	4 13 0	4 10 0
Rigger or tree climber	5 10 0	.. ..	.. ..
All others	4 5 0	4 6 0	4 3 0

(2) (b)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (engaged in the making of sporting goods).

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool, (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Adult Employees—(engaged in the making of sporting goods)—			
(a) Sawyer cutting to a depth of $4\frac{1}{2}$ inches or over, not being a band or jig sawyer	4 19 0	5 0 0	4 17 0
(b) Sawyer cutting to a depth of less than $4\frac{1}{2}$ inches, not being a band or jig sawyer	4 16 0	4 17 0	4 14 0
(c) Sawyer, band or jig, using saw of 1 inch wide or under	4 11 0	4 12 0	4 9 0
(d) Such band or jig sawyer who sharpens and brazes his own saws	4 17 0	4 18 0	4 15 0
(e) Shaper machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 9 0	5 10 0	5 7 0
(f) Shaper machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(g) Shaper machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	4 13 0	4 14 0	4 11 0
(h) Wood turner	5 9 0	5 10 0	5 7 0
(i) Wood turner machinist (except one turning small plugs for golf shafts) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 9 0	5 10 0	5 7 0
(j) Such wood turner machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 10 0	5 0 0	4 17 0
(k) Such wood turner machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator, and any adult wood turner machinist turning only small plugs for golf shafts	4 9 0	4 10 0	4 7 0

SCHEDULE—continued.

WOODWORKERS BOARD—continued.

(2) (b)

WAGES PER WEEK OF 44 HOURS.

Adult Employees (engaged in the making of sporting goods)—continued.

	Employed in the Bush or at Bush Sawmills.	Employed—(a) within 20 miles of G.P.O. Melbourne, (b) within 10 miles of G.P.O. Geelong, (c) in Mildura and Gippsland Districts, (d) at Warrnambool. (Except in the Bush and at Bush Sawmills.)	Employed in all other Districts of Victoria. (Except in the Bush and at Bush Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
(l) Router machinist (other than one working from templates, dies, or gauges) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 9 0	5 10 0	5 7 0
(m) Such router machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(n) Router machinist working from templates, dies, or gauges where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	4 19 0	5 0 0	4 17 0
(o) Such router machinist where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator	4 9 0	4 10 0	4 7 0
(p) Buzzer or jointer machinist (using straight irons) where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 1 0	5 2 0	4 19 0
(q) Such buzzer or jointer machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 13 0	4 13 0	4 11 0
(r) Such buzzer or jointer machinist where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator	4 9 0	4 10 0	4 7 0
(s) Roller fed single headed planer machinist where he is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	5 4 0	5 5 0	5 2 0
(t) Roller fed single headed planer machinist where he has not been required to grind his knives and cutters, but is at any time required to set up his machine, and then only from such time as he is required so to act	4 15 0	4 16 0	4 13 0
(u) Roller fed single headed planer machinist where he is never required to grind his knives and cutters nor to set up his machine, but is merely an operator	4 9 0	4 10 0	4 7 0
(v) Tennis, squash, or badminton racquet rim bender	4 16 0	4 17 0	4 14 0
(w) Hockey "U" bender	4 16 0	4 17 0	4 14 0
(x) Lacrosse stick bender	4 16 0	4 17 0	4 14 0
(y) Belt sander	4 16 0	4 17 0	4 14 0
(z) Other sander	4 13 0	4 14 0	4 11 0
(aa) Cane stripper machinist	4 9 0	4 10 0	4 7 0
(ab) Rim gluer machinist who does not bend	4 9 0	4 10 0	4 7 0
(ac) Borer slotting or grooving machinist who is ever required to set up his machine, and then only from such time as he is required so to act	4 9 0	4 10 0	4 7 0
(ad) Person employed in finishing with hand tools one part only of any wooden or partly wooden sporting goods, for example, such a part as the overlay, handle, throat, or bow in racquet frames	4 13 0	4 14 0	4 11 0
(ae) Person employed in so finishing more than one such part	4 17 0	4 18 0	4 15 0
(af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof	5 1 0	5 2 0	4 19 0
(ag) Person fitting by means of any hand tools component parts of wooden or partly wooden sporting goods, for example, such parts as the steel or other handles or shafts, sole plates, faces of fibre, or other material in golf clubs, but not persons merely assembling and fastening such parts	4 13 0	4 14 0	4 11 0
(ah) Spray gun operator (male)	4 13 0	4 14 0	4 11 0
(ai) Spray gun operator (female)	2 9 0	2 9 6	2 8 0
(aj) Liner (male)	5 9 0	5 10 0	5 7 0
(ak) Liner (female)	2 18 0	2 18 6	2 17 0
(al) Outliner (male)	4 11 0	4 12 0	4 9 0
(am) Outliner (female)	2 8 0	2 8 6	2 7 0
(an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods	5 9 0	5 10 0	5 7 0
(ao) Gripper who does not cut to shape, but winds on leather strips to formed or shaped grips of wooden sporting goods	4 11 0	4 12 0	4 9 0
(ap) Person sanding rubbing down and polishing in the finishing of sporting goods by hand or machine after lacquering or other coated finish	4 8 0	4 9 0	4 6 0
(aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods	4 7 0	4 8 0	4 5 0
(ar) Racquet stringer and/or repairer	5 5 0	5 6 0	5 3 0
(as) Cricket bat maker who makes cricket bats throughout	5 9 0	5 10 0	5 7 0
(at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads)	5 9 0	5 10 0	5 7 0
(au) Person checking and inspecting	4 11 0	4 12 0	4 9 0
(av) All others (males)	4 5 0	4 6 0	4 3 0
(aw) All others (females), see clause 15 (b)	2 7 0	2 7 6	2 6 0

* Clauses (2) (c) to (30) inclusive of the Determination as published in Government Gazette No. 167 of 9th May, 1940, shall remain in force.

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 4 of 6th January, 1941, shall be replaced by the following:—

APPRENTICES AND IMPROVERS.

(2)

WAGES PER WEEK OF 44 HOURS.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under.	16	17	18	19	20		15 years and under.	16	17	18	19	20
1st six months	s. d. 19 6	s. d. 21 0	s. d. 24 0	s. d. 29 6	s. d. 34 6	s. d. 40 6	1st six months	s. d. 17 6	s. d. 18 0	s. d. 19 0	s. d. 21 0	s. d. 23 6	s. d. 25 0
2nd "	20 6	23 0	27 0	33 0	38 0	64 0	2nd "	18 0	19 6	21 0	23 0	26 0	36 6
3rd "	21 6	24 6	30 0	35 6	42 6	..	3rd "	20 6	22 0	24 0	26 6	28 0	..
4th "	24 0	28 0	34 0	40 6	64 6	..	4th "	22 0	24 0	26 0	28 0	38 6	..
5th "	28 6	32 0	36 0	45 0	..	..	5th "	24 0	26 0	28 0	30 6	..	..
6th "	30 0	35 0	42 6	66 6	..	..	6th "	26 0	28 0	30 0	39 6	..	..
7th "	34 0	40 6	50 6	..	..	..	7th "	28 0	30 0	33 0	..	..	..
8th "	39 0	47 0	68 6	..	..	..	8th "	30 0	32 6	42 6	..	..	..
9th "	44 6	55 0	..	..	..	..	9th "	31 6	37 0	..	..	..	..
10th "	52 6	71 6	..	..	..	..	10th "	33 6	43 0	..	..	..	..
11th "	59 6	..	..	..	..	..	11th "	38 6	..	..	..	..	..
12th "	67 0	..	..	..	..	..	12th "	40 6	..	..	..	..	..
7th year	75 0	..	..	..	..	..	7th year	43 0	..	..	..	..	..

Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for apprentices and improvers shall apply only to such employees as are under 21 years of age.

PROPORTION (within any factory).

Males.

Two male apprentices or improvers to each male person receiving not less than the minimum wage.

Females.

Two female apprentices or improvers to each female person receiving not less than the minimum wage.

The Board has prescribed a form of apprenticeship indenture.

In determining the proportion of apprentices and improvers in proportion to employees receiving the minimum wage each shift shall be taken into account separately.

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woollen and Worsted Sections.

ADULT MALES.							s. d.
Assistant foreman or overlooker, when or where employed	..	..	..	..	..	..	105 0
Wool Sorting and Scouring Departments—							
Wool sorters—							
First year's experience	..	..	..	..	..	..	90 0
Second year's experience	..	..	..	..	..	..	100 0
Thereafter	..	..	..	..	..	..	106 0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	..	..	..	..	..	..	95 0
All other machine operators or attendants	..	..	..	..	..	..	90 0
Dye House—							
Leading hand employed on dye machines or vats	..	..	..	..	..	..	95 0
Men on wet crabbers	..	..	..	..	..	..	92 0
All other machine operators or attendants	..	..	..	..	..	..	90 0
Wiley House—							
Leading hand in wiley operations where more than four hands engaged	..	..	..	..	..	..	97 0
Leading hand in wiley operations where three or four hands are engaged	..	..	..	..	..	..	94 6
All other machine operators or attendants	..	..	..	..	..	..	90 0
Carding Department—							
Head fettler (leading hand in carding room)	..	..	..	..	..	..	96 0
Card fettlers	..	..	..	..	..	..	91 0
All other machine operators or attendants	..	..	..	..	..	..	89 0
Spinning Department—							
Man in charge of one pair of spinning mules	..	..	..	..	..	..	91 0
All other machine operators or attendants	..	..	..	..	..	..	89 0
Combing Department—							
Jobber in charge or comb mechanic in charge	..	..	..	..	..	..	102 6
Jobber or comb mechanic	..	..	..	..	..	..	91 0
All other machine operators or attendants	..	..	..	..	..	..	89 0
Pinsetter—							
First year's experience	..	..	..	..	..	..	91 0
Second year's experience	..	..	..	..	..	..	97 0
Thereafter	..	..	..	..	..	..	108 0
Roller coverer—							
First year's experience	..	..	..	..	..	..	90 0
Second year's experience	..	..	..	..	..	..	95 0
Thereafter	..	..	..	..	..	..	103 6
Gill Box Reducing, Intermediate, Roving and Spinning Departments—							
Man in charge of one pair of spinning mules	..	..	..	..	..	..	91 0
All machine operators or attendants	..	..	..	..	..	..	89 0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

	s.	d.
Winding, Warping, and Twisting Department—		
Warpers	91	0
Sizing machine hand	90	0
All other machine operators or attendants	89	0
Weaving Department—		
Twister-in	90	0
Warp drawers-in	90	0
Warp tiers	89	0
Box loom tuners—		
First year's experience	92	0
Second year's experience	99	0
Thereafter	108	0
Plain loom tuners—		
First year's experience	90	0
Second year's experience	97	0
Thereafter	102	6
Oilers and cleaners	89	0
Card or chain makers	91	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another	89	0
Weavers	92	0
Petehers	89	0
Finishing Department—		
Man in charge of milling scouring, or washing machines (where milling and scouring foreman is not employed)	94	6
Sulphur house workers (for time employed as such)	97	0
Man piece carbonizing	92	0
Man examining finished cloth	95	0
Men engaged on unshrinkable finishing processes	92	0
All other machine operators or attendants	89	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed	94	6
All other adult males	85	0

ADULT FEMALES.

Combing Department—							
All machine operators or attendants	..	..	..	..	..	..	50 0
Gill Box, Reducing, Intermediate Roving and Spinning Departments—							
All machine operators or attendants	..	..	..	..	..	..	50 0
Winding, Warping, and Twisting Department—							
Warpers .. .. .	..	..	..	..	..	..	53 0
All machine operators or attendants	..	..	..	..	..	..	50 0
Weaving Department—							
Weavers .. .. .	..	..	..	..	..	..	54 0
Mending and Darning Department—							
Worsted menders and darners—							
First six months' experience	..	..	..	..	..	..	50 0
Thereafter	..	..	..	..	..	..	57 0
Other menders and darners (except flannel and blanket knotters and menders)—							
First six months' experience	..	..	..	..	..	..	49 0
Thereafter	..	..	..	..	..	..	53 0
Examiners or passers of pieces after mending	..	..	..	..	..	..	54 0
Other examiners and passers	..	..	..	..	..	..	51 0
Whipping machinists	..	..	..	..	..	..	50 0
Other adult females	..	..	..	..	..	..	46 0

Cotton Section.

ADULT MALES.

[illegible]

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

										s.	d.
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—										..	..
All machine operators or attendants										89	0
Mule Spinning Department—										..	..
Man in charge of one pair of spinning mules										91	0
All other machine operators or attendants										89	0
Twisting, Winding, Reeling and Warping Departments—										..	..
Warpers										91	0
Slasher sizer hand										90	0
Ring jobber										102	6
All other machine operators or attendants										89	0
Weaving Department—										..	..
Twisters-in										90	0
Warp drawers-in										90	0
Warp tiers										89	0
Box loom tuners—										..	..
First year's experience										92	0
Second year's experience										99	0
Thereafter										108	0
Plain loom tuners—										..	..
First year's experience										90	0
Second year's experience										97	0
Thereafter										102	6
Card or chain makers										91	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another										89	0
Weavers										92	0
Perchers										89	0
Finishing Department—										..	..
Man in charge of finishing machines										94	6
Man examining finished cloth										95	0
All other machine operators or attendants										89	0
Warehouse—										..	..
Leading hand in warehouse where warehouse foreman is not employed										94	6
All other adult males										85	0
ADULT FEMALES.										..	..
Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—										..	..
All machine operators or attendants										50	0
Twisting, Winding, Reeling and Warping Departments—										..	..
Warpers										53	0
All machine operators or attendants										50	0
Weaving Department—										..	..
Weavers										54	0
Mending and Darning Departments—										..	..
Menders and darners—										..	..
First six months' experience										49	0
Thereafter										53	0
Examiners or passers of pieces after mending										54	0
Other examiners and passers										51	0
All other adult females										46	0

Clauses (3) to (35) inclusive of the Determination as published in *Government Gazette* No. 4 of 6th January, 1941, shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 28]

FRIDAY, FEBRUARY 7.

[1941

Factories and Shops Acts.

DETERMINATION OF THE CARTERS AND DRIVERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 15th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any person, employed—

- (1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a determination of any of the following boards, viz. :—

Bread Carters Board,	Shops Board, No. 5 (Butchers—Provincial),
Chaffcutters Board,	Shops Board, No. 7 (Country Shop Assistants),
Coal and Coke Board,	Shops Board, No. 12 (Fuel and Fodder);
Quarry Board,	Shops Board, No. 13 (Fuel and Fodder—Country),
Shops Board, No. 3 (Butchers),	Shops Board, No. 15 (Grocers);
Shops Board, No. 4 (Butchers—Country),	

- (2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board;

- (3) in driving horse-drawn passenger vehicles hired or plying for hire;

- (4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept;

- (5) in connexion with motor assembly works, warehouses, or showrooms—

(a) in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers, or their registration;

(b) as instructor driver.

has made the following Determination, namely—

- (a) That on the 7th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

- (b) That Part I. hereof shall apply to all persons other than those mentioned in sub-clauses (c), (d) or (e) hereunder.

- (c) That Part II. hereof shall apply only to persons employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel.

- (d) That Part III. hereof shall apply only to persons employed by retail dairymen.

- (e) That Part IV. hereof shall apply only to persons employed in connexion with the distribution of petrol and petroleum products.

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(1) ADULT EMPLOYEES.

	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne: Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool and within the Mildura and Glippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving jinker, boiler truck, V or float—			
One horse	4 18 0	5 4 6	4 15 0
Two or three horses	5 3 0	5 9 6	5 0 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	4 12 0	4 18 6	4 9 0
Two horses	4 17 0	5 3 6	4 14 0
Three horses	5 0 0	5 6 6	4 17 0
Four horses	5 2 0	5 8 6	4 19 0
Five horses	5 3 0	5 9 6	5 0 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Employee driving—			
Motor bicycle with side car	4 12 0	4 18 6	4 9 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less	4 17 0	5 3 6	4 14 0
Over 25 cwt., but not over 3 tons	5 1 0	5 7 6	4 18 0
Over 3 tons but under 6 tons	5 4 0	5 10 6	5 1 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Employee driving mechanical horse (up to two trailers)	5 4 0	5 10 6	5 1 0
Over two trailers—1s. extra per day.			
Loader	4 13 0	4 19 6	4 10 0
Leading Loader	5 0 0	5 6 6	4 17 0
Stableman	4 9 0	4 15 6	4 6 0
Head stableman	4 13 6	5 0 0	4 10 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	4 14 0	5 0 6	4 11 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	4 12 0	4 18 6	4 9 0
Between 10 p.m. and 7 a.m.	4 13 0	4 19 6	4 10 0
Supervisor	4 18 0	5 4 6	4 15 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	4 17 0	5 3 6	4 14 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 6 0	4 12 6	4 3 0

(2)	EXTRA RATES.	per week
		s. d.
Further additional amount for employee driving bulk milk vehicle		1 0
Further additional amount for employee driving sanitary vehicle—		
Between 7 a.m. and 10 p.m.		3 0
Between 10 p.m. and 7 a.m.		6 0
Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week.		
Further additional amount for employee carting specially offensive material		6 0
Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material		6 0
Further additional amount for an employee driver (not a supervisor), who is required in any week to collect moneys and account for them as part of his duties		2 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle		2 0

DRIVER PROVIDING STABLING FOR HIS HORSE.

(3) Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

(4) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

(5) (a) The minimum rate of wage to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

	£ s. d.
Under 19 years of age	2 11 0
19 and under 20 years of age	2 17 0
20 years of age and over	Adult rates.
(b) The minimum rates of wage to be paid per week to a junior driving a vehicle shall be—	
Under 19 years of age	2 15 0
19 and under 20 years of age	3 1 0
20 years of age and over	Adult rates.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

HIGHEST FUNCTION.

(6) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wage is prescribed.

EMPLOYEE LEARNING ROUND.

(7) No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

(8) (a) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages:—

- (i) Either the Wednesday, the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.
 - (ii) All wages shall be paid on such pay-day.
 - (iii) Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.
 - (iv) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.
 - (v) If an employer fails to make payment to any employee on pay-day he shall pay to each such employee an extra 3s. for each and every day or part thereof during which such default continues unless he satisfies the Secretary for Labour that such failure is due to some act on the part of the employee or to the fact that the employer was ready and willing to make payment on pay day but that the employee failed to wait for his pay under sub-clause (iii) of this clause or to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.
- (b) Sub-clause (a) of this clause shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of the employees in any establishment in such industry, shall be applied to employees therein covered by this Determination.
- (c) This clause shall not apply to the Melbourne and Metropolitan Board of Works.

HOURS.

(9) (a) The maximum ordinary hours shall not exceed 88 per fortnight provided that no more than 48 hours per week shall be worked without payment of overtime.

Such ordinary number of working hours shall not include time worked on a Sunday except in the cases of the following:—

- Persons solely carting milk, cream and casein curd or any one or two of them;
- Supervisors;
- Stablemen who are required to work on a Sunday;
- Sanitary carters;
- Sanitary carters' mates;
- Sanitary depot employees;
- Persons employed by the Melbourne and Metropolitan Board of Works in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works.

(b) Where an employee's engagement terminates at the end of or during a week then for the purposes of calculating the wages due to him for that week or the portion of that week worked such week shall be regarded as a 44-hour week unless it is part of a definite fortnightly period of 88 hours and the employee has in the previous week worked not more than 40 ordinary hours in which case the week in which termination takes place shall for the purposes aforesaid be regarded as a 48-hour week.

(c) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(d) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Determination, if the holiday be on a day other than Saturday, 8 hours 48 minutes, if the working week be 5 days and 8 hours, if the working week be 5½ days, and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman if the employer within fourteen days of a prescribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs.

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

ORDINARY WORKING TIME PER DAY.

(10) (a) Except as otherwise provided in this clause the time to be worked by a weekly employee without payment of overtime shall not exceed 9 hours on any day from Monday to Friday (both inclusive) or 5 hours on Saturday.

Provided that in summer for a carter of ice or ice-cream the time on Saturday shall be 9 hours instead of 5 hours.

(b) The time to be worked by a casual employee without payment of overtime shall not exceed 8 hours on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(c) All time other than meal times between the earliest starting time and the latest finishing time shall, except in the cases of a livery stable employee and of a carter of milk, cream or casein curd, be considered as time worked.

(d) All time worked by an employee in excess of the time herein prescribed shall be paid for as overtime at the rate of time and a half.

(e) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(11) (a) Except as otherwise provided in this clause ordinary working time shall not begin before 7 a.m. on any day nor continue after 6 p.m. on any day from Monday to Friday (both inclusive) nor after 1 p.m. on Saturday.

(b) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (a) hereof or although not outside such times is prior to the starting time fixed under clause (14) hereof shall be paid for as overtime at the rate of time and a half.

(c) Any time worked outside such times shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(d) Where a weekly employee is employed regularly either on shift or during a daily recurrent period the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 5 per centum.

PART I.—(continued).

(This Part applies to all persons other than those employed as (i) Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(e) None of the preceding sub-clauses shall apply to—

A stableman or a yardman;

A driver employed at—

a fish, fruit or vegetable store,
a pastry-cook shop,
carting milk, cream or casein curd,
sanitary or rubbish carting,
carting aerated water, ice or ice-cream in summer,
parcel express carting,

or by—

a coach or mail contractor,

The Melbourne and Metropolitan Board of Works at a sanitary depot or in relation to the repair of a break-down in connexion with waterworks, sewerage works, or main drainage works.

(f) This Determination shall not operate to relieve employers from complying with any present Statute of the State so far as such Statute deals with the hours at which goods may be carted or delivered, but this sub-clause shall not apply to—

(i) carting plant or material to or from buildings in course of construction repair or demolition within the area covered by the Melbourne City Council By-Law 233 paragraph 36 or any variation thereof;

(ii) to the carting by the employer's own vehicles of goods between one part of the employer's business and another part except where such carting is between a part of the business that is wholesale or a factory and a retail part of the business;

and to such extent employers are so relieved.

REST AFTER LONG HOURS.

(12) Where an employee is required to work for any period amounting to sixteen hours commencing from the time of beginning work, he shall be granted a respite from and entitled to absent himself from work until he has had eight consecutive hours off duty, but shall not be paid for such period of absence.

STARTING AND FINISHING WORK.

(13) (a) Where proper facilities are provided for an employee to sign on when beginning work, and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off in the evening.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

Provided further that in cases where an employee, driver of a motor vehicle, takes the vehicle to his home at the end of the day's work his finishing time shall be deemed to be the time of arrival at his home and his starting time on the following morning shall be the time at which he signs on at his employer's yard or depot unless he has to proceed direct from his home with or to a job without first going to the employer's yard or depot in which case his starting time shall be the time of leaving his home.

(b) A driver of a milk cart need not sign on or off when he starts and leaves work, but he shall sign the time book or time sheet once a day. Time books now in use may be continued.

ALTERATION OF STARTING AND FINISHING TIMES.

(14) Each employer shall fix a regular starting time for each of his employees which shall with respect to each such employee be the same time in each day of the week. In any case where it is not so fixed such starting time shall be 7.15 a.m. until it is otherwise fixed by the employer. Where an employer desires to vary or change the regular starting time of any employee or employees he shall give two weeks' notice of such variation or change to the particular employee or employees concerned and also post a notice of the intended change at the depot or yard. Notwithstanding anything herein contained an employer who has fixed a regular starting time may vary same for any particular day or days by informing any employee or employees by not later than the time when such employee or employees sign off or leave the depot or yard the previous day that the starting time or times of such employee or employees on any specified day or days will be a time or times not earlier than the regular starting time and not later by more than one hour than the regular starting time of such employee or employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(15) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(16) (a) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amount payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a weekly employee attending on Sunday as required to feed and attend to horses where the employer does not employ any stableman Ordinary time.

For a stableman working seven days or seven nights in one week Ordinary time.

For a weekly employee driving a sanitary cart or being a sanitary carter's mate or an employee at a sanitary depot Ordinary time.

For persons employed weekly by the Melbourne and Metropolitan Board of Works in relation to the repair of a breakdown in connexion with waterworks, sewerage works or main drainage works Ordinary time.

For a supervisor Ordinary time.

For any other employee Double time.

(b) sub-clause (a) hereof does not apply to—

A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.

A driver while solely carting milk, cream and casein curd or any one or two of them.

WEEKLY TIMES OFF.

(17) (a) Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

Provided that in the case of shift employees of the Melbourne and Metropolitan Board of Works the time off shall be from 1.45 p.m. instead of from 1 p.m.

(b) A weekly employee being a supervisor, bulk milk carter, sanitary carter, sanitary carter's mate, employee at a sanitary depot or person employed in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works shall, in addition to the time off prescribed by sub-clause (a) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work, and in default thereof one day's extra pay.

(c) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work to one clear day, and if working night work to one clear night off from work in each week, and in default thereof one day's extra pay.

(d) The extra pay provided in Sub-clauses (b) and (c) hereof shall be in addition to any overtime earned.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

HOLIDAYS.

(18) (a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

For employees of the Melbourne and Metropolitan Board of Works—
Melbourne Cup Day.

For other employees—

Within 25 miles of the G.P.O., Melbourne—Melbourne Cup Day.

In any other district—

One day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the Union.

(b) Provided that notwithstanding the provisions of sub-clause (a) hereof where an employee is employed in an employer's industry with respect to which the Determination of any other Wages Board makes provision for public holidays without loss of pay the employer may grant the public holidays provided for in such Determination instead of those abovementioned and sub-clauses (a) and (b) hereof shall be read as if the holidays mentioned in any such Determination had been expressly mentioned herein as an alternative to those set out in sub-clause (a) hereof.

Provided further that an employer shall not be entitled to exercise the right conferred on him by this sub-clause unless and until he or some person on his behalf has given written notice to the Union of the Determination under which he proposes to grant the holidays and of the public holidays provided therein. Any notice so given may only be changed by another written notice given to the Union in January of any year.

(c) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(d) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate—

On Good Friday and the Christmas Day holiday—Time and a half.

On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

Provided further that if an employee is required to work on a holiday during hours which if the day were not a holiday would be outside the range of ordinary working time as mentioned in clause (11) hereof he shall be paid for such hours at double time instead of time and a half or ordinary time as hereinbefore provided in this sub-clause.

(e) The preceding part of this clause shall not apply to a stableman, a groom, or a driver carting milk, when doing work solely as such.

(f) For all time worked by a casual employee on such holidays payment shall be made at the following rate—

On Good Friday and the Christmas Day holiday—Double and a half time.

On any other holiday—Double time.

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause (3) hereof shall be paid.

(g) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(h) If any employer intends to carry on business on a day generally observed as a holiday although not prescribed as such in this Determination he shall not be entitled to make a deduction from the wages of any weekly employee who fails to present himself for duty on that day unless he shall have given the employee notice of his intention to carry on business on that day.

ANNUAL LEAVE.

19. (a) An employee continuously employed (as hereinafter defined) in each year commencing with the year 1940 shall become entitled at the expiration of the period of twelve months mentioned in sub-clause (b) hereof to and shall be granted a holiday which may be given at the option of each employer as follows:—

(i) provided the employee is not required to work on any day between Christmas Day and New Year's Day (both inclusive) the holiday may be from the day observed as Boxing Day to the 31st day of December inclusive and the employer shall pay wages for ordinary working days included in that period; but, otherwise,

(ii) a week's holiday on full pay at some other time during the following year. If the employee leave or be dismissed from employment after becoming entitled to such holiday and before receiving same he shall be paid an extra week's wages on such leaving or dismissal.

Provided that where an employee is employed in an employer's industry with respect to which a Determination of any other Wages Board provides for annual leave with pay the employer may grant such employee a holiday in accordance with the provisions of such determination instead of under this Determination and this Determination shall be read as if the provisions of such determination had been expressly included herein as an alternative to sub-paragraphs (i) and (ii) hereof.

Provided further that, any leave to which an employee may become entitled under this sub-clause shall be granted by the employer and when so granted shall be taken by the employee by not later in the following year than the 31st day of May in the butter and condensed milk industries and the industry of the manufacture and distribution of ice, the 30th day of June in the jam and canning industries, the 31st day of March in the case of employers who have less than thirty employees entitled to leave under this sub-clause and the 30th day of June in all other cases.

Provided further that if because of circumstances over which he has no control due to the present war an employer considers it impossible for him to grant leave by the dates herein specified he shall be entitled to submit the matter to the Secretary for Labour, who shall have power to postpone such leave until such later date as he sees fit.

Annual leave as herein provided shall be given and taken and no employee shall accept payment in lieu thereof.

(b) "Continuously employed" for the purposes of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the period of twelve months immediately preceding the 25th day of each December except December, 1939. If any employee leaves or is dismissed during any such period he shall be given or paid for holidays *pro rata* in accordance with the length of service in such period, viz., one day for each two months of service up to the 30th day of June and thereafter one-half day for each month of service and for this purpose the first period shall commence to run on the 25th day of December, 1939.

(c) If the business be sold, transmitted, or transferred during any such period the right of an employee to a holiday shall not be affected by such sale or transfer if he continues in the employment of the business.

(d) After the 31st day of December, 1940, at least seven days' notice shall be given to an employee as to when he is to commence his leave, and each employee going on leave shall be paid one week's wages.

(e) This clause other than sub-clause (d) hereof shall not apply to employees covered by clause (20) hereof.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Dragers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products).

ANNUAL LEAVE FOR SANITARY EMPLOYEES, STABLEMEN, AND OTHERS.

(20) A sanitary employee, stableman, or other employee shall, if generally required to work seven days in the week, be allowed one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the week's holiday at the conclusion of twelve months' service with the firm or business.

MEAL TIMES.

(21) (a) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m., each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(b) Except as otherwise provided in this clause no employee shall be required to work for longer than $3\frac{1}{2}$ hours without a break for a meal time of one hour, or half an hour in the case of the evening meal without pay.

All time worked over $3\frac{1}{2}$ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m. on Monday to Friday inclusive, and 1.30 p.m. on Saturday.

(c) In the case of any employee of the Melbourne and Metropolitan Board of Works breaks may be of 45 minutes instead of one hour.

(d) (i) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. without having been informed in some way on the preceding working day that he will be so required he shall be allowed 1s. 6d. as tea money.

(ii) An employee who is notified under this sub-clause that he will be required to continue working, but who is not so required to continue working, shall be paid the prescribed tea money.

(iii) This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(iv) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Determination shall not be cumulative, but the employee in cases coming within this clause shall be entitled only to the higher payment.

THE CONTRACT OF EMPLOYMENT.

(22) Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment:—

(a) The engagement shall not be determined on either side, except upon one week's notice, which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.

(b) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday as the case may be, such notice shall have no effect, and the engagement shall be deemed to have continued unaffected by such notice.

(c) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(d) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

(e) Subject to sub-clause (f) hereof an employee to become entitled to payment of the weekly wage prescribed by this Determination is to be available, ready, and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (h) hereof shall be entitled to a full week's wage.

(f) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as prescribed and such employee continues in such service, he shall not, if he becomes disabled as previously mentioned during the ensuing year, be entitled to absent himself without deduction of pay for more than four days in each ensuing year, but the number of days in any quarter or other longer period as aforesaid in such ensuing year on which he shall be entitled to so absent himself shall be increased within such quarter or period until the total number of days amount to four.

For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive.

In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, if the day be other than a Saturday, 8 hours, and if the day be a Saturday, four hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.

(g) Subject to sub-clause (f) hereof and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(h) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(i) If an employee be justifiably dismissed for any reason set out in the sub-clause (h) hereof he shall be entitled to payment proportionate to the time worked, but to that only.

(j) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith and in default thereof the employer shall pay such employee an extra 3s. for each and every day or part thereof, whilst such default continues unless the employer satisfies the Secretary for Labour that such default was due to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

(23) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District as defined in the Factories and Shops Acts, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Driggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

PROPORTION OF JUNIORS.

(24) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

(25) (a) Each employer shall, at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned) be made or entered by the employee at the time of starting and finishing work each day.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer to any officials (not more than two in number at any one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union at the place where the record or time book is kept. No demand for production need be complied with until after the expiration of seven days in the case of the first inspection but subject thereto any demand for production made between the hours of 10 a.m. and noon and 2 p.m. and 4 p.m., Saturday afternoons and public holidays excepted, on any day between the 1st and the 27th inclusive in each calendar month except on pay day shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to an employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials the employer shall nevertheless produce at such time such time book or record to the officials who shall then be entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

(26) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask the permission of the employer.

TEMPORARY CHANGE OF STABLE.

(27) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place, any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time, and any reasonable extra cost of fares so caused shall be paid by the employer.

TRAVELLING ALLOWANCES.

(28) (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance, and provided that where an employer carrying on a coach and mail service provides or is willing to provide meals and bed the employee is to have the option of receiving 8s. 6d. per day or accepting the meals and bed provided by the employer.

(b) An employee prevented from returning with his turnout to the depot or yard from which he started shall be paid any travelling expenses he has to incur, and as if for time worked for the time he reasonably takes to get to his home beyond the time he ordinarily would have taken to get to his home from the depot or yard.

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

(29) An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains, hooks, trucks, and skids, and effective lamps.

HEAVY ARTICLES.

(30) An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

ARTICLES OF CLOTHING.

(31) Where an employee is required by law or by his employer to wear any special uniform, cap, overall, or other article, it shall be supplied and paid for by the employer.

HOUSING.

(32) (a) Any employee required by his employer to live at a stable, yard, or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

DEFINITIONS.

(33) Unless a contrary intention appears expressions used in this Determination shall have meanings as follow:—

(a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.

(d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard, or garage.

(e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading, or delivering.

(f) "Loader" means any employee engaged in loading or unloading any goods, wares, merchandise, or materials on to or from any vehicle and in work incidental to such loading or unloading.

(g) "Bulk milk carter" means an employee solely engaged in carting milk or cream in bulk.

(h) "Supervisor" means any person whose duty it is, in addition to carting or driving, to collect moneys and exercise supervision over the work of drivers or other employees.

(i) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers Union of Australia.

(j) "Sanitary carter's mate" means an employee who accompanies the driver to assist in loading or unloading.

(k) "Jinker" means a vehicle with a forecarriage, or a vehicle (where a dray takes the place of the forecarriage) and a bow axle under which the load is slung.

(l) "Boiler truck" means a vehicle on four low wheels, with or without springs, generally used for the carrying of boilers.

(m) "Float" means a vehicle on four wheels with or without springs generally used for carrying plate glass or other heavy material.

(n) "Specially offensive material" means bone dust, bones, and blood manure, dead animals, offal, fat (including that which is carted from hotels or restaurants or other places in kerosene tins), tallow in secondhand casks, green skins, raw hides, and sheep skins when fly-blown or maggoty, sausage skin casings, except when packed in non-leaky containers for consumption.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

- (o) "Dirty material" means any material or a particular load thereof which this Wages Board may decide to be exceptionally dirty.
- (p) "Horse" means any beast of burden except a bullock.
- (q) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.
- (r) "Holiday" means any holiday prescribed by this Determination.
- (s) "Winter" means from the 15th day of April to the 15th day of October, inclusive.
- (t) "Summer" means from the 16th day of October to the 14th day of April, inclusive.
- (u) "Rate of ordinary time, of time and a half, of double time, of double time and half time, and of treble time," and any like expression means respectively a rate per hour of $1/44$, $3/88$, $1/22$, $5/88$, and $3/44$ of the prescribed weekly rate for the relevant class of employee;
- (v) "Shift," or any like expression, means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set and the beginning of work by the next man or set.
- (w) "Makers capacity" means the capacity shown on the certificate of registration issued under the Motor Car Acts.
- (x) "Union" means the Transport Workers Union of Australia.

PERIODICAL ADJUSTMENT OF WAGES.

(34) The wages rates set out in clause (1) of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage.

The basic wage shall be adjusted as prescribed in clause (35) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 4 0 0	s. d. 6 0	£ s. d. 4 6 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF NEEDS BASIC WAGE.

(35) (a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be as prescribed in Clause (34) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February the amount of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number set to be applied to a place is that assigned thereto in clause (34) of this Part.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

Index number divisions.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.
	per week		per week
	£ s. d.		£ s. d.
797-803	3 5 0	} 6s. }	3 11 0
809-820	3 6 0		3 12 0
821-833	3 7 0		3 13 0
834-845	3 8 0		3 14 0
846-858	3 9 0		3 15 0
859-870	3 10 0		3 16 0
871-882	3 11 0		3 17 0
883-895	3 12 0		3 18 0
896-907	3 13 0		3 19 0
908-919	3 14 0		4 0 0
920-932	3 15 0		4 1 0
933-944	3 16 0		4 2 0
945-956	3 17 0		4 3 0
957-969	3 18 0		4 4 0
970-981	3 19 0		4 5 0
982-993	4 0 0		4 6 0
994-1006	4 1 0		4 7 0
1007-1018	4 2 0		4 8 0
1019-1030	4 3 0		4 9 0
1031-1043	4 4 0		4 10 0

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

PART II.**(This part applies only to persons employed as Wharf Draggers.)****RATES OF WAGE.**

(1) The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. 1¹⁰/₁₁d. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

ORDINARY HOURS OF EMPLOYMENT.

(2) The ordinary hours of duty shall be—

From Monday to Friday inclusive—8 a.m. to 5 p.m.

Saturday—8 a.m. to noon.

Except that taking horses from the stable to the wharf at the commencement of employment, or returning the horses from the wharf to the stable at the conclusion of employment, before or after the ordinary hours of duty set out above shall be paid for as ordinary time if less than 5 miles, otherwise ordinary rate and a half.

OVERTIME.

(3) Overtime as hereinafter defined shall be paid for at the following rates (in addition to the 2s. 3d. prescribed by clause (1) hereof):—

(a) Between 6 p.m. and midnight—

Monday to Friday inclusive—Ordinary rate and a half.

Between midnight and 7 a.m.—Monday to Saturday inclusive—Double ordinary rate.

(b) Where tea hour is observed from 6 p.m. to 7 p.m. by the waterside workers with whom the employee is working the employee shall be paid at the rate of ordinary rate and a half between 5 p.m. and 6 p.m.

(c) For work done on Saturday between noon and midnight and from midnight on Sunday to 7 a.m. on Monday double ordinary rates shall be paid.

(d) For work done on ordinary holidays the rates shall be—

Between midnight and 7 a.m.—Two and one half times the ordinary rate.

Between 8 a.m. and 5 p.m.—Ordinary rate and a half.

Between 5 p.m. and midnight—Double ordinary rate.

(e) For work done between midnight on Saturday and midnight on Sunday and between midnight and midnight on extraordinary holidays two and a half times the ordinary rate shall be paid.

(f) For work done during ordinary hours for more than 88 hours per fortnight or 48 hours in any one week (exclusive of meal times and smoke-ohs)—for such excess ordinary rate and a half.

(g) Men engaged to work between midnight and 7 a.m. under the preceding sub-clauses (c), (d) and (e) hereof shall be paid for at least four hours at the appropriate rate.

MEAL HOURS.

(4) The hours for meals shall be—

Breakfast—7 a.m. to 8 a.m.

Dinner—Noon to 1 p.m.

Tea—5 p.m. to 6 p.m.

Supper—Midnight to 1 a.m. but when work begins at midnight supper periods are not to be observed.

When frozen cargo is being handled the meal hour may be postponed without payment of additional rate for any time not exceeding half an hour if such suspension is necessary to complete the unloading of a truck, motor waggon or vehicle the unloading of which was started before the time fixed for the meal hour.

WORKING DURING MEAL HOURS.

(5) (a) Work for the purposes of this clause shall not be deemed to mean the necessary watering and feeding of horses. If employers require work during a meal hour the rates set out hereunder shall be paid for such meal hour or portion thereof worked.

	Ordinary days.	Ordinary holidays.	Saturday afternoons.	Sundays and extraordinary holidays.
	Per hour.	Per hour.	Per hour.	Per hour.
	s. d.	s. d.	s. d.	s. d.
Supper (except where employment begins at midnight)	6 0	7 0	..	7 0
Breakfast where work commences prior to 7 a.m.	6 0	7 0	..	7 0
Breakfast where work commences at 7 a.m.	4 0	5 0	..	7 0
Dinner	4 0	5 0	6 0	7 0
Tea except as provided in clause 3 (b) hereof	4 0	6 0	6 0	7 0

(b) Employees shall at the employer's option work during such meal hours as are worked by the waterside workers with whom they are working but not otherwise.

(c) In ports where meals are supplied by the employers the payment for work during meal hours shall not apply where the employers in order to expedite the sailing of a vessel arrange for the meal to be supplied either one hour prior to or one hour later than the otherwise specified time of such meal hour. In such cases the employers shall be entitled to arrange meal times within the stipulated period.

SMOKE-OHS.

(6) Employees shall be entitled without loss of pay to the same breaks in their work as are actually observed by the waterside workers with whom they are working but shall feed and water their horses during such smoke-ohs if necessary.

WORKING THROUGH SMOKE-OHS.

(7) (a) The employees shall not be entitled to the said breaks of work if the employer be willing to pay double the appropriate rate for the work done during the smoke-oh or where the actual work commences less than two hours before the time of the break.

(b) For work done during smoke-ohs (other than the necessary feeding and watering of horses) double the appropriate rate shall be paid for the time actually worked.

TIME OF DUTY.

(8) The time of duty, except as hereinafter provided, shall begin at the time and place at which the employee is directed to present himself for work or for conveyance to work.

PART II.—(continued).
(This Part applies only to persons employed as Wharf Draggors.)

PROVISION FOR MEALS.

(9) Where employees are required to work on the same or a different job after 5 p.m. or after 6 p.m. in ports where the meal hour is observed by mutual arrangement from 6 p.m. to 7 p.m. at or before the time they are knocked off for the midday meal on the day on which they are so expected to work, or if engaged after the time of the midday meal on that day—at the time picked-up—they shall be notified by the foreman or other representative of the employer of the probable period of time for which their services will be required and will thereupon make provision for meals necessary during such period mentioned, subject to the following conditions:—

- (i) If any meals necessary after 5 p.m. or after 6 p.m. in ports where the meal hour is observed from 6 p.m. to 7 p.m. within that period are provided and not required by the employee owing to work not being available, each such employee shall be paid the sum of 1s. 6d. for each such meal provided and not required.
- (ii) If the work exceeds the time mentioned by the foreman or other representative of the employer, and continues beyond a meal hour, and an extra meal or meals have to be obtained away from home, each such employee shall be paid the sum of 1s. 6d. for each such meal.
- (iii) If the employees are not notified as before mentioned and work continues beyond a meal hour, they shall each be paid 1s. 6d. for each meal obtained away from home.
- (iv) Where employees have been notified and work continues into and through the last meal hour to a finish, no payment shall be due for such meal not partaken during the meal hour time at which the last meal hour would have been observed.
- (v) The employer shall not be liable for these payments if he provide employees with proper meals.
- (vi) Employees required to work beyond the midday meal on Saturday shall receive notice of that fact before leaving work on Friday if resuming at the same job, or at the time of engagement—if engaged for work commencing on Saturday morning—and for meals required after midday, shall be notified at or before the midday break on the job.
- (vii) Employees engaged to commence work or ordered to resume work prior to the breakfast meal hour on the following working day and who are required beyond that meal hour, unless notified as before mentioned, shall be entitled to payment of the meal allowance.
- (viii) For the purposes of this Determination notice given by a foreman or other representative of the employer, to one man in each gang, shall be deemed to be notice to all employees engaged.

HOLIDAYS.

- (10) (a) The holidays shall be as follows:—
 Extraordinary holidays.—Christmas Day, Good Friday, Eight Hours Day, and Sundays.
 Ordinary Holidays.—New Year's Day, Easter Monday, King's Birthday, Boxing Day, Australia Day, Melbourne Cup Day, and Anzac Day.
 (b) "Australia Day" shall mean the day in January observed as such.
 (c) "Holidays" shall mean the days proscribed under the law of the State to be observed in lieu of the actual holidays mentioned unless there be no such day proscribed in which case the day to be observed shall be the day on which the holiday falls.

EMPLOYEES TO WHOM THIS PART APPLIES.

(11) This Part of this Determination shall apply to casual employees and except as to clause (1) hereof and the provision for payment of 2s. 3d. contained in clause (3) hereof shall apply to such permanent carters or drivers on weekly engagement as may be temporarily engaged in the occupation of dragging whilst they are so employed in lieu of the provisions dealing with the same subject matter in Part I. hereof.

An employer shall not employ a permanent carter or driver on weekly engagement as a casual dragger on a holiday unless there shall be no casual draggers available.

THE OCCUPATION.

(12) The duties of a dragger shall be to attend to and/or drive his horse and to attach the horse to the truck. He shall also be responsible for the safe conduct of the load (but not any loading or unloading) whilst on the truck. In the case of an emergency only a dragger may, if agreeable, do other work provided that for each hour or part of an hour so employed he shall be paid the ruling rate prescribed by any Determination for the particular class of work done.

INCORPORATION OF PROVISIONS OF PART I.

(13) The provisions of clauses 8, 13 (a), 25, 26, and 27 of Part I. of this Determination are hereby incorporated in this Part.

PERIODICAL ADJUSTMENT OF WAGE RATES.

(14) (a) Until the beginning of the first pay period to commence in May, 1941, the rate of wage shall be the amount prescribed in clause (1) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May an August, a November, or a February the amount of the said rate shall, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

- (1) The index number for Melbourne is to be applied.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.
- (4) That assigned amount shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amount of the rate in accordance with that table.
- (6) The division called "original" in the following table is that for the needs basic wage upon which the rate is to be deemed to have been originally prescribed.

Table.

Original index number division, 920-932.

Index number divisions for deductions.	Amounts of addition or deduction.	Index number divisions for additions.	Index number divisions for deductions.	Amounts of addition or deduction.	Index number divisions for additions.
920-932	nil	920-932	859-870	$\frac{11}{11}$	982-993
908-919	$\frac{0^2}{11}$	933-944	846-858	$\frac{17}{11}$	994-1006
896-907	$\frac{0^6}{11}$	945-956	834-845	$\frac{1^0}{11}$	1007-1018
883-895	$\frac{0^9}{11}$	957-969	821-833	$\frac{2^5}{11}$	1019-1030
871-882	$\frac{1^1}{11}$	970-981	809-820	$\frac{2^7}{11}$	1031-1043

PART III.**(This Part applies only to persons employed by Retail Dairymen.)****(1) ADULT EMPLOYEES.**

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	4 10 0	4 16 6	4 7 0
Two horses	4 15 0	5 1 6	4 12 0
Employee driving—			
Motor bicycle with side car	4 11 0	4 17 6	4 8 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	4 15 0	5 1 6	4 12 0
Over 25 cwt. but not over 3 tons	4 19 0	5 5 6	4 16 0
Over 3 tons but under 6 tons	5 2 0	5 8 6	4 19 0
Further tonnage—for each complete ton over 5 an extra 1s. per week .. .. .	..	..	..
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer. .. .. .	..	..	..
Stableman	4 8 0	4 14 6	4 5 0
Head stableman	4 12 0	4 18 6	4 9 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 6 0	4 12 6	4 3 0

(2)	EXTRA RATES.	Per week.
		s. d.
Further additional amount for employee driving retail milk vehicle	9 0
Further additional amount for employee of retail dairymen driving bulk milk vehicle	1 0

DRIVER PROVIDING STABLING FOR HIS HORSE.

(3) Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

(4) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

(5) The minimum rate of wages to be paid per week to a junior shall be as follows:—

	£ s. d.
Under 19 years of age	2 15 0
19 and under 20 years of age	3 1 0
20 years of age and over	Adult rate.

HIGHEST FUNCTION.

(6) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

EMPLOYEE LEARNING ROUND.

(7) No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

(8) The following provisions shall apply to the payment of wages:—

- Either the Wednesday, the Thursday, or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.
- All wages shall be paid on such pay-day.
- Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.
- All earnings, including overtime, shall be paid within two days of the expiration of the week in which they accrue.

ORDINARY WORKING HOURS PER WEEK.

(9) (a) The ordinary working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall include time worked on a Sunday.

(b) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(c) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Determination, if the holiday be on a day other than Saturday, eight hours, and if the holiday be on a Saturday, four hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman, if the employer within fourteen days of a prescribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs:

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

PART III.—(continued).**(This Part applies only to persons employed by Retail Dairymen.)****ORDINARY WORKING TIME PER DAY.**

(10) The work of each day or shift of drivers of retail milk vehicles or assistants on such vehicles shall be continuous: Provided that all work done by such in any capacity in excess of seven hours on any day shall not be counted as part of the ordinary working hours per week for a weekly employee and shall be paid for at the rate of time and a half in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(11) (a) All work done by a driver of a retail milk vehicle or an assistant on such a vehicle in any capacity before the hour of 1 a.m. or after the hour of 10 a.m. on any day shall be paid for at the rate of time and a half irrespective of the number of hours worked for the day or week. Except that in the case of such employees on retail milk vehicles delivering milk to shops, factories, warehouses, or offices inside the City boundaries as defined by the Milk Board Regulations, viz., Flinders-street to Lonsdale-street and Spring-street, to Spencer-street and in the case of employees on retail milk vehicles wholly delivering milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places as "semi-wholesale" milk, all work done before the hour of 5 a.m. or after the hour of noon on any day shall be paid for at the rate of time and a half.

(b) Any time worked outside such hours shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(c) This Determination shall not operate to relieve employers from complying with any present Statute of the State or regulation thereunder so far as such Statute or regulation deals with the hours at which goods may be carted or delivered.

STARTING AND FINISHING WORK.

(12) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

ALTERATION OF STARTING AND FINISHING TIMES.

(13) Where an employer desires to vary or change his starting and finishing time, he shall give one week's notice in writing of such variation or change to his employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(14) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(15) (a) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amount payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a stableman working seven days or seven nights in one week—Ordinary time.

For any other employee—Double time.

(b) Sub-clause (a) hereof does not apply to—

A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.

A driver while solely carting milk, cream and casein curd or any one or two of them.

WEEKLY TIME OFF.

(16) (a) Every weekly employee other than a retail milk carter shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

(b) A weekly employee being a bulk milk carter, shall in addition to the time off prescribed by sub-clause (a) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work.

(c) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work to one clear day off, and if working night work to one clear night off from work in each week.

HOLIDAYS.

(17) (a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Eight Hours' Day, Christmas Day, Boxing Day and Melbourne Cup Day.

(b) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(c) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Time and a half. On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

(d) The preceding part of this clause shall not apply to a stableman, or a driver carting milk, when doing work solely as such.

(e) For all time worked by a casual employee on such holidays payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Double and a half time. On any other holiday—Double time.

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause (4) hereof shall be paid.

(f) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon, and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(g) If an employer intends not to carry on business on a day generally observed as a holiday although not prescribed as such in this Determination and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE FOR MILK CARTERS, COLLECTORS, STABLEMEN AND OTHERS.

(18) A milk carter, stableman or other employee shall, if generally required to work seven days in a week, be allowed two weeks' holiday and any other employee one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., in the case of a milk carter, stableman or other employee generally required to work seven days a week, one day for each month of service; and in the case of any other employee, one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the two weeks' or the week's holiday as the case may be at the conclusion of twelve months' service with the firm or business.

PART III.—(continued).**(This Part applies only to persons employed by Retail Dairymen.)****THE CONTRACT OF EMPLOYMENT.**

(19) Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be terms and conditions of weekly employment:—

(a) The engagement shall not be determined on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.

(b) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(c) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice.

(d) Subject to sub-clause (e) of this clause an employee to become entitled to payment of the weekly wage proscribed by this Determination is to be available ready and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (g) of this clause shall be entitled to a full week's wage.

(e) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as proscribed and such employee continues in such service he shall not, if he become disabled as previously mentioned during the ensuing year, be entitled to absent himself without deduction of pay for more than four days in such ensuing year, but the number of days in any quarter or other longer period as aforesaid on which he shall be entitled to so absent himself shall be increased within such quarter or period until the total number of days amount to four and thereafter he shall not be entitled during such ensuing year to any further absence on account of such disability without deduction of pay.

For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive.

(f) Subject to sub-clause (e) of this clause and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(g) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(h) If an employee be justifiably dismissed for any reason set out in sub-clause (g) hereof he shall be entitled to payment proportionate to the time worked, but to that only.

(i) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

(20) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District as defined in the Factories and Shops Acts, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

(21) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

(22) (a) Each employer shall at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee working for him in which shall be entered the time of starting and finishing work each day and the amount of overtime worked and the wages and overtime paid to each employee.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union, at the place where the record or time book is kept. Such inspection must be completed as soon as is reasonably practicable.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

(23) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted, or hung up in a place where it is easily accessible to the employees without having to ask permission of the employer.

LIMITATION OF EMPLOYERS' LIABILITY.

(24) Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employer shall not be liable to pay to the employee any further sums proscribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf or by the local representative of the Union.

TEMPORARY CHANGE OF STABLE.

(25) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

PART III.—(continued).**(This Part applies only to persons employed by Retail Dairymen.)****GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.**

(26) An employer shall supply his employees with all gear to secure any loads to be carted by them, and effective lamps.

ARTICLES OF CLOTHING.

(27) Drivers of retail milk vehicles shall be supplied by the employer with at least two overalls a year.

HOUSING.

(28) (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provide proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily let.

COLLECTING BY RETAIL MILK CARTERS.

(29) No retail milk carter shall collect or be permitted to collect any accounts other than cash sales or cash collections on the round and during the ordinary course of milk delivery.

DEFINITIONS.

(30) Unless a contrary intention appears expressions used in this Determination shall have meanings as follows:—

(a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.

(d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard or garage.

(e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading or delivering.

(f) "Bulk milk carter" means a person carting milk or cream in bulk from producers to depots, railways, retailers or factories, or from depots or railways to factories for treatment or manufacture to retailers.

(g) "Retail milk carter" or "driver of a retail milk vehicle" means any person carting milk or cream, other than any person defined in sub-clause (f) hereof as a bulk milk carter, but includes persons carting milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places.

(h) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers' Union of Australia.

(i) "Horse" means any beast of burden except a bullock.

(j) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(l) "Holiday" means any holiday prescribed by this Determination.

(m) "Rate of ordinary time," of "time and a half," "of double time," "of double time and half time" and "of treble time" and any like expression, means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44, of the prescribed weekly rate for the relevant class of employee.

(n) "Maker's capacity" shall mean the capacity shown on the certificate of registration under the motor car acts.

(o) "Union" means the Transport Workers' Union of Australia.

PERIODICAL ADJUSTMENT OF WAGES.(31) The wages rates set out in clause (1) of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage.

The basic wage shall be adjusted as prescribed in clause (32) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	4 0 0	6 0	4 6 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF NEEDS BASIC WAGE.

(32) (a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be as prescribed in Clause (31) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February the amount of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items'" retail price index numbers or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

PART III.—(continued).**(This Part applies only to persons employed by Retail Dairymen.)**

- (1) The index number set for Melbourne is to be applied.
 (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
 (3) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.
 (4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

Index number divisions.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.
	per week		per week
	£ s. d.		£ s. d.
797-808	3 5 0	} 6s. per week }	3 11 0
809-820	3 6 0		3 12 0
821-833	3 7 0		3 13 0
834-845	3 8 0		3 14 0
846-858	3 9 0		3 15 0
859-870	3 10 0		3 16 0
871-882	3 11 0		3 17 0
883-895	3 12 0		3 18 0
896-907	3 13 0		3 19 0
908-919	3 14 0		4 0 0
920-932	3 15 0		4 1 0
933-944	3 16 0		4 2 0
945-956	3 17 0		4 3 0
957-969	3 18 0		4 4 0
970-981	3 19 0		4 5 0
982-993	4 0 0		4 6 0
994-1006	4 1 0		4 7 0
1007-1018	4 2 0		4 8 0
1019-1030	4 3 0		4 9 0
1031-1043	4 4 0		4 10 0

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

PART IV.**(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)**

(1)

ADULT EMPLOYEES.

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor waggon with a combined weight of vehicle and maximum load of under 10 tons	5 2 0	5 8 6	4 19 0
Driver of a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	5 4 0	5 10 6	5 1 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer			
Motor driver's assistant and any employee not elsewhere specified	4 6 0	4 12 6	4 3 0

(2)

EXTRA RATES.

	Per Week. s. d.
Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages	3 0
Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets	6 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	1 0
Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle	5 0
Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart fuel oil in drums the aggregate weight whereof is one ton or more, at the rate of	3 0

WAGE FOR CASUAL EMPLOYEES.

(3) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

(4) The minimum rate of wages to be paid per week to a junior shall be as follows:—

	£ s. d.
Under 19 years of age	2 11 0
19 and under 20 years of age	2 17 0
20 years of age and over	Adult rate

PART IV.—(continued).**(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)****HIGHEST FUNCTION.**

(5) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

PAYMENT OF WAGES.

(6) (a) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages :—

(i) Either the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(ii) All wages shall wherever practicable be paid on such pay-day.

(iii) Where it is practicable to pay the employees on pay-day at the yard or depot, the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(iv) All earnings including overtime shall wherever practicable be paid within two days of the expiration of the week in which they accrue.

(b) The preceding part of this clause shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed by the majority of the employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

ORDINARY WORKING HOURS PER WEEK.

(7) (a) The ordinary number of working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall not include time worked on a Sunday.

(b) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(c) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Determination, if the holiday be on a day other than a Saturday, 8 hours; and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

ORDINARY WORKING TIME PER DAY.

(8) (a) Except as otherwise provided in this clause, the time to be worked by a weekly employee without payment of overtime rate shall not exceed 9 hours on any day from Monday to Friday (both inclusive) or 5 hours on Saturday.

(b) The time to be worked by a casual employee without payment of overtime rate shall not exceed 8 hours 48 minutes on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(c) All time other than meal times between the earliest starting time and the latest finishing time shall be considered as time worked.

(d) All time worked by an employee in excess of the time herein prescribed shall be paid for as overtime at the rate of time and a half.

(e) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(9) (a) Except as otherwise provided in this clause, ordinary working time shall not begin before 7 a.m. nor continue after 6 p.m., on any day from Monday to Friday (both inclusive) and shall not begin before 7 a.m. nor continue after 1 p.m. on Saturday.

(b) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (a) hereof shall be paid for as if overtime at the rate herein assigned to such time as follows :—

If before 7 a.m. on any day—Rate of double time.

If after 1 p.m. but not after 2 p.m. on Saturday or if after 6 p.m. but not after 7 p.m. on any other day—Rate of time and a half.

If after 2 p.m. on Saturday or after 7 p.m. on any other day—Rate of double time.

(c) Any time worked outside such times shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(d) Where a weekly employee is employed regularly either on shift or during a daily recurrent period, the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 5 per centum.

STARTING AND FINISHING WORK.

(10) (a) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning, and to finish when he signs off in the evening.

(b) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

ALTERATION OF STARTING TIMES.

(11) Where an employer desires to vary or change his starting time, he shall give one week's notice of such variation or change to his employees and post a notice of the intended change at the depot or yard.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(12) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(13) An employee required to work on a Sunday shall in addition to any amount payable in respect of a weekly wage, be paid at double time for any time worked on the Sunday with a minimum payment as for three hours.

WEEKLY TIMES OFF.

(14) Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than a Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

Provided that, where an employer is unable to arrange for such time off for any employee in any week, the employee shall be entitled to a clear day or an additional half day after the hour of 1 p.m. in the next succeeding week.

HOLIDAYS.

(15) (a) Weekly employees shall be entitled without deduction of pay to the holidays in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, Boxing Day, and to one other holiday on the day fixed as follows :—

Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day.

Elsewhere—Any day agreed to by the employer and any employee concerned.

(b) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

PART IV.—(continued).**(This Part applies only to persons employed in connection with the distribution of petrol and petroleum products.)**

- (c) For all time worked by a weekly employee on such holidays payment shall be made at the following rate :—
 On Good Friday and the Christmas Day holiday—Time and a half.
 On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

- (d) For all time worked by a casual employee on such holidays payment shall be made at the following rate :—
 On Good Friday and the Christmas Day Holiday—Double and a half time.
 On any other holiday—Double time.

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause, the flat addition of 2s. 3d. prescribed by clause (3) shall be paid.

(e) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given, the employee shall be entitled to take such holiday without deduction of pay.

(f) If an employer intends not to carry on business on a day generally observed as a holiday, although not prescribed as such in this Determination, and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE.

(16) Drivers shall be allowed one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the week's holiday at the conclusion of twelve months' service with the firm or business.

MEAL TIMES.

(17) (a) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m. each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed, shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(b) Except as otherwise provided in this clause no employee shall be required to work for longer than 5½ hours without a break for a meal time without pay of one hour, or half an hour in the case of an evening meal.

All time worked over 5½ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases working not later than 7 p.m. Monday to Friday inclusive, and 1.30 p.m. Saturday.

(c) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. without having been informed in some way on the preceding working day that he will be so required, he shall be allowed 1s. 6d. as tea money.

An employee who is notified under this sub-clause that he will be required to continue working but who is not so required to continue working shall be paid the prescribed tea money.

This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(d) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Determination shall not be cumulative, but the employee in cases coming within this clause (17) shall be entitled only to the higher payment.

THE CONTRACT OF EMPLOYMENT.

(18) Where an employee is usually employed without any express undertaking to employ him for at least one week, his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment :—

- (a) The engagement shall not be determined on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.
- (b) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.
- (c) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.
- (d) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date, shall not be deemed a valid notice unless given during a general or shipping or coal strike.
- (e) Subject to sub-clause (f) of this clause an employee to become entitled to payment of the weekly wage prescribed by this Determination, shall be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee comprising him, but any employee so available, ready, and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (h) of this clause shall be entitled to a full week's wage.
- (f) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.
 In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, if the day be other than a Saturday, 8 hours 48 minutes, and if the day be a Saturday, 4 hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.
- (g) Subject to sub-clause (f) of this clause and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.
- (h) Notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.
- (i) If an employee be justifiably dismissed for any reason set out in the last preceding sub-clause he shall be entitled to payment proportionate to the time worked but to that only.
- (j) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

- (19) No junior under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

- (20) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

(21) (a) Each employer shall at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the union duly authorized in writing by the president and secretary of the local branch or sub-branch of the union, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month except on pay day or the day before. No demand for production need be complied with until after the expiration of seven days in the case of the first inspection. One day's notice shall be given to the employer of any subsequent inspection. Such inspection must be completed as soon as is reasonably practicable.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

- (22) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask the permission of the employer.

LIMITATION OF EMPLOYER'S LIABILITY.

(23) Where an employer has made a payment to an employee which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf or by the local representative of the union.

TEMPORARY CHANGE OF STARTING PLACE.

(24) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place, any reasonable cost of fares incurred in going to or from the latter shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

TRAVELLING ALLOWANCES.

(25) (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance.

(b) Where an employee is required by his employer to travel as a passenger by any conveyance, he shall whilst so travelling be paid at ordinary rates up to a maximum of twelve hours out of every twenty-four, except on Sundays, when payment shall be at the rate of time and a half.

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

(26) An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains, hooks, trucks, and skids and effective lamps.

HEAVY ARTICLES.

(27) An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

ARTICLES OF CLOTHING.

(28) Where an employee is required by law or by his employer to wear, any special uniform cap, overall or other article it shall be supplied and paid for by the employer.

DEFINITIONS.

(29) Unless a contrary intention appears expressions used in this Determination shall have meanings as follows:—

(a) "Junior" means any person under the age of twenty years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Motor driver's assistant" means any employee who accompanies the driver to assist him in loading, unloading or delivering.

(d) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers' Union of Australia.

(e) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(f) "Holiday" means any holiday prescribed by this Determination.

(g) Rate of "ordinary time," of "time and a half," of "double time," of "double time and a half time," and of "treble time," and any like expression means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44 of the prescribed weekly rate for the relevant class of employee.

(h) "Shift" or any like expression means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set of men and the beginning of work by the next man or set of men.

(i) "Fuel oil" for the purposes of clause (2) of this Part means a residual oil, an unprocessed crude oil, and/or a Diesel oil that is not a distillate.

(j) "Union" means the Transport Workers Union of Australia.

PART IV.—(continued).**(This part applies to all persons employed in connexion with the distribution of petrol and petroleum products.)****PERIODICAL ADJUSTMENT OF WAGES.**

(30) The wages rate set out in clause (1) of this Part are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage.

The basic wage shall be adjusted as prescribed in clause (31) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	4 0 0	6 0	4 6 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF NEEDS BASIC WAGE.

(31) (a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be as prescribed in Clause (30) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February the amount of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number set to be applied to a place is that assigned thereto in clause (30) of this Part.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

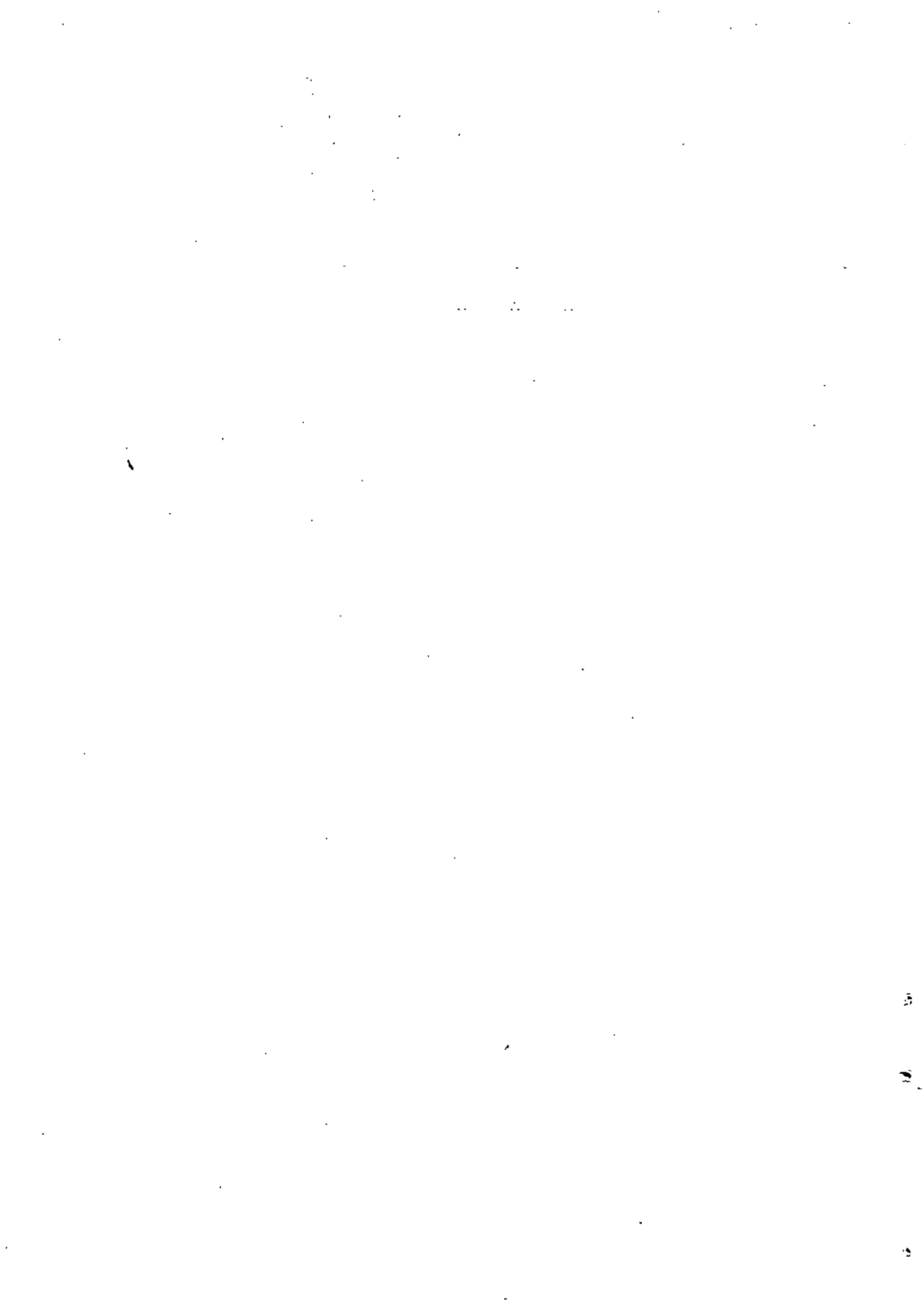
Index number divisions.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.
	per week		per week
	£ s. d.		£ s. d.
797-808	3 5 0	6s.	3 11 0
809-820	3 6 0		3 12 0
821-833	3 7 0		3 13 0
834-845	3 8 0		3 14 0
846-858	3 9 0		3 15 0
859-870	3 10 0		3 16 0
871-882	3 11 0		3 17 0
883-895	3 12 0		3 18 0
896-907	3 13 0		3 19 0
908-919	3 14 0		4 0 0
920-932	3 15 0		4 1 0
933-944	3 16 0		4 2 0
945-956	3 17 0		4 3 0
957-969	3 18 0		4 4 0
970-981	3 19 0		4 5 0
982-993	4 0 0		4 6 0
994-1006	4 1 0		4 7 0
1007-1018	4 2 0		4 8 0
1019-1030	4 3 0		4 9 0
1031-1043	4 4 0		4 10 0

The index number divisions in this table are based upon the equating of the index number 1,000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 16th January, 1941.





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 29]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts*, and in consequence of the provisions contained in a determination made on the 26th November, 1940, by the Pottery Board, and published in the *Government Gazette* on the 19th December, 1940, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

- (a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed;
- (b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed, has made the following Determination, namely:—

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in February, 1941.

(2) APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Barwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kew, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.				FEMALES.						
Wages per Week of 44 hours.				Wages per Week of 44 hours.						
				Commencing Age.						
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 15 years of age	..	..	..	19 9	..	..	..	..	..
15 years of age	..	..	..	23 3	..	..	..	..	..
16	"	"	..	..	23 3	27 3	28 3	31 6	37 3
17	"	"	..	26 3	28 3	31 6	36 0	40 0	..	
18	"	"	..	28 3	31 6	36 0	40 0	..	..
19	"	"	..	31 6	36 0	40 0	..	..	..
20	"	"	..	36 0	40 0	..	..	..	..
				40 0	..	..	..	..	..

At the Rates prescribed for Adults.

Employed in Clayholes exceeding 25 ft. in depth.

Employed in all other places.

1st 6 months

2nd 6 months

1st year

2nd "

3rd "

4th "

5th "

6th "

And thereafter the Minimum Wage.

And thereafter the Minimum Wage.

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.				FEMALES.						
Wages per Week of 44 hours.				Wages per Week of 44 hours.						
				Commencing Age.						
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years	
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 15 years of age	..	..	..	19 6	1st 6 months	19 6	..	..	..	..
15 years of age	..	..	..	21 3	2nd 6 months	22 0	..	..	..	..
16	..	..	..	26 3	1st year	..	22 0	23 3	27 3	30 0
17	..	..	..	29 9	2nd "	24 9	27 6	29 6	34 0	39 0
18	..	..	..	42 0	3rd "	27 6	29 6	34 0	39 0	..
19	..	..	..	49 0	4th "	29 6	34 0	39 0	..	..
20	..	..	..	60 0	5th "	34 0	39 0	..	..	..
					6th "	39 0	..	..	..	..
				And thereafter the Minimum Wage.						

And thereafter the Minimum Wage.

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulga, Cranbourne, Dandenong, Eltham, Ferntree Gully, Glaxborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Per Week of 44 hours.	s. d.	Per Week of 44 hours.	s. d.
All Departments.				
Head burner	96	0	92	0
All other burners	92	0	88	0
Mouldmakers	98	0	94	0
Clayhole men (employers to provide tools)	93	0	89	0
Men boring or using explosives	97	0	93	0
FEMALES.				
Females	47	0	44	0
MALES.				
Glazed Pipes and Salt-glazed Ware.				
Flanger	97	0	93	0
Man in charge of plunger	91	6	87	6
Pressers	94	0	90	0
Setters	94	0	90	0
Junction sticker	94	0	90	0
Man working pipe flanging machine	90	0	86	0
Bitumen Jointers	89	0	85	0
Drawers	90	0	86	0
Hand feeders of raw or burnt clay into crushing or grinding pan	90	0	86	0
Man carrying or wheeling into or out of kiln	88	0	84	0
Man sorting pipes	88	0	84	0
Pipe dressers	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	86	0	82	0
Dust Tile Making.				
Leading hand slip making	91	0	87	0
Slip House Attendants	88	0	84	0
Head placer inside a kiln	91	0	87	0
Man dipping tiles and in charge of dipping room	90	0	86	0
Man hand-pressing dust tiles with 6-in. press	90	0	86	0
Sagger maker	90	0	86	0
Head packer	92	0	88	0
Packer who packs articles with protective substances into containers with secured lids	89	0	85	0
Other packers	87	0	83	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	86	0	82	0
General Pottery and Insulator Making.				
Sanitary ware presser	92	0	88	0
Head packer	92	0	88	0
Packer who packs articles with protective substances into containers with secured lids	89	0	85	0
Other packers	87	0	83	0
Leading hand slip making	91	0	87	0
Slip House Attendants	88	0	84	0
Tea-pot hand pressers	91	0	87	0
Man fixing handles or spouts	89	0	85	0
Hollow ware presser or head dipper	91	0	87	0
Turner	93	0	89	0
Caster	91	0	87	0
Stoneware thrower—				
4th year's experience	88	0	84	0
5th "	92	0	88	0
and thereafter	98	0	94	0
Head placer inside a kiln	91	0	87	0
Other placers	90	0	86	0
Sagger maker	90	0	86	0
Jolly and jigger hands	92	0	88	0
Pressers (screw and lever type inclusive)	91	6	87	6
Hand feeders of raw or burnt clay into crushing or grinding pan	90	0	86	0
Grinders of burnt ware	91	0	87	0
Potters' printer	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	86	0	82	0
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	95	0	91	0
Facemen	91	6	87	6
Pressers (screw and lever type inclusive)	91	6	87	6
Setters	94	0	90	0
Vent makers	90	0	86	0
Man in charge of plunge	90	0	86	0
Drawers	90	0	86	0
Hand feeders of raw or burnt clay into crushing or grinding pan	90	0	86	0
Man feeding tile press	88	0	84	0
Man taking off roofing tile press	88	0	84	0
Man carrying or wheeling into or out of kiln	88	0	84	0
Man sorting roofing tiles	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	86	0	82	0

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except burners and continuous shift-workers:—

Time of Beginning.	Time of Ending.
7 a.m. ..	1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. ..	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME.

- (a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week .. Time and a quarter.
 (b) By persons employed on continuous shift work in excess of 44 hours in any one week .. Time and a quarter.

(c) By any other person:—

Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work .. Time and a half.
 Outside the hours fixed as the time of beginning and ending work .. Time and a half.

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays	Burners, time and a half. All others, double time.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day	All persons, double time;

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.

(6) HOLIDAYS.—(a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) *Terminating employment in relation to a holiday.* Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

(7) **MORNING TEA INTERVAL.**—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

(8) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(9) **BURNERS.**—A burner shall be paid for the full number of hours of the shift worked.

PIECE-WORK.

(10) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Etham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	1s. 10½d. per trap
Boundary traps, 4 inches	1s. 3½d. "
Gully traps (flanged)	1s. 0½d. each
Disconnectors	1s. 0½d. "
Basins	1s. 0½d. "
Junctions	15s. 8½d. per 100

GENERAL POTTERY.**Cane Bakers (Hand Pressed).**

7 inches	11s. 6½d. per gross
8	15s. 8½d. "
9	19s. 0½d. "
10	23s. 4½d. "
11	27s. 0d. "
12	30s. 9½d. "
or 20s. 10½d. per gross all round.	

Chambers (Hand Pressed).

12's	40s. 4½d. per gross
9's	51s. 7d. "
6's	57s. 4d. "
Fluted chambers, finishing and handling ..	22s. 1½d. "
5s. 3½d. per gross extra to be allowed for embossed chambers.	

Chambers (Jiggered).

Jiggering.	Turning.	Handling.
per gross.	per gross.	per gross.
12's	13s. 0½d. ..	10s. 9½d. ..
9's	15s. 8½d. ..	12s. 8½d. ..
6's	17s. 11½d. ..	14s. 6½d. ..
5s. 5½d. per gross extra to be allowed for embossed chambers.		

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	11s. 1½d. per dozen
Bed pans	11s. 1½d. "

Ewers (Hand Pressed).

9's	7s. 4d. per dozen
6's	7s. 9d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	35s. 2d. per gross
No. 2 (12 inches)	39s. 5d. "
No. 3 (13 inches)	44s. 10d. "
No. 4 (14 inches or over)	50s. 9d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	7s. 10½d. per dozen
9 and 10 inches	9s. 0d. "

Soap Dishes.

3-piece soap dishes	33s. 10d. per gross
1-piece soap dishes	19s. 2½d. "

Male and Female Urinals.

Male and female urinals	6s. 11½d. per dozen
---------------------------------	---------------------

Cottage Pans and Traps.

	Cane.	White.
Pans	18s. 3½d. per dozen ..	19s. 11d. per dozen
Traps	18s. 3½d. ..	19s. 11d. "

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons	46s. 6½d. per 100 gallons
More than 1½ gallons	42s. 3½d. "

Spittoons (Hand Pressed).

Large	32s. 1½d. per gross
Small	26s. 8½d. "

Vases.

Vases	26s. 3½d. per gross
---------------	---------------------

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	11s. 6d. per dozen bottles
--	----------------------------

Bung Jars and Demijohns (Throwing).

1 gallon	2s. 4½d. per dozen
2 gallon	4s. 1d. "
3 gallon	7s. 3½d. "
5 gallon	16s. 0½d. "
9½d. per dozen extra for handle bottles.	

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 2½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—	
Straight fronts—	
Cane	5s. 0½d. each
White	5s. 3½d. "
Hollow fronts—	
Cane	4s. 4½d. "
White	4s. 11½d. "
Sizes exceeding the above dimensions—	
Cane	5s. 6½d. "
White	6s. 4½d. "
State pattern—	
Cane	4s. 10½d. "
White	5s. 3½d. "

PIECE-WORK—continued.
Within the Metropolitan District, &c.—continued.

GENERAL POTTERY—continued.

<i>Jugs (Throwing).</i>				<i>Pudding Bowls.</i>			
39's ..	..	..	10s. 6½d. per gross	9's ..	..	..	19s. 5½d. per gross
38's ..	..	..	11s. 2½d. "	12's ..	..	..	14s. 2½d. "
30's ..	..	..	13s. 1½d. "	18's ..	..	..	10s. 8½d. "
24's ..	..	..	15s. 3½d. "	24's ..	..	..	6s. 5½d. "
12's ..	..	..	21s. 3½d. "				
<i>Barrels (Throwing).</i>				<i>Jelly Moulds.</i>			
Barrels ..	..	..	46s. 6½d. per 100 gallons	1, 1½, and 2 pints ..	..	..	41s. 8½d. per gross
<i>Washing or Toilet Bowls (Hand Pressed).</i>				<i>Jars (Throwing).</i>			
Plain ..	..	..	45s. 6½d. per gross	Squat jars—			
Embossed ..	..	..	50s. 7½d. "	Under 2 gallons ..	..	..	33s. 4d. per 100 gallons
<i>Foot Warmers (Hand Pressed).</i>				2 gallons and over ..	..	..	30s. 4½d. "
Plain ..	..	..	7s. 8d. per dozen	<i>Filter Shells (Throwing).</i>			
Plain, with screw top ..	..	..	9s. 4½d. "	Dripstone ..	..	..	46s. 7½d. per 100 gallons
Embossed, with screw top ..	..	..	7s. 5½d. "	Candles (making and shaving) ..	..	..	9½d. per gallon
<i>Jam Jugs.</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Handling jam jugs ..	..	..	11s. 10½d. per gross	1 gallon (screwed) ..	..	..	33s. 9½d. per gross
<i>Syrup Jars.</i>				Ale bottles ..	..	..	11s. 4½d. "
Large ..	..	..	14s. 2½d. per dozen	Others ..	..	..	6s. 1d. "
Small ..	..	..	10s. 6d. "	<i>Jugs (Hand Pressed).</i>			
				30's ..	..	..	31s. 9d. per gross
				24's ..	..	..	38s. 3½d. "
				12's ..	..	..	46s. 3½d. "

TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>				<i>Crimp-pots and Saucers (Throwing and Finishing).</i>			
3 inches ..	..	..	2s. 6½d. per gross				
4 " ..	..	..	3s. 5d. "	<i>Crimp-pots.</i>		<i>Crimp-pot Saucers.</i>	
5 " ..	..	..	5s. 0½d. "	5 inches ..	9s. 2½d. per gross..	5s. 9½d. per gross	
6 " ..	..	..	6s. 8½d. "	6 " ..	11s. 8½d. "	7s. 8½d. "	
7 " ..	..	..	8s. 1d. "	7 " ..	14s. 8½d. "	9s. 5d. "	
8 " ..	..	..	13s. 4½d. "	8 " ..	20s. 9½d. "	13s. 10½d. "	
9 " ..	..	..	16s. 6½d. "	9 " ..	23s. 7d. "	18s. 4½d. "	
10 " ..	..	..	20s. 6d. "	10 " ..	29s. 5½d. "	22s. 10½d. "	
12 " ..	..	..	41s. 2d. "				
13 " ..	..	..	59s. 8½d. "	<i>Seed Pans.</i>			
14 " ..	..	..	79s. 2½d. "	8 inches ..	..	..	13s. 3½d. per gross
15 " ..	..	..	98s. 1½d. "	9 " ..	..	..	16s. 6d. "
18 " ..	..	..	198s. 11½d. "	10 " ..	..	..	18s. 4½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>				12 " ..	..	..	27s. 5½d. "
4 inches ..	..	..	2s. 5½d. per gross	13 " ..	..	..	34s. 3d. "
5 " ..	..	..	3s. 4½d. "	14 " ..	..	..	43s. 0½d. "
6 " ..	..	..	5s. 1½d. "	15 " ..	..	..	53s. 1½d. "
7 " ..	..	..	6s. 9½d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>			
8 " ..	..	..	9s. 10½d. "	<i>Butter Coolers.</i>		<i>Butter-cooler Saucers.</i>	
9 " ..	..	..	13s. 1d. "	8's ..	5s. 8½d. per dozen ..	11½d. per dozen	
10 " ..	..	..	15s. 7½d. "	9's ..	6s. 5½d. "	1s. 2½d. "	
12 " ..	..	..	20s. 6½d. "	<i>Chimney-pots.</i>			
13 " ..	..	..	30s. 6½d. "	16 inches and under ..	..	..	9s. 2½d. per dozen
14 " ..	..	..	39s. 5½d. "	Over 16 inches ..	..	..	11s. 6d. "
15 " ..	..	..	49s. 2½d. "				
<i>Ridging.</i>				NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.			
Ridging made by hand from wood or plaster moulds ..	..	..	2s. 8½d. per dozen				

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.			
Boundary traps, 6 inches ..	..	..	1s. 9½d. per trap
Boundary traps, 4 inches ..	..	..	1s. 2½d. "
Gully Traps (flanged) ..	..	..	9½d. each "
Disconnectors ..	..	..	1s. each
Basins ..	..	..	1s. "
Junctions ..	..	..	15s. 1½d. per 100

GENERAL POTTERY.

<i>Cane Bakers (Hand Pressed).</i>				<i>Chambers (Jiggered).</i>			
7 inches ..	..	..	10s. 10½d. per gross	Jiggering.	Turning.	Handling.	
8 " ..	..	..	14s. 11½d. "	per gross.	per gross.	per gross.	
9 " ..	..	..	18s. 4½d. "	12's ..	12s. 2½d. ..	10s. 3½d. ..	10s. 3½d. "
10 " ..	..	..	22s. 3½d. "	9's ..	14s. 11½d. ..	11s. 8½d. ..	11s. 8½d. "
11 " ..	..	..	25s. 7½d. "	6's ..	17s. 4½d. ..	14s. 0d. ..	14s. 0d. "
12 " ..	..	..	29s. 10½d. "	5s. 1½d. per gross extra to be allowed for embossed chambers.			
or 20s. 3½d. per gross all round.				<i>Bed Slippers and Bed Pans (Hand Pressed).</i>			
<i>Chambers (Hand Pressed).</i>				Bed slippers, large and small ..	..	..	10s. 7½d. per dozen
12's ..	..	..	38s. 6½d. per gross	Bed pans ..	..	..	10s. 7½d. "
9's ..	..	..	49s. 3d. "	<i>Ewers (Hand Pressed).</i>			
6's ..	..	..	54s. 0½d. "	9's ..	..	..	7s. 0d. per dozen
Fluted chambers, finishing and handling ..	..	..	20s. 11½d. "	6's ..	..	..	7s. 5d. "
5s. 1½d. per gross extra to be allowed for embossed chambers.							

PIECE-WORK—continued.
Within all other parts of Victoria—continued

GENERAL POTTERY—continued.

<i>Lip Bowls (Hand Pressed).</i>				<i>Jugs (Throwing).</i>			
No. 1 (11 inches or under)	..	..	33s. 4½d. per gross	39's ..	..	..	10s. 1½d. per gross
No. 2 (12 inches)	..	..	37s. 0½d. "	36's ..	..	..	10s. 6½d. "
No. 3 (13 inches)	..	..	42s. 10½d. "	30's ..	..	..	13s. 2½d. "
No. 4 (14 inches or over)	..	..	48s. 2½d. "	24's ..	..	..	13s. 2½d. "
<i>Oval Cover Dishes, with Raised Foot (Hand Pressed).</i>				12's ..	..	..	20s. 3½d. "
7 and 8 inches	..	..	7s. 5½d. per dozen	<i>Barrels (Throwing).</i>			
9 and 10 inches	..	..	8s. 6½d. "	Barrels ..	..	..	43s. 2d. per 100 gallons
<i>Soap Dishes.</i>				<i>Washing or Toilet Bowls (Hand Pressed).</i>			
3-piece soap dishes	..	..	33s. 4½d. per gross	Plain ..	..	..	42s. 6½d. per gross
1-piece soap dishes	..	..	18s. 3d. "	Embossed ..	..	..	48s. 2½d. "
<i>Male and Female Urinals.</i>				<i>Foot Warmers (Hand Pressed).</i>			
Male and female urinals	..	..	6s. 8½d. per dozen	Plain ..	..	..	7s. 4½d. per dozen
<i>Collage Pans and Traps.</i>				Plain, with screw top ..	..	..	9s. 4½d. "
<i>Cane.</i>		<i>White.</i>		Embossed, with screw top ..	..	..	11s. 5½d. "
Pans ..	..	17s. 8½d. per dozen	19s. 0d. per dozen	<i>Jam Jugs.</i>			
Traps ..	..	17s. 8½d. "	19s. 0d. "	Handling jam jugs	..	..	11s. 2½d. per gross
<i>Pans (Throwing).</i>				<i>Syrup Jars.</i>			
Bread or Cream—				Large ..	..	..	13s. 2½d. per dozen
Not more than 1½ gallons	..	..	42s. 11½d. per 100 gallons	Small ..	..	..	9s. 11½d. "
More than 1½ gallons	..	..	40s. 1d. "	<i>Pudding Bowls.</i>			
<i>Spittoons (Hand Pressed).</i>				9's ..	..	..	18s. 6½d. per gross
Large ..	..	..	30s. 6½d. per gross	12's ..	..	..	13s. 8½d. "
Small ..	..	..	25s. 7½d. "	18's ..	..	..	10s. 3½d. "
<i>Vases.</i>				24's ..	..	..	6s. 1½d. "
Vases ..	..	..	25s. 0d. per gross	<i>Jelly Moulds.</i>			
<i>Bottles (Throwing).</i>				1, 1½, and 2 pints	..	..	30s. 9½d. per gross
Acid bottles, including stopping and stamping (3 gallon)	..	..	10s. 9d. per dozen bottles	<i>Jars (Throwing).</i>			
<i>Bung Jars and Demijohns (Throwing).</i>				Squat jars—			
1 gallon	..	..	2s. 3½d. per dozen	Under 2 gallons	..	..	32s. 0½d. per 100 gallons
2 "	..	..	3s. 10½d. "	2 gallons and over	..	..	28s. 11d. "
3 "	..	..	6s. 9½d. "	<i>Filter Shells (Throwing).</i>			
5 "	..	..	15s. 3½d. "	Dripstone ..	..	..	43s. 2½d. per 100 gallons
9½d. per dozen extra for handle bottles.				Candles (making and shaving)	..	..	8½d. per gallon
<i>Pedestal Pans (Hand Pressed).</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Sizes whether in straight or hollow fronts not exceeding 2½ in. x 10½ in. x 15 in., or its equivalent in cubic inches—				1 gallon (screwed)	..	..	31s. 5d. per gross
<i>Straight fronts—</i>				Ale bottles	..	..	10s. 10½d. "
Cane ..	..	..	4s. 9½d. each	Others ..	..	..	5s. 11d. "
White ..	..	..	5s. 1½d. "	<i>Jugs (Hand Pressed).</i>			
<i>Hollow fronts—</i>				30's ..	..	..	29s. 9½d. per gross
Cane ..	..	..	4s. 5d. "	24's ..	..	..	36s. 4½d. "
White ..	..	..	4s. 9½d. "	12's ..	..	..	43s. 11½d. "
<i>Sizes exceeding above dimensions—</i>				<i>Ridging.</i>			
Cane ..	..	..	5s. 2½d. "	Ridging made by hand from wood or plaster moulds			
White ..	..	..	5s. 11d. "		..	..	2s. 6½d. per dozen
<i>State Pattern—</i>							
Cane ..	..	..	4s. 6½d. "				
White ..	..	..	5s. 0½d. "				

TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>				<i>Flower-pot Saucers (Throwing and Finishing).</i>			
3 inches	..	..	2s. 5½d. per gross	4 inches	..	..	2s. 4d. per gross
4 "	..	..	3s. 1½d. "	5 "	..	..	3s. 1½d. "
5 "	..	..	4s. 9½d. "	6 "	..	..	4s. 10½d. "
6 "	..	..	6s. 4d. "	7 "	..	..	6s. 2d. "
7 "	..	..	7s. 9½d. "	8 "	..	..	9s. 5½d. "
8 "	..	..	12s. 8d. "	9 "	..	..	12s. 8½d. "
9 "	..	..	15s. 8½d. "	10 "	..	..	14s. 10½d. "
10 "	..	..	19s. 7½d. "	12 "	..	..	19s. 5½d. "
12 "	..	..	26s. 6½d. "	13 "	..	..	23s. 9½d. "
13 "	..	..	57s. 1½d. "	14 "	..	..	37s. 9d. "
14 "	..	..	75s. 10½d. "	15 "	..	..	46s. 0½d. "
15 "	..	..	93s. 11½d. "	<i>Ridging.</i>			
18 "	..	..	187s. 11½d. "	Ridging made by hand from wood or plaster moulds			

PIECE-WORK—continued.

Within all other parts of Victoria—continued.

TERRA COTTA—continued.			
<i>Crimp-pots and Saucers (Throwing and Finishing).</i>		<i>Butter Coolers and Butter-cooler Saucers.</i>	
	Crimp-pots.		Butter Coolers. Butter-cooler Saucers.
5 inches..	8s. 9½d. per gross	5s. 10½d. per gross	8's .. 5s. 6½d. per dozen 10½d. per dozen
6 " ..	11s. 2d. "	7s. 4½d. "	9's .. 5s. 11d. " 1s. 2d. "
7 " ..	14s. 5d. "	8s. 9½d. "	
8 " ..	20s. 4½d. "	13s. 2½d. "	
9 " ..	23s. 4½d. "	17s. 3½d. "	
10 " ..	28s. 8½d. "	21s. 8½d. "	
<i>Seed Pans.</i>			
8 inches	12s. 7½d. per gross		
9 " ..	15s. 8½d. "		
10 " ..	17s. 6d. "		
12 " ..	25s. 3½d. "		
13 " ..	32s. 8d. "		
14 " ..	40s. 7½d. "		
15 " ..	49s. 5½d. "		
<i>Chimney-pots.</i>			
16 inches and under	8s. 8d. per dozen		
Over 16 inches	10s. 8½d. "		

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(11) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 24th January, 1941.