



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 28]

FRIDAY, FEBRUARY 5.

[1943

Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

- (1) That on the 28th January, 1943, the previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Apprentices or Improvers.										Adults.									
WAGES.										WAGES.									
										MALES.					FEMALES.				
										Per week of 44 hours.					Per week of 44 hours.				
										s. d.					s. d.				
14 years	..	..	..	..	..	..	..	..	..	20	0	..	..	..	..	..	..	..	..
15 years	..	..	..	..	..	..	..	..	..	26	0	23	9	..	..	..	..	..	..
16 years	..	..	..	..	..	..	..	..	..	30	9	26	6	..	..	..	..	..	..
17 years	..	..	..	..	..	..	..	..	..	38	6	31	6	..	..	..	..	..	..
18 years	..	..	..	..	..	..	..	..	..	48	6	37	6	..	..	..	..	..	..
19 years	..	..	..	..	..	..	..	..	..	54	9	41	9	..	..	..	..	..	..
20 years	..	..	..	..	..	..	..	..	..	70	6	47	9	..	..	..	..	..	..

PROPORTION (within any factory or place).

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 108s. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 62s. per week of 44 hours.

*Improvers.*

One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 108s. per week of 44 hours.

One female improver to every four or fraction of four female workers receiving not less than 62s. per week of 44 hours.

Adults.									
WAGES.									
Males.									
Per week of 44 hours.									
Foreman	..	..	..	..	..	..	..	..	122s. 9d.
Headman	..	..	..	..	..	..	..	..	114s. 6d.
All other adult workers	..	..	..	..	..	..	..	..	108s.
Females.									
Headwoman	..	..	..	..	..	..	..	..	70s. 6d.
All other adult females	..	..	..	..	..	..	..	..	62s.

## JUVENILE WORKERS.

PROPORTION.—The proportion of juvenile workers to adults shall be not more than three juvenile workers of either sex to every two adults of either sex.

## WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—				Under 18 years of age.				Under 18 years of age.				Under 21 years of age.			
General work, i.e., all work except—				General work, i.e., all work except—				General work, i.e., all work except—				Moving by hand, unassisted, packages exceeding 100 lb. gross weight—			
(a) Bulk blending, i.e., mixing;				(a) Bulk blending, i.e., mixing;				(a) Bulk blending, i.e., mixing;							
(b) Moving by hand, unassisted, packages exceeding 35 lb. gross weight;				(b) Moving by hand, unassisted, packages exceeding 70 lb. gross weight;				(b) Moving by hand, unassisted, packages exceeding 70 lb. gross weight;							
(c) Ramming with a rammer exceeding 3 lb. in weight;				(c) Ramming with a rammer exceeding 4 lb. in weight;				(c) Ramming with a rammer exceeding 4 lb. in weight;							
(d) Packing tea with a machine other than a power-driven machine—				(d) Packing tea with a machine other than a power-driven machine—				(d) Packing tea with a machine other than a power-driven machine—							
Per week of 44 hours.				Per week of 44 hours.				Per week of 44 hours.				Per week of 44 hours.			
14 years	..	..	20s.	16 years	..	..	30s. 9d.	18 years	..	..	48s. 6d.	18 years	..	..	48s. 6d.
15 years	..	..	26s.	17 years	..	..	38s. 6d.	19 years	..	..	54s. 9d.	19 years	..	..	54s. 9d.
								20 years	..	..	70s. 6d.	20 years	..	..	70s. 6d.
FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—				Under 18 years of age.				Under 21 years of age.							
General work, i.e., all work except—				General work, i.e., all work except—				General work, i.e., all work except—				Packing tea with a hand machine—			
Packing tea with a hand or power-driven machine—				Packing tea with a hand or power-driven machine—				Packing tea with a hand machine—							
Per week of 44 hours.				Per week of 44 hours.				Per week of 44 hours.				Per week of 44 hours.			
15 years	..	..	23s. 9d.	15 years	..	..	23s. 9d.	18 years	..	..	37s. 6d.	18 years	..	..	37s. 6d.
16 years	..	..	26s. 6d.	16 years	..	..	26s. 6d.	19 years	..	..	41s. 9d.	19 years	..	..	41s. 9d.
17 years	..	..	31s. 6d.	17 years	..	..	31s. 6d.	20 years	..	..	47s. 9d.	20 years	..	..	47s. 9d.

## (3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.		Time of Ending.	
7.30 a.m.	.. ..	12 noon on Saturdays.	
7.30 a.m.	.. ..	5.30 p.m. on each of the other five working days of the week.	

## (4) OVERTIME.—Overtime shall be paid for as follows :—

- (a) Within the hours provided in clause (3) in excess of 44 hours in any week—time and a half.  
 (b) Outside the hours provided in clause (3)—time and a half for the first two hours and double time thereafter.

(5) HOLIDAYS.—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day, and after 12 noon on Show Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) SPECIAL RATES.—Any employee who is required to work on a Sunday or any day mentioned in Clause (5) shall be paid double time for such work.

(7) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

(8) SICK PAY.—Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 23rd April.

(9) ANNUAL LEAVE.—All employees shall be granted one week's leave of absence on full pay, on completion of each twelve months' service with an employer.

Should an employee's service be terminated (other than for misconduct) before the completion of any twelve months of service, he or she shall be entitled to a pro rata leave of absence or payment in lieu of same. An employee dismissed for misconduct is not entitled to this leave of absence or payment.

(10) PAY DAY.—Employees shall be paid on a day not later than Thursday in each week.

(11) POSTING OF DETERMINATION.—A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

(12) REST PERIOD.—An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

(13) MEAL ALLOWANCE.—Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of one shilling and sixpence for each day he or she is so required to work.

## (14) DEFINITIONS.—

Foreman: A person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

Headman or Headwoman: A person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or takes instructions from the foreman.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 30th January, 1943.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 29]

FRIDAY, FEBRUARY 5.

[1943

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts 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, 1943, as set out in the Schedule hereto:—

Dated at Melbourne, this  
30th day of January, 1943.

R. H. BEERS,  
Secretary for Labour.

### SCHEDULE.

#### AERATED WATER TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 113 of the 26th March, 1942, shall be replaced by the following clause:—

(2)

#### JUNIORS.

	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.
<b>Males—</b>		
Under 17 years of age .. .. .	1 14 6	1 13 6
17 and under 18 years of age .. .. .	2 3 6	2 2 0
18 " " 19 " " .. .. .	2 10 0	2 9 0
19 " " 20 " " .. .. .	3 2 0	3 0 0
20 " " 21 " " .. .. .	3 12 6	3 10 6
<b>Females—</b>		
Under 18 years of age .. .. .	1 11 0	1 10 0
18 and under 19 years of age .. .. .	1 19 0	1 18 0
19 " " 20 " " .. .. .	2 1 0	2 0 0
20 " " 21 " " .. .. .	2 10 6	2 8 6
Proportion (within any factory or place)—		
The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.		

## SCHEDULE—continued.

## AERATED WATER TRADE BOARD—continued.

## OTHER EMPLOYEES.

	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.
<b>Adult Males—</b>		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe .. .. .	6 2 0	5 19 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 .. .. .	5 12 0	5 9 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine .. .. .	5 7 0	5 4 0
Employee bottling aerated or carbonated waters .. .. .	5 4 6	5 1 6
Employee engaged in handling Glauber Salts .. .. .	5 4 6	5 1 6
Box repairer and wood worker .. .. .	5 8 0	5 5 0
All others .. .. .	5 2 0	4 19 0
Leading hand 1s. per day in addition to the above rates.		
<b>Adult Females—</b>		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables .. .. .	2 16 6	2 15 0

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 113 of the 26th March, 1942, shall remain in force.

## ANIMAL MANURE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 361 of the 14th December, 1942, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.		Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
<b>WAGES PER WEEK.</b>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<b>WAGES PER WEEK.</b>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	46 8	1 6	48 2	Carcass skimmers .. .. .	125 0	4 0	129 0
16 years of age and under 17 years of age .. .. .	50 5	1 8	52 1	All others .. .. .	119 0	4 0	123 0
17 years of age and under 19 years of age .. .. .	65 1	2 1	67 2				
19 years of age and under 20 years of age .. .. .	74 11	2 5	77 4				
20 years of age and under 21 years of age .. .. .	84 6	2 9	87 3				
<b>PROPORTION (by any Employer).</b>				Afternoon and night shift employees shall receive an additional 5 per cent. per week.			
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than 123s. per week.							
An indenture of apprenticeship has been prescribed by the Board.							
<i>Improvers.</i>							
One improver to every four workers receiving not less than 123s. per week.							

\* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 361 of the 14th December, 1942, shall remain in force.

## SCHEDULE—continued.

ASBESTOS-CEMENT WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 326 of the 27th November, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
	Wages.				Wages.		
	Per Week of 44 Hours.				Per Week of 44 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non-adjustable War Loading.	Total Weekly Rate.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 and under 17 years of age ..	34 9	1 0	35 9	Wet Machine Leading Hand (where in sole charge of running) ..	109 0	5 0	114 0
17 and under 18 years of age ..	38 11	1 2	40 1	Mixer Attendant in Charge ..	108 0	5 0	113 0
18 and under 19 years of age ..	46 2	1 4	47 6	Asbestos Disintegrator (asbestos treatment) attendant ..	107 0	5 0	112 0
19 and under 20 years of age ..	56 8	1 7	58 3	Leading cutter-off ..	106 0	5 0	111 0
20 and under 21 years of age ..	71 6	2 1	73 7	Accessories moulders ..	106 0	5 0	111 0
				Wiremen in charge of Pressure Pipe Machine ..	106 0	5 0	111 0
				Wet trimmer (Power Guillotine only) ..	105 6	5 0	110 6
				Dry trimmer in charge of Power-Cutting Machines ..	105 6	5 0	110 6
				Cutters and turners Pressure Pipe Leading attendant Pressure Pipe Curing Tanks ..	105 6	5 0	110 6
				Men engaged in formation of corrugated sheets ..	104 0	5 0	109 0
				All others ..	103 0	5 0	108 0

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

*Apprentices and Improvers.*

Two apprentices or improvers to every three or fraction of three workers receiving not less than 108s. per week of 44 hours.

Clauses (3) to (12) inclusive of the Determination, published in *Government Gazette* No. 326 of the 27th November, 1941, shall remain in force.

## BAG MAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 23 of the 12th January, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours. Commencing Age.							Wages—Per Week of 44 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
1st 6 months	<i>s. d.</i> 25 6	<i>s. d.</i> 30 3	<i>s. d.</i> 35 6	<i>s. d.</i> 56 0	<i>s. d.</i> 73 0	<i>s. d.</i> 89 9	1st 6 months ..	<i>s. d.</i> 25 3	<i>s. d.</i> 30 0	<i>s. d.</i> 35 3	<i>s. d.</i> 41 9	<i>s. d.</i> 46 0	<i>s. d.</i> 52 0
2nd 6 months	30 3	35 6	56 0	73 0	89 9	..	2nd 6 months ..	30 0	35 3	41 9	46 0	52 0	..
2nd year ..	35 6	56 0	73 0	89 9	..	..	2nd year ..	35 3	41 9	46 0	52 0	..	..
3rd year ..	56 0	73 0	89 9	..	..	..	3rd year ..	41 9	46 0	52 0	..	..	..
4th year ..	73 0	89 9	..	..	..	..	4th year ..	46 0	52 0	..	..	..	..
5th year ..	89 9	..	..	..	..	..	5th year ..	52 0	..	..	..	..	..

### PROPORTION.

*Males.*

One male improver to every three or fraction of three male workers receiving not less than 109s. per week of 44 hours.

### PROPORTION.

*Female Improvers.*

Two female improvers to every six or fraction of six female workers receiving not less than 64s. per week of 44 hours.

### JUVENILE WORKERS.

Not more than three juvenile workers to each adult female worker receiving not less than 64s. per week of 44 hours.

NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.

## SCHEDULE—continued.

## BAG MAKERS BOARD—continued.

## OTHER EMPLOYEES.

										Per Week of 44 Hours.
Males.										s. d.
Combination bag-making machine attendant ..	..	..	..	..	..	..	..	..	..	109 0
Repairers by hand ..	..	..	..	..	..	..	..	..	..	109 0
Repairers by machine ..	..	..	..	..	..	..	..	..	..	109 0
Females.										s. d.
Bag-making machinist ..	..	..	..	..	..	..	..	..	..	64 9
Repairers by hand ..	..	..	..	..	..	..	..	..	..	71 9
Repairers by machine ..	..	..	..	..	..	..	..	..	..	71 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months ..	..	..	..	..	..	..	..	..	..	50 6
2nd 3 months ..	..	..	..	..	..	..	..	..	..	56 0
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months ..	..	..	..	..	..	..	..	..	..	50 6
All others ..	..	..	..	..	..	..	..	..	..	64 0

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

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 23 of the 12th January, 1942, shall remain in force.

## BEDSTEADMAKERS BOARD.

Clauses (2) and (4) of the Determination published in *Government Gazette* No. 10 of the 11th January, 1943, 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.
	s. d.	s. d.
Bedstead smiths ..	112 0	109 0
Chill fitters called on to design and model ..	125 0	122 0
Other chill fitters ..	112 0	109 0
Machinists ..	109 0	106 0
Platers in charge ..	122 0	119 0
Plater's assistant ..	110 0	107 0
Polisher and grinder ..	111 0	108 0
Chipper and caster ..	108 0	105 0
Bedstead fitter and mounter ..	112 0	109 0
Employees engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setters ..		
	111 0	108 0
Japanners and lacquerers ..	109 0	106 0
All others ..	101 0	98 0

## 4. JUNIOR MALE AND FEMALE LABOUR.

The following scale of wages shall apply to unapprenticed male junior labour and to female labour:—

Wages per week of 44 hours.

(a) Junior Males.										s. d.
Under 16 years of age ..	..	..	..	..	..	..	..	..	..	17 0
16 and under 17 years of age ..	..	..	..	..	..	..	..	..	..	32 3
17 " " 18 " " ..	..	..	..	..	..	..	..	..	..	56 9
18 " " 19 " " ..	..	..	..	..	..	..	..	..	..	71 3
19 " " 21 " " ..	..	..	..	..	..	..	..	..	..	86 0
(b) Adult Females.										s. d.
If of less than 12 months' experience ..	..	..	..	..	..	..	..	..	..	61 0
Of 12 months' experience or more ..	..	..	..	..	..	..	..	..	..	69 3
(c) Junior Females.										s. d.
1st year's experience ..	..	..	..	..	..	..	..	..	..	14 0
2nd " " ..	..	..	..	..	..	..	..	..	..	18 9
3rd " " ..	..	..	..	..	..	..	..	..	..	36 0
4th " " ..	..	..	..	..	..	..	..	..	..	45 0
5th " " ..	..	..	..	..	..	..	..	..	..	51 6
Thereafter until reaching the age of 21 years ..	..	..	..	..	..	..	..	..	..	57 9

Clauses (1), (3), and (5) to (24) inclusive of the Determination as published in *Government Gazette* No. 10 of 11th January, 1943, shall remain in force.

## SCHEDULE—continued.

## BISCUIT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 279 of 28th August, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES.			
				Per week of 44 hours.			
				s. d.			
				Bakers (including Wafer Bakers and Branetto Bakers)			
				Brakesman .. .. .			
				Machine Attendant .. .. .			
				Men carrying and stacking flour .. .. .			
				Mixers (including Wafer Mixers and Sugar Cream Mixers) .. .. .			
				Oven firemen .. .. .			
				Adult males operating "Enroba" chocolate dipping machine .. .. .			
				Despatch hands .. .. .			
				All other males .. .. .			
				All other females .. .. .			

## SCHEDULE—continued.

## BOARDING HOUSES BOARD—continued.

OTHER EMPLOYEES.	WAGES PER WEEK.†	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool, the Town of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>		
Porter .. .. .	102 0	99 0
Head Waiter .. .. .	106 0	103 0
Other Waiters .. .. .	102 0	99 0
First Cook, where the number of persons employed in the kitchen is eight or more .. .. .	136 0	133 0
Five, six or seven .. .. .	121 0	118 0
Three or four .. .. .	111 6	108 6
Two or less .. .. .	107 0	104 0
Second Cook, where the number of persons employed in the kitchen is eight or more .. .. .	116 0	113 0
Five, six, or seven .. .. .	107 0	104 0
Other Second Cooks .. .. .	104 6	101 6
Sweets Cook .. .. .	107 0	104 0
Grill, Relieving, or Assistant Cook .. .. .	104 6	101 6
Pantryman or Kitchenman .. .. .	102 0	99 0
Persons not otherwise provided for .. .. .	102 0	99 0
<i>Females.</i>	<i>s. d.</i>	<i>s. d.</i>
Housekeeper .. .. .	74 0	71 0
Laundress .. .. .	62 6	59 6
Housemaid, Parlourmaid, or General .. .. .	59 6	56 6
Head Waitress .. .. .	62 6	59 6
Other Waitresses .. .. .	59 6	56 6
First Cook .. .. .	71 0	68 0
Second Cooks .. .. .	66 0	63 0
Sweets Cook .. .. .	68 0	65 0
Grill, Relieving, or Assistant Cook .. .. .	64 6	61 6
Pantrymaid or Kitchenmaid .. .. .	59 6	56 6
Persons not otherwise provided for .. .. .	59 6	56 6

\* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—

(a) boards the employee with three meals per day, 15s. per week less, or

(b) boards and lodges the employee, 20s. per week less.

† NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males .. .. .	4s. 0d. per week
Females .. .. .	2s. 6d. „

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (7).

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 273 of the 28th August, 1942, shall remain in force.

## BOILERMAKERS BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 14 of the 22nd January, 1943, shall be replaced by the following clauses:—

Adults.	WAGES.		
	Day Shift.		
	Wages per Week of 44 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) .. .. .	5 19 0	6 5 6	
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces .. .. .	5 12 0	5 18 6	5 16 0
Blacksmith's striker .. .. .	5 10 0	5 16 6	5 9 0
Blacksmith's striker on double fires and other assistant .. .. .	5 12 0	5 18 6	5 7 0
Boiler (inside) chipper and cleaner .. .. .	5 16 0	6 2 6	5 9 0
Boilermaker and/or structural steel tradesman .. .. .	6 14 0	7 0 6	5 13 0
Boilersmith and/or angle iron smith .. .. .	6 17 0	7 3 6	6 11 0
Cold saw operator .. .. .	5 12 0	5 18 6	6 14 0
Dogman .. .. .	5 12 0	5 18 6	5 9 0
Driller using portable machines .. .. .	6 11 0	6 17 6	5 9 0
Driller using stationary machines .. .. .	5 11 0	5 17 6	6 8 0
Employee assisting a ship plate bender or plate setter .. .. .	5 12 0	5 18 6	5 8 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more .. .. .	5 10 0	5 16 6	5 9 0
Friction saw operator .. .. .	5 10 0	5 16 6	5 7 0
Furnaceman on heavy angle iron or heavy plate .. .. .	5 18 0	6 4 6	5 15 0
Furnaceman's assistant .. .. .	5 10 0	5 16 6	5 7 0
Holder-up .. .. .	5 12 0	5 18 6	5 9 0
Machinist—			
1st class .. .. .	6 14 0	7 0 6	6 11 0
2nd class .. .. .	6 2 0	6 8 6	5 19 0
3rd class .. .. .	5 15 0	6 1 6	5 12 0



SCHEDULE—continued.  
BOILERMAKERS BOARD—continued.

WAGES—continued.

Adults.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class .. .. .	5 17 0	6 3 6	5 14 0
2nd class .. .. .	5 11 0	5 17 6	5 8 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) .. .. .	6 18 0	7 4 6	6 15 0
Painter of ironwork using spray .. .. .	5 11 0	5 17 6	5 8 0
Painter of ironwork (other than ship painter) using brush .. .. .	5 10 0	5 16 6	5 7 0
Plate setter and frame bender .. .. .	6 16 0	7 2 6	6 13 0
Press and block hand assisting a boiler or angle ironsmith .. .. .	5 12 0	5 18 6	5 9 0
Process worker .. .. .	5 9 0	5 15 6	5 6 0
Rigger and/or splicer .. .. .	5 16 0	6 2 6	5 13 0
Rivet heater .. .. .	5 12 0	5 18 6	5 9 0
Welder—			
1st class (other than when using Cutler machine) .. .. .	6 17 0	7 3 6	6 14 0
1st class (using Cutler machine) .. .. .	6 4 0	6 10 6	6 1 0
2nd class .. .. .	5 15 0	6 1 6	5 12 0
3rd class .. .. .	5 11 0	5 17 6	5 8 0
Welder-tack .. .. .	5 13 0	5 19 6	5 10 0
Employee not elsewhere classified .. .. .	5 1 0	5 7 6	4 18 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines .. .. .	5 12 0	5 18 6	5 9 0
Cement mixer .. .. .	5 13 0	5 19 6	5 10 0
Cement liner .. .. .	5 16 0	6 2 6	5 13 0
Cement liner operator .. .. .	6 2 0	6 8 6	5 19 0
Employee in charge of ring making machines .. .. .	5 16 0	6 2 6	5 13 0
Employee rounding and straightening steel pipes .. .. .	5 15 0	6 1 6	5 12 0
Employee on tar dip and sand rolling .. .. .	5 12 0	5 18 6	5 9 0
Faucet maker in charge of furnace .. .. .	5 19 0	6 5 6	5 16 0
Faucet maker's assistant .. .. .	5 12 0	5 18 6	5 9 0
Machine operator (in charge of machines) .. .. .	5 16 0	6 2 6	5 13 0
Pipe builder .. .. .	5 16 0	6 2 6	5 13 0

*Leading Hands.*—Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra ; more than ten and not more than twenty employees, 12s. per week extra ; more than 20 employees, 18s. per week extra.

*Tradesmen in Large Power Houses.*—Tradesmen and/or welders, apprentices in the fourth and fifth year of their apprenticeship and unapprenticed juniors 19 years of age and over employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra ; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

*Ship Repairing.*—Employees engaged on ship repairs shall be paid the following additional margins :—

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

3. APPRENTICESHIP (other than those covered by the Apprenticeship Commission).—(a) *Apprenticeship Trades.*—Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided :—

- (i) First-class welding.
- (ii) Boilermaking and/or steel construction work and/or first-class welding.
- (b) *Period of Apprenticeship.*—If the apprentice when indentured is under the age of seventeen years—five years ; if over the age of seventeen years—four or five years, at the option of the contracting parties.
- (c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall contain—
  - (i) the names of the parties ;
  - (ii) the date of birth of the apprentice ;
  - (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship ;
  - (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound ;
  - (v) the date at which the apprenticeship is to commence or from which it is to be calculated ;
  - (vi) all other conditions of apprenticeship.

(d) *Cancellation or Suspension of Indentures.*—If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

(e) *Instruction in Welding.*—The training of apprentices to boilermaking or structural steel work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

## SCHEDULE—continued.

## BOILERMAKERS BOARD—continued.

(f) *Proportion.*—(i) The proportion of apprentices who may be taken by an employer shall be 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.

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.

(ii) Notwithstanding anything contained in this sub-clause an employer of boilermakers who is adequately equipped to teach apprentices may until further order, with the consent of the Apprenticeship Commission, take on new apprentices up to the proportion of one to each journeyman employed.

Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

(g) *Adult Apprentice.*—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.

(h) *Probationary Period.*—Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

(i) *Wages.*—The minimum weekly rates of wages for apprentices shall be the under-mentioned percents, as of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages at not less than such rates:—

## Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
1st year ..	22½	s. d.	s. d.	s. d.	s. d.	s. d.
2nd year ..	30	1 0	0 9	21 6	23 0	21 0
3rd year ..	45	1 6	1 6	29 6	31 6	28 6
4th year ..	75	2 0	2 3	44 6	47 6	43 0
5th year ..	95	2 0	3 0	73 0	78 0	71 0
				92 6	98 6	89 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year ..	26	1 0	0 9	24 6	26 6	24 0
2nd year ..	45	1 0	1 6	44 0	47 0	42 6
3rd year ..	75	2 0	2 3	73 0	78 0	71 0
4th year ..	95	2 0	3 0	92 6	98 6	89 6

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

(j) *Hours.*—The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

(k) *Overtime and Shift Work.*—An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

(l) *Payment by Results.*—An apprentice shall not work under any system of payment by results.

(m) *Lost Time.*—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 this Determination, or on 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

(n) *Prohibition of Premiums.*—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) *Attendance at Technical Schools.*—Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(p) *Annual and Sick Leave.*—Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

4. UNAPPRENTICED JUNIOR LABOUR.—Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned:—

## (i) Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.		
			Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>					
Under 16 years of age ..	25	s. d.	s. d.	s. d.	s. d.
16 years of age ..	35	0 6	23 6	25 0	22 6
17 years of age ..	47½	0 9	33 0	35 0	32 0
18 years of age ..	60	1 0	44 6	48 0	43 6
19 years of age ..	75	1 0	56 0	60 0	54 6
20 years of age ..	90	2 0	71 0	78 0	68 6
			85 0	90 6	82 0

## SCHEDULE—continued.

## BOILERMAKERS BOARD—continued.

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(ii) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading specified for such an employee.

(iii) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (a) Passing hot rivets in confined spaces.
  - (b) Holding up rivets over  $\frac{1}{4}$  inch diameter.
  - (c) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
  - (d) Carrying material to or from cupola, forge, or electric steel furnaces, or using the slicer, or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
  - (e) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
  - (f) Cutting out and punching rivets on plates.
  - (g) Cutting plates by means of hammer and cold set.
  - (h) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lbs.
  - (i) On punching machines, handling plates that weigh more than 84 lbs.
  - (j) On angle iron cropping where the material weighs more than  $3\frac{1}{2}$  lb. per foot, and is not clamped.
  - (k) Breaking up pig iron.
  - (l) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.
- (iv) *Prohibited Occupations.*—Junior employees shall not be employed—
- (a) if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
  - (b) if under eighteen years as furnacemen or assistants to furnacemen.

Clauses (5) to (26) inclusive of the Determination as published in *Government Gazette* No. 14 of the 22nd January, 1943, shall remain in force.

## BOOT BOARD.

Clauses (2) to (5) inclusive of the Determination published in *Government Gazette* No. 226 of the 27th June, 1942, shall be replaced by the following:—

## APPRENTICES AND IMPROVERS.

(2) **MALES\*—Apprentices.**  
*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's experience—				
1st six months ..	20 0	25 0	30 0	40 0
2nd six months ..	22 6	27 6	35 0	45 0
2nd year's experience—				
1st six months ..	25 0	30 0	40 0	50 0
2nd six months ..	27 6	35 0	45 0	55 0
3rd year's experience—				
1st six months ..	30 0	40 0	50 0	65 0
2nd six months ..	35 0	45 0	55 0	70 0
4th year's experience—				
1st six months ..	40 0	50 0	65 0	Minimum wage
2nd six months ..	45 0	55 0	70 0	
5th year's experience—				
1st six months ..	50 0	65 0	Minimum wage	
2nd six months ..	55 0	70 0		
6th year's experience—				
1st six months ..	65 0	Minimum wage		
2nd six months ..	70 0			
Thereafter ..	Minimum wage			

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

*Proportion.*

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

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

See Clause (7) for wages and proportion of unapprenticed Junior Workers.

(3) **FEMALES—Improvers.**

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.	s. d.	s. d.
1st six month's experience ..	..	..	..	20 0
2nd ..	..	..	..	22 6
3rd ..	..	..	..	25 6
4th ..	..	..	..	29 0
5th ..	..	..	..	33 0
6th ..	..	..	..	37 6
7th ..	..	..	..	42 6
8th ..	..	..	..	48 0

Thereafter not less than the minimum wage for adult females.

*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 the minimum wage for adult females.

*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 the minimum wage for adult females.

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 the minimum wage for adult females.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause (5) at the above rates.

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

## Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

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

See Clause (7) for wages and proportion of unapprenticed Junior Workers.

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.
1st six month's experience ..	20 0
2nd ..	22 6
3rd ..	25 6
4th ..	29 0
5th ..	33 0
6th ..	37 6
7th ..	42 6
8th ..	48 0

Thereafter not less than the minimum wage for adult females.

## 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 the minimum wage for adult females.

## 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 the minimum wage for adult females.

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 the minimum wage for adult females.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause (5) at the above rates.

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above.

## SCHEDULE—continued.

## BOOT BOARD—continued.

## Other Employees.

(4)	MALES.	Wages per week of 44 hours. s. d.	(5)	FEMALES.
Pattern Cutting—			(a) Females employed clicking, designing, or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, or finishing, including the following operations in the making of slippers:— Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.	
Pattern Cutters or Designers .. ..	126 6	6		
Clicking—			(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.	
Clicking outsides (other than felt, fabric, sheep's roans or splits) .. ..	126 6	6		
Clicking felt, linings, fabrics, sheep's roans, splits—				
By hand .. ..	123 6	6		
By machine .. ..	120 6	6		
All others .. ..	120 6	6		
Stuff cutting—				
Cutting leather outsides or insoles .. ..	123 6	6		
Ranging by hand .. ..	123 6	6		
All others .. ..	120 6	6		
Making—				
All operatives except those for whom the rates herein-				
after appearing are prescribed .. ..	126 6	6		
Operator of bottom levelling machine .. ..	120 6	6		
Operator of buzzer machine .. ..	120 6	6		
Operator of loose nailing machine .. ..	120 6	6		
Levelling by hand .. ..	120 6	6		
Heeling by hand .. ..	120 6	6		
Opening channels .. ..	120 6	6		
Closing channels .. ..	120 6	6		
Feathering .. ..	120 6	6		
Turning pumps .. ..	120 6	6		
Laying linings and shanking .. ..	120 6	6		
Pulling up backs .. ..	120 6	6		
Pulling on .. ..	120 6	6		
Tingling and trimming (hand or machine) .. ..	120 6	6		
Putting on heels and toe plates .. ..	120 6	6		
Attaching wood heels by hand .. ..	120 6	6		
Putting in stiffeners or toes .. ..	117 6	6		
Putting in bottom fillings and shanks .. ..	117 6	6		
Slipping off .. ..	117 6	6		
Pulling out tacks .. ..	117 6	6		
Stamping and sorting soles .. ..	117 6	6		
Solutioining or cementing by hand or machine .. ..	117 6	6		
Putting studs or bars on football boots .. ..	117 6	6		
Finishing—				
Finishing right through by hand .. ..	126 6	6		
Operating heel trimmer .. ..	126 6	6		
Operating edge trimmer .. ..	126 6	6		
Operating edge setter .. ..	126 6	6		
Operating heel scourer .. ..	126 6	6		
Operating Naumkeag machine and/or sandpapering				
machine .. ..	122 6	6		
Slipping off .. ..	117 6	6		
All others .. ..	120 6	6		

Clauses (6) to (29) inclusive of the Determination as published in *Government Gazette* No. 226 of 27th June, 1942, shall remain in force.

## SCHEDULE—continued.

## BOTTLE COVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 369 of the 22nd December, 1942, shall be replaced by the following clause:—

(2)

Improvers.*					Other Employees.				
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
				s. d.					s. d.
Under 17 years of age	..	..	..	32 6	Adults	..	..	..	104 6
17 years of age	..	..	..	41 6					
18 years of age	..	..	..	55 3					
19 years of age	..	..	..	64 3					
20 years of age	..	..	..	73 9					
PROPORTION (IN ANY PLACE).									
Improvers.									
Four improvers for every adult worker.									
* The Board has determined, in accordance with section 25 (1) of the <i>Factories and Shops Act</i> 1934, that the trade is so unskilled that no apprentice shall work in the trade.									

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 369 of the 22nd December, 1942, shall remain in force, provided that, to the weekly earnings of each pieceworker, shall be added the sum of one shilling. Where less than 44 hours is worked in any week by any pieceworker, a proportionate amount of such sum of one shilling shall be added in lieu thereof.

## BREAD CARTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 335 of the 26th November, 1942, shall be replaced by the following clause:—

(2)

Apprentices.*			Improvers.			Other Employees.				
WAGES.			WAGES.			WAGES.		WEEKLY HOURS.		
			Mildura District.	Elsewhere.		Mildura District.	Elsewhere.	During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.	
	Per week.	s. d.								
						s. d.	s. d.			
1st Year—			14 and under	14 and under	Stable Workers	91 0	99 0	48	48	
1st 6 months	..	34 0	21 years of age	21 years of age	All Others	108 0	116 0	46	50	
2nd 6 "	..	39 6	.. 78 9	.. 87 0						
2nd Year—										
1st 6 months	..	48 3								
2nd 6 "	..	56 9								
3rd Year—										
1st 6 months	..	68 3								
2nd 6 "	..	79 6								
PROPORTION—(In any place.)			PROPORTION—Wherever this Determination applies.							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			(In any place.)							
Apprentices and improvers shall be subject to the hours per week fixed for their respective sections.			One improver to every four or fraction of four workers receiving not less than the minimum wage.							

\* The Board has determined that on and after 3rd October, 1942, no person shall be taken on as an apprentice.

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 335 of the 26th November, 1942, shall remain in force.

## SCHEDULE—continued.

## BRICK TRADE BOARD.

Clauses (2) and (15) of the Determination published in *Government Gazette* No. 354, of the 17th December, 1941, shall be replaced by the following clauses:—

(2)	Improvers.	Other Employees.	Per Hour.	Wage per Week of 44 Hours.
	WAGES.	FIREBRICKS AND TEXTURE BRICKS.		
	Per Week of 44 Hours. s. d.		s. d.	s. d.
14 years of age ..	36 1	Burners ..	2 7 <sup>7</sup> / <sub>11</sub>	116 0
16 " " ..	37 5	Crusher attendants who also haul ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
16 " " ..	39 7	Crusher attendants who do not haul ..	2 6	110 0
17 " " ..	44 8	Wet or dry pan attendants who do not haul ..	2 6 <sup>9</sup> / <sub>11</sub>	113 0
18 " " ..	54 2	Machine drivers, wire cut attendant, column man, or off-bearers from wire cut machine ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
19 " " ..	71 4	Hand moulders, dressers and cutters ..	2 8 <sup>5</sup> / <sub>11</sub>	119 0
20 " " ..	74 7	Drawers ..	2 7 <sup>1</sup> / <sub>2</sub>	115 6
		Setters ..	2 8 <sup>5</sup> / <sub>11</sub>	119 0
		Facemen working in a clayhole 25 feet or less in depth ..	2 9 <sup>9</sup> / <sub>11</sub>	123 0
		All other facemen ..	2 10 <sup>1</sup> / <sub>11</sub>	125 0
		Wheelers of green or burnt bricks ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
		Clayhole men (employer to provide tools) ..	2 8 <sup>5</sup> / <sub>11</sub>	120 0
		Pressers ..	2 6 <sup>5</sup> / <sub>22</sub>	111 6
		Loftmen ..	2 6 <sup>5</sup> / <sub>11</sub>	111 0
		Yardmen and wastemen ..	2 6	110 0
		All others ..	2 4 <sup>10</sup> / <sub>11</sub>	106 0
		OTHER BRICKS.		
		Burners ..	2 7 <sup>7</sup> / <sub>11</sub>	116 0
		Machine drivers or machine riggers ..	2 7 <sup>7</sup> / <sub>11</sub>	115 0
		Wet or dry pan attendants who do not haul ..	2 6 <sup>5</sup> / <sub>11</sub>	113 0
		Crusher attendants who do not haul ..	2 6 <sup>5</sup> / <sub>22</sub>	111 6
		Crusher and wet or dry pan attendants who also haul ..	2 7 <sup>10</sup> / <sub>11</sub>	117 0
		Drawers and setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 8 <sup>5</sup> / <sub>11</sub>	118 0
		Other drawers ..	2 8 <sup>19</sup> / <sub>22</sub>	120 6
		Other setters ..	2 8 <sup>19</sup> / <sub>22</sub>	120 6
		Facemen working in a clayhole 25 feet or less in depth ..	2 9 <sup>9</sup> / <sub>11</sub>	123 0
		All other facemen ..	2 11 <sup>2</sup> / <sub>11</sub>	129 0
		Clayhole men (employer to provide tools) ..	2 8 <sup>5</sup> / <sub>11</sub>	120 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers or silomen ..	2 7 <sup>1</sup> / <sub>2</sub>	115 6
		Off-bearers from wire cut machines ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
		Truckers ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
		Adults taking off brick machines ..	2 6 <sup>15</sup> / <sub>22</sub>	112 6
		Dampersman or kiln cleaners ..	2 7 <sup>1</sup> / <sub>11</sub>	114 0
		Loftmen ..	2 8 <sup>5</sup> / <sub>11</sub>	111 0
		Yardmen and wastemen ..	2 6	110 0
		All others ..	2 4 <sup>10</sup> / <sub>11</sub>	106 0

The Board has determined that no person shall be taken as an apprentice.

## PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(15) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards ..	3 0	3 3 <sup>1</sup> / <sub>2</sub>	2 10 <sup>1</sup> / <sub>2</sub>	3 2
26 to 36 yards ..	3 4 <sup>1</sup> / <sub>2</sub>	3 8 <sup>1</sup> / <sub>2</sub>	3 3	3 6 <sup>1</sup> / <sub>2</sub>
36 to 46 yards ..	3 6 <sup>1</sup> / <sub>2</sub>	3 9 <sup>1</sup> / <sub>2</sub>	3 5 <sup>1</sup> / <sub>2</sub>	3 8 <sup>1</sup> / <sub>2</sub>
Over 46 yards ..	4 1	4 4 <sup>1</sup> / <sub>2</sub>	3 11 <sup>1</sup> / <sub>2</sub>	4 3

## SCHEDULE—continued.

## BRICK TRADE BOARD—continued.

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
Not more than 28 yards .. .. .	s. d. 4 2	s. d. 4 5	s. d. 4 5½	s. d. 4 8½
28 to 36 yards .. .. .	4 6½	4 9½	4 9½	5 0½
36 to 46 yards .. .. .	4 8½	4 11½	5 0	5 2½
Over 46 yards .. .. .	5 3½	5 6	5 6½	5 9½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 2s. 10d. per 1,000 bricks

Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks .. .. .	s. d. 18 10
" " " " in sheds .. .. .	16 4
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) .. .. .	13 3
" " " " from bowling stool in sheds (where material is placed on the table) .. .. .	12 2
" " " fancy bricks and offbearing to hacks or in sheds .. .. .	18 10
" " " " from bowling stool .. .. .	17 0
Setting .. .. .	3 1
Picking blues .. .. .	20 0

Clauses (3) to (14) and (16) to (18) inclusive of the Determination as published in *Government Gazette* No. 354 of the 17th December, 1941, shall remain in force.

## BRICKLAYERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 203 of the 1st June, 1942, shall be replaced by the following clause:—

(2)

\* WAGES.

Apprentices.—PER WEEK OF 44 HOURS.				Improvers.—PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year .. .. .	26 3	1 0	27 3	1st six months .. .. .	21 9	1 0	22 9
2nd year .. .. .	39 9	1 6	41 3	2nd six months .. .. .	31 9	1 6	33 3
3rd year .. .. .	64 0	2 6	66 6	2nd year .. .. .	45 9	2 0	47 9
4th year .. .. .	72 0	3 0	75 0	3rd year .. .. .	74 3	3 0	77 3
5th year .. .. .	89 9	3 6	93 3	4th year .. .. .	95 9	4 0	99 9
				5th year .. .. .	112 3	4 6	116 9

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 148s. 10d. per week of 44 hours.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 148s. 10d. per week of 44 hours.

## Other Employees.—PER WEEK OF 44 HOURS.

	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
Foreman bricklayer in charge of three or more employees .. .. .	150 5	6 0	156 5	3 6 <sup>25</sup> / <sub>44</sub>
Provided that in every case, a foreman bricklayer shall receive not less than 2½d. per hour in excess of the highest rate prescribed for any employee working under the control of such foreman.				
Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction .. .. .	150 5	6 0	156 5	3 6 <sup>25</sup> / <sub>44</sub>
Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	166 11	6 0	172 11	3 11 <sup>7</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	182 6	6 0	188 6	4 3 <sup>9</sup> / <sub>22</sub>
Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—				
(a) Where the temperature does not exceed 140° Fahrenheit .. .. .	166 11	6 0	172 11	3 11 <sup>7</sup> / <sub>44</sub>
(b) Where the temperature exceeds 140° Fahrenheit .. .. .	182 6	6 0	188 6	4 3 <sup>9</sup> / <sub>22</sub>
Bricklayers employed on all new firework, construction of stills, towers, and acid resisting brickwork, and all work pertaining thereto other than repairs to same .. .. .	150 5	6 0	156 5	3 6 <sup>25</sup> / <sub>44</sub>
Bricklayers employed on repair work to furnaces, stills, towers, and acid resisting brickwork in chemical works .. .. .	182 6	6 0	188 6	4 3 <sup>9</sup> / <sub>22</sub>
Bricklayers laying glass bricks .. .. .	142 10	6 0	148 10	3 4 <sup>13</sup> / <sub>22</sub>
Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) .. .. .	148 2	6 0	154 2	3 6 <sup>1</sup> / <sub>22</sub>
All other bricklayers .. .. .	142 10	6 0	148 10	3 4 <sup>13</sup> / <sub>22</sub>
Persons employed laying or fixing faience or majolica on floors, walls, or ceilings .. .. .	142 10	6 0	148 10	3 4 <sup>13</sup> / <sub>22</sub>
Bricklayers employed building chimney stacks shall be paid—				
Over 50 feet to 100 feet, 1s. 0½d. per day extra.				
And for every additional 50 feet or fraction thereof, 1s. 0½d. per day extra.				

\* NOTE.—Section 151 Act 3677 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 203 of the 1st June, 1942, shall remain in force.

## SCHEDULE—continued.

## BRUSHMAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 12 of 7th January, 1942, shall be replaced by the following clause:—

(2)

## WAGES.

APPRENTICES OR IMPROVERS.				JUVENILE WORKERS.				
Experience.		Wages per week of 44 hours.		Experience.		Wages per week of 44 hours.		
		Males.	Females.					
1st year	..	s. d. 21 3	s. d. 21 3	1st year	..	s. d. 21 3		
2nd year	..	28 3	28 3	2nd year	..	28 3		
3rd year	..	40 6	39 6	3rd year	..	39 6		
4th year	..	} minimum wage or earnings on piecework	50 0	4th year	..	50 0		
5th year	..							
6th year	..							
and thereafter the minimum wage or full piecework prices.				and thereafter the minimum wage or full piecework prices.				
PROPORTION. (Within any factory or place.)				NOTE.—A juvenile worker is a female under 21 years of age (other than an apprentice or an improver) employed on—				
APPRENTICES.				(a) Automatic boring and filling machines ;				
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.				(b) Punching and stamping machines ;				
IMPROVERS.				(c) Painting or varnishing brushware.				
Males.								
One male improver to one or two		} Male workers receiving not less than 118s. per week of 44 hours or earning full piece-work prices.						
Two to three .. ..								
Three to five .. ..								
Four to nine .. ..								
Six to twelve .. ..								
Seven to fifteen .. ..		} Females.						
Nine to eighteen .. ..								
One female improver to one or two		} Female workers receiving not less than 59s. per week of 44 hours or earning full piece-work prices.						
Two to three .. ..								
Three to five .. ..								
Four to nine .. ..								
Six to twelve .. ..								
Seven to fifteen .. ..		} Females.						
Nine to eighteen .. ..								
Other Employees.				Wages per week of 44 hours.				
MALES.				s. d.				
Persons employed at—								
Paint brush making .. ..				123 0				
Hair pan work .. ..				118 0				
Bass pan work .. ..				118 0				
Hair dressing and mixing .. ..				118 0				
Making twisted brushes .. ..				118 0				
Making wire brushes .. ..				118 0				
Bass broom drawing .. ..				118 0				
Finishing .. ..				118 0				
Boring .. ..				118 0				
Lacquering or ducoing .. ..				118 0				
Trimming machine (when employed solely at such machine) .. ..				108 0				
FEMALES.								
Automatic boring and filling machinists .. ..				59 0				
Filling machinists .. ..				59 0				
Trimming machinists .. ..				59 0				
Boring machinists .. ..				59 0				
Bench drawing .. ..				61 0				
Treadle knot-sizing machinists .. ..				59 0				
Persons employed at lacquering or ducoing .. ..				59 0				

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 12 of the 7th January, 1942, shall remain in force provided that at the commencement of clause (11) 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 10s. and in the case of a female 5s. 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. 246 of 23rd July, 1942, shall be replaced by the following:—

(2)

	Wages per Week—		
	Adjustable Rate.	Plus War Loading (Non Adjustable).	Total Wage.
	s. d.	s. d.	s. d.
<b>WAGES OF WEEKLY EMPLOYEES.</b>			
(a) Labourer employed as steel structural erector (on steel frame building), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey, drainers, jackhammerman, and winch or hoist drivers. Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	110 0	3 0	113 0
(b) Builders' labourers in occupations other than those set out in sub-clause (a)	104 0	3 0	107 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 (1) (a) above .. .. .	2 11½	2 8½
(b) If doing the work set out in (2) (b) above .. .. .	2 9½	2 6½

Clauses (4) to (27) inclusive of the Determination as published in *Government Gazette* No. 246 of 23rd July, 1942, shall remain in force.

## BUTTER FACTORIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 363 of the 14th December, 1942, 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.			
	Shift Workers.		Ordinary Workers.		Males.	Females.		Shift Workers.		Ordinary Workers.
	Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.						Where a Seven-day Week is Worked.	Where a Six-day Week is Worked.	
	s. d.	s. d.			s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years	..	..	45 6	Under 16 years	38 6	33 3	Cream grader ..	129 0	126 0	118 0
16-17 years	..	..	53 3	16-17 years	43 0	37 3	Milk grader ..	128 0	125 0	117 0
17-18 "	..	..	60 0	17-18 "	53 3	41 6	Milk or cream tester ..	128 0	125 0	117 0
18-19 "	78 9	75 9	67 9	18-19 "	58 6	48 3	Creamery manager ..	126 0	123 0	115 0
19-20 "	87 6	84 6	76 6	19-20 "	68 9	53 3	Milk or cream neutralizer ..	124 6	121 6	113 6
20-21 "	94 0	91 0	83 0	20-21 "	78 3	58 9	Foreman of shift or department or casing plant ..	126 0	123 0	115 0
PROPORTION (IN ANY PLACE).							Butter-maker ..	128 0	125 0	117 0
							Re-worker and/or processor (not requiring a butter-maker's certificate) ..	116 0	113 0	105 0
Males.							Operators of any of the following machines, viz. :—			
							Separator ..	114 0	111 0	103 0
One apprentice to every three or fraction of three workers receiving not less than 102s. per week.							Pasteurizer ..	114 0	111 0	103 0
							or deodorizer ..	114 0	111 0	103 0
One improver to every eight or fraction of eight workers receiving not less than 102s. per week.							Weighing machine ..	114 0	111 0	103 0
							Filling machine for tinning of butter when butter has not been milled ..	116 0	113 0	105 0
Females.							Filling machine for tinning of butter when butter has been milled ..	115 0	112 0	104 0
							Storeman or packer in butter canning establishments ..	115 0	112 0	104 0
One apprentice and one improver to every three or fraction of three workers receiving not less than 69s. 6d. per week.							Other Storemen or Packers ..	114 0	111 0	103 0
							Casing-maker ..	127 0	124 0	116 0
							Assistant to casing-maker, casing dryers, and millers ..	115 6	112 6	104 6
							Cheese-maker ..	128 0	125 0	117 0
							Assistant to cheese-maker ..	115 6	112 6	104 6
							Cheese storehand ..	117 0	114 0	106 0
							Male adult washing or sterilizing cans or bottles ..	114 0	111 0	103 0
							All other adult males ..	113 0	110 0	102 0
							All other adult females ..	..	..	69 6

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 363 of the 14th December, 1942, shall remain in force.

## SCHEDULE—continued.

## CARETAKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 251 of the 1st September, 1941, shall be replaced by the following clause:—

(2)		IMPROVERS.	
Wages per week of 46 hours.			
Under 18 years of age	s. d. 46 6	PROPORTION (in any place). One improver to every worker receiving not less than 103s. 6d. per week of 46 hours. Note.—The Board has determined that no apprentice shall be taken in the trade.	
18 to 19 years of age	.. .. 59 3		
19 to 20 years of age	.. .. 73 3		
20 to 21 years of age	.. .. 87 0		

## 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 .. .. .	107 0	104 0
21 to 40 flats .. .. .	103 0	100 0
20 or less flats .. .. .	101 6	98 6
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes .. .. .	98 0	95 0
Other caretakers of buildings in charge of—		
11 or more cleaners .. .. .	135 6	132 6
4 to 10 cleaners .. .. .	125 6	122 6
1 to 3 cleaners .. .. .	114 6	111 6
All others .. .. .	106 6	103 6

Clauses (3) to (15) inclusive of the Determination as published in *Government Gazette* No. 251 of the 1st September, 1941, shall remain in force.

## SCHEDULE—continued.

## CARPENTERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 166 of the 13th June, 1941, 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—					
				<i>s.</i>	<i>d.</i>					<i>s.</i>	<i>d.</i>
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 .. .. (ii) Stock work .. ..  Hourly employees .. ..	Per week. £ s. d. 6 15 0 6 2 0  Per hour. 0 3 2½	Per week. £ s. d. 7 1 6 6 8 6  Per hour. 0 3 4½	Per week. £ s. d. 6 12 0 5 19 0  Per hour. 0 3 1½			

\* 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. 166 of the 13th June, 1941, shall remain in force.

## SCHEDULE—continued.

## CARRIAGE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 325 of the 27th November, 1941, shall be replaced by the following clauses:—

(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; 5 miles of Chief Post Office at Mildura; and the Gippsland District.				All other parts of Victoria.			
	Weekly Rate.	War Loading	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
	(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
MALES.								
<i>Development, Tool Room, Installation, and Maintenance.</i>								
Brass finisher, tradesman .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Carpenter on maintenance work .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Coremaker, jobbing .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Die maker (see "toolmaker").								
Die setter .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) ..	131 0	6 0	137 0	6 8	128 0	6 0	134 0	6 7
Electrical fitters .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Electrical mechanic .. .. .	125 0	9 0	134 0	6 7	122 0	9 0	131 0	6 5
Fitter and/or turner, tradesman .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work) ..	107 0	3 0	110 0	5 5	104 0	3 0	107 0	5 3
Jigmaker, in wood or metal .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Machinist (metal), first class .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Machinist (metal), second class .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Machinist (metal), third class .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Machinist (wood) (see "wood machinist").								
Marker-off (see "tradesman, the greater part of whose time is occupied marking off").								
Painter, on maintenance work .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Panel worker, tradesman .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Pattern maker .. .. .	137 0	5 0	142 0	6 11	134 0	5 0	139 0	6 9
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that—								
(a) such tradesmen shall not be required to work to drawings or prints;								
(b) whilst so employed shall be paid a marginal rate of .. .. .	131 0	6 0	137 0	6 8	128 0	6 0	134 0	6 7
Pipe fitter—								
(a) On high pressure work (i.e., live steam or hydraulic press work) .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
(b) On low pressure work .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Plumber on maintenance work .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Saw doctor .. .. .	131 0	6 0	137 0	6 8	128 0	6 0	134 0	6 7
Smith, tradesman .. .. .	129 0	6 0	135 0	6 8	126 0	6 0	132 0	6 6
Template maker .. .. .	132 0	6 0	138 0	6 9	129 0	6 0	135 0	6 8
Tool Maker, tool hardener, and die maker (in wood or metal) .. .. .	134 0	10 0	144 0	7 0	131 0	10 0	141 0	6 11
Tradesman, the greater part of whose time is occupied marking off .. .. .	131 0	6 0	137 0	6 8	128 0	6 0	134 0	6 7
Trimmer, tradesman .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Turner (see "Fitter and/or turner").								
Welder, first class .. .. .	131 0	5 0	136 0	6 8	128 0	5 0	133 0	6 6
Welder, second class .. .. .	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Welder, third class .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Welder, fourth class .. .. .	107 6	3 0	110 6	5 5	104 6	3 0	107 6	5 3
Wood machinist, first class .. .. .	122 0	5 0	127 0	6 2	119 0	5 0	124 0	6 1
<i>Production.</i>								
Acid washer and/or pickler .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Air hammer operator .. .. .	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Assembler (aero engine) .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Assembler and/or wiper, chassis .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7

\* See clause (10) (c) for method of calculation of holiday and sick pay for hourly hiring employees.

## SCHEDULE—continued.

## CARRIAGE BOARD—continued.

	DAY SHIFT—continued.							
	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.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.	(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
<i>Production—continued.</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>
Assembler, cushion and squab spring .. ..	113 0	3 0	116 0	5 7	110 0	3 0	113 0	5 7
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second-class body maker or other tradesman) .. ..	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Assembler of bodies or parts of bodies "on the line" .. ..	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Assembler of chassis parts independently of main assembly .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Assembler of prepared parts in glass section (not being a process worker) .. ..	116 0	3 0	119 0	5 10	113 0	3 0	116 0	5 7
Assembler, windscreen frame .. ..	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Axle maker .. ..	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Axle turner .. ..	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler (not using tradesman's tools) (trim) .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Band sawyer (metal) .. ..	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Body maker, first class .. ..	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Body maker, second class .. ..	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Body mounter .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Bow socket enameller (see "enameller").								
Bulldozer operator—								
(a) Setting up machine .. ..	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
(b) Not setting up machine .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Chassis assembler (see "Assembler").								
Cold setter .. ..	115 0	3 0	118 0	5 9	112 0	3 0	115 0	5 7
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").								
Cushion maker (see "Squab and cushion maker").								
Cushion spring maker (by hand) .. ..	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Cutter, Electric machine (trim) (see "Electric machine cutter").								
Dent knocker (see "Panel worker and/or dent knocker").								
Die setter, press .. ..	125 0	6 0	131 0	6 5	122 0	6 0	128 0	6 3
Dipper and hanger (paint) .. ..	108 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Dipper, solder or tin .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Drier .. ..	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Driller, not using jigs (panel) .. ..	110 0	3 0	113 0	5 7	107 0	3 0	110 0	5 5
Driller, not using jigs (other) .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Driller, using jigs (panel) .. ..	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Driller, using jigs (other) .. ..	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Drop hammer smith—								
(a) When dies are not used .. ..	129 0	6 0	135 0	6 8	126 0	6 0	132 0	6 6
(b) When dies are used .. ..	112 0	3 0	115 0	5 8	109 0	3 0	112 0	5 6
Drop hammer stamper .. ..	107 6	3 0	110 6	5 4	104 6	3 0	107 6	5 3
Edge turner (see "Panel edge trimmer").								
Electric machine cutter (trim) .. ..	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Electric stove attendant (see "Stove attendant").								
Electroplater, first class .. ..	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Electroplater, second class .. ..	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Electroplater, third class .. ..	105 0	3 0	108 0	5 3	102 0	3 0	105 0	5 1
Enameller, bow socket .. ..	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Enameller in colours and/or varnish (finishing coat brush) .. ..	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Folding machine operator .. ..	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Frame operative (cushion and squabs) .. ..	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Furnace brazer .. ..	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Furnaceman .. ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Garnish mould bender and/or shaper (see "Bender and/or shaper").								
Garnish mould finisher .. ..	117 0	3 0	120 0	5 10	114 0	3 0	117 0	5 9

\* See clause (10) (c) for method of calculation of holiday and sick pay for hourly hiring employees.

SCHEDULE—continued.  
CARRIAGE BOARD—continued.

	DAY SHIFT—continued.							
	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.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
	(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
<b>MALES—continued.</b>								
<b>Production—continued.</b>								
Grainer, transfer (see "Transfer grainer").	<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>
Grinder and/or buffer (metal) .. .. .	107 6	3 0	110 6	5 5	104 6	3 0	107 6	5 3
Grinder and/or buffer (metal) using portable machine ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Guillotine machinist .. .. .	112 0	3 0	116 0	5 7	110 0	3 0	113 0	5 7
Hammer driver, steam, pneumatic, or other power ..	107 6	3 0	110 6	5 5	104 6	3 0	107 6	5 3
Hanger, paint (see "Dipper and hanger").								
Kiln attendant (see "Timber kiln attendant").								
Labourer assisting (plating department) .. .. .	102 0	3 0	105 0	5 1	99 0	3 0	102 0	4 11
Labourer assisting without using tools (chassis assembly) ..	102 0	3 0	105 0	5 1	99 0	3 0	102 0	4 11
Liner .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Machinist (metal), first class .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Machinist (metal), second class .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Machinist (metal), third class .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Machinist (wood) (see "Wood machinist").								
Machine setter up, other than machines specified in definition of first class machinist (metal) ..	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Marker-out or scribe (using patterns or templates) ..	111 0	3 0	114 0	5 7	108 0	3 0	111 0	5 5
Metal band sawyer (see "Band sawyer, metal").								
Nickel polisher .. .. .	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Painter, coach (brush) .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Painter, spray (on coats other than priming) .. ..	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Painter, spray and/or brush (on prime coats) .. ..	117 0	3 0	120 0	5 10	114 0	3 0	117 0	5 9
Painter, brush and/or spray (on floors, undercarriages, and gear) .. .. .	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Painter's labourer .. .. .	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 0
Panel beater, first class .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Panel beater, second class .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Panel edge turner .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Panel fixer, metal .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Panel machinist (other) .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Panel worker and/or dent knocker .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Paster (trim)—								
1st year's experience .. .. .	110 0	3 0	113 0	5 7	107 0	3 0	110 0	5 5
2nd year's experience .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Thereafter .. .. .	114 0	3 0	117 0	5 9	111 0	3 0	114 0	5 7
Petrol tank operative .. .. .	114 0	3 0	117 0	5 9	111 0	3 0	114 0	5 7
Pickler (see "Acid washer and/or pickler").								
Plate glass beveller .. .. .	122 0	5 0	127 0	6 2	119 0	5 0	124 0	6 1
Plate glass cutter .. .. .	122 0	5 0	127 0	6 2	119 0	5 0	124 0	6 1
Plate glass drill .. .. .	122 0	5 0	127 0	6 2	119 0	5 0	124 0	6 1
Plate glass grinder .. .. .	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Pleat stuffer .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Polisher, nickel (see "Nickel polisher").								
Polisher (paint) using buffs .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Polisher (paint) (see "Wet rubber and/or polisher").								
Power hammer driver (see "Hammer driver").								
Press operator (over 400 tons pressure) .. .. .	119 0	4 0	123 0	6 0	116 0	4 0	120 0	5 10
Press operator assistant (over 400 tons pressure) ..	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 0
Press operator (light) .. .. .	111 0	3 0	114 0	5 7	108 0	3 0	111 0	5 5
Process worker .. .. .	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Rivetter on motor truck or wagon body .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Rivetter, chassis .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Rivetter, other (up to and including $\frac{3}{8}$ -in. rivet) ..	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Rotary buff operator—								
(a) While doing dent knocking .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
(b) While not doing dent knocking .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Rotary shearing machinist .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Sand blast operator (see "Shot and/or sand blast operator").								
Sandpaper and emery machinist (woodwork) .. ..	108 0	3 0	111 0	5 5	105 0	3 0	108 0	5 3
Screwdriver and/or tapper .. .. .	107 6	3 0	110 6	5 5	104 6	3 0	107 6	5 3
Scriber (see "Marker-out or scribe").								
Sectional trimmer (see "Trimmer, sectional").								
Setter-up, machine (see "Machine setter-up").								
Shot and/or sand blast operator (where adequately protected) .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6

\* See clause (10) (c) for method of calculation of holiday and sick pay for hourly hiring employees.

**SCHEDULE—continued.**  
**CARRIAGE BOARD—continued.**

	DAY SHIFT—continued.							
	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.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.	(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
<i>Production—continued.</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>
Smith, tradesman .. .. .	129 0	6 0	135 0	6 8	126 0	6 0	132 0	6 6
Solderer "on the line" .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Solderer not "on the line" .. .. .	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Solderer (on other than body work) .. .. .	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Spotter and/or touch-up .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Spray painter (see "Painter, spray").								
Spring fitter .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Spring maker, cushion (by hand) (see "Cushion spring maker").								
Spring maker, laminated .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Spring maker, spiral (by hand) .. .. .	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Spring service worker .. .. .	107 6	3 0	110 6	5 5	104 6	3 0	107 6	5 3
Squab and/or cushion maker .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Stopper-up .. .. .	116 0	3 0	119 0	5 10	113 0	3 0	116 0	5 8
Stove attendant, electric .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Strap maker .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Stretching machine operator .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Striker .. .. .	106 0	3 0	110 0	5 5	104 0	3 0	107 0	5 3
Tapper (see "Screw and/or tapper").								
Tester .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Timber kiln attendant .. .. .	104 0	3 0	107 0	5 3	101 0	3 0	104 0	5 0
Timber orderman .. .. .	111 0	3 0	114 0	5 7	108 0	3 0	111 0	5 5
Timber stacker .. .. .	105 0	3 0	108 0	5 3	102 0	3 0	105 0	5 1
Touch-up (see "Spotter and/or touch-up").								
Transfer grainer .. .. .	115 0	3 0	118 0	5 9	112 0	3 0	115 0	5 7
Trimmer, sectional .. .. .	116 0	3 0	119 0	5 10	113 0	3 0	116 0	5 8
Trimmer, tradesman (including cutter by hand) .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Tube maker .. .. .	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Tire fitter .. .. .	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Uni-shear operator .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Varnisher (see "Enameller in colours and/or varnisher").								
Vyccman .. .. .	115 0	3 0	118 0	5 9	112 0	3 0	115 0	5 7
Welder, "A" grade .. .. .	131 0	5 0	136 0	6 8	128 0	5 0	133 0	6 6
Welder, "B" grade .. .. .	126 0	5 0	131 0	6 5	123 0	5 0	128 0	6 3
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades) .. .. .	120 0	4 0	124 0	6 1	117 0	4 0	121 0	5 11
Welder, electric spot and butt .. .. .	113 0	3 0	116 0	5 8	110 0	3 0	113 0	5 7
Wet rubber and/or polisher (paint) .. .. .	112 0	3 0	115 0	5 7	109 0	3 0	112 0	5 6
Windscreen frame assembler (see "Assembler").								
Wood machinist, first class .. .. .	122 0	5 0	127 0	6 2	119 0	5 0	124 0	6 1
Wood machinist, second class .. .. .	118 0	4 0	122 0	5 11	115 0	4 0	119 0	5 10
Writer .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
<i>Horse-drawn Vehicles.</i>								
Axle maker .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Axle turner .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Grainer .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Nave mortise and boring machinist .. .. .	111 0	3 0	114 0	5 7	108 0	3 0	111 0	5 5
Nave turner .. .. .	121 0	4 0	125 0	6 1	117 0	4 0	122 0	5 11
Signwriter .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
Spoke lather .. .. .	121 0	4 0	125 0	6 1	118 0	4 0	122 0	5 11
Spoke planer .. .. .	121 0	4 0	125 0	6 1	118 0	4 0	122 0	5 11
Spoke tenoner .. .. .	121 0	4 0	125 0	6 1	118 0	4 0	122 0	5 11
Spoke throater .. .. .	121 0	4 0	125 0	6 1	118 0	4 0	122 0	5 11
Timber bender .. .. .	121 0	4 0	125 0	6 1	118 0	4 0	122 0	5 11
Wheelwright and wheel maker .. .. .	125 0	5 0	130 0	6 4	122 0	5 0	127 0	6 2
(All other classifications as prescribed for in other Sections.)								
<i>Rolling Stock.</i>								
Body maker .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
Pitman .. .. .	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Wheel grinder .. .. .	118 6	4 0	122 6	5 11	115 6	4 0	119 6	5 10
Wheel turner .. .. .	128 0	6 0	134 0	6 7	125 0	6 0	131 0	6 5
(All other classifications as prescribed for in other Sections.)								

\* See clause (10) (c) for method of calculation of holiday and sick pay for hourly hiring employees.

## SCHEDULE—continued.

## CARRIAGE BOARD—continued.

	DAY SHIFT—continued.							
	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.				All other parts of Victoria.			
	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.	Weekly Rate.	War Loading.	Total Wage.	*Plus Weekly Allowance in lieu of Payment for Holidays and Absence through Sickness.
MALES—continued.	(A <sup>1</sup> )	(B <sup>1</sup> )	(C <sup>1</sup> )	(D <sup>1</sup> )	(A <sup>2</sup> )	(B <sup>2</sup> )	(C <sup>2</sup> )	(D <sup>2</sup> )
<i>Miscellaneous (Wherever Employed).</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>
Driver of chassis and/or new vehicle .. ..	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2
Case maker .. ..	109 6	3 0	112 6	5 6	106 6	3 0	109 6	5 4
Case repairer .. ..	106 0	3 0	109 0	5 4	103 0	3 0	106 0	5 2

\* See clause 10 (c) for method of calculation of holiday and sick pay for hourly hiring employees.

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

	Per Week of 44 Hours.	
	£	s. d.
First six months (without previous experience) .. ..	1	17 8
Second six months .. ..	2	11 11
Third six months .. ..	2	18 3
Thereafter .. ..	3	6 7

(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—

For the first six months .. ..	1	17	8
For the second six months .. ..	2	11	11
Thereafter .. ..	3	6	7

## APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

(3) (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- Painting (coach).
- Trimming.
- Axle-making.
- Wood-turning and woodwork machining.
- Panel-working, including panel beating, sheet metal working and welding.
- Motor body die and tool making.
- Fitting and turning. Metal machining.
- Pattern making.
- Motor mechanic.
- Aircraft making.
- Saw doctoring.
- Electrical fitting.
- Electrical mechanic.

(ii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XIV. below; also (3) (c) (7).)

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.

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

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

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

(v) 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.



SCHEDULE—continued.  
CARRIAGE BOARD—continued,

(vi)—										WAGES.		Per week of 44 Hours.	
												s. d.	
Apprentices—													
Five-year terms—													
First year ..	..	..	..	..	..	..	..	..	..	..	..	19	3
Second year ..	..	..	..	..	..	..	..	..	..	..	..	27	0
Third year ..	..	..	..	..	..	..	..	..	..	..	..	45	6
Fourth year ..	..	..	..	..	..	..	..	..	..	..	..	73	9
Fifth year ..	..	..	..	..	..	..	..	..	..	..	..	93	0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—													
First year ..	..	..	..	..	..	..	..	..	..	..	..	22	9
Second year ..	..	..	..	..	..	..	..	..	..	..	..	44	6
Third year ..	..	..	..	..	..	..	..	..	..	..	..	73	9
Fourth year ..	..	..	..	..	..	..	..	..	..	..	..	93	0

(a) 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.

(b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 9 (c) to the number of four days per annum.

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

(viii) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

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

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

(xi) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer'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.

(xii) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

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

(xiv) 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.

(4) MALE JUNIOR WORKERS.

For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

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

										Wages per Week of 44 Hours.		£ s. d.	
Under 16 years of age										..	..	1	4
16 years of age										..	..	1	14
17 " "										..	..	2	6
18 " "										..	..	2	18
19 " "										..	..	3	14
20 " "										..	..	4	9

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

Each total rate shall be calculated to the nearest sixpence, and any part of sixpence in the result which does not exceed three-pence shall be disregarded.

An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

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

Changed rates shall be payable as from the beginning of the first pay period to commence after the birthday of the employee concerned.

Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, a trainee apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory.

Clauses (5) to (28) inclusive of the Determination as published in *Government Gazette* No. 325 of the 27th November, 1941 shall remain in force.

## SCHEDULE—continued.

## CARTERS AND DRIVERS BOARD.

Of the Determination published in *Government Gazette* No. 303 of the 29th September 1942, clauses (1) to (5) inclusive of Part I., clause (1) of Part II., clauses (1) and (2) of Part III., and clauses (1) and (2) of Part IV. shall be replaced by the following clauses:—

## 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, Warrambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving jinker, boiler truck, V or float—			
One horse .. .. .	£ s. d. 5 10 0	£ s. d. 5 16 6	£ s. d. 5 7 0
Two or three horses .. .. .	5 15 0	6 1 6	5 12 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse .. .. .	5 4 0	5 10 6	5 1 0
Two horses .. .. .	5 9 0	5 15 6	5 6 0
Three horses .. .. .	5 12 0	5 18 6	5 9 0
Four horses .. .. .	5 14 0	6 0 6	5 11 0
Five horses .. .. .	5 15 0	6 1 6	5 12 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 .. .. .	5 4 0	5 10 6	5 1 0
Other motor vehicle including girlinger having maker's capacity of—			
25 cwt. or less .. .. .	5 9 0	5 15 6	5 6 0
Over 25 cwt., but not over 3 tons .. .. .	5 13 0	5 19 6	5 10 0
Over 3 tons but under 6 tons .. .. .	5 16 0	6 2 6	5 13 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, with or without one trailer, 1s. per day extra per trailer for each trailer above one drawn at same time .. .. .	5 18 0	6 4 6	5 15 0
Loader .. .. .	5 7 0	5 13 6	5 4 0
Leading Loader .. .. .	5 13 0	5 19 6	5 10 0
Stableman .. .. .	5 1 0	5 7 6	4 18 0
Head stableman .. .. .	5 5 6	5 12 0	5 2 6
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein .. .. .	5 6 0	5 12 6	5 3 0
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m. .. .. .	5 4 0	5 10 6	5 1 0
Between 10 p.m. and 7 a.m. .. .. .	5 5 0	5 11 6	5 2 0
Supervisor .. .. .	5 10 0	5 16 6	5 7 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 .. .. .	5 9 0	5 15 6	5 6 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	4 18 0	5 4 6	4 15 0

## WAGE FOR JUNIORS.

(2) (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—

	£ 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 rates.

## WAR LOADINGS.

(3) In addition to the weekly rates prescribed in clauses (1) and (2) war loadings shall be paid as follows:—

	per week s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
Stableman .. .. .	1 6
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in clause (5) and shall not be entitled to war loadings.

## SCHEDULE—continued.

## CARTERS AND DRIVERS BOARD—continued.

## PART I—(continued).

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

(4)	EXTRA RATES.	Per week. s. d.
	Further additional amount for employee driving bulk milk vehicle .. .. .	7 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
	Per week. s. d.	
	Further additional amounts 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:—	
	If amount collected in a week is or exceeds £100 .. .. .	4 0
	If amount collected in a week is under £100 but is or exceeds £30 .. .. .	3 0
	If amount collected in a week is under £30 .. .. .	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

## GAS PRODUCER UNITS.

- (5) The following provisions shall apply to drivers of gas producer units:—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle 1s. extra.
  - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit 1s. extra.
  - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
  - (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

## PART II.

(This part applies only to persons employed as Wharf Draggors.)

## 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. 6<sup>3</sup>/<sub>4</sub>d. 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.

## 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.
Employee driving—	£ s. d.	£ s. d.	£ s. d.
One horse .. .. .	5 2 0	5 8 6	4 19 0
Two horses .. .. .	5 7 0	5 13 6	5 4 0
Employee driving—			
Motor bicycle with side car .. .. .	5 3 0	5 9 6	5 0 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less .. .. .	5 6 0	5 13 6	5 4 0
Over 25 cwt. but not over 3 tons .. .. .	5 11 0	5 17 6	5 8 0
Over 3 tons but under 6 tons .. .. .	5 14 0	6 0 6	5 11 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 .. .. .	5 0 0	5 6 6	4 17 0
Head stableman .. .. .	5 4 0	5 10 6	5 1 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified .. .. .	4 18 0	5 4 6	4 15 0

(2)	EXTRA RATES.	Per week. s. d.
	Further additional amount for employee driving retail milk vehicle .. .. .	11 0
	Further additional amount for employee of retail dairyman driving bulk milk vehicle .. .. .	1 0
	Further additional amount for employee driving a retail milk vehicle, within the Metropolis as defined in the Milk Board Act 1933 (No. 4183) or within 10 miles of G.P.O., Geelong, whose ordinary hours of duty extend over seven days a week .. .. .	8 0

## SCHEDULE—continued.

## CARTERS AND DRIVERS BOARD—continued.

## 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 wagon with a combined weight of vehicle and maximum load of under 10 tons ..	5 19 0	6 5 6	5 16 0
Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons ..	6 1 0	6 7 6	5 18 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 19 6	5 6 0	4 16 6

(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 a driver who is required in any week to collect money—	
When the amount collected in a week is or exceeds £100 ..	4 0
When the amount collected in a week is under £100 but is or exceeds £30 ..	3 0
When the amount collected in a week is under £30 ..	2 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 three or more drums of fuel oil, at the rate of ..	3 0

The following clauses of the Determination as published in *Government Gazette* No. 303 of the 20th September, 1942, shall remain in force:—

Clauses (6) to (36) inclusive of Part I., clauses (2) to (14) inclusive of Part II., clauses (3) to (31) inclusive of Part III., and clauses (3) to (30) inclusive of Part IV.

## SCHEDULE—continued.

## CEMENT BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 47 of the 9th February, 1942, shall be replaced by the following clause:—

(2) APPRENTICES AND IMPROVERS.

	CEMENT WORKS.			QUARRIES.		
	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Under 16 years of age .. ..	s. d. 37 9	s. d. 2 0	s. d. 39 9	s. d. 43 3	s. d. 2 6	s. d. 45 9
" 17 " " " .. ..	47 9	2 9	50 6	53 6	3 0	56 6
" 18 " " " .. ..	55 3	3 3	58 6	62 6	3 6	66 0
" 19 " " " .. ..	67 3	4 0	71 3	73 6	4 3	77 9
" 20 " " " .. ..	76 9	4 3	81 0	82 6	4 9	87 3
" 21 " " " .. ..	87 6	5 0	92 6	92 0	5 3	97 3

PROPORTION (in any factory or place).

## Apprentices.

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

## Improvers.

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

## OTHER EMPLOYEES.

(MALES.)

Cement Works.	Wages per week of 44 hours.					
	Employed Continuously on Day Shift.			Employed Alternately on Two or Three Shifts.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Cement Burners .. ..	..	..	..	121 9	6 0	127 9
Testers on Slurry Controls .. ..	..	..	..	119 3	6 0	125 3
Millers (new plant) .. ..	..	..	..	118 0	6 0	124 0
Millers (old plant) .. ..	..	..	..	116 0	6 0	122 0
Fuller Coal Millers (old plant) .. ..	..	..	..	118 0	6 0	124 0
Coal Driers (old plant) .. ..	..	..	..	118 0	6 0	124 0
Loaders in railway trucks at bagging sheds ..	115 0	6 0	121 0	..	..	..
Machine Bag Fillers .. ..	115 0	6 0	121 0	..	..	..
Stackers .. ..	107 0	6 0	113 0	..	..	..
Electrostatic Precipitator Attendant (new plant) ..	..	..	..	116 3	6 0	122 3
Electrostatic Precipitator Attendant (old plant) ..	..	..	..	111 9	6 0	117 9
Rubber Band Attendants .. ..	107 0	6 0	113 0	109 9	6 0	115 9
Slurry Tank Attendants (new plant) .. ..	..	..	..	115 9	6 0	121 9
Mammoth Crusher Attendant (new plant) .. ..	112 0	6 0	118 0	114 9	6 0	120 9
Truck Cleaners .. ..	106 0	6 0	112 0	..	..	..
Truck Tarpers .. ..	107 0	6 0	113 0	..	..	..
Mill Room Helper .. ..	108 3	6 0	114 3	111 0	6 0	117 0
All Others .. ..	104 0	6 0	110 0	106 9	6 0	112 9

## FEMALES.

Female testers on slurry controls shall be paid 54 per cent. of the gross male rate.

## OTHER EMPLOYEES (MALES)—continued.

Quarries.	Batesford.						Elsewhere within the Area to which the Determination Applies.		
	Day Shift.			Afternoon or Night Shift.			Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.			
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Powder Monkeys .. ..	123 0	6 0	129 0	128 0	6 0	134 0	116 0	6 0	122 0
Jack Hammermen .. ..	123 0	6 0	129 0	128 0	6 0	134 0	116 0	6 0	122 0
Platelayers .. ..	120 0	6 0	126 0	125 0	6 0	131 0	113 0	6 0	119 0
Bankmen .. ..	118 0	6 0	124 0	122 9	6 0	128 9	111 0	6 0	117 0
Underground Drainers .. ..	147 6	6 0	153 6	148 3	6 0	154 3	..	..	..
Underground Quarrymen .. ..	126 0	6 0	132 0	126 9	6 0	132 9	..	..	..
Pump Attendants .. ..	123 0	6 0	129 0	123 9	6 0	129 9	..	..	..
Signal Attendants .. ..	116 6	6 0	122 6	117 3	6 0	123 3	..	..	..
Levermen .. ..	114 0	6 0	120 0	118 6	6 0	124 6	..	..	..
All others .. ..	111 0	6 0	117 0	115 6	6 0	121 6	104 0	6 0	110 0

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 47 of the 9th February, 1942, shall remain in force.

## SCHEDULE—continued.

## CEMENT ARTICLES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 152 of the 22nd April, 1942, shall be replaced by the following clause:—

(2) (a) Apprentices and Improvers.				(b) Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-Adjustable).	Total Wage.
	s. s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	28 6	0 9	29 3	Moulders on centrifugal or vibrator pipe machines ..	114 0	3 0	117 0
" 17 " " ..	38 3	1 0	39 3	Man operating a machine mixing cement or concrete ..	111 0	3 0	114 0
" 18 " " ..	47 9	1 6	49 3	Other moulders of cement or concrete articles, including operator of any machines not elsewhere included ..	110 0	3 0	113 0
" 19 " " ..	59 9	1 9	61 6	Repairers or renderers of cement or concrete articles ..	110 0	3 0	113 0
" 20 " " ..	69 3	2 0	71 3	Operator of machine making concrete or cinder-concrete blocks or bricks ..	110 0	3 0	113 0
" 21 " " ..	80 0	2 3	82 3	Crusher feeder or attendant where bricks are crushed ..	109 6	3 0	112 6
<p>PROPORTION (in any Factory or Place).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 105s. per week of 44 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.</p> <p><i>Improvers.</i></p> <p>Cement Tilemakers' Section.</p> <p>Three improvers to four workers .. Four improvers to five or six workers .. Five improvers to seven workers .. Six improvers to eight workers, and thereafter one improver to every two workers ..</p> <p>Receiving not less than 105s. per week of 44 hours.</p> <p><i>All Other Sections.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 105s. per week of 44 hours.</p> <p>Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.</p>				Tile or ridge makers and the takers off of same ..	108 6	3 0	111 6
				Other mixers of cement or concrete ..	108 0	3 0	111 0
				Mould assemblers ..	107 6	3 0	110 6
				Operator of cement sprayer ..	107 6	3 0	110 6
				Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls ..	106 6	3 0	109 6
				Strippers ..	106 6	3 0	109 6
				Pipe tester (i.e., person operating a pump or pressure apparatus) ..	106 0	3 0	109 0
				Employee carrying away from any concrete or cinder-concrete block or brick-making machine ..	105 6	3 0	108 6
				Where the load carried per man is of a greater average weight than 70 lb.:—			
				(a) Lumpers of cement or concrete articles (in and out of tanks) ..	105 6	3 0	108 6
				(b) Loaders, unloaders, or stackers (by hand) of cement or concrete articles ..	105 6	3 0	108 6
				Truckers or stackers of concrete or cinder-concrete blocks or bricks ..	105 6	3 0	108 6
				Writers on drums or mandrills for pipe-making ..	104 6	3 0	107 6
				Finisher of pipes made on vibrator ..	103 0	3 0	106 0
				All others ..	102 0	3 0	105 0
				NOTE:—"Renderer" means a skilled employee facing concrete articles with float and trowel.			

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 152 of the 22nd April, 1942, shall remain in force.

## SCHEDULE—continued.

## CEMETERY EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 337 of the 4th December, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.				Other Employees.			
				Wages.			
				Within the Metropolitan District.		All other Parts of Victoria.	
				Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.
				s. d.	s. d.	s. d.	s. d.
1st year	..	..	..	24	6		
2nd	..	..	..	28	6		
3rd	..	..	..	33	0		
4th	..	..	..	39	6		
5th	..	..	..	50	6		
Grave diggers				2 9 <sup>7</sup> / <sub>11</sub>	122 6	2 8 <sup>7</sup> / <sub>11</sub>	118 6
All others				2 5 <sup>4</sup> / <sub>11</sub>	109 0	2 5 <sup>4</sup> / <sub>11</sub>	107 0

## PROPORTION (WITHIN ANY PLACE).

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

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 337 of the 4th December, 1941, shall remain in force.

## CHAFF-CUTTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 313 of the 19th October, 1942, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.							Other Employees.						
Wages per week of 44 hours.							Wages per week of 44 hours.						
<i>Apprentices.</i>							<i>CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.</i>						
							<i>s. d.</i>						
1st year	..	..	..	..	..	..	48	3	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	116	0		
2nd	..	..	..	..	..	..	52	3	Drivers of Motor trucks—				
3rd	..	..	..	..	..	..	63	3	(a) having a carrying capacity under two tons	114	0		
4th	..	..	..	..	..	..	70	6	(b) having a carrying capacity two tons or over	119	0		
5th	..	..	..	..	..	..	81	6	Carter driving one horse	112	0		
<i>Improvers.</i>													
Under 17 years of age	..	..	..	..	..	..	48	3	" " two horses	116	6		
17 years of age	..	..	..	..	..	..	52	3	And 2s. extra per week for every additional horse.				
18	..	..	..	..	..	..	63	3	Chaffcutter feeders—				
19	..	..	..	..	..	..	70	6	(a) in stationary mills	113	6		
20	..	..	..	..	..	..	81	6	(b) on travelling plants	119	6		
<i>PROPORTION (IN ANY PLACE).</i>													
<i>Apprentices.</i>													
One apprentice to every three or fraction of three workers receiving not less than 104s. per week of 44 hours.													
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.													
<i>Improvers.</i>													
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 111s. per week of 44 hours.													
							<i>CORN-CLEANING OR CORN-GRADING.</i>						
							Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)						
							All others						

## SCHEDULE—continued.

## CHAR WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 115 of the 26th March, 1942, shall be replaced by the following clause:—

(2)

Improvers.				Other Employees.			
MALES.				WAGES.*			
WAGES.				Males.			
			Per week of 44 hours.				Per week of 44 hours.
			s. d.				s. d.
Under 19 years of age	..	..	..	Office cleaners or general cleaners in charge of—			
19 and under 20 years of age	..	..	..	4 or more office cleaners or general cleaners	..	129	0
20 years of age	..	..	..	1, 2, or 3 office cleaners or general cleaners	..	117	6
				Other office cleaners or general cleaners	..	108	6
PROPORTION.				Females.			
Improvers.				Per week of 44 hours.			
One male improver to every five male workers receiving not less than 108s. 6d. per week of 44 hours.							s. d.
FEMALES.				Office cleaners or general cleaners in charge of—			
WAGES.				4 or more office cleaners or general cleaners	..	115	1
			Per week of 44 hours.	1, 2, or 3 office cleaners or general cleaners	..	104	1
			s. d.	Other office cleaners or general cleaners	..	99	11
Under 19 years of age	..	..	..				
19 and under 20 years of age	..	..	..	* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.			
20 years of age	..	..	..	NOTE.—The employer shall supply all necessary tools and materials free.			
PROPORTION.							
Improvers.							
One female improver to every ten female workers receiving not less than 99s. 11d. per week of 44 hours.							

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 unskilful that no person shall be taken as an apprentice.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 115 of the 26th March, 1942, shall remain in force.



## SCHEDULE—continued.

## CIGAR TRADE BOARD.

Clauses (2) to (4) inclusive of the Determination published in *Government Gazette* No. 294 of the 21st September, 1942, shall be replaced by the following clauses:—

(2)

## APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.						Number (in any place).	
Making cigars or sorting and packing cigars :—						APPRENTICES.	
APPRENTICES.							
Experience—				<i>s. d.</i>	*Percentage.		
1st year—							
1st six months	..	..	..	16 0	14		
2nd six months	..	..	..	18 6	16½		
2nd year	..	..	..	26 6	23½		
3rd year	..	..	..	39 7	34½		
4th year	..	..	..	50 2	44		
or in lieu of weekly wages the work may be paid at the following piece-work prices :—							
Making Cigars.							
2nd year	..	One-third of the piece-work prices.			} See also clause (9) sub-clause (m)		
3rd year	..	Two-thirds of the piece-work prices.					
4th year	..	Three-quarters of the piece-work prices.					
Sorting and Packing Cigars.							
In Boxes of—							
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	} See also clause (9) sub-clause (m).
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	
	<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	1 0	1 0	1 0	1 3	1 6	2 0	
2nd year	1 3	1 3	1 3	1 6	2 3	2 6	
3rd year	1 6	1 6	1 9	2 0	2 9	3 0	
4th year	2 0	2 0	2 3	2 6	3 3	3 6	
IMPROVERS.							
				<i>s. d.</i>	*Percentage.		
18 years	..	..	..	39 7	34½		
19 years	..	..	..	55 3	48½		
20 years	..	..	..	68 8	60½		

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.	
(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)	
IMPROVERS.	
One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.	

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Males)."

(3) JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a)

## Males.

Employed in—		Wages per Week of 44 Hours.							
		1st Year's Experience.							
		1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
		Wages.	*Percentage.	Wages.	*Percentage.	Wages.	*Percentage.	Wages.	*Percentage.
		<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	..	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Turning bunches	..	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Stripping fillers	..	18 6	16½	18 6	16½	21 1	18½	23 8	20½

  

Employed in—		Wages per Week of 44 Hours.							
		2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
		1st Six Months.		2nd Six Months.		Wages.		Wages.	
		Wages.	*Percentage.	Wages.	*Percentage.	Wages.	*Percentage.	Wages.	*Percentage.
		<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	..	31 8	27½	34 2	30	47 0	41½	60 8	53½
Turning bunches	..	31 8	27½	34 2	30	47 0	41½	60 8	53½
Stripping fillers	..	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

SCHEDULE—continued.  
CIGAR TRADE BOARD—continued.  
Males—continued.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed does not exceed 113s. per week of 44 hours ..	18 6	16½	21 1	18½	23 8	20½	31 8	27½	37 11	33½	51 4	45	60 8	53½

\* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".  
(b)

Females.

Employed in—	Wages per Week of 44 hours.									
	1st Year's Experience.									
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.		
	s. d.	%	s. d.	%	s. d.	%	s. d.	%		
Trimming cigar boxes ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Stripping and booking cigar bunch wrapper leaf ..	34 4	56½	34 4	56½	34 4	56½	34 4	56½		
Ringing cigars ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Stripping fillers ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Packing cigars, viz.:—										
Havanette ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Royal Bengals ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Bonanzas ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Gem of East Cigarillos ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Swiss ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Cartons or parcels ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Machine work, viz.:—										
Making bunches ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Covering cigars ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Swiss ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Lucky Hit ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Havanettes ..	15 10	26	18 5	30½	21 2	34½	23 9	39		
Senioritas ..	15 10	26	18 5	30½	21 2	34½	23 9	39		

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.	Fourth Year's Experience.		
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	s. d.	%	s. d.	%				
Trimming cigar boxes ..	26 5	43½	31 9	52	Piece-work prices	Piece-work prices		
Stripping and booking cigar bunch wrapper leaf ..	44 10	73½	47 7	78	Minimum wage	Minimum wage		
Ringing cigars ..	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices		
Stripping fillers ..	"		"		"	"		
Packing cigars, viz.:—								
Havanette ..	"		"		"	"		
Royal Bengals ..	"		"		"	"		
Bonanzas ..	"		"		"	"		
Gem of East Cigarillos ..	"		"		"	"		
Swiss ..	"		"		"	"		
Cartons or parcels ..	"		"		"	"		
Machine work, viz.:—								
Making bunches ..	"		"		"	"		
Covering cigars ..	"		"		"	"		
Swiss ..	"		"		"	"		
Lucky Hit ..	"		"		"	"		
Havanettes ..	"		"		"	"		
Senioritas ..	"		"		"	"		

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

SCHEDULE—*continued*.CIGAR TRADE BOARD—*continued*.*Females*—continued

## Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<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>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 60s. 5d. per week of 44 hours ..	17 5	28½	20 2	33	23 2	38	26 5	43½	30 8	50½	35 10	58½	41 2	67½

\* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

(4)

## OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	<i>£</i>	<i>s. d.</i>
Strippers and bookers of cigar covering leaf (males) .. .. .	5	17 6
Strippers and bookers of cigar covering leaf (females) .. .. .	3	19 0
Strippers and bookers of cigar bunch wrapper leaf (females) .. .. .	3	8 6
Cigar box makers (males) .. .. .	6	0 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females) .. .. .	3	4 6
Stripping fillers (males) .. .. .	5	14 0
All others (males) .. .. .	5	14 0
„ (females) 53½ per cent. of the above rate for "All Others (Males.)" .. .. .	3	1 0

Clauses (5) to (9) inclusive of the Determination published in *Government Gazette* No. 294 of the 21st September, 1942, shall remain in force except that for sub-clause (m) of clause (9) the following shall be substituted :

(9) (m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this determination are payable shall be increased by the following amounts :—

Age.	Males.		Females.	
	<i>s. d.</i>		<i>s. d.</i>	
Adults .. .. .	6 0	per week	3 3	per week
14 years of age .. .. .	1 0	„ „ „	0 11	„ „ „
15 „ „ .. .. .	1 1	„ „ „	1 2	„ „ „
16 „ „ .. .. .	1 2	„ „ „	1 2	„ „ „
17 „ „ .. .. .	1 8	„ „ „	1 5	„ „ „
18 „ „ .. .. .	1 11	„ „ „	1 8	„ „ „
19 „ „ .. .. .	2 10	„ „ „	1 10	„ „ „
20 „ „ .. .. .	3 2	„ „ „	2 2	„ „ „

The weekly earnings of all piece-workers who work on piece-work less than the full working hours shall be increased by a proportionate part of the above-mentioned amounts prescribed according to age.

## SCHEDULE—continued.

## COAL AND COKE BOARD.

Of the Determination published in *Government Gazette* No. 290 of the 17th September, 1942, clause (2) of Part 1., and clause (1) of Part 2, shall be replaced by the following clauses:—

**PART I.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units.**

(2) (a)			
Improvers.*		Other Employees.	
WAGES PER WEEK.		WAGES PER WEEK.	
	s. d.		s. d.
Under 17 years of age .. .. .	58 0	Persons trimming or spreading coal that is heated or on fire .. .. .	197 0
17 years of age .. .. .	68 3	Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader .. .. .	131 0
18 " " .. .. .	78 6	Persons trimming from the "Grab" .. .. .	138 4
19 " " or over—the appropriate rate prescribed under the heading "other employees".		Other coal trimmers .. .. .	131 0
		Coal baggers or loaders .. .. .	131 0
		Persons employed loading by shovel or fork loose coal from railway trucks to vehicles .. .. .	131 0
		Persons employed loading by shovel or fork loose coal from vehicles to railway trucks .. .. .	153 0
		Persons loading by shovel or fork loose coal from the ground into railway trucks .. .. .	164 0
		Coke stackers at wharf coal yards .. .. .	140 2
		Coke yard employees .. .. .	101 8
		Carters driving one horse .. .. .	103 0
		Carters driving two horses .. .. .	108 0
		Carters driving three horses .. .. .	111 0
		Carters driving four horses .. .. .	113 0
		Carters driving five horses .. .. .	114 0
		And 6d. extra per day for every additional horse.	
		Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
		(a) 25 cwt. or less .. .. .	108 0
		(b) Over 25 cwt., but not over 3 tons .. .. .	112 0
		(c) Over 3 tons, but under 6 tons .. .. .	115 0
		Further tonnage—for each complete ton over 5 an extra 1s. per week	
		All others .. .. .	124 0

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.

(b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows:—

	Per Week.
	s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

## SCHEDULE—continued.

## COAL AND COKE BOARD—continued.

**PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units.**

## 1. (a)

Improvers.	Other Employees.																																																																														
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.																																																																														
<table><tr><td></td><td>s.</td><td>d.</td></tr><tr><td>Under 17 years of age .. .. .</td><td>58</td><td>0</td></tr><tr><td>17 years of age .. .. .</td><td>68</td><td>3</td></tr><tr><td>18 " " .. .. .</td><td>78</td><td>6</td></tr><tr><td>19 " " or over—the appropriate rate prescribed under the heading "other employees".</td><td></td><td></td></tr></table>		s.	d.	Under 17 years of age .. .. .	58	0	17 years of age .. .. .	68	3	18 " " .. .. .	78	6	19 " " or over—the appropriate rate prescribed under the heading "other employees".			<table><tr><td></td><td>s.</td><td>d.</td></tr><tr><td>Wood cutters, using axe, power crosscut circular saw, or other method .. .. .</td><td>116</td><td>0</td></tr><tr><td>Carters driving one horse .. .. .</td><td>103</td><td>0</td></tr><tr><td>Carters driving two horses .. .. .</td><td>108</td><td>0</td></tr><tr><td>Carters driving three horses .. .. .</td><td>111</td><td>0</td></tr><tr><td>Carters driving four horses .. .. .</td><td>113</td><td>0</td></tr><tr><td>Carters driving five horses .. .. .</td><td>114</td><td>0</td></tr><tr><td>And 6d. extra per day for every additional horse.</td><td></td><td></td></tr><tr><td>Drivers of vehicle (including girlinger) having maker's capacity of—</td><td></td><td></td></tr><tr><td>(a) 25 cwt. or less .. .. .</td><td>108</td><td>0</td></tr><tr><td>(b) Over 25 cwt., but not over 3 tons .. .. .</td><td>112</td><td>0</td></tr><tr><td>(c) Over 3 tons, but under 6 tons .. .. .</td><td>115</td><td>0</td></tr><tr><td>Further tonnage—for each complete ton over 5 an extra 1s. per week.</td><td></td><td></td></tr><tr><td>Charcoal burning by retorts, metal or brick kilns, or pits—</td><td></td><td></td></tr><tr><td>(a) Operator in charge of plant .. .. .</td><td>131</td><td>0</td></tr><tr><td>(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .</td><td>121</td><td>0</td></tr><tr><td>Grinding or grading charcoal—</td><td></td><td></td></tr><tr><td>(a) Attendant in charge of plant—</td><td></td><td></td></tr><tr><td>(i) With four or more persons under his supervision .. .. .</td><td>141</td><td>0</td></tr><tr><td>(ii) With three or fewer persons under his supervision .. .. .</td><td>137</td><td>0</td></tr><tr><td>(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .</td><td>131</td><td>0</td></tr></table>		s.	d.	Wood cutters, using axe, power crosscut circular saw, or other method .. .. .	116	0	Carters driving one horse .. .. .	103	0	Carters driving two horses .. .. .	108	0	Carters driving three horses .. .. .	111	0	Carters driving four horses .. .. .	113	0	Carters driving five horses .. .. .	114	0	And 6d. extra per day for every additional horse.			Drivers of vehicle (including girlinger) having maker's capacity of—			(a) 25 cwt. or less .. .. .	108	0	(b) Over 25 cwt., but not over 3 tons .. .. .	112	0	(c) Over 3 tons, but under 6 tons .. .. .	115	0	Further tonnage—for each complete ton over 5 an extra 1s. per week.			Charcoal burning by retorts, metal or brick kilns, or pits—			(a) Operator in charge of plant .. .. .	131	0	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .	121	0	Grinding or grading charcoal—			(a) Attendant in charge of plant—			(i) With four or more persons under his supervision .. .. .	141	0	(ii) With three or fewer persons under his supervision .. .. .	137	0	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .	131	0
	s.	d.																																																																													
Under 17 years of age .. .. .	58	0																																																																													
17 years of age .. .. .	68	3																																																																													
18 " " .. .. .	78	6																																																																													
19 " " or over—the appropriate rate prescribed under the heading "other employees".																																																																															
	s.	d.																																																																													
Wood cutters, using axe, power crosscut circular saw, or other method .. .. .	116	0																																																																													
Carters driving one horse .. .. .	103	0																																																																													
Carters driving two horses .. .. .	108	0																																																																													
Carters driving three horses .. .. .	111	0																																																																													
Carters driving four horses .. .. .	113	0																																																																													
Carters driving five horses .. .. .	114	0																																																																													
And 6d. extra per day for every additional horse.																																																																															
Drivers of vehicle (including girlinger) having maker's capacity of—																																																																															
(a) 25 cwt. or less .. .. .	108	0																																																																													
(b) Over 25 cwt., but not over 3 tons .. .. .	112	0																																																																													
(c) Over 3 tons, but under 6 tons .. .. .	115	0																																																																													
Further tonnage—for each complete ton over 5 an extra 1s. per week.																																																																															
Charcoal burning by retorts, metal or brick kilns, or pits—																																																																															
(a) Operator in charge of plant .. .. .	131	0																																																																													
(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. .	121	0																																																																													
Grinding or grading charcoal—																																																																															
(a) Attendant in charge of plant—																																																																															
(i) With four or more persons under his supervision .. .. .	141	0																																																																													
(ii) With three or fewer persons under his supervision .. .. .	137	0																																																																													
(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. .	131	0																																																																													
PROPORTION (BY ANY EMPLOYER).																																																																															
One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 103s. per week.																																																																															
NOTE.—The Board determines that no person shall be employed as an apprentice.																																																																															

## (b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

## (c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows:—

	Per Week.
	s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub-clause (b) and shall not be entitled to war loadings.

The following clauses of the Determination as published in *Government Gazette* No. 280 of the 17th September, 1942, shall remain in force.

Clauses (3) to (19) inclusive of Part 1., clauses (2) to (14) inclusive of Part 2, and the whole of Part 3.

## SCHEDULE—continued.

## 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.			Typistes, 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 .. ..	24 0	24 0	26 3	28 3	1st year .. ..	24 0	31 6	24 0	
2nd year .. ..	31 6	31 6	37 9	45 6	2nd year .. ..	28 3	36 0	28 3	
3rd year .. ..	37 9	40 6	53 6	61 3	3rd year .. ..	36 6	44 3	36 6	
4th year—					4th year .. ..	45 6	50 9	45 6	
1st six months ..	49 9	55 9	63 0	77 9	5th year and until 21				
2nd six months ..	49 9	55 9	77 9	79 0	years of age ..	55 9	60 0	55 9	
5th year—									
1st six months ..	67 0	70 3	92 3	97 6					
2nd six months ..	67 0	89 6	92 3	97 6					
6th year and until 21 years of age .. ..	92 3	97 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.

## 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.
	s. d.
1st year .. ..	25 9
2nd year .. ..	30 3
3rd year .. ..	38 6
4th year .. ..	47 3
5th year and until 21 years of age .. ..	57 9

## 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stenographers, typistes, or operators of calculating, or ledger-keeping machines .. ..	110 0	73 6	107 0	68 0	104 6	62 9
Telephone switchboard attendants .. ..	110 0	72 0	107 0	68 0	104 6	62 9
All other adults .. ..	110 0	70 3	107 0	66 3	104 6	62 9

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.

## CONDENSERIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 100 of the 16th March, 1942, 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.		
	Shift Workers.	All Others.		Males.	Females.		Shift Workers.	All Others.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
Under 16 years	..	45 6	Under 16 years	38 3	33 6	Milk or cream grader, tester or neutralizer .. ..	128 0	117 0
16-17 years	..	53 0	16-17 years	42 9	36 9	Foreman of shift or department ..	128 0	117 0
17-18 "	..	60 3	17-18 "	53 0	41 6	Operator of any of the following machines :—		
18-19 "	79 9	68 6	18-19 "	58 6	48 9	Milk drier (roller system) ..	121 0	110 0
19-20 "	88 9	76 6	19-20 "	68 9	53 0	Milk drier (spray system) ..	122 0	111 0
20-21 "	94 9	82 6	20-21 "	78 3	58 9	Assistant to milk drier (spray system) .. ..	121 0	110 0
PROPORTION (IN ANY PLACE).			Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.			Sugar boiler .. ..	116 0	105 0
			Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.			Vacuum pan—condensery ..	123 0	112 0
Males.						Vacuum pan-dried milk ..	122 0	111 0
						Vacuum pan-milk sugar ..	122 0	111 0
One apprentice to every three or fraction of three workers receiving not less than 102s. per week.						Evaporator .. ..	121 0	110 0
						Homogenizer or visolizer ..	119 6	108 6
One improver to every eight or fraction of eight workers receiving not less than 102s. per week.						Cream retort .. ..	116 0	105 0
						Powder sifter .. ..	114 0	103 0
Females.						Tubular heater or ejector ..	116 0	105 0
						Separator .. ..	114 0	103 0
One apprentice and one improver to every three or fraction of three workers receiving not less than 69s. per week.						Pasteurizer .. ..	114 0	103 0
						Weighing machine (milk receiving)	121 0	110 0
						Storeman or stackers or packers	115 0	104 0
						Washers of vacuum pan, vacuum holding vats, or evaporator ..	116 0	105 0
						Male adult washing or sterilizing cans or bottles .. ..	115 0	104 0
						All other male adults not covered by a Determination of any other Wages Board .. ..	113 0	102 0
						Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. ..	..	74 0
						Females operating dried milk automatic filler .. ..	..	71 3
						All other females .. ..	..	69 0
						Female workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their ordinary wage.		
						Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.		
						Persons employed clearing or cleaning horizontal drying boxes shall be paid 3s. 6d. per week for mid-clearance, or 2s. per week for morning clearance, in addition to their ordinary weekly wage.		
						Persons operating more than two vacuum pans shall be paid 4s. per pan extra.		
						Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for employee concerned.		
						Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.		
						Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.		

Clauses (3) to (25) inclusive of the Determination as published in *Government Gazette* No. 100 of the 16th March, 1942, shall remain in force.

## SCHEDULE—continued.

## CONFECTIONERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 353 of the 11th December, 1942, shall be replaced by the following clause:—

(2)

Apprentices and Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																												
<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <table><tr><td>18 years of age and under 19 years</td><td>s. d.</td></tr><tr><td>19 " " 20 "</td><td>60 6</td></tr><tr><td>20 " " 21 "</td><td>74 3</td></tr><tr><td>21 " " "</td><td>85 3</td></tr></table> <p><i>All Other Males.</i></p> <table><tr><td>15 years of age and under</td><td>26 0</td></tr><tr><td>16 years of age ..</td><td>33 3</td></tr><tr><td>17 years of age ..</td><td>42 6</td></tr><tr><td>18 years of age ..</td><td>60 0</td></tr><tr><td>19 years of age ..</td><td>72 0</td></tr><tr><td>20 years of age ..</td><td>76 6</td></tr></table> <p><i>Females.</i></p> <table><tr><td>16 years of age and under</td><td>22 4</td></tr><tr><td>17 years of age ..</td><td>28 1</td></tr><tr><td>18 years of age ..</td><td>34 7</td></tr><tr><td>19 years of age ..</td><td>41 4</td></tr><tr><td>20 years of age ..</td><td>47 3</td></tr></table> <p>PROPORTION.</p> <p><i>Males (assisting the Storeman and Packer).</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 107s. per week of 44 hours.</p> <p>One male improver to every four or fraction of four male workers receiving not less than 107s. per week of 44 hours.</p> <p><i>Other Male Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p><i>Other Male Improvers.</i></p> <p>One male improver to every three or fraction of three male workers receiving not less than 114s. per week of 44 hours.</p> <p><i>Females.</i></p> <p>Three female apprentices or improvers to every two or fraction of two female employees receiving not less than 56s. 6d. per week of 44 hours on day work or at piecework rates.</p>	18 years of age and under 19 years	s. d.	19 " " 20 "	60 6	20 " " 21 "	74 3	21 " " "	85 3	15 years of age and under	26 0	16 years of age ..	33 3	17 years of age ..	42 6	18 years of age ..	60 0	19 years of age ..	72 0	20 years of age ..	76 6	16 years of age and under	22 4	17 years of age ..	28 1	18 years of age ..	34 7	19 years of age ..	41 4	20 years of age ..	47 3	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>General Hands.</i></p> <table><tr><td>15 years of age and under</td><td>s. d.</td></tr><tr><td>16 years of age ..</td><td>26 0</td></tr><tr><td>17 years of age ..</td><td>33 3</td></tr><tr><td>18 years of age ..</td><td>42 6</td></tr><tr><td>19 years of age ..</td><td>60 0</td></tr><tr><td>20 years of age ..</td><td>72 0</td></tr><tr><td>21 years of age ..</td><td>76 6</td></tr></table> <p>PROPORTION.</p> <p>Two juvenile workers to every three adult workers receiving not less than the minimum wage. For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>	15 years of age and under	s. d.	16 years of age ..	26 0	17 years of age ..	33 3	18 years of age ..	42 6	19 years of age ..	60 0	20 years of age ..	72 0	21 years of age ..	76 6	<p>WAGES PER WEEK OF 44 HOURS.</p> <p><i>Males.</i></p> <table><tr><td>Confectioners ..</td><td>s. d.</td></tr><tr><td>Head storeman or packer having not less than three storemen or packers under his control</td><td>114 0</td></tr><tr><td>Storeman or packer in charge of one or two persons</td><td>111 0</td></tr><tr><td>Storeman or packer being the only person employed in the store</td><td>111 0</td></tr><tr><td>Storeman or packer engaged in the despatch or bulk receiving stores</td><td>107 0</td></tr><tr><td>Machinists ..</td><td>106 0</td></tr><tr><td>General hand ..</td><td>101 0</td></tr><tr><td>All other males ..</td><td>98 0</td></tr></table> <p><i>Females.</i></p> <p>General workers, chocolate dippers, French cream dippers, bulk and novelty dippers, sale and counter attendants and all other adult female employees (except those provided for in clause 5) .. 56 6</p>	Confectioners ..	s. d.	Head storeman or packer having not less than three storemen or packers under his control	114 0	Storeman or packer in charge of one or two persons	111 0	Storeman or packer being the only person employed in the store	111 0	Storeman or packer engaged in the despatch or bulk receiving stores	107 0	Machinists ..	106 0	General hand ..	101 0	All other males ..	98 0
18 years of age and under 19 years	s. d.																																																													
19 " " 20 "	60 6																																																													
20 " " 21 "	74 3																																																													
21 " " "	85 3																																																													
15 years of age and under	26 0																																																													
16 years of age ..	33 3																																																													
17 years of age ..	42 6																																																													
18 years of age ..	60 0																																																													
19 years of age ..	72 0																																																													
20 years of age ..	76 6																																																													
16 years of age and under	22 4																																																													
17 years of age ..	28 1																																																													
18 years of age ..	34 7																																																													
19 years of age ..	41 4																																																													
20 years of age ..	47 3																																																													
15 years of age and under	s. d.																																																													
16 years of age ..	26 0																																																													
17 years of age ..	33 3																																																													
18 years of age ..	42 6																																																													
19 years of age ..	60 0																																																													
20 years of age ..	72 0																																																													
21 years of age ..	76 6																																																													
Confectioners ..	s. d.																																																													
Head storeman or packer having not less than three storemen or packers under his control	114 0																																																													
Storeman or packer in charge of one or two persons	111 0																																																													
Storeman or packer being the only person employed in the store	111 0																																																													
Storeman or packer engaged in the despatch or bulk receiving stores	107 0																																																													
Machinists ..	106 0																																																													
General hand ..	101 0																																																													
All other males ..	98 0																																																													

Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 353 of the 11th December, 1942, 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 .. .. .	67 9	From 16 to 17 years of age	20 6	19 6
Attendants to rope house machine—for under 2 inch circumference .. .. .	59 3	„ 17 to 18 „ „ .. .. .	27 9	24 9
Lappers of clothes lines .. .. .	58 0	„ 18 to 19 „ „ .. .. .	34 0	29 9
Persons balling lashing .. .. .	46 6	„ 19 to 20 „ „ .. .. .	40 0	34 6
Persons balling binder twine .. .. .	42 6	„ 20 to 21 „ „ .. .. .	50 3	40 6
Females.			63 0	44 3
Balling binder twine .. .. .	57 0			
Balling lashing .. .. .	57 0			
Bagging binder twine .. .. .	56 0			
All others .. .. .	53 0			

## 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.
	s. d.
<i>(a) Adult Males.</i>	
First rope layer on heavy type 12 strand machine .. .. .	120 0
Rope layer on heavy type 9 strand machine .. .. .	115 0
Foreman in charge of spinning and preparing departments .. .. .	116 0
Other rope layers in walk with travellers .. .. .	111 0
Rope splicer on driving ropes and springs .. .. .	110 0
Storeman in charge .. .. .	108 0
Packer working press (hand or power), pressing over 28 lb. in weight .. .. .	106 0
Rope house machinist making 2 inch up to and including 4 inch .. .. .	106 0
Rope house machinist making over 4 inch .. .. .	109 0
Power reeler or finisher in connexion with heavy type 12 strand machine .. .. .	106 0
Feeder of 1st spreader .. .. .	104 0
Traveller driver on heavy type 12 strand machine .. .. .	104 0
Damp mixer or batcher .. .. .	103 0
Feeder of softeners or batchers .. .. .	103 0
Rope and binder twine packer .. .. .	103 0
Winder and warper in tarring department .. .. .	104 0
Winding, oiling, and tarring yarn .. .. .	104 0
Oiler and/or belt repairer .. .. .	104 0
Maker of rope fenders .. .. .	104 0
Maker of pig nets .. .. .	103 0
Power reeler or finisher in walk .. .. .	103 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) .. .. .	101 0
Opening manila hemp .. .. .	101 0
Scutcher .. .. .	101 0
Lumping, loading or unloading hemp, flax, or twine in store or factory .. .. .	101 0
Feeder of tow breaker card .. .. .	101 0
Lumping hemp, flax, or binder twine on wharf .. .. .	104 0
Packing and balling shop twine .. .. .	103 0
Mat finisher .. .. .	103 0
Layer of lines or cords in walk .. .. .	107 0
Twister or layer of yarn in walk .. .. .	102 0
Maker of fishing lines .. .. .	103 0
Hand reellers .. .. .	101 0
Matting weavers .. .. .	103 0
All other machine operators or employees feeding or taking from machines .. .. .	101 0
All others .. .. .	98 0
<i>(b) Adult Females.</i>	
<i>Hard Fibre Department.</i>	
Balling binder twine .. .. .	57 0
Balling lashing .. .. .	57 0
Bagging binder twine .. .. .	56 0
All others .. .. .	53 0
<i>Soft Fibre Department.</i>	
Feeding breaker card with clock .. .. .	57 0
Feeding spreaders .. .. .	56 0
Feeding finisher cards (hemp) .. .. .	56 0
Spinning .. .. .	57 0
Wet spinning .. .. .	58 0
All other machine operators and employees feeding or taking from machines .. .. .	56 0
All others .. .. .	53 0

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.

## CYCLE TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 356 of the 11th December, 1942, shall be replaced by the following clause:—

(2)

(a) *Apprentices.			(b) *Improvers.			(c) Other Employees.		
Weekly Wages.			Weekly Wages.			Weekly Wages. Day Shift.		
s. d.			s. d.			s. d.		
1st year	..	22 6	1st year	..	21 9	Foremen, where over five adults are employed	..	137 6
2nd "	..	28 3	2nd "	..	27 3	Foremen, where five adults or fewer are employed	..	135 3
3rd "	..	44 6	3rd "	..	43 0	Lathe hands	..	134 0
4th "	..	64 9	4th "	..	62 3	Builders and repairers of motor cycle frames and frames other than cycle frames	..	124 3
5th "	..	85 9	5th "	..	82 9	Builders or repairers or brazers of cycle frames	..	122 0
And thereafter, until attaining the age of 21 years, four-fifths of the journeyman's rate.			And thereafter four-fifths of the journeyman's rate.			Other repairers of motor cycles (except lathe hands)	..	124 3
Provided that any apprentice who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.			Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.			Other repairers (except lathe hands)	..	122 0
PROPORTION (IN ANY PLACE).			PROPORTION (IN ANY PLACE).			Assemblers of motor cycles	..	122 0
One apprentice to every three or fraction of three persons receiving not less than 112s. per week.			One improver to one person receiving not less than 112s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons.			Other assemblers	..	116 6
						Filers on motor and other cycles	..	116 6
						Wheel-builders on motor and other cycles	..	116 6
						Foremen in rim-making	..	126 6
						All others employed in rim-making	..	116 6
						Persons cleaning off joints by sand-blasting or by shot-blasting	..	116 6
						Handle-bar benders—		
						By the mandrel method	..	112 0
						By any other method	..	116 6
						Persons not provided for otherwise	..	106 0

\* Except those covered by the Apprenticeship Act.

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 356 of the 11th December, 1942, shall remain in force.

## DENTAL MECHANICS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 93 of 31st March, 1941, shall be replaced by the following:—

(2)

Dentist's Mechanic.			Dentist's Attendant. (Apprentices and Improvers.)			Other Employees.			Minimum Wage.		Hours of Work per Week.	
Apprentices.			Improvers.									
Wages per week of 40 hours.			Wages per week of 40 hours.			Wages per week of 44 hours.						
s. d.			s. d.			s. d.			s. d.			
1st six months	..	11 6	1st six months	..	11 6	1st six months	..	17 0	Dentist's Surgical Assistant	..	172 0	40
2nd "	"	16 6	2nd "	"	16 6	2nd "	"	20 0	Dentist's Mechanic	..	128 0	40
3rd "	"	23 6	2nd year	..	58 6	2nd year	..	31 6	Dentist's Attendant	..	67 6	44
4th "	"	28 0	3rd "	..	107 0	3rd "	..	50 6				
3rd year	..	37 0				And thereafter the minimum wage.						
4th "	..	47 6										
5th "	..	60 6										
6th "	..	91 6										
And thereafter the minimum wage.												
PROPORTION (IN ANY PLACE).												
APPRENTICES.												
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.												
An amended indenture of apprenticeship prescribed was approved on 3rd September, 1925.												
IMPROVERS.												
One improver to every ten or fraction of ten workers of the same sex receiving not less than the minimum wage.												

Clauses (3) to (18) inclusive of the Determination as published in *Government Gazette* No. 93 of 31st March, 1941, shall remain in force.

## SCHEDULE—continued.

## DISPENSARIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 15 of the 22nd January, 1943, shall be replaced by the following clause:—

(2) Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st six months' experience ..	13 6	0 6	14 0	Chief Pharmaceutical Chemist ..	164 6	6 0	170 6
2nd " " ..	21 0	1 0	22 0	Assistant Pharmaceutical Chemist..	133 0	6 0	139 0
3rd " " ..	28 6	1 3	29 9	Female Shop Assistant who may be			
4th " " ..	35 6	1 9	37 3	over the age of 21 years, who			
5th " " ..	43 0	2 0	45 0	has served a period of four years			
6th " " ..	50 0	2 3	52 3	as an improver in a dispensary			
7th " " ..	57 0	2 6	59 6	and is not engaged in dispensing			
8th " " ..	70 6	3 0	73 6	or compounding medicines, drugs,			
				or medicinal preparations ..	74 6	3 0	77 6

PROPORTION (IN ANY PLACE).

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 139s. per week.

*Improvers.*

One improver to every ten or fraction of ten workers receiving not less than 139s. per week.

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 15 of the 22nd January, 1943, shall remain in force.

## 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.						
<i>Males.</i>						
Experience.	Commencing Age.					
	15 years and under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	22 9	22 9	25 9	32 3	38 9	44 9
2nd " ..	25 9	26 9	33 3	41 3	48 0	..
3rd " ..	32 3	35 0	44 0	51 3	..	..
4th " ..	41 9	47 6	56 6	..	..	..
5th " ..	54 6	61 3	..	..	..	..
6th year and until 21 years of age ..	70 3	..	..	..	..	..

<i>Females.</i>						
Experience.	Commencing Age.					
	16 years and under.	17 years.	18 years.	19 years.	20 years.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	19 9	22 0	25 9	32 3	38 3	..
2nd " ..	23 3	26 9	33 6	39 9	..	..
3rd " ..	29 0	35 0	41 9	..	..	..
4th " ..	36 3	43 3	..	..	..	..
5th year and until 21 years of age ..	44 9	..	..	..	..	..

PROPORTION OF IMPROVERS IN ANY PLACE.

Four male improvers to every male worker receiving not less than 98s. per week of 44 hours. Four female improvers to every female worker receiving not less than 54s. 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.						
<i>(a) Males.</i>						
						Per week of 44 hours.
						s. d.
Operator responsible for mixing ..	..	..	..	..	..	108 0
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	104 0
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	104 0
Operator of power-driven machines ..	..	..	..	..	..	102 0
Hand stamper ..	..	..	..	..	..	101 0
All others ..	..	..	..	..	..	98 0
<i>(b) Females.</i>						
Employees engaged on soldering connexions and terminals ..	..	..	..	..	..	57 9
Employees engaged on finishing torch and radio batteries (i.e., pouring sealing compound in any cell or battery) ..	..	..	..	..	..	57 9
Operator of power-driven machines ..	..	..	..	..	..	56 3
Hand wrapper ..	..	..	..	..	..	56 3
All others ..	..	..	..	..	..	54 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. 65 of the 21st February, 1942, 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	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
<i>(a) General.</i>				
Electrician in charge of electrical supply undertaking—				
(a) Where revenue exceeds £2,500 per annum .. .. .		7 10 0	7 16 6	7 7 0
(b) Where revenue does not exceed £2,500 per annum .. .. .		7 0 0	7 6 6	6 17 0
Installation inspector and/or tester .. .. .		6 17 0	7 3 6	6 14 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,000 kilowatts .. .. .		6 14 0	7 0 6	6 11 0
(b) In other plants .. .. .		6 6 0	6 12 6	6 3 0
Assistant shift electrician .. .. .		6 2 0	6 8 6	5 19 0
Electrician in charge of plant and/or installation .. .. .		6 14 0	7 0 6	6 11 0
Electrical fitter and/or armature winder .. .. .		6 14 0	7 0 6	6 11 0
Battery fitter .. .. .		6 14 0	7 0 6	6 11 0
Cable jointer, on high tension (over 6,600 volts) .. .. .		6 13 0	6 19 6	6 10 0
Cable jointer, on low tension (under 6,600 volts) .. .. .		6 11 0	6 17 6	6 8 0
Cable jointer's mate .. .. .		5 10 0	5 16 6	5 7 0
Electrical mechanic .. .. .		6 14 0	7 0 6	6 11 0
Linesman .. .. .		6 5 0	6 11 6	6 2 0
Linesman's assistant .. .. .		5 10 0	5 16 6	5 7 0
Patrolman—				
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .. .		6 5 0	6 11 6	6 2 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .. .		5 12 6	5 19 0	5 9 6
Meter tester (1st grade) .. .. .		6 4 0	6 10 6	6 1 0
Meter tester (2nd grade) .. .. .		5 19 0	6 5 6	5 16 0
Meter fixer .. .. .		5 19 0	6 5 6	5 16 0
Switchboard attendant .. .. .		6 3 6	6 10 0	6 0 6
Battery attendant .. .. .		5 11 0	5 17 6	5 8 0
Electrical fitters and mechanic's assistant .. .. .		5 10 0	5 16 6	5 7 0
Process worker .. .. .		5 9 0	5 15 6	5 6 0
<i>(b) Wet Battery Manufacturing.</i>				
Battery repairer (factory) .. .. .		5 16 0	6 2 6	5 13 0
Mixing and pasting by hand .. .. .		5 14 0	6 0 6	5 11 0
Charging and moulding of grids .. .. .		5 14 0	6 0 6	5 11 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .		5 13 0	5 19 6	5 10 0
Formation Process .. .. .		5 11 0	5 17 6	5 8 0
All others in this subdivision .. .. .		5 9 0	5 15 6	5 6 0

## LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

## SHIP REPAIRING.

Employees engaged on ship repairs shall be paid the following additional margins:—

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

## TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

## APPRENTICESHIP.

## Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitting.  
Electrical mechanic.

## Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

## Cancellation or Suspension of Indenture.

(c) If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

## SCHEDULE—continued.

## ELECTRICAL TRADE BOARD—continued.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

The exceptions are—

Electrical mechanic—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purposes 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.

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.

An employer specially 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.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

*Period of Apprenticeship.*

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

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

*Adult Apprentices.*

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

*Probationary Period.*

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*(h) 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.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
Four and five-year terms—			
1st year .. .. .	21 6	23 0	21 0
2nd year .. .. .	29 6	31 6	28 6
3rd year .. .. .	44 6	47 6	43 0
4th year .. .. .	73 0	78 0	71 0
5th year .. .. .	92 6	98 6	89 6
Four-year terms—Apprentice commencing after the age of 17 years—			
1st year .. .. .	24 6	26 6	24 0
2nd year .. .. .	44 0	47 0	42 6
3rd year .. .. .	73 0	78 0	71 0
4th year .. .. .	92 6	98 6	89 6

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Hours.*

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(l) 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. Provided that in calculating the extra time to be

*Prohibition of Premiums.*

(m) 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.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) A junior employee who on 5th February, 1942, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such Determination for an employee of his

## SCHEDULE—continued.

## ELECTRICAL TRADE BOARD—continued.

or her age or experience, as the case may be, until he or she completes the year of experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## 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 Ovensland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
				s. d.	s. d.	s. d.
(i) Adult Females.						
Under twelve months' experience	..	..	..	62 0	66 0	60 0
Twelve months' experience or more	..	..	..	70 0	75 0	68 0
(ii) Junior Females.						
Under 16 years of age	..	..	..	23 6	25 0	22 6
16 years of age	..	..	..	28 6	30 6	27 6
17 years of age	..	..	..	35 6	38 0	34 6
18 years of age	..	..	..	42 6	45 6	41 6
19 years of age	..	..	..	50 0	53 0	48 0
20 years of age	..	..	..	57 0	61 0	55 6
(iii) Male Junior Labour.						
Under 16 years of age	..	..	..	23 6	25 0	22 6
16 years of age	..	..	..	33 0	35 0	32 0
17 years of age	..	..	..	44 6	48 0	43 6
18 years of age	..	..	..	56 0	60 0	54 6
19 years of age	..	..	..	71 0	76 0	68 6
20 years of age	..	..	..	85 0	90 6	82 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he or she had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

## Prohibited Occupations.

(d) Junior employees shall not be employed—

- (i) if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under eighteen years as furnacemen or assistants to furnacemen.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 65 of the 21st February, 1942, shall remain in force.

## SCHEDULE—continued.

## ELECTROPLATERS BOARD.

Clauses (2) and (3) as published in *Government Gazette* No. 377 of the 28th December, 1942, 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.								
		Males.	Females.		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.									
1st year—1st 6 months ..		14	9	14	9	1st year—1st 6 months ..		15	6	18	6	30	6	33	3	48	9	57	6	15	6
2nd .. ..		14	9	14	9	2nd .. ..		18	6	30	6	33	3	48	9	57	0	77	3	18	6
2nd year—1st ..		28	3	28	3	2nd year—1st ..		30	6	33	3	48	9	57	0	77	3	..	..	30	6
2nd .. ..		28	3	28	3	2nd .. ..		33	3	48	9	57	0	77	3	90	0	..	..	33	3
3rd year—1st ..		39	0	39	0	3rd year—1st ..		48	9	57	0	77	3	90	0	..	..	..	..	48	9
2nd .. ..		39	0	39	0	2nd .. ..		57	0	77	3	90	0	97	3	..	..	..	..	55	3
4th year ..		50	6	50	6	4th year ..		77	3	90	0	97	3	..	..	..	..	..	..	..	..
5th year ..		59	6	..	..	5th year ..		90	0	97	3	..	..	..	..	..	..	..	..	..	..
6th year ..		72	6	..	..	6th year ..		97	3	..	..	..	..	..	..	..	..	..	..	..	..

## PROPORTION (BY ANY EMPLOYER).

## Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 98s. per week of 44 hours.

## Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 56s. 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 114s. 6d. per week of 44 hours.

## Females.

Two female improvers to each female worker receiving not less than 56s. 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 130s. 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.

	Wages.										Per Week of 44 hours.
											s. d.
(g) Five-year terms—											
1st year ..	..	..	..	..	..	..	..	..	..	..	21 6
2nd year ..	..	..	..	..	..	..	..	..	..	..	29 6
3rd year ..	..	..	..	..	..	..	..	..	..	..	44 6
4th year ..	..	..	..	..	..	..	..	..	..	..	73 0
5th year ..	..	..	..	..	..	..	..	..	..	..	92 6
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—											
											s. d.
1st year ..	..	..	..	..	..	..	..	..	..	..	24 6
2nd year ..	..	..	..	..	..	..	..	..	..	..	44 0
3rd year ..	..	..	..	..	..	..	..	..	..	..	73 0
4th year ..	..	..	..	..	..	..	..	..	..	..	92 9

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 (19) to the number of 44 hours of working time in any year.

- (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.

## ELECTROPLATERS BOARD—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.

(g) 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.	Hours Per Week.
									<i>s. d.</i>	
								<i>Males.</i>		
								Grinders or polishers .. ..	122 6	44
								Electro-platers—		
								First Class .. ..	134 0	44
								Second Class .. ..	122 0	44
								Third Class .. ..	100 0	44
								Liners or hand decorators ..	122 6	44
								Coaters .. ..	114 6	44
								Spray operator .. ..	111 0	44
								All others .. ..	98 0	44
								<i>Females.</i>		
								Females employed at—		
								(a) Hand burnishing, hand finishing, or lacquering .. ..	81 9	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 .. ..	122 6	44
								All others .. ..	56 3	44

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette*, No. 377 on the 28th December, 1942, shall remain in force.



## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

Clauses (2) to (5) inclusive of the Determination as published in *Government Gazette* No. 21 of the 29th January, 1943, shall be replaced by the following clauses:—

2.

Wages per Week of 44 Hours.

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(a) Engineering and Brassworking Section.</i>			
Angle-iron smith .. .. .	6 17 0	7 3 6	6 14 0
Annealer and/or case hardener .. .. .	6 7 0	6 13 6	6 4 0
Brassfinisher (tradesman) .. .. .	6 14 0	7 0 6	6 11 0
Brassfinisher (2nd class) .. .. .	6 2 0	6 8 6	5 19 0
Brass polisher .. .. .	5 17 0	6 3 6	5 14 0
Blacksmith's machinist .. .. .	5 15 0	6 1 6	5 12 0
Brass-smith, copper-smith, or other smith .. .. .	6 15 0	7 1 6	6 12 0
Fitter and/or turner .. .. .	6 14 0	7 0 6	6 11 0
Fitter, turbine blade .. .. .	6 17 0	7 3 6	6 14 0
Forger and/or faggoter .. .. .	7 6 0	7 12 6	7 3 0
Heat treater .. .. .	6 17 0	7 3 6	6 14 0
Key-seating machinist .. .. .	6 2 0	6 8 6	5 19 0
Locksmith .. .. .	6 14 0	7 0 6	6 11 0
Machine setter .. .. .	6 14 0	7 0 6	6 11 0
Machinist—1st class .. .. .	6 14 0	7 0 6	6 11 0
Machinist—2nd class .. .. .	6 2 0	6 8 6	5 19 0
Machinist—3rd class .. .. .	5 15 0	6 1 6	5 12 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off) .. .. .	6 17 0	7 3 6	6 14 0
Motor cycle mechanic .. .. .	6 11 0	6 17 6	6 8 0
Motor mechanic .. .. .	6 11 0	6 17 6	6 8 0
Motor tuner and tester .. .. .	6 11 0	6 17 6	6 8 0
Mould polisher .. .. .	5 12 0	5 18 6	5 9 0
Patternmaker .. .. .	7 2 0	7 8 6	6 19 0
Pipe fitter on low pressure work .. .. .	6 2 0	6 8 6	5 19 0
Process worker .. .. .	5 9 0	5 15 6	5 6 0
Safe maker and/or repairer (security work) .. .. .	6 14 0	7 0 6	6 11 0
Scalemaker and/or adjustor .. .. .	6 14 0	7 0 6	6 11 0
Scientific instrument maker .. .. .	7 4 0	7 10 6	7 1 0
Toolmaker .. .. .	7 4 0	7 10 6	7 1 0
Toolsmith .. .. .	6 17 0	7 3 6	6 14 0
Wet stone grinder and glazier (tradesman) .. .. .	6 14 0	7 0 6	6 11 0
Welder—1st class (other than when using Cutler machine) .. .. .	6 17 0	7 3 6	6 14 0
Welder—1st class (using Cutler machine) .. .. .	6 4 0	6 10 6	6 1 0
Welder—2nd class .. .. .	5 15 0	6 1 6	5 12 0
Welder—3rd class .. .. .	5 11 0	5 17 6	5 8 0
Welder—tack .. .. .	5 13 0	5 19 6	5 10 0
Jobbing moulder and/or coremaker .. .. .	6 14 0	7 0 6	6 11 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	5 13 0	5 19 6	5 10 0
2nd six months' experience .. .. .	5 16 0	6 2 6	5 13 0
3rd six months' experience .. .. .	5 19 0	6 5 6	5 16 0
Thereafter .. .. .	6 4 0	6 19 6	6 1 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
<i>(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.</i>			
Adding, calculating and book-keeping machine mechanic .. .. .	6 15 0	7 1 6	6 12 0
Cash register mechanic .. .. .	6 15 0	7 1 6	6 12 0
Tradesman .. .. .	6 14 0	7 0 6	6 11 0
First-class mechanic .. .. .	6 7 0	6 13 6	6 4 0
Second-class mechanic .. .. .	6 4 0	6 10 6	6 1 0
Process worker .. .. .	5 9 0	5 15 6	5 6 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

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

## LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

## TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, apprentices in the fourth and fifth years of their apprenticeship, and unapprenticed juniors 19 years of age and over employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

## APPRENTICESHIP.

## Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Patternmaker;
- scientific instrument maker;
- electrical fitting;
- electrical mechanic;
- fitting and/or turning;
- first and second-class machinist;
- first-class welding;
- locksmithing—the making and/or repairing of locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof;
- motor mechanic;

## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

- (j) safe and strongroom making;  
 (k) scale-making (except the making of parts by specialized processes and the assembling thereof);  
 (l) brassfinishing (except the making of parts by specialized processes and the assembling thereof);  
 (m) window-frame fitting;  
 (n) smithing—  
     (i) blacksmithing;  
     (ii) copper and/or brass smithing;  
 (o) jobbing moulder and/or coremaker;  
 (p) first-class welding;  
 (q) brass polishing;  
 (r) adding machine, calculating machine, bookkeeping machine, cash register, or first-class mechanic.

## Contract of Apprenticeship.

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;  
 (ii) the date of birth of the apprentice;  
 (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;  
 (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;  
 (v) the date at which the apprenticeship is to commence or from which it is to be calculated;  
 (vi) all other conditions of apprenticeship.

## Cancellation or Suspension of Indenture.

(c) If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

## Instruction in Welding.

(d) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

## Proportion.

(e) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

(j)

## Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warraumbool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week	s. d.	s. d.	s. d.
Four and five-year terms—						
1st year .. .. .	22½	0 0	0 9	21 6	23 0	21 0
2nd year .. .. .	30	1 0	1 0	29 6	31 6	28 6
3rd year .. .. .	45	1 6	1 6	44 6	47 6	43 0
4th year .. .. .	75	2 0	2 3	73 0	78 0	71 0
5th year .. .. .	95	2 0	3 0	92 6	98 6	89 6
Four-year terms—Apprentice commencing after the age of 17 years—						
1st year .. .. .	26	0 0	0 9	24 6	26 6	24 0
2nd year .. .. .	45	1 0	1 6	44 0	47 0	42 6
3rd year .. .. .	75	2 0	2 3	73 0	78 0	71 0
4th year .. .. .	95	2 0	3 0	92 6	98 6	89 6

The sum of 2s. 6d. per week shall be added to the above rates in the case of apprentice patternmakers.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

## The exceptions are—

Motor mechanic, jobbing moulder and/or coremaker, first-class welding—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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.

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.

(ii) An employer specially 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.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

## Period of Apprenticeship.

(f) The periods of apprenticeship, except as to those marked (j), (k), (l), and (m), shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

For the trades marked (j), (k), (l), and (m)—four or five years at the option of the contracting parties.

## Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

## Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

## Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

## Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

## Overtime and Shift Work.

(l) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—continued.

## Payment by Results.

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

## Lost Time.

(n) 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 this Determination, 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

## Prohibition of Premiums.

(o) 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.

## Attendance at Technical Schools.

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

## Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

## IMPROVERS.

4. Improvers, 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 shall be paid as follows:—

## Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week			
		s. d.	s. d.	s. d.	s. d.	s. d.
1st year .. .. .	22½	0 0	0 9	21 6	23 0	21 0
2nd year .. .. .	30	1 0	1 0	29 6	31 6	28 6
3rd year .. .. .	45	1 6	1 6	44 6	47 6	43 0
4th year .. .. .	75	2 0	2 3	73 0	78 0	71 0
5th year .. .. .	95	2 0	3 0	92 6	98 6	89 6

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 employed in this section.

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) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week	Per Week	Per Week			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	3 3 0	3 7 0	3 1 0
All others .. .. .	75	3 0	..	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	1 18 0	2 0 6	1 16 6
18 years of age .. .. .	47½	1 3	..	2 5 0	2 8 0	2 3 6
19 years of age .. .. .	55	1 6	..	2 12 0	2 15 6	2 10 6
20 years of age .. .. .	62½	2 0	..	2 19 6	3 3 6	2 17 6
<i>III.—Male Junior Labour.</i>						
Under 16 years of age .. .. .	25	0 6	..	1 3 6	1 5 0	1 2 6
16 years of age .. .. .	35	0 9	..	1 13 0	1 15 0	1 12 0
17 years of age .. .. .	47½	1 0	..	2 4 0	2 8 0	2 3 6
18 years of age .. .. .	60	1 0	..	2 16 0	3 0 0	2 14 6
19 years of age .. .. .	75	2 0	..	3 11 0	3 16 0	3 8 6
20 years of age .. .. .	90	2 0	..	4 5 0	4 10 6	4 2 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

SCHEDULE—*continued.*ENGINEERS AND BRASSWORKERS (SKILLED) BOARD—*continued.*FEMALE AND UNAPPRENTICED JUNIOR LABOUR—*continued.*

## Wages per Week of 44 Hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
<i>IV.—Male Junior Labour (Foundries).</i>						
Under 16 years of age ..	25	0 6	1 0	1 4 6	1 6 0	1 3 6
16 years of age ..	33	0 9	1 9	1 13 0	1 15 0	1 12 0
17 years of age ..	60	1 0	3 0	2 19 0	3 3 0	2 17 6
18 years of age ..	75	2 0	4 0	3 15 0	4 0 0	3 12 6
19 years of age and over ..	90	2 6	4 6	4 10 0	4 15 6	4 7 0

Provided that the rate payable to any employee shall not excluding the constant loading be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of

the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses (6) to (26) of the Determination as published in *Government Gazette* No. 21 of the 29th January, 1943, shall remain in force.

## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 374 of the 28th December, 1942, shall be replaced by the following clauses:—

(2)

Adults.	Wages per Week of 44 Hours		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	£ s. d.	£ s. d.	£ s. d.
(a) Assembler (leading hand) .. .. .	5 12 0	5 18 6	5 9 0
Assembler (assistant) .. .. .	5 7 0	5 13 6	5 4 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	5 12 0	5 18 6	5 9 0
Belt repairer .. .. .	5 10 0	5 16 6	5 7 0
Blacksmith's striker .. .. .	5 10 0	5 16 6	5 7 0
Blacksmith's striker on double fires and other assistant .. .. .	5 12 0	5 18 6	5 9 0
Block and tackle hand .. .. .	5 12 0	5 18 6	5 9 0
Boiler (inside) chipper and cleaner .. .. .	5 16 0	6 2 6	5 13 0
Cold saw operator .. .. .	5 12 0	5 18 6	5 9 0
Dogman .. .. .	5 12 0	5 18 6	5 9 0
Dresser and grinder using portable machine .. .. .	5 14 0	6 0 6	5 11 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	5 10 0	5 16 6	5 7 0
(b) other .. .. .	6 0 0	6 6 6	5 17 0
Dresser and grinder (other) .. .. .	5 12 0	5 18 6	5 9 0
Emery wheel attendant .. .. .	5 12 0	5 18 6	5 9 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more .. .. .	5 10 0	5 16 6	5 7 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over .. .. .	5 14 0	6 0 6	5 11 0
Forger's assistant .. .. .	5 12 0	5 18 6	5 9 0
Friction saw operator .. .. .	5 10 0	5 16 6	5 7 0
Furnaceman—forge .. .. .	6 11 0	6 17 6	6 8 0
Furnaceman's assistant—forge .. .. .	5 12 0	5 18 6	5 9 0
Furnaceman—electric .. .. .	6 1 0	6 7 6	5 18 0
Furnaceman—other (excepting cupola furnaceman) .. .. .	5 16 0	6 2 6	5 13 0
Furnaceman's assistant .. .. .	5 10 0	5 16 6	5 7 0
Grinding machine or emery wheel operator .. .. .	5 12 0	5 18 6	5 9 0
Hammer driver .. .. .	5 12 0	5 18 6	5 9 0
Lagger .. .. .	5 10 0	5 16 6	5 7 0
Machinist—3rd class (as defined) .. .. .	5 15 0	6 1 6	5 12 0
Overhead oiler .. .. .	5 10 0	5 16 6	5 7 0
Painter of ironwork, using spray .. .. .	5 11 0	5 17 6	5 8 0
Painter of ironwork (other than ship painter) using brush .. .. .	5 10 0	5 16 6	5 7 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines .. .. .	5 12 0	5 18 6	5 9 0
On bending and cutting machines (assistant) .. .. .	5 9 0	5 15 6	5 6 0
On steel fabric machines .. .. .	5 12 0	5 18 6	5 9 0
On steel fabric machines (assistant) .. .. .	5 7 0	5 13 6	5 4 0
Person working with hammer 14 lb. weight or over—			
On repair work .. .. .	6 0 3	6 6 9	5 17 3
On other work .. .. .	5 12 3	5 18 9	5 9 3
Pickler .. .. .	5 10 0	5 16 6	5 7 0
Piler .. .. .	5 12 0	5 18 6	5 9 0
Process worker .. .. .	5 9 0	5 15 6	5 6 0
Rigger and/or splicer .. .. .	5 16 0	6 2 6	5 13 0
Tar dipper .. .. .	5 10 0	5 16 6	5 7 0
Employee not elsewhere classified .. .. .	5 1 0	5 7 6	4 18 0
(b) Producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals—			
Press operator .. .. .	5 12 0	5 18 6	5 9 0
Die attendant .. .. .	5 12 0	5 18 6	5 9 0
Hexagon straightener .. .. .	5 10 0	5 16 6	5 7 0
Draw bench operator .. .. .	5 6 0	5 12 6	5 3 0
Pickler .. .. .	5 6 0	5 12 6	5 3 0
Other machine operator .. .. .	5 6 0	5 12 6	5 3 0
Hand straightener .. .. .	5 4 0	5 10 6	5 1 0
Pointer .. .. .	5 3 0	5 9 6	5 0 0
Die striker .. .. .	5 2 0	5 8 6	4 19 0
All others .. .. .	4 18 0	5 4 6	4 15 0
(c) Manufacturing or preparing lead and shot—			
Pipe trap machine operator .. .. .	6 3 0	6 9 6	6 0 0
Roller .. .. .	5 18 0	6 4 6	5 15 0
Extrusion press operator .. .. .	5 17 0	6 3 6	5 14 0
Melter of lead alloys .. .. .	5 10 0	5 16 6	5 7 0
Lead wool machinist .. .. .	5 9 0	5 15 6	5 6 0
Molten metal feeder and/or mixer for shot .. .. .	5 9 0	5 15 6	5 6 0
Rollers assistants .. .. .	5 10 0	5 16 6	5 7 0
Pipe trap machine operators assistants .. .. .	5 10 0	5 16 6	5 7 0
Extrusion press operators assistants .. .. .	5 9 0	5 15 6	5 6 0
All others .. .. .	5 1 0	5 7 6	4 18 0

**Leading Hands.**—Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

**Ship Repairing.**—Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 2s. per week.

## SCHEDULE—continued.

## ENGINEERS AND BRASSWORKERS (UNSKILLED)—continued.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in 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, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows:—

## WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.		
				Within 20 miles of G.P.O., Melbourne, within 10 miles of G.P.O., Geelong, at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	3 3 0	3 7 0	3 1 0
All others .. .. .	75	3 0	..	3 12 0	3 17 0	3 9 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	1 18 0	2 0 6	1 16 6
18 years of age .. .. .	47½	1 3	..	2 5 0	2 8 0	2 3 6
19 years of age .. .. .	55	1 6	..	2 12 0	2 15 6	2 10 6
20 years of age .. .. .	62½	2 0	..	2 19 6	3 3 6	2 17 6
<i>III.—Junior Male Labour.</i>						
Under 16 years of age .. ..	25	0 6	..	1 3 6	1 5 0	1 2 6
16 years of age .. .. .	35	0 9	..	1 13 0	1 15 0	1 12 0
17 years of age .. .. .	47½	1 0	..	2 4 6	2 8 0	2 3 6
18 years of age .. .. .	60	1 0	..	2 16 0	3 0 0	2 14 6
19 years of age .. .. .	75	2 0	..	3 11 0	3 16 0	3 8 6
20 years of age .. .. .	90	2 0	..	4 5 0	4 10 6	4 2 0
<i>IV.—Male Junior Labour (Foundries).</i>						
Under 16 years of age .. ..	25	0 6	1 0	1 4 6	1 6 0	1 3 6
16 years of age .. .. .	33	0 9	1 9	1 13 0	1 15 0	1 12 0
17 years of age .. .. .	60	1 0	3 0	2 19 0	3 3 0	2 17 6
18 years of age .. .. .	75	2 0	4 0	3 15 0	4 0 0	3 12 6
19 years of age and over ..	90	2 6	4 6	4 10 0	4 15 6	4 7 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

(c) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (1) Passing hot rivets in confined spaces.
- (2) Holding up rivets over ¼-in. diameter.
- (3) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars, or sections.
- (4) Carrying material to or from cupola, forge, or electric steel furnaces or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette*, No. 374 of the 28th December, 1942, shall remain in force.

- (5) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (6) Cutting out and punching rivets on plates.
- (7) Cutting plates by means of hammer and cold set.
- (8) On shearing machines, other than guillotine plate shearers, handling plates that weigh more than 84 lb.
- (9) On punching machines, handling plates that weigh more than 84 lb.
- (10) On angle iron cropping where the material weighs more than 3½ lb. per foot, and is not clamped.
- (11) Breaking up pig iron.
- (12) Operating plate edge planers in structural steel or shipbuilding yards, where the operator travels on the machine.

## PROHIBITED OCCUPATIONS.

- (d) Junior employees shall not be employed—
- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles;
  - (ii) if under 18 years as furnacemen or assistants to furnacemen;
  - (iii) if under 18 years as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

## SCHEDULE—continued.

## ENGRAVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 223 of the 6th August, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.

WAGES PER WEEK OF 44 HOURS.

Apprentices.

Improvers.

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 100s. per week.

An indenture of apprenticeship prescribed was approved on 13th March, 1914.

Improvers.

One improver to every four workers receiving not less than 124s. per week.

and thereafter the minimum wage.

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.

Weekly Rate.

War Loading.

Total Weekly Wage.

Weekly Rate.

War Loading.

Total Weekly Wage.

s. d.

s. d.

s. d.

£ s. d.

s. d.

£ s. d.

1st year	21	3	0	9	22	0
2nd	25	6	0	9	26	3
3rd	31	3	1	0	32	3
4th	41	9	1	6	43	3
5th	52	0	1	9	53	9
6th	63	0	2	0	65	0

Die-sinkers by hand	6	11	0	6	0	6	17	0
Engravers by hand	6	0	0	4	0	6	4	0
Engravers, copper plate	6	0	0	4	0	6	4	0
Steel stamp cutters	6	4	6	4	0	6	8	6
Pantagraph operators	5	11	0	3	0	5	14	0
Badge tool-makers	5	7	0	3	0	5	10	0
Stencil plate cutters	5	1	0	3	0	5	4	0
All others	4	18	0	2	0	5	0	0

Clauses (3) to (9) inclusive of the Determination as published in *Government Gazette* No. 223, of the 6th August, 1941, shall remain in force.

## SCHEDULE—continued.

## FACTORY ENGINE DRIVERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 300 of the 29th September, 1942, 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 15 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 .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
First-class, with condenser .. .. .	5 19 0	6 5 0	6 5 6	5 16 0
Second-class .. .. .	5 13 0	5 19 0	5 19 6	5 10 0
Second-class, with condenser .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
Under fifty brake horse-power .. .. .	5 13 0	5 19 0	5 19 6	5 10 0
<i>Electric Motors.</i>				
Attendants .. .. .	5 10 0	5 16 0	5 16 6	5 7 0
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried .. .. .	6 11 6	6 17 6	6 18 0	6 8 6
Others .. .. .	6 4 6	6 10 6	6 11 0	6 1 6
If the gauge is less than three feet, 3s. per week less in each case.				
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver .. .. .	6 17 0	7 3 0	7 3 6	6 14 0
Second driver .. .. .	6 3 0	6 9 0	6 9 6	6 0 0
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders) .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
Others .. .. .	5 13 6	5 19 6	6 0 0	5 10 6
E.—CRANE DRIVERS.				
Lofty cranes—first-class .. .. .	6 14 0	7 0 0	7 0 6	6 11 0
Lofty cranes—second-class .. .. .	6 11 6	6 17 6	6 18 0	6 8 6
Lofty cranes—third-class .. .. .	6 7 0	6 13 0	6 13 6	6 4 0
Cantilever cranes .. .. .	6 11 6	6 17 6	6 18 0	6 8 6
Cranes in converter sheds .. .. .	6 4 6	6 10 6	6 11 0	6 1 6
Cranes transporting molten metal in foundries .. .. .	6 2 0	6 8 0	6 8 6	5 19 0
Steam travelling cranes .. .. .	6 2 0	6 8 0	6 8 6	5 19 0
Other steam cranes .. .. .	5 18 6	6 4 6	6 5 0	5 15 6
Grab cranes .. .. .	6 2 0	6 8 0	6 8 6	5 19 0
Electric cranes not elsewhere included—				
Four motions and over .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
Overhead traverser with auxiliary hoist .. .. .				
Traverser with jib hoist .. .. .				
Two or three motions .. .. .				
Overhead traverser .. .. .				
Stationary jib; stationary jib hoist .. .. .	5 13 6	5 19 6	6 0 0	5 10 6
Traverser jib .. .. .				
Hydraulic stationary jib cranes .. .. .				
Cranes and hoists not elsewhere included .. .. .	5 11 0	5 17 0	5 17 6	5 8 0
String cranes—five tons or less .. .. .	5 7 0	5 13 0	5 13 6	5 4 0
F.—DRIVERS OF TRACTION ENGINES.				
<i>Road</i>				
Traction engine or road roller (steam) .. .. .	5 18 6	6 4 6	6 5 0	5 15 6
Road roller (oil) .. .. .	5 17 6	6 3 6	6 4 0	5 14 6
Traction engine (oil—35 h.p. and over) .. .. .	5 17 6	6 3 6	6 4 0	5 14 6
Traction engine (oil—under 35 h.p.) .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
<i>Rail.</i>				
Electric traction motor .. .. .	5 11 0	5 17 0	5 17 6	5 8 6
Internal combustion traction motor .. .. .	5 11 0	5 17 0	5 17 6	5 8 0



## SCHEDULE—continued.

## FACTORY ENGINE DRIVERS BOARD—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.
<b>G.—FIREMEN.</b>				
Fireman .. .. .	5 8 6	5 14 6	5 15 0	5 5 6
Fireman—first-class .. .. .	5 13 0	5 19 0	5 19 6	5 10 0
Leading fireman—first-class .. .. .	5 19 0	6 5 0	6 5 6	5 16 0
Leading fireman—second-class .. .. .	5 16 0	6 2 0	6 2 6	5 13 0
Locomotive fireman .. .. .	5 11 0	5 17 0	5 17 6	5 8 0
<b>H.—GREASERS.</b>				
Greasers .. .. .	5 8 6	5 14 6	5 15 0	5 5 6
Greasers—first-class .. .. .	5 13 0	5 19 0	5 19 6	5 10 0
Trimmers .. .. .	5 6 0	5 12 0	5 12 6	5 3 0
Fuelmen .. .. .	5 6 0	5 12 0	5 12 6	5 3 0
Engine cleaners .. .. .	5 6 0	5 12 0	5 12 6	5 3 0
Boiler cleaners .. .. .	5 6 0	5 12 0	5 12 6	5 3 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.				
<b>I.—OTHERS.</b>				
Pile-driving machine .. .. .	5 19 0	6 5 0	6 5 6	5 16 0
All others .. .. .	5 1 0	5 7 0	5 7 6	4 18 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.

NOTE.—The foregoing rates in this clause (2) include the following War Loadings:—

Classification.	Amount per Week.
<b>B.—LOCOMOTIVE ENGINE DRIVERS.</b>	
If human beings other than train crew are sometimes or always carried—	s. d.
Gauge not less than three feet .. .. .	6 0
Gauge less than three feet .. .. .	4 0
Others—gauge not less than three feet .. .. .	4 0
<b>C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.</b>	
Driver .. .. .	6 0
Second driver .. .. .	4 0
<b>E.—CRANE DRIVERS.</b>	
Lofty cranes—first-class .. .. .	6 0
Lofty cranes—second-class .. .. .	6 0
Lofty cranes—third-class .. .. .	4 0
Cantilever cranes .. .. .	6 0
Cranes in converter sheds .. .. .	4 0
Cranes transporting molten metal in foundries .. .. .	4 0
Steam travelling cranes .. .. .	4 0
Grab cranes .. .. .	4 0
All other classifications .. .. .	3 0

**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
Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening .. .. .	15 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 17 3
If 16 and under 18 years of age .. .. .	2 9 6
If 18 and under 19 years of age .. .. .	3 11 6
If 19 and under 20 years of age .. .. .	4 7 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 (25) inclusive of the Determination as published in *Government Gazette* No. 300 of the 29th September, 1942, shall remain in force.

## SCHEDULE—continued.

## FARRIERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 354 of the 11th December, 1942, shall be replaced by the following clause:

(2)

Apprentices and Improvers.				Other Employees.	
WAGES.					
	Percentage of Needs Basic Wage.		Per Week of 44 Hours. s. d.		
1st year's experience	38.4	..	35 6	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience	41.9	..	38 6	All Employees .. .. 128s. per week of 44 hours	
3rd year's experience	45.9	..	42 0	(b) Employed outside the areas specified in paragraph (a):—	
4th year's experience	52.9	..	48 6	All Employees .. .. 123s. per week of 44 hours	
5th year's experience	64.5	..	59 6		

PROPORTION (within any place).

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

Clauses (3) to (19) inclusive of the Determination published in *Government Gazette* No. 354 of the 11th December, 1942, shall remain in force.

## FIBROUS PLASTERERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 322 of the 24th November, 1941, shall be replaced by the following clause:—

(2)

* Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	24 0	0 9	0 9	25 6	Under 17 years of age	24 0	0 9	0 9	25 6
2nd " "	36 0	1 0	1 3	38 3	17 years of age	36 0	1 0	1 3	38 3
3rd " "	47 6	1 4	1 6	50 4	18 " "	47 6	1 4	1 6	50 4
4th " "	60 9	1 9	1 9	64 3	19 " "	60 9	1 9	1 9	64 3
5th " "	72 9	2 1	2 3	77 1	20 " "	72 9	2 1	2 3	77 1

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 109s. per week of 44 hours.

PROPORTION (by any employer).

(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 140s. 5d. per week of 44 hours.

(ii) Any other class of work—  
One improver to every six workers receiving not less than 140s. 5d. 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.			
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster	s. d.	s. d.	s. d.	s. d.
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	130 8	3 9	6 0	140 5
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	103 0	3 0	3 0	109 0
All others				

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  
(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 (18) inclusive of the Determination as published in *Government Gazette* No. 322 of 24th November, 1941, shall remain in force.

## SCHEDULE—continued.

## FLOCK BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 238 of the 13th July, 1942, 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..	26	6	23	9	
16 years ..	33	6	26	6	
17 ..	45	0	30	9	
18 ..	50	0	37	0	
19 ..	65	6	44	6	
20 ..	74	0	50	3	

  

PROPORTION (IN ANY PLACE).		
Improvers.		
One improver to every worker receiving not less than the minimum wage.		
Note.—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.		

  

MALES.		s.	d.
Persons employed in the cotton wool bleaching department ..		119	0
Woolen pickers ..		116	0
Feeders of—			
Rag machines ..		114	0
Other machines ..		114	0
Rippers ..		114	0
Person in charge of milling machine ..		114	0
Persons in charge of hardening machine ..		114	0
Persons in charge of tentering machine ..		114	0
Assistant to persons in charge of milling machine ..		112	0
Assistant to person in charge of hardening machine ..		112	0
Assistant to person in charge of tentering machine ..		112	0
Cotton pickers ..		111	0
All others ..		110	0
Leading hands, if in charge of four or more workers ..		5s. a week extra	
FEMALES.		s.	d.
Feeders of rag machines ..		78	0
Feeders of machines other than rag machines ..		67	9
Rippers ..		65	0
Woolen pickers ..		69	0
Cotton pickers ..		65	0
Weighers and wrappers of cotton wool ..		65	0
All others ..		65	0
Leading hands, if in charge of four or more workers ..		5s. a week extra	

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 238 of the 13th July, 1942, shall remain in force.

## FROZEN GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 202 of the 1st June, 1942, shall be replaced by the following clause:—

(2)

IMPROVERS AND JUVENILE WORKERS.					OTHER EMPLOYEES.				
WAGES.					WAGES.				
	Weekly Rate.	* War Loading.	Total Weekly Wage.	Per Hour.		Weekly Rate.	* War Loading.	Total Weekly Wage.	Per Hour.
	£ s. d.	s. d.	£ s. d.	s. d.		£ s. d.	s. d.	£ s. d.	s. d.
16 years of age and under 17	2 0 4	0 11	2 1 3	0 11½	Chamber hands	6 8 0	4 0	6 12 0	3 0
17 ..	2 3 1	0 11	2 4 0	1 0					
18 ..	2 11 4	1 10	2 13 2	1 2½					
19 ..	2 18 5	1 10	3 0 3	1 4½					
20 ..	3 15 10	2 9	3 18 7	1 9½	All others ..	6 0 10	4 0	6 4 10	2 10½/11

  

For definition of juvenile workers see clause (11).

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others."

\* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

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 unskilful that no person should be taken as an apprentice to the trade.

Clauses (3) to (26) inclusive of the Determination as published in *Government Gazette* No. 202 of the 1st June, 1942, shall remain in force.

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 120 of the 30th March, 1942, shall remain in force.

## SCHEDULE—continued.

## FURNITURE BOARD.

## (GENERAL FURNITURE SECTION.)

Clauses (2), (3) and (25) of the Determination published in *Government Gazette* No. 123 of the 30th March, 1942, shall be replaced by the following clauses:—

(2) APPRENTICES AND IMPROVERS.				Proportion (In any place).	
Weekly Wages.				APPRENTICES.	
APPRENTICES.				Males.	
		Males.	Females.	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
		s. d.	s. d.	Females.	
				One female apprentice to every female worker receiving not less than the minimum wage.	
First year	.. ..	20 9	20 0	IMPROVERS.	
Second year	.. ..	31 7	30 4	Males.	
Third year	.. ..	42 0	34 11	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.	
Fourth year	.. ..	62 10	45 5	Females.	
Fifth year	.. ..	83 1	52 0	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
And thereafter the minimum wage.					
IMPROVERS.					
		Males.	Females.		
		s. d.	s. d.		
Under 16 years of age	.. ..	18 9	16 9		
16 and under 17	.. ..	20 9	20 0		
17 and under 18	.. ..	31 7	30 4		
18 and under 19	.. ..	42 0	34 11		
19 and under 20	.. ..	62 10	45 5		
20 and under 21	.. ..	83 1	52 0		

  

(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	.. ..	.. ..	6 11 0	6 8 0
Moulding machinist—				
(a) who grinds his own cutters	.. ..	.. ..	6 11 0	6 8 0
(b) who does not grind his own cutters	.. ..	.. ..	6 2 0	5 19 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	.. ..	.. ..	6 11 0	6 8 0
Stuffover chair or couch frame maker	.. ..	.. ..	5 19 0	5 16 0
Polishers required to spirit off or acid off	.. ..	.. ..	6 11 0	6 8 0
Other polishers	.. ..	.. ..	6 2 0	5 19 0
Upholsterer	.. ..	.. ..	6 6 0	6 3 0
Wood turner, painter, assembler	.. ..	.. ..	6 2 0	5 19 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	.. ..	.. ..	5 19 0	5 16 0
Persons setting up or operating copying or automatic lathe	.. ..	.. ..	5 19 0	5 16 0
Persons cramping furniture or chairs	.. ..	.. ..	5 19 0	5 16 0
Persons rubbing down, filling, varnishing, or staining	.. ..	.. ..	5 14 0	5 11 0
Sprayhands, staining or lacquering	.. ..	.. ..	5 19 0	5 16 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 19 0	5 16 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	.. ..	.. ..	5 19 0	5 16 0
Timber bender, operator of sander, boring, or any other machine not provided for above	.. ..	.. ..	5 11 0	5 8 0
Stackers, yardmen	.. ..	.. ..	5 1 0	4 18 0
Female employed as upholstress	.. ..	.. ..	3 3 0	3 1 6
Female employed as veneer matcher	.. ..	.. ..	3 3 0	3 1 6
Female employed in designing, making, painting or decorating—				
(a) furnishing accessories or novelties	.. ..	.. ..	3 3 0	3 1 6
(b) domestic woodware	.. ..	.. ..	3 3 0	3 1 6
(c) walking sticks	.. ..	.. ..	3 3 0	3 1 6
All others	.. ..	.. ..	5 1 0	4 18 0

(25) 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, in the case of males not less than 101s., and in the case of females not less than 63s.

Clauses (4) to (24) inclusive of the Determination published in *Government Gazette* No. 123 of the 30th March, 1942, shall remain in force.

SCHEDULE—continued.  
FURNITURE BOARD.

(PICTURE FRAME SECTION.)

Clauses (2), (3), and (24) of the Determination published in *Government Gazette* No. 119 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

APPRENTICES AND IMPROVERS.

Weekly Wages.				Proportion (in any place).				
APPRENTICES.				APPRENTICES.				
<i>Males.</i>				<i>Females.</i>				
<i>s. d.</i>				<i>s. d.</i>				
First year .. .. .	20	9	20	0	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			
Second year .. .. .	31	7	30	4				
Third year .. .. .	42	0	34	11				
Fourth year .. .. .	62	10	45	5	<i>Females.</i> One female apprentice to every female worker receiving not less than the minimum wage.			
Fifth year .. .. .	83	1	52	0				
And thereafter the minimum wage.								
IMPROVERS.				IMPROVERS.				
<i>Males.</i>				<i>Females.</i>				
<i>s. d.</i>				<i>s. d.</i>				
Under 16 years of age .. .. .	18	9	16	9	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.			
16 and under 17 .. .. .	20	9	20	0				
17 and under 18 .. .. .	31	7	30	4				
18 and under 19 .. .. .	42	0	34	11	<i>Females.</i> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.			
19 and under 20 .. .. .	62	10	45	5				
20 and under 21 .. .. .	83	1	52	0				

(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 Ouppsland Districts.	Elsewhere in Victoria.
Males.				£ s. d.	£ s. d.
Compo workers .. .. .				5 11 0	5 8 0
Fitters up .. .. .				5 11 0	5 8 0
Gilders or bronzers .. .. .				5 14 0	5 11 0
Mount cutters .. .. .				5 14 0	5 11 0
Mounters .. .. .				5 11 0	5 8 0
Joiners .. .. .				5 14 0	5 11 0
Persons working at—					
Band or jig saws .. .. .				5 19 0	5 16 0
Other saws .. .. .				5 14 0	5 11 0
Moulding machines .. .. .				5 18 0	5 16 0
Shaping machines .. .. .				6 5 0	6 2 0
Stainers who mix and apply stain and finish any kind of wood or compo .. .. .				5 14 0	5 11 0
Wood turners .. .. .				6 2 0	5 19 0
All others .. .. .				5 1 0	4 18 0
Females.					
Females .. .. .				3 3 0	3 1 0

(24) **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, in the case of males not less than 10s. and in the case of females not less than 6s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 119 of the 30th March, 1942, shall remain in force.

## SCHEDULE—continued.

## FURNITURE BOARD.

## (PLANNING CARPETS, ETC., SECTION.)

Clauses (2), (3), and (24) of the Determination published in *Government Gazette* No. 118 of the 30th March, 1942, 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	.. .. .	20 9	20 0	Females.	
Second year	.. .. .	31 7	30 4	One female apprentice to every female worker receiving not less than the minimum wage.	
Third year	.. .. .	42 0	34 11	IMPROVERS.	
Fourth year	.. .. .	62 10	45 5	Males.	
Fifth year	.. .. .	83 1	52 0	One male improver to every six or fraction of six male workers receiving not less than the minimum wage.	
And thereafter 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.	
IMPROVERS.				Females.	
		Males.	Females.	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.	
		s. d.	s. d.		
Under 16 years of age	.. .. .	18 9	16 9		
16 and under 17	.. .. .	20 9	20 0		
17 and under 18	.. .. .	31 7	30 4		
18 and under 19	.. .. .	42 0	34 11		
19 and under 20	.. .. .	62 10	45 5		
20 and under 21	.. .. .	83 1	52 0		

(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.
Carpet planner	.. .. .	.. .. .	.. .. .	6 11 0	6 8 0
Cutter of loose covers or curtains or drapes	.. .. .	.. .. .	.. .. .	6 4 0	6 1 0
Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	.. .. .	.. .. .	.. .. .	5 19 0	5 16 0
All others	.. .. .	.. .. .	.. .. .	5 1 0	4 18 0
Females.					
Females	.. .. .	.. .. .	.. .. .	3 3 0	3 1 6

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

(24) **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 101s., and in the case of females not less than 63s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 118 of the 30th March, 1942, shall remain in force.

## SCHEDULE—continued.

## FURNITURE BOARD.

## (WIRE MATTRESS SECTION.)

Clauses (2), (3), and (23) of the Determination published in *Government Gazette* No. 122 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

## APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).
APPRENTICES.	IMPROVERS.	APPRENTICES.
<i>s. d.</i>	<i>s. d.</i>	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
First year .. .. 20 9	Under 16 years of age 18 9	IMPROVERS.
Second year .. .. 31 7	16 and under 17 .. 20 9	One improver to every six or fraction of six workers receiving not less than the minimum wage.
Third year .. .. 42 0	17 and under 18 .. 31 7	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.
Fourth year .. .. 62 10	18 and under 19 .. 42 0	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.
Fifth year .. .. 83 1	19 and under 20 .. 62 10	
And thereafter the minimum wage	20 and under 21 .. 83 1	

(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 Gippeland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine .. .. .	£ s. d. 6 11 0	£ s. d. 6 8 0
Moulding machinist—		
(a) who grinds his own cutters .. .. .	6 11 0	6 8 0
(b) who does not grind his own cutters .. .. .	6 2 0	5 19 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or mortiser .. .. .	5 19 0	5 16 0
Operator of sander, boring, or any other machine not otherwise specified .. .. .	5 11 0	5 8 0
Wireweaver .. .. .	5 15 6	5 12 6
Stretcher-up, tacker-on, splitter-up, or varnisher .. .. .	5 14 0	5 11 0
Spray hands .. .. .	5 19 0	5 16 0
All others .. .. .	5 1 0	4 18 0

(23) **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 101s.

Clauses (4) to (22) inclusive of the Determination as published in *Government Gazette* No. 122 of the 30th March, 1942, shall remain in force.



## SCHEDULE—continued.

## FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

Clauses (2), (3) and (25) of the Determination published in *Government Gazette* No. 121 of the 30th March, 1942, shall be replaced by the following clauses:—

(2)

## APPRENTICES AND IMPROVERS.

Weekly Wages.		Proportion (in any place).	
APPRENTICES.		APPRENTICES.	
	<i>s. d.</i>		
First year ..	20 9	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
Second year ..	31 7		
Third year ..	42 0		
Fourth year ..	62 10		
Fifth year ..	83 1		
And thereafter the minimum wage.			
IMPROVERS.		IMPROVERS.	
	<i>s. d.</i>		
Under 16 years of age	18 9	One improver to every six or fraction of six workers receiving not less than the minimum wage.	
16 and under 17	20 9		
17 and under 18	31 7		
18 and under 19	42 0		
19 and under 20	62 10		
20 and under 21	83 1	Provided 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 Warrambrook, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boul's carver or shaping machine ..	6 11 0	6 8 0
Moulding machinist—		
(a) who grinds his own cutters ..	6 11 0	6 8 0
(b) who does not grind his own cutters ..	6 2 0	5 19 0
Cabinetmaker, woodcarver ..	6 11 0	6 8 0
Polishers required to spirit off or acid off ..	6 11 0	6 8 0
Other polishers ..	6 2 0	5 19 0
Woodturner, painter, assembler ..	6 2 0	5 19 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, mortiser, or glue jointer ..	5 19 0	5 16 0
Persons setting up or operating copying or automatic lathes ..	5 19 0	5 16 0
Persons cramping furniture ..	5 19 0	5 16 0
Persons rubbing down, filling, varnishing, or staining ..	5 14 0	5 11 0
Sprayhands staining or lacquering ..	5 19 0	5 16 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 19 0	5 16 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber ..	5 19 0	5 16 0
Timber bender, operator of sander, boring, or any other machine not provided for above ..	5 11 0	5 8 0
Persons packing mantelpieces or overmantels ..	5 6 0	5 3 0
Stackers, yardmen ..	5 1 0	4 18 0
Female employed as veneer matcher ..	3 3 0	3 1 6
All others ..	5 1 0	4 18 0

(25) **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 10s. and in the case of females not less than 6s.

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 121 of the 30th March, 1942, shall remain in force.

## SCHEDULE—continued.

## GARDEN EMPLOYEES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 18 of the 7th January, 1942, shall be replaced by the following:—

(2)

Apprentices or Improvers.		Other Employees.			
	Wages per week of 44 hours.		Wages per Hour.	Wages per Week.*	Hours per Week.
	s. d.		s. d.	s. d.	
15 years of age or under ..	25 0	(a) Persons employed as gardeners or gardeners' labourers by a master gardener—			
16 years of age ..	28 0	Foremen gardeners in charge of two or more employees ..	2 10 <sup>3</sup> / <sub>11</sub>	125 8	} 44
17 years of age ..	31 6	Gardeners† ..	2 6 <sup>17</sup> / <sub>22</sub>	112 10	
18 years of age ..	44 6	Gardeners' labourers ..	2 5 <sup>1</sup> / <sub>14</sub>	106 5	
19 years of age ..	53 6	(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
20 years of age ..	63 9	(1) Employed on Jobbing Work—			
		Gardeners† ..	2 6 <sup>17</sup> / <sub>22</sub>	112 10	} 44
		Gardeners' labourers ..	2 3 <sup>3</sup> / <sub>11</sub>	100 0	
		(2) All others—			
		Foremen gardeners in charge of two or more employees ..	2 9 <sup>3</sup> / <sub>11</sub>	122 0	} 44
		Gardeners† ..	2 5 <sup>3</sup> / <sub>11</sub>	107 4	
		Gardeners' labourers ..	2 3 <sup>3</sup> / <sub>11</sub>	100 0	
		(c) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
		Foremen gardeners in charge of two or more employees ..	2 9 <sup>3</sup> / <sub>11</sub>	122 0	} 44
		Gardeners† ..	2 5 <sup>3</sup> / <sub>11</sub>	107 4	
		Gardeners' labourers ..	2 3 <sup>3</sup> / <sub>11</sub>	100 0	
		(d) Persons employed in the laying out, cultivation, or keeping in order of (1) a garden, lawn, fairway, or green, in connexion with a golf links or putting green (2) a tennis court or of a garden connected therewith	2 4 <sup>3</sup> / <sub>11</sub>	103 8	44
		Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.			
		An adult employee on golf links who in the absence of the curator for two or more days is placed in charge of two or more employees shall be paid 1s. per day or portion of a day extra.			
		(e) Persons employed as gardeners or gardeners' labourers in the laying out, cultivation, or keeping in order of a bowling green, or of a garden connected therewith—			
		Greenkeeper solely responsible for preparation of greens ..	2 8 <sup>1</sup> / <sub>22</sub>	..	} See clause 19 re hours.
		Greenkeeper working under supervision of green director ..	2 5 <sup>3</sup> / <sub>11</sub>	..	
		Greenkeeper's assistant ..	2 3 <sup>3</sup> / <sub>11</sub>	..	
		(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
		Foremen ..	2 10 <sup>3</sup> / <sub>11</sub>	125 8	} 44
		All others ..	2 6 <sup>17</sup> / <sub>22</sub>	112 10	
		(g) Persons employed in the construction or maintenance or keeping in order of brick dust or porous tennis courts—			
		On construction work ..	2 6 <sup>17</sup> / <sub>22</sub>	112 10	} 44
		On maintenance work ..	2 3 <sup>3</sup> / <sub>11</sub>	100 0	
		(h) Persons not otherwise provided for employed in the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind—			
		(i) On racecourses and other sporting enclosures ..	2 4 <sup>3</sup> / <sub>11</sub>	103 8	44
		(ii) At any other place—			
		On construction work ..	2 6 <sup>17</sup> / <sub>22</sub>	112 10	} 44
		On maintenance work ..	2 3 <sup>3</sup> / <sub>11</sub>	100 0	

\* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See clause 17—Definitions.

Clauses (3) to (32) inclusive of the Determination published in *Government Gazette* No. 18 of the 7th January, 1942, shall remain in force.

## SCHEDULE—continued.

## GAS METER BOARD.

Clauses (2) and (11) of the Determination published in *Government Gazette* No. 282 of the 4th September, 1942, shall be replaced by the following clauses:—

(2) Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate.	War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.	WAGES PER WEEK OF 44 HOURS.	£ s. d.	s. d.	£ s. d.
1st year—				Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) .. .. .	7 0 3	6 0	7 6 3
1st six months	23 2	0 9	23 11	Meter makers or repairers .. .. .	6 6 0	6 0	6 12 0
2nd six months	26 6	0 9	27 3	Prepayment meter attachment maker .. .. .	6 5 2	6 0	6 11 2
2nd year ..	32 0	1 0	33 0	Caster of gratings and covers .. .. .	6 5 2	6 0	6 11 2
3rd year ..	45 0	1 6	46 6	Head tester—			
4th year ..	65 1	2 3	67 4	(a) where eight or more other testers are employed	7 0 0	6 0	7 6 0
5th year ..	81 9	3 0	84 9	(b) where four and not more than seven other testers are employed .. .. .	6 16 2	6 0	7 2 2
Proportion (within any place).				Other testers .. .. .	6 1 9	4 0	6 5 9
Apprentices.				Leading diaphragm tier (where two or more other diaphragm tiers are employed) .. .. .	6 10 9	6 0	6 16 9
One apprentice to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.				Other diaphragm tiers, including persons banding, crimping, or wiring .. .. .	5 11 5	3 0	5 14 5
Improvers.				Leading diaphragm cutter, where two or more cutters are employed .. .. .	6 3 11	4 0	6 7 11
Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 101s. per week of 44 hours.				Other diaphragm cutters .. .. .	5 11 5	3 0	5 14 5
				Rim, disc, or pre-payment meter cash box makers .. .. .	5 16 11	3 0	5 19 11
				Machinist (power press) .. .. .	5 11 8	3 0	5 14 8
				Other machinist .. .. .	5 5 4	3 0	5 8 4
				Assistant machinist .. .. .	5 1 10	3 0	5 4 10
				All others .. .. .	4 18 0	3 0	5 1 0

## PIECEWORK PRICES.

(11) In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.			H.C. 2.		
	per doz. £ s. d.			per doz. £ s. d.		
<i>Ordinary Meters.</i>						
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes .. .. .	13 14 4			15 4 5		
	Lights.					
	2.	3.	5.	10.	20.	
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes .. .. .	8 19 2	9 5 8	10 8 6	12 12 7	18 6 4	
<i>High Capacity Meters.</i>						
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour; £9 18s. 10d. per doz. Capacity, 125 cubic feet per hour; £11 6s. 10d. per doz.					

## SCHEDULE—continued.

## GAS METER BOARD—continued.

## (a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

<p>"P. and C." A.V. 2·200 feet per hour. Open Top Pattern Meters.</p> <p>Making up "P. and C." A.V. 2·200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.</p>		£9 16s. 0d. per doz.
---	--	----------------------

## (b) MAKING TIN DRY PREPAYMENT METERS.

<p>Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.</p>		Capacity, 100 cubic feet per hour; £12 4s. 1d. per doz.
--	--	---

## (c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs ..	6 17 1	..	..	..	..	..	..	..
Making rims ..	..	6 17 1	6 17 1	6 17 1	6 17 1	6 17 1	..	..
					per doz. discs.	per doz. discs.		
					£ s. d.	£ s. d.		
Making discs ..	..	..	..	..	0 5 8½	0 8 4½	1 0 2	1 4 3
			per job of 400 rims.	per job of 400 rims.				
Making rims for circular crimped-on diaphragms	..	..	6 1 10	6 6 7	..	..	..	..

## (d) WIRING OR TYING DIAPHRAGMS.

		2, 3, or 5 Lights.	10 Lights.
		per dozen.	per dozen.
		s. d.	s. d.
Wiring or tying diaphragms ..	..	6 2	8 0

## (e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
<i>Ordinary Meters.</i>					
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.:— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work ..	37 2 6	28 13 9	30 14 0	20 16 3	20 16 3

## SCHEDULE—continued.

## GAS METER BOARD—continued.

## (f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work .. .. .	14 6½	14 6½	13 4½	16 2	22 8½	26 5
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles) .. .. .	..	..	per job of ten meters £ s. d. 7 15 0 each meter. s. d. 1 8	..	..	..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter .. .. .	..	..	1 8	..	..	..

	Lights.				
	2.	3.	5.	10.	20.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing tin dry ordinary meters in the following manner:— (a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index .. .. .	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front .. .. .	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):— (i) Meters fitted with 1977 movements .. .. .	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements .. .. .	3 0	3 0	3 0	3 0	3 0
(iii) Other meters .. .. .	2 3	2 3	2 3	2 3	2 3

With 35 per cent. added.

NOTE.—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

## (g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door ..	2, 3, 5, 10	0 7	Pipes inside inlet ..	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs ..	2, 3, 5, 10	1 4	Other pipes ..	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge ..	2, 3, 5, 10	1 0	Galleries ..	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Rod arms ..	2, 3, 5, 10	0 4 pair	Guides ..	2 to 20	0 4 set
	20	0 8 "	Feet ..	2, 3, 5, 10	0 4 "
Valve arms ..	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers ..	2, 3, 5, 10	0 6	Rod stuffing boxes ..	2, 3, 5, 10	0 5 pair
Divisions ..	2, 3, 5, 10	2 2	Clean valves and set to zero ..	2	2 0
Half-valve plate ..	2	2 3		3 and 5	2 4
	3	2 5		10	2 5
	5	2 7		20	2 11
	10	2 9	Slot meters extra on above ..	..	1 2 each
	20	2 11	Taking off and putting on back and front only ..	2	1 3 pair
New door ..	2	0 2		3 and 5	1 6 "
Motion wires ..	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "		20	2 3 "
Throat pieces ..	2, 3, 5, 10	1 0 "	Turn-over backs and fronts ..	2 to 20	0 5 "
Side chambers ..	2, 3, 5, 10	0 6 each	Condemning ..	2	1 3 "
				3, 5, 10	1 5
New sides ..	2, 3, 5, 10	4 4 pair		20	1 11
Tees ..	2, 3, 5, 10	1 0 "	Piecing cases ..	2 to 20	0 6
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	6 5 "

With 35 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecework, except that set out in sub-clause (d) of the piecework schedule, supplied to the employee in good order and condition.

Clauses (3) to (10) inclusive and (12) and (13) of the Determination as published in *Government Gazette* No. 282 of the 4th September, 1942, shall remain in force.

## SCHEDULE—continued.

## GAS WORKS BOARD.

Clauses 2 (b) and 32 (b) of the Determination published in *Government Gazette* No. 103 of the 28th March, 1940, shall be replaced by the following clauses:—

2 (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 of Ballarat and Bendigo, and the Borough of Castlemaine.
	£ s. d.	£ s. d.
Patching and scouring retorts and cleaning flues—man continuously employed as such..	5 19 0	5 16 0
Stoker in charge of gas or steam engine, or other works plant .. .. .	5 19 0	5 16 0
Stoker, vertical retort .. .. .	5 16 0	5 13 0
Stoking machine driver .. .. .	5 16 0	5 13 0
Stoker, horizontal retort (machine) .. .. .	5 14 0	5 11 0
Stoker, hand charging .. .. .	5 12 0	5 9 0
Retort (vertical) operator .. .. .	5 16 0	5 13 0
Operator vertical retort .. .. .	5 16 0	5 13 0
Fireman retort house .. .. .	5 16 0	5 13 0
Machine and stage man .. .. .	5 14 0	5 11 0
Hydraulic and tar main attendant .. .. .	5 13 0	5 10 0
Augerer and pipe jumper .. .. .	5 12 0	5 9 0
Coke and coal conveyor attendant (day worker) .. .. .	5 7 0	5 4 0
Greaser and oiler (in retort house) .. .. .	5 5 0	5 2 0
Elevator and coal crusher attendant .. .. .	5 4 0	5 1 0
Coke and coal conveyor attendant (shift worker) .. .. .	5 4 0	5 1 0
Oxide breaker—man attending and operating .. .. .	5 4 0	5 1 0
Purifier—man opening up, or emptying, or filling .. .. .	5 4 0	5 1 0
All others .. .. .	4 18 0	4 15 0

32 (b)

WITHIN THE LOCALITIES SET OUT IN NOTE (b).

(b) Other Employees.	Wages per Week of 44 Hours.
	£ s. d.
Stokers .. .. .	5 5 0
All others .. .. .	4 15 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 2 (a), 3 to 33 (a) inclusive and 34 to 47 inclusive of the Determination published in *Government Gazette* No. 103 of the 28th March, 1940, shall remain in force.

SCHEDULE—*continued*.

## GENERAL BOARD.

## (ABRASIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 244 of the 23rd July, 1942, 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.			
1st year's experience	.. 20 6	1st six months' experience	16 6				
2nd "	.. 28 9	2nd "	20 6				
3rd "	.. 39 9	3rd "	24 3	Machine operators	.. ..	104	0
4th "	.. 53 6	4th "	28 3	All others	.. ..	98	0
5th "	.. 68 3	5th "	32 0				
6th "	.. 79 0	6th "	36 3	Females.			
7th "	.. 84 3	7th "	40 3				
		8th "	45 3	All adults	.. ..	53	9
and thereafter the minimum wage.				Abrasive Articles (other than Abrasive Paper or Cloth).			
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.				Head burners	.. ..	108	0
(a) Abrasive Paper or Cloth.				Other burners	.. ..	104	0
One improver to each person of the same sex receiving not less than the minimum wage.				Surfacers of abrasive articles	.. ..	101	0
(b) Abrasive Articles (other than Abrasive Paper or Cloth).				All others	.. ..	98	0
Two improvers to the first adult employed, and thereafter one improver to each adult.							

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 244 of the 23rd July, 1942, shall remain in force.

## GENERAL BOARD.

## (ARTIFICIAL FLOWER AND BOUQUET SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 184 of the 2nd July, 1941, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.								(b) ADULTS.	
Males.		Females.							
	s. d.	Commencing Age.							s. d.
Experience.		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience	.. 20 3							Females	.. 54 0
2nd "	.. 29 0							Males—	
3rd "	.. 39 9							Cutters	.. 101 0
4th "	.. 53 6							All others	.. 98 0
5th "	.. 68 3								
6th "	.. 79 3								
7th "	.. 84 0								
		1st year	18 3	20 6	22 9	27 3	34 0	39 9	
		2nd "	26 6	28 6	31 9	39 9	43 3	..	
		3rd "	34 0	37 0	41 0	51 0	..	..	
		4th "	42 6	46 6	51 0	..	..	..	
		5th "	51 0	51 0	..	..	..	..	
and thereafter the rate prescribed for adults.									
PROPORTION.									
Two male improvers to each male person receiving not less than the rate prescribed for adults.									
Three female improvers to each female person receiving not less than the rate prescribed for adults.									

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 184 of 2nd July, 1941, shall remain in force.

## SCHEDULE—continued.

## 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.	
	<i>s. d.</i>	<i>Males.</i>	<i>s. d.</i>
Under 17 years of age .. ..	21 9	Oven hands .. ..	102 0
17 years of age .. ..	32 9	Machine attendants .. ..	102 0
18 " " .. ..	43 9	All others .. ..	98 0
19 " " .. ..	59 3		
20 " " .. ..	72 3	<i>Females.</i>	
<i>Proportion (in any place).</i>		All adults .. ..	55 3
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. 276 of 28th August, 1942, shall be replaced by the following clause:—

(2)		WAGES PER WEEK OF 44 HOURS.	
(a) Improvers.		(b) Other Employees.	
<i>Males.</i>	<i>s. d.</i>	<i>Females.</i>	<i>s. d.</i>
1st year's experience	20 6	1st six months' experience ..	16 6
2nd " "	28 9	2nd " "	20 6
3rd " "	39 9	3rd " "	24 3
4th " "	53 6	4th " "	28 3
5th " "	68 3	5th " "	32 0
6th " "	79 0	6th " "	36 3
7th " "	84 3	7th " "	40 3
		8th " "	45 3
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.			
One improver to each person of the same sex receiving not less than the minimum wage.			
		Operators of blue-printing machines—	
		Males .. ..	101 0
		Females .. ..	57 9
		All other persons—	
		Males .. ..	98 0
		Females .. ..	53 9

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 276 of the 28th August, 1942, 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, 1942, shall be replaced by the following clause:—

## (2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>				<i>s. d.</i>
1st year's experience	..	19 9	1st six months' experience	..	16 6	Males	.. .. 98 0
2nd " "	..	28 0	2nd " " "	..	20 3	Females	.. .. 54 0
3rd " "	..	38 6	3rd " " "	..	24 3		
4th " "	..	52 3	4th " " "	..	28 3		
5th " "	..	66 3	5th " " "	..	32 3		
6th " "	..	76 6	6th " " "	..	36 3		
7th " "	..	81 6	7th " " "	..	40 0		
			8th " " "	..	45 3		

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.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>				<i>s. d.</i>
1st year's experience	..	20 6	1st six months' experience	..	16 6		
2nd " "	..	28 9	2nd " " "	..	20 6		
3rd " "	..	39 9	3rd " " "	..	24 3		
4th " "	..	53 6	4th " " "	..	28 3		
5th " "	..	68 3	5th " " "	..	32 0		
6th " "	..	79 0	6th " " "	..	36 3	Males	.. .. 98 0
7th " "	..	84 3	7th " " "	..	40 3	Females	.. .. 53 9
			8th " " "	..	45 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.

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.

## SCHEDULE—continued.

## GENERAL BOARD.

## (CARBON ARTICLES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 278 of the 28th August, 1942, shall be replaced by the following clause:—

(2)		WAGES PER WEEK OF 44 HOURS.	
(a) Improvers.		(b) Other Employees.	
	s. d.		s. d.
Under 16 years of age .. .. .	22 0	Foreman in charge .. .. .	124 0
16 years of age and under 17 years .. .. .	32 6	All others .. .. .	109 0
17 " " " 18 " " " .. .. .	57 0		
18 " " " 19 " " " .. .. .	72 3		
19 " " " 21 " " " .. .. .	86 9		
<i>Proportion (in any place).</i>			
Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.			

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 278 of the 28th August, 1942, shall remain in force.

## GENERAL BOARD.

## (CHALK AND CRAYON SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 274 of the 28th August, 1942, shall be replaced by the following clause:—

(2)		WAGES PER WEEK OF 44 HOURS.	
(a) Improvers.		(b) Other Employees.	
Males.	s. d.	Females.	s. d.
1st year's experience .. .. .	20 6	1st six months' experience .. .. .	16 6
2nd " " " .. .. .	28 9	2nd " " " .. .. .	20 6
3rd " " " .. .. .	39 9	3rd " " " .. .. .	24 3
4th " " " .. .. .	53 6	4th " " " .. .. .	28 3
5th " " " .. .. .	68 3	5th " " " .. .. .	32 0
6th " " " .. .. .	79 0	6th " " " .. .. .	36 3
7th " " " .. .. .	84 3	7th " " " .. .. .	40 3
		8th " " " .. .. .	45 3
and thereafter the minimum wage.			
<i>Proportion.</i>			
One male improver 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.			
		Grinding mill attendant .. .. .	102 0
		Person engaged in testing and/or checking formulae .. .. .	108 0
		Person in charge of mixing ingredients and making chalks from given formulae .. .. .	103 0
		Persons not otherwise provided for—	
		Males .. .. .	98 0
		Females .. .. .	53 9

Clauses (3) to (11) inclusive of the Determination for this Section published in *Government Gazette* No. 274 of the 28th August, 1942, shall remain in force.

## SCHEDULE—continued.

## 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.
Under 17 years of age	..	..	..	21 9	All adults	..	..	..	98 0
17 years of age	..	..	..	32 9					
18 "	..	..	..	43 9					
19 "	..	..	..	59 3					
20 "	..	..	..	72 3					
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.			s. d.		Females.			s. d.	
1st year's experience	..	..	20 3	1st six months' experience	..	..	16 6	Males	.. 100 0
2nd "	..	..	28 9	2nd "	..	..	20 3		
3rd "	..	..	39 9	3rd "	..	..	24 3		
4th "	..	..	53 9	4th "	..	..	28 3		
5th "	..	..	68 6	5th "	..	..	32 3	Females	.. 53 9
6th "	..	..	79 0	6th "	..	..	36 3		
7th "	..	..	84 0	7th "	..	..	40 3		
				8th "	..	..	45 6		
				9th "	..	..	49 3		
				10th "	..	..	53 3		

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.

## (INDUSTRIAL GASES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 201 of 16th July, 1941, shall be replaced by the following clause:—

2.		WAGES PER WEEK.	
(a) Juniors.		(b) Other employees.	
	s. d.		s. d.
Under 16 years of age .. .. .	17 0	Operators of dry-ice machines .. .. .	*109 0
16 years of age to 17 years of age .. .. .	32 0	Cylinder testers .. .. .	*109 0
17 " " 18 " " .. .. .	56 9	Cylinder fillers .. .. .	*109 0
18 " " 19 " " .. .. .	71 9	Cylinder packers .. .. .	*109 0
19 " " 21 " " .. .. .	86 6	Valve hands .. .. .	*109 0
		Persons dealing with carbide refuse .. .. .	*103 0
		All others .. .. .	*101 0

\* Including 3s. war loading.

Clauses (3) to (18) inclusive of the Determination for this Section published in the *Government Gazette* No. 201 of the 16th July, 1941, shall remain in force.

## GENERAL BOARD.

## (INK OR ADHESIVES SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 275 of the 28th August, 1942, 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 .. .. .	20 6	1st six month's experience .. .. .	18 6
2nd " " .. .. .	28 9	2nd " " " .. .. .	20 6
3rd " " .. .. .	39 9	3rd " " " .. .. .	24 3
4th " " .. .. .	53 6	4th " " " .. .. .	28 3
5th " " .. .. .	68 3	5th " " " .. .. .	32 0
6th " " .. .. .	79 0	6th " " " .. .. .	36 3
7th " " .. .. .	84 3	7th " " " .. .. .	40 3
		8th " " " .. .. .	45 3

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 (10) inclusive of the Determination for this Section published in *Government Gazette* No. 275 of the 28th August, 1942, shall remain in force.

## SCHEDULE—continued.

## GENERAL BOARD.

## (LAMP SHADE SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 202 of the 16th July, 1941, shall be replaced by the following clause:—

(2)		WAGES PER WEEK OF 44 HOURS.						
(a) IMPROVERS.				(b) OTHER EMPLOYEES.				
<i>Males.</i>				<i>Females.</i>				
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>Males.</i>	<i>s.</i> <i>d.</i>	
1st year's experience	19	9	1st six months' experience	16	6	Persons engaged in cutting out material		
2nd "	28	0	2nd "	20	3	for parts of lampshades	100 0	
3rd "	38	6	3rd "	24	3	All others	98 0	
4th "	52	3	4th "	28	3			
5th "	66	3	5th "	32	3	<i>Females.</i>		
6th "	76	6	6th "	36	3	Persons engaged in sketching, painting		
7th "	81	6	7th "	40	0	or decorating by freehand or stencils	63 0	
			8th "	45	3	Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing)	55 3	
And thereafter the minimum wage.				All others				54 0
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 (11) inclusive of the Determination for this Section published in *Government Gazette* No. 202 of the 16th July, 1941, shall remain in force.

## GENERAL BOARD.

## (MICA PRODUCTS SECTION.)

Clause (2) of the Determination for this Section published in *Government Gazette* No. 171 of the 9th May, 1940, shall be replaced by the following clause:—

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.

(b) ADULTS.

<i>Males.</i>			<i>Females.</i>		
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
1st year's experience ..	20	6	1st six months' experience ..	16	6
2nd " " ..	28	9	2nd " " ..	20	6
3rd " " ..	39	9	3rd " " ..	24	3
4th " " ..	53	6	4th " " ..	28	3
5th " " ..	68	3	5th " " ..	32	0
6th " " ..	79	0	6th " " ..	36	3
7th " " ..	84	3	7th " " ..	40	3
			8th " " ..	45	3
			9th " " ..	49	3
			10th " " ..	53	3

and thereafter the rate prescribed for adults.

PROPORTION (IN ANY PLACE).

*Males.*

(a) Where no adult male is employed—one male improver.

(b) Elsewhere—one male improver to every two or fraction of two males receiving not less than the minimum wage.

*Females.*

Four female improvers to each female receiving not less than the rate prescribed for the 8th six months' experience.

<i>Males.</i>			<i>Females.</i>		
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
Males .. ..	98	0			

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.

## (MINERAL EARTHS SECTION.)

Clause (2) of the Determination for this Section in *Government Gazette* No. 159 of the 30th April, 1942, 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	..	..	..	32	0	Mill attendants	.. 113 0
17 to 18 years of age	..	..	..	59	9	Persons not otherwise provided for, including mill	
18 to 19 years of age	..	..	..	71	9	feeders, baggers, and crusher hands	.. 106 0
19 to 21 years of age	..	..	..	86	9	Leading Hands—	
<i>Proportion (in any place).</i>				Leading hands in charge of not fewer than three and not			
One improver to every six adult employees.				more than ten employees, 6s. per week extra; more than			
				ten and not more than twenty employees, 12s. per week			
				extra; more than twenty employees, 18s. per week extra.			

Clauses (3) to (16) inclusive of the Determination for this Section published in *Government Gazette* No. 159 of the 30th April, 1942, shall remain in force.

## 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.			
<i>Males.</i>		s. d.		<i>Females.</i>		s. d.	
1st year's experience	..	..	20 6	1st six months' experience	..	16 6	
2nd "	..	..	28 9	2nd "	..	20 6	
3rd "	..	..	39 9	3rd "	..	24 3	
4th "	..	..	53 3	4th "	..	28 3	
5th "	..	..	68 6	5th "	..	32 0	
6th "	..	..	78 9	6th "	..	36 6	
7th "	..	..	84 3	7th "	..	40 3	
years of age	..	..	84 3	8th "	..	45 6	
				9th "	..	49 0	
				10th "	..	53 0	
				until 21 years of age	..	53 0	
				<i>Males.</i>		s. d.	
				All adults	..	102 0	
				<i>Females.</i>			
				(a) Designer of patterns to be			
				used for producing articles			
				of wearing apparel	..	136 3	
				(b) Assistant to (a) above	..	93 6	
				(c) Designers of patterns used			
				for the production of			
				transfers as applied to			
				fabrics	..	93 6	
				(d) Assistants to (c) above	..	75 3	
				(e) Operator of perforating			
				machine..	..	69 0	
				(f) Any other adult	..	56 0	

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 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.

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 the 9th May, 1940, shall be replaced by the following clause:—

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		s. d.		<i>Females.</i>		s. d.	
1st year's experience	..	..	20 6	1st six months' experience	..	16 6	
2nd "	..	..	28 9	2nd "	..	20 6	
3rd "	..	..	40 0	3rd "	..	24 3	
4th "	..	..	53 3	4th "	..	28 0	
5th "	..	..	68 3	5th "	..	32 0	
6th "	..	..	79 0	6th "	..	36 6	
7th "	..	..	84 3	7th "	..	40 3	
and thereafter the rate prescribed for adults.				8th "	..	45 3	
				<i>Males.</i>		s. d.	
				Males	..	98 0	
				Females	..	53 9	

## 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	..	..	..	21 9	Persons engaged in making or preparing moulds	..	..	..	108 0
17 years of age	..	..	..	32 9	Persons engaged in coloring or decorating models—				
18 " "	..	..	..	43 9	(a) by hand	..	..	..	122 0
19 " "	..	..	..	59 3	(b) by spray, or otherwise than by hand	..	..	..	110 0
20 " "	..	..	..	72 3	Persons engaged in assembling or finning models				
<i>Proportion (in any place).</i>					when taken from moulds	..	..	..	103 0
One improver to every three adult employees.					All others	..	..	..	98 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	..	..	..	21 9	Males	..	..	..	102 0
17 years of age	..	..	..	32 9	Females	..	..	..	59 0
18 " "	..	..	..	43 9					
19 " "	..	..	..	59 3					
20 " "	..	..	..	72 3					
<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. 277 of the 28th August, 1942, 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	..	..	..	21 9	All adults	..	..	..	102 0
17 years of age	..	..	..	32 9					
18 " "	..	..	..	43 9					
19 " "	..	..	..	59 3					
20 " "	..	..	..	72 3					
<i>Proportion (in any place).</i>									
Two improvers to each fully paid worker.									

Clauses (3) to (10) inclusive of the Determination for this Section published in *Government Gazette* No. 277 of 28th August, 1942, 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.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
1st year's experience ..	..	20 6	1st six months' experience ..	..	16 6	Designers ..	.. 118 0
2nd " ..	..	28 9	2nd " ..	..	20 6	Cutters-out ..	.. 105 6
3rd " ..	..	40 0	3rd " ..	..	24 3	Fillers and/or stuffers ..	.. 102 0
4th " ..	..	53 3	4th " ..	..	28 0	All others ..	.. 98 0
5th " ..	..	68 3	5th " ..	..	32 0		
6th " ..	..	79 0	6th " ..	..	36 6	<i>Females.</i>	
7th " ..	..	84 3	7th " ..	..	40 3	Designers ..	.. 79 3
			8th " ..	..	45 3	Cutters-out ..	.. 58 9
			9th " ..	..	49 3	Machinists ..	.. 58 9
			10th " ..	..	53 0	Fillers and/or stuffers ..	.. 56 3

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.

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. 169 of 7th May, 1942, shall be replaced by the following clause:—

(2)

## WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
<i>Males.</i>		<i>s. d.</i>	<i>Females.</i>		<i>s. d.</i>	<i>Males.</i>	
Under 17 years of age ..	..	38 9	Under 17 years of age ..	..	38 6	Leading hand, namely an	<i>s. d.</i>
17 years of age ..	..	46 3	17 years of age ..	..	41 9	employee who, with the	
18 " ..	..	62 3	18 " ..	..	46 9	authority of his employer,	
19 " ..	..	78 0	19 " ..	..	51 6	exercises supervision over	
20 " ..	..	85 0	20 " ..	..	54 9	the work of any other	

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.

Man engaged in cleaning	
vinegar generator	*106 0
*Together with an additional	
7s. 6d. for each generator	
cleaned.	
All others ..	.. 106 0
<i>Females.</i>	
All adults ..	.. 56 0

Clauses (3) to (14) inclusive of the Determination for this Section published in *Government Gazette* No. 169 of the 7th May, 1942, shall remain in force.

## SCHEDULE—continued.

## 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. 242 of the 20th August, 1941, 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.	
				s. d.		s. d.	
1st year's experience	..	..	..	50	6		
2nd "	"	"	..	57	0		
3rd "	"	"	..	65	3		
4th "	"	"	..	72	9		
5th "	"	"	..	78	9		
and thereafter the minimum adult wage or piecework price.							
				1st year's experience		22 4	
				2nd "			
				3rd "			
				4th year's experience and until reaching the age of 21 years			
				..			

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 per Week.			
				s. d.			
Under 16 years of age	..	..	..	27	6	Under 15 years of age	..
16 years, but under 17 years of age	..	..	..	30	9	15 years, but under 16 years of age	..
17 " " " 18 " " "	..	..	..	39	9	16 " " " 17 " " "	..
18 " " " 19 " " "	..	..	..	55	3	17 " " " 18 " " "	..
19 " " " 20 " " "	..	..	..	64	6	18 " " " 19 " " "	..
20 " " " 21 " " "	..	..	..	73	6	19 " " " 20 " " "	..
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.	
				£ s. d.	
Furnaceman	..	..	..	5	10 0
Persons employed on sandblasting and acid work	..	..	..	5	8 6
Storeman	..	..	..	5	7 0
Packers in straw in headed-up packing	..	..	..	5	14 0
Lehrman	..	..	..	5	4 6
Batchmixers	..	..	..	5	4 6
Sorter	..	..	..	5	3 6
Packers of opal-ware in cartons	..	..	..	5	10 6
All other male adults	..	..	..	5	1 0
Female adults	..	..	..	2	17 9

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.
		s. d.
Mould-blowers off the ball—		
(a) Flint or plain opal or opal-cased blowers	12 inches diameter and under	27 10
(b) Flint or plain opal or opal-cased blowers	Over 12-in. diameter and up to and including 18-in. diameter	30 10
(c) Flint or plain opal or opal-cased blowers	Over 18-in. diameter	35 10

SCHEDULE—continued.  
GLASSWORKERS BOARD—continued.  
GLASS BOTTLE SECTION.

(1) JUNIOR MALES—WAGES PER WEEK.					OTHER JUNIOR MALES—WAGES PER WEEK.				
(a) Employed around the feeders.									
(b) Employed in the manufacturing section, but not employed in the yard.									
15 years of age	..	..	..	..	22	6	..	..	s. d.
16	"	"	"	"	37	0	..	..	17 6
17	"	"	"	"	40	9	..	..	22 6
18	"	"	"	"	49	6	..	..	30 0
19	"	"	"	"	53	0	..	..	37 6
20	"	"	"	"	56	9	..	..	45 0
and thereafter the minimum wage or piecework price.					Under 16 years of age .. .. .				
					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.				

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

(2) ADULTS (other than skilled Glassworkers).					Wages per Week.		
					£	s.	d.
Furnacemen	..	..	..	..	..	5	10 0
Salt Cake Burners	..	..	..	..	..	5	10 0
Lehrmen	..	..	..	..	..	5	4 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	..	..	..	..	..	5	4 6
Salt Cake Burners' Assistants	..	..	..	..	..	5	4 6
Packers packing in bags or straw	..	..	..	..	..	5	3 6
Sorters	..	..	..	..	..	5	3 6
Lister truck hands and assistants	..	..	..	..	..	5	2 6
All others	..	..	..	..	..	5	1 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. 249, of the 20th August, 1941, shall remain in force.

GLUE AND GELATINE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 173 of 14th May, 1942, shall be replaced by the following clause:—

(2) ADULT MALES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	s. d.	s. d.	s. d.	s. d.
Men working in raw material stores	98 0	6 0	7 6	111 6
Men working raw material cutting machine	99 0	6 0	7 6	112 6
Men washing raw material and preparing limes and working at trotter plant	98 0	6 0	7 6	111 6
Men working at lime pits	100 0	6 0	7 6	113 6
Men in charge of and actually operating dollies	102 0	6 0	7 6	115 6
Men assisting in dolly shed	98 0	6 0	7 6	111 6
Men in charge of and actually working at boiling pans	100 0	6 0	7 6	113 6
Men assisting in boiling shed	98 0	6 0	7 6	111 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	102 0	6 0	7 6	115 6
Men assisting	98 0	6 0	7 6	111 6
Men operating glue and gelatine cutters	99 0	6 0	7 6	112 6
Men assisting	98 0	6 0	7 6	111 6
Men working at drying tunnels	98 0	6 0	7 6	111 6
Men engaged in grinding glue and gelatine	99 0	6 0	7 6	112 6
Men engaged treating frames	98 0	6 0	7 6	111 6
Glue and gelatine blenders, and store hands	98 0	6 0	7 6	111 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men working on vegetable glue dryers and grinders	99 0	6 0	7 6	112 6
Men in charge of and actually working at vegetable and prepared glue vats	100 0	6 0	7 6	113 6
Men assisting and store hands including calves feet jelly	98 0	6 0	7 6	111 6
Men operating residue dryers	100 0	6 0	7 6	113 6
Men crushing and/or bagging dried residues	99 0	6 0	7 6	112 6
Men receiving and passing on bones (Melbourne)	100 0	6 0	7 6	113 6
Men actually operating degreasing plant	102 0	6 0	7 6	115 6
Men assisting at degreasing plant and bone polishing	99 0	6 0	7 6	112 6
Men engaged in washing and neutralizing vats (Melbourne)	98 0	6 0	7 6	111 6
Men engaged in crushing bone residues	99 0	6 0	7 6	112 6
Men in charge of and actually operating pearl plant	99 0	6 0	7 6	112 6
Men assisting	98 0	6 0	7 6	111 6
Men actually operating dextrine plant	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men actually operating earth calcining plant	100 0	6 0	7 6	113 6
Men assisting	98 0	6 0	7 6	111 6
Men not elsewhere included	92 0	6 0	7 6	105 6

Men employed emptying sewer settling pits shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work.

Any person cleaning or scraping inside booby tanks or digesters shall whilst so employed be paid 6d. per hour in addition to his ordinary or overtime rate of pay.

## SCHEDULE—continued.

## GLUE AND GELATINE BOARD—continued.

## 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.

(b) ADULT FEMALES.

Proportion of Needs Basic Wage and 1937 Loading for Adult Males.					Industry Allowance.					Special Loading 1941.					Total Basic Rate.				
Per Week.					Per Week.					Per Week.					Per Week.				
s. d.					s. d.					s. d.					s. d.				
52 6					4 6					5 0					62 0				

  

3. JUNIORS.									
Males.					Females.				
Age.	Adjustable Portion of Wage.	Loading (Constant)	War Loading.	Total to nearest 6d.	Age.	Base Rate and Constant Loading.	Industry Loading.	War Loading.	Total to nearest 6d.
	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.		Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.
14 to 15 years ..	18 7	0 6	1 6	20 6	14 years ..	23 8	2 0	2 2	28 0
15 to 16 " ..	26 10	0 6	2 2	29 6	15 " ..	26 6	2 3	2 5	31 0
16 to 17 " ..	35 7	1 0	2 11	39 6	16 " ..	29 7	2 6	2 9	35 0
17 to 18 " ..	46 0	1 0	3 8	50 6	17 " ..	32 3	2 9	3 1	38 0
18 to 19 " ..	53 8	1 6	4 5	59 6	18 " ..	35 6	3 0	3 4	42 0
19 to 20 " ..	62 11	2 0	5 2	70 0	19 " ..	40 10	3 5	3 9	48 0
20 to 21 " ..	71 2	2 0	5 10	79 0	20 " ..	46 2	3 8	4 1	54 0

Clauses (4) to (19) inclusive of the Determination as published in *Government Gazette* No. 173 of the 14th May 1942, shall remain in force.

## GROCERS SUNDRIES BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 9 of the 8th January, 1943, shall be replaced by the following clause:—

## APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTION (within any factory or place).	
Males.					
—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Apprentices.	Improvers.
	s. d.	s. d.	s. d.		
Under 16 years ..	26 6	2 6	29 0	<i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.</i> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.	<i>Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.</i> One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.
16 to 17 " ..	32 9	3 3	36 0		
17 " 18 " ..	40 3	4 0	44 3		
18 " 19 " ..	48 3	5 0	53 3		
19 " 20 " ..	56 9	5 9	62 6		
20 " 21 " ..	70 9	7 3	78 0		
Girls.					
—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Candle Section.	Candle or Soap and Soda Sections.
	s. d.	s. d.	s. d.		
Under 16 years ..	23 9	5 0	28 9	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	One improver to every five or fraction of five workers receiving not less than the minimum wage.
16 to 17 " ..	25 0	5 3	30 3		
17 " 18 " ..	30 3	6 6	36 9	An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	
18 " 19 " ..	33 9	7 3	41 0		
19 " 20 " ..	39 0	8 3	47 3		
20 " 21 " ..	44 0	9 6	53 6		

SCHEDULE—continued.  
GROCERS' SUNDRIES BOARD—continued.  
JUVENILE WORKERS.

WAGES PER WEEK OF 44 HOURS.				DEFINITIONS.	
Males.					
—	Adjust-able Rate.	Plus Industry Loading (Con-stant).	Total Wage.		
	s. d.	s. d.	s. d.		
14 to 15 years ..	22 3	2 3	24 6	<i>Grocers' Sundries Section, and other Sections not elsewhere included.</i> Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manu- facture of vermicelli or Italian paste.	
15 „ 16 „ ..	23 3	2 6	25 9		
16 „ 17 „ ..	28 9	3 0	31 9		
17 „ 18 „ ..	33 3	3 6	36 9		
18 „ 19 „ ..	39 9	4 0	43 9		
19 „ 20 „ ..	51 0	5 3	56 3	<i>Polish Section.</i> Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.	
20 „ 21 „ ..	56 9	5 9	62 6		
<i>Girls.</i>					
—	Adjust-able Rate.	Plus Industry Loading (Con-stant).	Total Wage.		
	s. d.	s. d.	s. d.		
15 to 16 years ..	23 9	5 0	28 9	<i>Soap and Soda Section.</i> Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.	
16 „ 17 „ ..	25 0	5 3	30 3		
17 „ 18 „ ..	30 3	6 6	36 9		
18 „ 19 „ ..	33 9	7 3	41 0		
19 „ 20 „ ..	39 0	8 3	47 3		
20 „ 21 „ ..	44 0	9 6	53 6	<i>Candle Section.</i> Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.	
				<i>Starch Section.</i> Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at any work excepting— (1) weighing and carrying rice; (2) range work; (3) shoot laying, shaking, carrying out and cutting out draining boxes; (4) Filling and emptying crusting stoves; or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.	

OTHER EMPLOYEES.  
WAGES PER WEEK OF 44 HOURS.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Grocers' Sundries Section, and other Sections not elsewhere included.</i>									
Miller, i.e., an employee in charge of one or more grinding departments ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Roaster ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Stonedresser ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence ..	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6
Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Mill assistant, i.e., an employee working under the direction of a miller who supervises the running of grinding, rolling, or cleaning machines ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers ..	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers ..	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men ..	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women ..	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Polish Section.</i>									
Foreman ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Mill hand, i.e., an employee working at a mill used for the grinding or moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 0 7

SCHEDULE—continued.  
GROCERS SUNDRIES BOARD—continued.  
OTHER EMPLOYEES—continued.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Polish Section—continued.</i>									
Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes .. .. .	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking .. .. .	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue .. .. .	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer .. .. .	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men .. .. .	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women .. .. .	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Soap and Soda Section.</i>									
Soapmaker's assistant .. .. .	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Foreman in charge and actually working in the frame room, packing room, and cutting room .. .. .	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Milling room foreman in charge of and actually working at the milling of soap .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Soap mixer, i.e., an employee in charge of and actually working at a power crutcher .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Soda crystal maker, i.e., an em- ployee in charge of and actually working at soda crystal making .. .. .	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine .. .. .	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6
Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6
Soap crutcher by hand .. .. .	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6
Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine .. .. .	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Storeman and packer .. .. .	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men .. .. .	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women .. .. .	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Candle Section.</i>									
Acidifier .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Stillman .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Glycerine distiller .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Evaporator .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Candle moulder, with twelve months' experience .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Candle moulder, with less than twelve months' experience .. .. .	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Candle room ganger .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Press room ganger .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Cupboard runner .. .. .	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid.									

SCHEDULE—*continued*.  
GROCERS SUNDRIES BOARD—*continued*.  
OTHER EMPLOYEES—*continued*.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Candle Section—continued.</i>									
Storeman and packer ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers ..	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers ..	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men ..	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women ..	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Starch Section.</i>									
Foreman ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Stone dresser or miller ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Leading hand, i.e., an adult employee who gives instruc- tions and is responsible for the work done in the starch factory ..	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6
Millstone attendant ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Person in charge of starch draining boxes ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Person in charge of cornflour runs ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers ..	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers ..	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men ..	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women ..	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Maize Products and Glucose Section.</i>									
Millers and/or stone dressers ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Starch-house foreman ..	5 8 6	10 0	5 18 6	5 5 6	10 0	5 15 6	5 2 6	10 0	5 12 6
Starch shovellers' foreman ..	5 3 6	10 0	5 13 6	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6
Steepman ..	5 3 6	10 0	5 13 6	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6
Converter men ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Filtermen ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Samplemen ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Charcoal kiln men ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Millers' assistants ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Vacuum pans men ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Starch shovellers ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Oil expeller men ..	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Pumps and dryers men ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Storeman and packer in charge of six or less storemen and packers ..	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Storeman and packer in charge of seven or more storemen and packers ..	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
All other adult men ..	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
All other adult women ..	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3
<i>Matches and Matchbox Section.</i>									
<i>Males.</i>									
Sawyer ..	5 16 0	5 0	6 1 0	5 13 0	5 0	5 18 0	5 10 0	5 0	5 15 0
Peelers ..	5 10 0	7 0	5 17 0	5 7 0	7 0	5 14 0	5 4 0	7 0	5 11 0
Compo. mixers foremen ..	5 8 0	10 0	5 18 0	5 5 0	10 0	5 15 0	5 2 0	10 0	5 12 0
Tool grinders ..	5 8 0	7 0	5 15 0	5 5 0	7 0	5 12 0	5 2 0	7 0	5 9 0
Compo. mixers ..	5 5 6	7 6	5 13 0	5 2 6	7 6	5 10 0	4 19 6	7 6	5 7 0
Man in charge and making card- board inners ..	5 5 6	7 6	5 13 0	5 2 6	7 6	5 10 0	4 19 6	7 6	5 7 0
Paste mixers ..	5 5 6	7 6	5 13 0	5 2 6	7 6	5 10 0	4 19 6	7 6	5 7 0
Man on $\frac{1}{2}$ cardboard inners ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Hand dipping and/or hand dipping book matches ..	5 5 6	7 6	5 13 0	5 2 6	7 6	5 10 0	4 19 6	7 6	5 7 0
Wax mixers ..	5 5 0	8 0	5 13 0	5 2 0	8 0	5 10 0	4 19 0	8 0	5 7 0
Skillet and/or splint choppers ..	5 4 0	7 0	5 11 0	5 1 0	7 0	5 8 0	4 18 0	7 0	5 5 0
Logman and assistant sawyer ..	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0
Dippers on automatic match machines ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Slitters ..	5 3 0	8 0	5 11 0	5 0 0	8 0	5 8 0	4 17 0	8 0	5 5 0
Filler, emptier, cleaner of compo. kettles ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0

SCHEDULE—continued.  
GROCERS SUNDRIES BOARD—continued.  
OTHER EMPLOYEES—continued.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Matches and Matchbox Section.</i>									
<i>Males—continued.</i>									
Gum grinders .. ..	5 3 0	8 0	5 11 0	5 0 0	8 0	5 8 0	4 17 0	8 0	5 5 0
Dogmen .. ..	5 2 0	9 0	5 11 0	4 19 0	9 0	5 8 0	4 16 0	9 0	5 5 0
Packers of outer skillets ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Men working at painting machines	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Other storemen and packers ..	The rates prescribed by the Determination of the Storemen and Packers and Sorters Board.								
All others .. ..	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0	4 12 0	10 0	5 2 0
Leading hands as defined in clause 23 hereof shall be paid 7s. 6d. per week in addition to the rates prescribed above.									
<i>Adult Women.</i>									
Women workers on V.P.O. match machines .. ..	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3
Women workers on V.P.O. machines splint feeders ..	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3
Women examiners .. ..	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3	2 11 3	8 0	2 19 3
All other adult women ..	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3	2 11 3	11 0	3 2 3

Clauses (3) to (24) inclusive of the Determination published in *Government Gazette* No. 9 of the 8th January, 1943, shall remain in force.

### HAM AND BACON CURERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 257 of the 5th September, 1941, shall be replaced by the following clauses:—

(2)

#### IMPROVERS.

##### Wages.

	Adjustable Weekly Rate.	Constant Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
First six months' experience .. ..	25 3	0 6	25 9
Second six months' experience .. ..	28 0	0 6	28 6
Second year's experience .. ..	39 6	0 6	40 0
Third year's experience .. ..	50 6	1 0	51 6
Fourth year's experience .. ..	73 0	1 6	74 6
Fifth year's experience and until reaching the age of 21 years .. ..	88 0	2 0	90 0

*Proportion (in any place)*—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 for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

(3)

#### OTHER EMPLOYEES.

##### Wages.

	Adjustable Weekly Rate.	Non-Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
<i>(a) Other than Small Goods Section—</i>				
Leading hands in the slaughtering and curing departments .. ..	5 18 0	6 0	3 0	6 7 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers and leading hands in the lard and tallow department ..	5 10 6	6 0	3 0	5 19 6
First assistant in the curing department .. ..	5 10 6	6 0	3 0	5 19 6
Other assistants in the curing department .. ..	5 5 6	6 0	3 0	5 14 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 .. ..	5 3 6	6 0	3 0	5 12 6
Yardmen { For 48 hours per week .. ..	5 7 0	6 0	3 0	5 16 0
{ For 44 hours per week .. ..	5 1 0	6 0	3 0	5 10 0
All others .. ..	5 0 6	6 0	3 0	5 9 6
<i>(b) Small Goods Section—</i>				
Small goods men (i.e., men employed principally on mixing machines) ..	5 16 0	6 0	3 0	6 5 0
Filler-men .. ..	5 9 0	6 0	3 0	5 18 0
Small goods makers, other than small goods men as above mentioned, small goods sellers, from cart who collect cash, boners, salters, scalders and cookers .. ..	5 9 0	6 0	3 0	5 18 0
Packing room hands .. ..	5 2 0	6 0	3 0	5 11 0
Linkers and table hands .. ..	5 2 0	6 0	3 0	5 11 0
Yardmen { For 48 hours per week .. ..	5 7 0	6 0	3 0	5 16 0
{ For 44 hours per week .. ..	5 1 0	6 0	3 0	5 10 0
All others .. ..	4 18 0	6 0	3 0	5 7 0

Clauses (4) to (22) inclusive of the Determination published in *Government Gazette* No. 257 of the 5th September, 1941, shall remain in force.



SCHEDULE—continued.

HORSEHAIR BOARD.

Clauses (2) and (14) of the Determination published in *Government Gazette* No. 238 of the 8th October, 1941, shall be replaced by the following clauses:—

(2)

Apprentices.				Improvers and Juvenile Workers.				Other Employees.			
<p>WAGES.</p> <p>Per Week.</p> <p>s. d.</p> <p>1st year .. .. 29 6</p> <p>2nd .. .. 36 3</p> <p>3rd .. .. 43 9</p> <p>4th .. .. 52 9</p> <p>5th .. .. 73 0</p> <p>PROPORTION (by any employer).</p> <p>One apprentice to every three or fraction of three workers receiving not less than 103s. per week.</p>				<p>WAGES.</p> <p>Per Week.</p> <p>s. d.</p> <p>1st year .. .. 29 6</p> <p>2nd .. .. 43 9</p> <p>3rd .. .. 73 0</p> <p>4th .. .. 84 0</p> <p>PROPORTION (by any employer).</p> <p>One improver to every five workers receiving not less than 103s. per week.</p> <p>Juvenile Workers</p> <p>One juvenile worker to every Hand Spinner.</p>				<p>Preparing Body Hair.</p> <p>WAGES.</p> <p>Per Week.</p> <p>s. d.</p> <p>Persons engaged on hair-washing machines .. .. 107 0</p> <p>Persons engaged on hair-drying machines .. .. 107 0</p> <p>Persons who press washed and dried hair into bales .. 167 0</p> <p>All others .. .. 103 0</p> <p>Preparing any other kind of Hair.</p> <p>WAGES.</p> <p>Per Week.</p> <p>s. d.</p> <p>Hand Spinners .. .. 120 0</p> <p>Machine Spinners—</p> <p>1st year .. .. 110 0</p> <p>2nd .. .. 116 0</p> <p>And thereafter .. .. 120 0</p> <p>Drafters .. .. 120 0</p> <p>Wet or dry hacklers .. 120 0</p> <p>Teasers and tail pullers .. 107 0</p> <p>Dyers or Scalders .. .. 104 0</p> <p>All others .. .. 103 0</p>			

(14) **PIECEWORK.**—That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power .. .. .	14s. 6 <sup>1</sup> / <sub>2</sub> d. per 100 lb.
Hand spinning and/or curling of hair with use of power .. .. .	12s. 5 <sup>1</sup> / <sub>2</sub> d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length .. .. .	1s. 0 <sup>1</sup> / <sub>2</sub> d. per lb.
"                    "                    under 18 inches in length .. .. .	2s. 1d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent. .. .. .	1s. 1 <sup>1</sup> / <sub>2</sub> d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent. .. .. .	1s. 11 <sup>1</sup> / <sub>2</sub> d. per lb.
Wet hackling and drafting cowhair .. .. .	1s. 7 <sup>1</sup> / <sub>2</sub> d. per lb.
Drafting cowhair (tails) (already wet hackled) .. .. .	1s. 3 <sup>1</sup> / <sub>2</sub> d. per lb.
Pulling—taking long count .. .. .	5 <sup>1</sup> / <sub>2</sub> d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots) .. .. .	20s. 11d. per 100 lb.
"                    "                    (including mane hair and mane hair knots) .. .. .	26s. 0d. "
"                    "                    mane hair .. .. .	38s. 6d. "
"                    "                    cowhair (tails) .. .. .	27s. 3 <sup>1</sup> / <sub>2</sub> d. "
Sorting horsehair .. .. .	1s. 3d. "

extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 3½d. per 100 lb.

Employer to supply all tools and material.

In addition to the piecework prices herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

Clauses (3) to (13) inclusive and (15) and (16) of the Determination as published in *Government Gazette* No. 238 of the 8th October, 1941, shall remain in force.

## HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 190 of the 25th May, 1942, shall be replaced by the following clause:—

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.*									
				Employed at Clerical Work.		All Other Classes of Work.			
				Males.	Females.	Males.	Females.		Employed in any other part of Victoria.
							Employed in the Metropolitan District; Cities of Ballarat, Bendigo, Geelong or Mildura; or Mooropna Riding of Shire of Rodney.		
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	..	..	..	28 6	25 0	41 6	}	47 9	46 9
16 years of age	..	..	..	33 6	30 0	46 6			
17 "	..	..	..	38 6	35 0	53 0			
18 "	..	..	..	43 6	40 0	60 0			
19 "	..	..	..	58 6	47 0	68 0			
20 "	..	..	..	78 6	55 0	80 6			

SCHEDULE—continued.

## HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
<p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 108s. per week of 48 hours.</p>	<p>MALES.</p> <p>One male improver to every eight or fraction of eight male workers receiving not less than 108s. per week of 48 hours.</p>
<p>FEMALES.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 58s. per week of 48 hours.</p>	<p>FEMALES.</p> <p>One female improver to every six or fraction of six female workers receiving not less than 58s. per week of 48 hours.</p>

\* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less, and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed without board and lodging.

NOTE.—The Board has determined that as from the 1st December, 1941, no apprentice shall be taken in this occupation.

### OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, Geelong or Mildura; or the Mooropna Riding of Shire of Rodney.

Males.		Females.	
WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.	WAGES WITHOUT BOARD AND LODGING.*	Per Week of 48 Hours.
Clerks .. .. .	113 6	Clerks .. .. .	87 6
Cooks—First .. .. .	120 6	Cook; where there is only one employed ..	72 6
Other cooks .. .. .	113 6	Cooks in charge of—	
Dresser, head, where five or more dressers are employed	137 0	One to three kitchen employees .. .. .	72 6
Dressers doing venereal diseases work .. .. .	131 0	Four to seven kitchen employees .. .. .	80 0
Other dressers—		Eight or more kitchen employees .. .. .	90 0
1st year's experience as such .. .. .	111 0	Second cooks .. .. .	70 0
2nd year's experience as such .. .. .	116 0	Other cooks .. .. .	67 6
Thereafter .. .. .	121 0	Head housemaids .. .. .	62 6
Foreman in charge of—		Housekeepers .. .. .	77 6
One to nine employees .. .. .	113 6	Head laundresses in charge of—	
Ten or more employees .. .. .	121 0	One to three persons .. .. .	70 0
Assistant foreman .. .. .	111 0	Four or more persons .. .. .	75 0
Gardeners in charge of one or more gardeners or where there is only one employed	110 6	Second laundresses .. .. .	65 0
Other gardeners .. .. .	108 0	Laundresses where only one employed .. .. .	65 0
Incinerator attendants .. .. .	108 0	Sorters .. .. .	65 0
Kitchenmen or scullerymen .. .. .	108 0	Washing machine hands .. .. .	73 0
Laboratory assistants .. .. .	116 6	Storekeeper in charge of one or more store hands or where there is only one employed .. .. .	87 6
Laundrymen .. .. .	108 0	Storekeeper's assistants—	
Mortuary-men employed solely on post-mortem work	126 0	1st year's experience as such .. .. .	58 0
Other mortuary-men .. .. .	111 0	2nd year's experience as such .. .. .	59 0
And 10s. extra for each post-mortem.		Thereafter .. .. .	60 0
Motor or motor ambulance drivers or assistants ..	115 6	Stenographers and typists—	
Operating theatre attendants .. .. .	111 0	1st year's experience as such .. .. .	67 6
Casualty porters engaged on preparations and theatre work .. .. .	111 0	2nd year's experience as such .. .. .	70 0
Dispensary porters .. .. .	111 0	Thereafter .. .. .	72 6
Relieving porters .. .. .	110 6	Telephone attendants .. .. .	75 0
X-ray porters .. .. .	108 0	Waitresses—	
Night porters who in the course of their duties patrol the hospital .. .. .	111 6	1st year's experience as such .. .. .	58 0
Other night porters .. .. .	108 0	2nd year's experience as such .. .. .	59 0
Recording attendants .. .. .	113 6	Thereafter .. .. .	60 0
Splint makers .. .. .	121 0	Wardsmails—	
Splint makers' assistants .. .. .	111 0	1st year's experience as such .. .. .	58 0
Storemen in charge of one or more storemen or where there is only one employed .. .. .	113 6	2nd year's experience as such .. .. .	59 0
Other storemen .. .. .	108 0	Thereafter .. .. .	60 0
Telephone attendants .. .. .	111 0	Registered X-ray technicians—	
Ward cleaners handling sputum mugs .. .. .	121 0	1st year's experience as such .. .. .	87 6
Other ward cleaners .. .. .	108 0	2nd year's experience as such .. .. .	92 6
X-ray attendants .. .. .	116 0	Thereafter .. .. .	97 6
X-ray technicians—		Laboratory assistants .. .. .	73 0
1st year's experience as such .. .. .	108 6		
2nd year's experience as such .. .. .	123 6	Per Week of 44 Hours.	
Thereafter .. .. .	133 6	Seamstresses who cut out and fit garments ..	70 0
All others .. .. .	108 0	Other seamstresses—	
		1st year's experience as such .. .. .	58 0
		2nd year's experience as such .. .. .	59 0
		Thereafter .. .. .	60 0
		Per Week of 48 Hours.	
		All others—	
		1st year's experience as such .. .. .	58 0
		2nd year's experience as such .. .. .	59 0
		Thereafter .. .. .	60 0

## SCHEDULE—continued.

## HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD—continued.

(b) Employed in any other part of Victoria.

<i>Males.</i>				<i>Females.</i>			
WAGES WITHOUT BOARD AND LODGING.*				WAGES WITHOUT BOARD AND LODGING.*			
Per Week of 48 Hours.				Per Week of 48 Hours.			
s. d.				s. d.			
Adults .. .. .	108	0		Clerks .. .. .	63	0	
				Cooks—			
				First—where there is only one employed ..	72	6	
				Second .. .. .	67	6	
				Head laundress; or where there is only one employed	65	0	
				Other laundresses .. .. .	60	0	
				Stenographers and typistes .. .. .	68	0	
				Telephone attendants .. .. .	63	0	
				All others—			
				1st year's experience .. .. .	58	0	
				2nd year's experience .. .. .	59	0	
				3rd year's experience .. .. .	60	0	

\* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 18s. per week less and in the case of an adult female employee or an apprentice or improver 16s. per week less than the rate fixed without board and lodging.

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 190 of the 21st May, 1942, shall remain in force.

## HOTEL AND RESTAURANT BOARD

Clauses (2), (10) and (21) of the Determination published in *Government Gazette* No. 134 of the 6th April, 1942, shall be replaced by the following clauses:—

## HOTELS.

## (2) APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 44 hours.		Per Week of 44 hours.		
	s. d.	s. d.	s. d.	s. d.	PROPORTION (IN ANY PLACE).
Improvers employed in the bar—					MALES OR FEMALES.
18 years of age or under ..	67 0	..	67 0	..	
19 years of age .. ..	72 0	..	72 0	..	Apprentices
20 years of age .. ..	85 6	..	85 6	..	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
Apprentices and all other Improvers—					Improvers.
16 years of age or under ..	43 0	65 9	37 0	62 6	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.
17 years of age .. ..	51 6	65 9	45 6	62 6	
18 years of age .. ..	58 0	65 9	50 6	62 6	
19 years of age .. ..	67 6	65 9	58 6	62 6	
20 years of age .. ..	80 6	65 9	71 6	62 6	
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 the employee's weekly day off .. ..	11 6	11 6	11 6	11 6	
Lodging .. ..	4 9	4 9	4 9	4 9	

## SCHEDULE—continued.

## HOTEL AND RESTAURANT BOARD—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 City 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 .. .. .	114 6	..	111 6	..
Cellarman .. .. .	125 6	..	122 6	..
Assistant Cellarman .. .. .	114 6	..	111 6	..
Steward .. .. .	114 6	..	111 6	..
Barmaids .. .. .	..	82 9	..	79 9
First cook where number of persons employed in kitchen is—				
Eight or more .. .. .	150 6	106 3	147 6	103 3
Five, six, or seven .. .. .	133 0	86 3	130 0	83 3
Three or four .. .. .	127 0	79 3	124 0	76 3
Other first cooks, or cook employed alone .. .. .	121 0	78 3	118 0	75 3
Second cook where number of persons employed in kitchen is—				
Eight or more .. .. .	133 0	86 3	130 0	83 3
Five, six, or seven .. .. .	121 0	78 3	118 0	75 3
Other second cooks .. .. .	115 0	74 3	112 0	71 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more .. .. .	133 0	86 3	130 0	83 3
Five, six, or seven .. .. .	121 0	78 3	118 0	75 3
Other night or relieving cooks .. .. .	115 0	74 3	112 0	71 3
Larder cook .. .. .	118 0	74 3	115 0	71 3
Pastrycook .. .. .	121 0	74 3	118 0	71 3
Stove, grill, fish, third or breakfast cook .. .. .	115 0	70 3	112 0	67 3
Vegetable or assistant cook .. .. .	113 0	68 3	110 0	65 3
Oysterman .. .. .	109 0	..	106 0	..
Pantryman or kitchenman .. .. .	109 0	..	106 0	..
Storeman .. .. .	111 6	..	108 6	..
Head waiter .. .. .	114 6	..	111 6	..
Other waiters .. .. .	109 0	..	106 0	..
Night porter .. .. .	109 0	..	106 0	..
Day porter .. .. .	109 0	..	106 0	..
Billiard-room attendant .. .. .	109 0	..	106 0	..
Commissionaire or messenger .. .. .	109 0	..	106 0	..
Housekeeper, stewardess, or manageress .. .. .	..	81 9	..	78 9
Laundress .. .. .	..	70 3	..	67 3
Head waitress .. .. .	..	70 3	..	67 3
Other waitresses .. .. .	..	66 3	..	63 3
Pantrymaid or kitchenmaid .. .. .	..	67 3	..	64 3
Housemaid .. .. .	..	67 3	..	64 3
Persons not otherwise provided for .. .. .	109 0	67 3	106 0	64 3
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	..	Per week of 20 hours
		36 6		33 6

## CLUBS.

(10)

## APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.							PROPORTION (IN ANY PLACE).
—	Males.			Females.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	27 0	1 0	28 0	27 0	1 0	28 0	
16 years of age ..	36 6	1 6	38 0	28 6	1 0	29 6	
17 .. ..	41 0	1 6	42 6	32 6	1 3	33 9	
18 .. ..	48 6	1 9	50 3	35 0	1 6	36 6	
19 .. ..	58 6	2 3	60 9	37 6	1 6	39 0	
20 .. ..	77 0	3 0	80 0	43 6	1 9	45 3	

MALES OR FEMALES.	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.	
<i>Improvers.</i>	
One improver to every four or fraction of four workers receiving not less than the minimum wage.	

SCHEDULE—continued.  
HOTEL AND RESTAURANT BOARD—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 City 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 .. .. .	109 6	..	109 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	138 6	89 0	138 6	89 0
Five, six, or seven .. .. .	122 6	77 0	122 6	77 0
Three or four .. .. .	113 3	74 6	113 3	74 6
Other first cooks or cook employed alone .. .. .	109 3	74 6	107 6	74 6
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more .. .. .	118 6	77 0	118 6	77 0
Five, six, or seven .. .. .	108 6	69 0	108 6	69 0
Less than five .. .. .	107 0	67 0	105 6	67 0
Larder cook, stove, grill, fish, or breakfast cook .. .. .	108 6	67 0	108 0	67 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	109 0	69 0	108 6	69 0
Third cook .. .. .	107 0	64 6	105 6	64 6
Vegetable or assistant cook .. .. .	107 6	64 6	107 6	64 6
Oysterman .. .. .	108 0	..	106 6	..
Pantryman or kitchenman .. .. .	105 0	..	103 6	..
Storeman .. .. .	106 6	..	106 6	..
Head waiter .. .. .	107 0	..	107 0	..
Other waiters .. .. .	105 0	..	103 6	..
Night porter .. .. .	105 0	..	103 6	..
Day porter .. .. .	105 0	..	103 6	..
Billiard-room attendant .. .. .	105 0	..	103 6	..
Commissionaire or messenger .. .. .	105 0	..	103 6	..
Housekeeper, stewardess, or manageress .. .. .	..	74 6	..	74 6
Laundress .. .. .	..	64 6	..	64 6
Head waitress or supervisor .. .. .	..	64 6	..	64 6
Other waitresses .. .. .	..	60 6	..	60 6
Pantrymaid or kitchenmaid .. .. .	..	60 6	..	60 6
Counterhand .. .. .	..	60 6	..	60 6
Housemaid .. .. .	..	60 6	..	60 6
Linen maid or seamstress .. .. .	..	65 0	..	65 0
Persons not otherwise provided for .. .. .	105 0	60 6	103 6	60 6
		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.) .. .. .	..	38 6	..	38 6

NOTE.—War Loading.—For convenience War Loadings as follows:—

Males	..	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids .. .. .	..	1s. 6d. "
Other females	..	2s. 6d. "

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (15).

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m. The minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. 10d. per week less;
- (ii) boards the employee and provides three meals per day where substantial meals are not provided, 9s. 4d. per week less;
- (iii) 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
- (iv) boards and lodges the employee, 20s. 1d. per week less.

Notwithstanding any 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 or who is provided with less meals than those provided for in hereof (i), (ii), and (iii) the amount to be allowed as a deduction for each meal shall be one-seventeenth 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.			
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	27 0	1 0	28 0	26 6	1 0	27 6	One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
16 years of age ..	36 6	1 6	38 0	27 0	1 0	28 0	
17 ..	40 6	1 6	42 0	31 6	1 3	32 9	
18 ..	47 6	2 0	49 6	34 6	1 6	36 0	One improver to every four or fraction of four workers receiving not less than the minimum wage.
19 ..	58 0	2 3	60 3	37 0	1 6	38 6	
20 ..	75 6	3 0	78 6	42 6	1 9	44 3	

SCHEDULE—continued.  
HOTEL AND RESTAURANT BOARD—continued.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS—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 con- ditions 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 .. .. .	135 6	88 6	135 6	88 6
Five, six, or seven .. .. .	120 0	75 0	120 0	75 0
Three or four .. .. .	111 9	72 6	111 9	72 6
Other first cooks or cook employed alone ..	109 6	72 6	107 3	72 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more .. .. .	115 6	75 0	115 6	75 0
Five, six, or seven .. .. .	105 6	67 3	105 6	67 3
Other second cooks .. .. .	105 6	65 0	104 0	65 0
Night or relieving cook .. .. .	105 9	65 0	103 9	65 0
Larder, stove, grill, fish, or breakfast cook ..	107 0	65 0	105 0	65 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook .. .. .	107 0	65 9	105 3	65 9
Third cook .. .. .	105 6	63 0	103 9	63 0
Vegetable or assistant cook .. .. .	104 6	63 0	103 3	63 0
Oysterman .. .. .	105 0	..	105 0	..
Pantryman or kitchenman .. .. .	102 0	..	100 0	..
Storeman or storewoman .. .. .	107 0	63 6	107 0	63 6
Head waiter .. .. .	105 9	..	105 9	..
Other waiters .. .. .	102 0	..	100 0	..
Night porter .. .. .	102 0	..	100 0	..
Day porter .. .. .	102 0	..	100 0	..
Billiard-room attendant .. .. .	102 0	..	100 0	..
Commissionaire or messenger .. .. .	102 0	..	100 0	..
Housekeeper or stewardess .. .. .	..	72 6	..	72 6
Laundress .. .. .	..	63 0	..	63 0
Head waitress or supervisor .. .. .	..	63 0	..	63 0
Other waitresses .. .. .	..	59 6	..	59 6
Pantrymaid or kitchenmaid .. .. .	..	59 6	..	59 6
Fruit juice, flavour, or soda fountain hand ..	..	62 6	..	62 6
Counterhand (other than a soda fountain hand as defined) .. .. .	..	59 6	..	59 6
Housemaid .. .. .	..	59 6	..	59 6
Linen maid or seamstress .. .. .	..	65 0	..	65 0
Persons not otherwise provided for .. .. .	102 0	59 6	100 0	59 6
		Per week of 20 Hours. Provided that a mini- mum payment of 15s. shall be paid each week irre- spective of the number of hours worked.		Per week of 20 Hours. Provided that a mini- mum payment of 15s. shall be paid each week irre- spective of the number of hours worked.
Midday waitresses or midday kitchenmaid or pantry- maid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	38 6	..	38 6

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males .. .. .	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids .. .. .	1s. 6d. "
Other females .. .. .	2s. 6d. "

have been included in wages for employees classified under heading of other employees, but war loadings are not to be taken into account when computing the penal rates payable for overtime or for work done on public holidays stated in clause (28).

† SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) boards the employee and provides three meals per day, one of which shall be a substantial meal, 13s. 6d. per week less;
- (ii) boards the employee and provides three meals per day, where substantial meals are not provided, 9s. per week less;
- (iii) 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
- (iv) boards and lodges the employee, 18s. 8d. per week less.

Notwithstanding any 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 or who is provided with less meals than those provided for in sub-clauses (i), (ii), and (iii) hereof the amount to be allowed as a deduction for each meal shall be one-seventeenth of the amount herein provided for a weekly deduction.

All clauses (other than clauses (2), (10) and (21)) of the Determination as published in *Government Gazette* No. 134 of the 6th April, 1942, shall remain in force.

## SCHEDULE—continued.

## ICE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 363 of the 29th December, 1941, shall be replaced by the following clause:—

(2)							
Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
		Adjustable Wage.	Emergency Loading (Non-adjustable).			Adjustable Wage.	Emergency Loading (Non-adjustable).
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>			<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
16 years of age	..	48 3	1 6	Ice Pullers	..	121 5	4 0
17	"	52 6	1 9	Ice Stackers	..		
18	"	62 9	2 0	Ice Packers	..		
19	"	71 3	2 3				
Total Wage.				Total Wage.			
<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>			
49 9				125 5			
54 3							
64 9							
73 6							

Proportion (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 125s. 5d. per week of 44 hours.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 363 of the 29th December, 1941, shall remain in force.

## ICE CREAM BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 365 of the 31st December, 1941, shall be replaced by the following clause:—

(2)				ORDINARY WORKERS.			
Apprentices and Improvers.				Juvenile Workers.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
Males.				Males.			
Apprentices.							
		Ordinary Wage.	War Loading. (Not Adjustable.)			Ordinary Wage.	War Loading. (Not Adjustable.)
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>			<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Under 16 years of age	..	22 6	1 0	Under 16 years of age	..	36 0	1 6
16-17 years of age	..	31 6	1 6	16-17 years of age	..	43 0	2 0
17-18 years of age	..	36 6	1 6	17-18 years of age	..	49 6	2 6
18-19 years of age	..	47 0	2 0				
19-20 years of age	..	65 6	3 0				
20-21 years of age	..	78 0	3 6				
Total Wage.				Total Wage.			
<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>			
23 6				37 6			
33 0				45 0			
38 0				52 0			
49 0							
68 6							
81 6							
Improvers.				Females.			
		Ordinary Wage.	War Loading. (Not Adjustable.)			Ordinary Wage.	War Loading. (Not Adjustable.)
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>			<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Under 16 years of age	..	36 0	1 6	Under 16 years of age	..	31 6	1 6
16-17 years of age	..	43 0	2 0	16-17 years of age	..	35 6	1 6
17-18 years of age	..	49 6	2 6	17-18 years of age	..	37 6	2 0
18-19 years of age	..	60 6	3 0	18-19 years of age	..	42 6	2 0
19-20 years of age	..	78 0	3 6	19-20 years of age	..	45 6	2 0
20-21 years of age	..	92 0	4 6	20-21 years of age	..	50 0	2 6
Total Wage.				Total Wage.			
<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>			
37 6				33 0			
45 0				37 0			
52 0				39 6			
63 6				44 6			
81 6				47 6			
96 6				52 6			

## PROPORTION.

One male apprentice and one male improver to every three or fraction of three male workers receiving not less than 109s. per week of 44 hours.

## PROPORTION.

Three female juvenile workers to every two female workers receiving 63s. 6d. per week of 44 hours.

## ADULT EMPLOYEES.

Wages per Week of 44 Hours.							
Males.							
		Ordinary Wage.	War Loading. (Not Adjustable.)			Ordinary Wage.	War Loading. (Not Adjustable.)
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>			<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Pasteurizer	..	114 0	5 0				
Mixer	..						
Cooling, or	..						
Freezer	..						
Assistant to any of the above-mentioned operators	..	107 0	5 0				
Dixie	..						
Cup, or	..	108 6	5 0				
Chocolate bar	..						
Mould cutter, by machine	..	108 6	5 0				
Mould cutter, by hand	..	112 0	5 0				
Can washer, floor hand, chamber hand, or person handling ice	..	107 0	5 0				
All others	..	104 0	5 0				
Total Wage.				Total Wage.			
<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>			
119 0				112 0			
113 6				113 6			
117 0				117 0			
112 0				112 0			
109 0							
Females.							
All adults	..	60 6	3 0				
Total Wage.				Total Wage.			
<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>			
63 6							

Clauses (3) to (22) inclusive of the Determination as published in *Government Gazette* No. 365 of the 31st December, 1941, shall remain in force.

## SCHEDULE—continued.

## IRON AND STEEL ROLLING BOARD.

Clauses (2) and (16) of the Determination published in *Government Gazette* No. 18 of the 28th January, 1943, shall be replaced by the following clauses:—

(2)

## WAGES.

Improvers.					Other Employees.								
					DAY SHIFTS.								
					Wages per								
					Week of								
					44 Hours.								
					£ s. d.								
17 to 19 years of age	..	..	..	..	3	17	0	..	8	6	3		
19 to 21 years of age	..	..	..	..	4	12	6	..	7	18	6		
PROPORTION (in any place).										..	7	13	6
One improver to every six adults receiving not less than 104s. per										..	7	13	6
week of 44 hours.										..	6	1	0
										..	5	18	0
										..	6	9	0
										..	6	7	0
										..	5	19	0
										..	5	19	0
										..	5	19	0
										..	5	19	0
										..	5	15	6
										..	5	15	6
										..	5	15	6
										..	5	10	6
										..	5	15	11
										..	5	13	0
										..	5	7	8
										..	5	19	10
										..	5	13	0
										..	5	10	6
										..	5	13	0
										..	5	13	0
										..	5	10	6
										..	5	13	0
										..	5	10	6
										..	6	11	0
										..	6	2	0
										..	6	2	0
										..	5	11	0
										..	5	10	6
										..	5	4	0



## SCHEDULE—continued.

## IRONMOULDERS BOARD.

Clauses (2) to (4) inclusive of the Determination as published in *Government Gazette* No. 20 of the 29th January, 1943, shall be replaced by the following clauses:—

2.

Adults.	For Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—</i>			
Bank pipe moulders—			
5 and 6 inch, headman .. .. .	6 9 0	6 15 6	6 8 0
5 and 6 inch, footman .. .. .	5 18 0	6 4 6	5 15 0
4 inch and under, headman .. .. .	6 2 0	6 8 6	5 19 0
4 inch and under, footman .. .. .	5 14 0	6 0 6	5 11 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster .. .. .	5 12 0	5 18 6	5 9 0
Dresser of pipes, including dresser on emery wheels .. .. .	5 15 0	6 1 6	5 12 0
<i>Persons Employed in making Pipes by Machinery—</i>			
Coremakers—			
5 and 6 inch, faucet .. .. .	6 9 0	6 15 6	6 8 0
5 and 6 inch, spigot .. .. .	5 18 0	6 4 6	5 15 0
4 inch and under, faucet .. .. .	6 2 0	6 8 6	5 19 0
4 inch and under, spigot .. .. .	5 14 0	6 0 6	5 11 0
Finishers and casters—			
5 and 6 inch .. .. .	6 9 0	6 15 6	6 8 0
4 inch and under .. .. .	6 2 0	6 8 6	5 19 0
<i>Metal Moulding.</i>			
Jobbing moulder and/or coremaker .. .. .	6 14 0	7 0 6	6 11 0
Plate and machine moulder and/or coremaker—			
1st six months' experience .. .. .	5 13 0	5 19 6	5 10 0
2nd six months' experience .. .. .	5 16 0	6 2 6	5 13 0
3rd six months' experience .. .. .	5 19 0	6 5 6	5 16 0
Thereafter .. .. .	6 4 0	6 10 6	6 1 0
Dresser and grinder (when using portable machine) .. .. .	5 17 0	6 3 6	5 14 0
Dresser and grinder (other) .. .. .	5 15 0	6 1 6	5 12 0
Furnaceman—cupola .. .. .	6 2 0	6 8 6	5 19 0
Furnaceman—electric .. .. .	6 1 0	6 7 6	5 18 0
Furnaceman—other .. .. .	5 19 0	6 5 6	5 16 0
Assistant furnaceman .. .. .	5 13 0	5 19 6	5 10 0
Loader and unloader of annealing furnace .. .. .	5 13 0	5 10 6	5 10 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin .. .. .	5 13 0	5 19 6	5 10 0
(b) other .. .. .	6 3 0	6 9 6	6 0 0
Employee directly assisting an employee whose margin above the basic wage is 14s. or more .. .. .	5 13 0	5 19 6	5 10 0
Employee not elsewhere classified .. .. .	5 4 0	5 10 6	5 1 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			

## SCHEDULE—continued.

## IRONMOULDERS BOARD—continued.

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

## APPRENTICESHIP TRADES.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

## JOBGING MOULDER AND/OR COREMAKER.

*Contract of Apprenticeship.*

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship.
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(c) If through lack of orders or through financial difficulties an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

*Proportion.*

(d) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

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.

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.

*Period of Apprenticeship.*

(e) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

*Adult Apprentices.*

(f) 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.

*Probationary Period.*

(g) Minors may be taken on probation for three months and, if apprenticed, such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

## (h) WAGES PER WEEK OF 44 HOURS.

			Total Wage Payable—			
			Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.
						At Yallourn.
						All Other Parts of Victoria.
Four and Five-year Terms.						
			Per Week.	Per Week.	Per Week.	
			s. d.	s. d.	s. d.	s. d.
1st year	..	..	22½	0 9	21 6	23 0
2nd year	..	..	30	1 0	29 6	31 6
3rd year	..	..	45	1 6	44 6	47 6
4th year	..	..	75	2 0	73 0	78 0
5th year	..	..	95	2 0	92 6	98 6
Four-year Terms.—Apprentices commencing after the Age of 17 Years.						
1st year	..	..	26	0 9	24 6	26 6
2nd year	..	..	45	1 6	44 0	47 0
3rd year	..	..	75	2 3	73 0	78 0
4th year	..	..	95	3 0	92 6	98 6

## SCHEDULE—continued.

## IRONMOULDERS BOARD—continued.

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(l) 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 this Determination, or on 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: Provided that in calculating the extra time to be

so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) 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.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

*Female and Unapprenticed Junior Labour.*

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the under-mentioned:—

*Wages per Week of 44 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
		s. d.	s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	..	63 0	67 0	61 0
All others .. ..	75	3 0	..	72 0	77 0	69 6
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	..	38 0	40 6	36 6
18 years of age .. ..	47½	1 3	..	45 0	48 0	43 6
19 years of age .. ..	55	1 6	..	52 0	55 6	50 6
20 years of age .. ..	62½	2 0	..	59 6	63 6	57 6
<i>III.—Male Junior Labour.</i>						
Under 16 years of age .. ..	25	0 6	1 0	24 6	26 0	23 6
16 years of age .. ..	33	0 9	1 9	33 0	35 0	32 0
17 years of age .. ..	60	1 0	3 0	59 0	63 0	57 6
18 years of age .. ..	75	2 0	4 0	75 0	80 0	72 6
19 years of age and over ..	90	2 6	4 0	90 0	95 6	87 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading specified for such an employee:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses (5) to (25) inclusive of the Determination as published in *Government Gazette* No. 20 of the 29th January, 1943, shall remain in force.

(c) Junior employees employed on the following operations shall be paid at not less than the appropriate adult minimum rates:—

- (1) Assisting steel furnace ladlemen, other than in daubing or repairing ladles.
- (2) Breaking up pig iron.

*PROHIBITED OCCUPATION.*

(d) Junior employees shall not be employed—

if under 18 years as furnacemen or assistants to furnacemen.

## SCHEDULE—continued.

**JEWELLERS BOARD.**

Clause (2) of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall be replaced by the following clause:—

(2)

Apprentices or Improvers.	Juvenile Workers (other than Apprentices or Improvers).	Other Employees.
<b>APPRENTICES.</b>	<b>WAGES PER WEEK OF 44 HOURS.</b>	<b>WAGES PER WEEK OF 44 HOURS.</b>
	<b>MALES.</b>	<b>MALES.</b>
	Engaged as Process Workers as defined in Clause (8).	Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, bolting maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker .. .. .
	1st year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
	2nd year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
	3rd year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
	4th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
	5th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
	6th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 125 0
		<b>FEMALES.</b>
		Bracelet and bangle maker, melter or refiner, bolting maker, lapper, mounter, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond mounter, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot .. .. .
		125 0
		Maker of the following classes of chain by hand— Up to 5 dwt. to the foot, 18 or 15 carat (solid) .. .. . Up to 4 dwt. to the foot, 9 carat (solid) .. .. . Up to 2 dwt. to the foot (hollow) .. .. . Examiner, tester, and solderer of machine-made chain (solid)— Up to 5 dwt. to the foot, 18 carat .. .. . Up to 4 dwt. to the foot, 15 carat .. .. . Up to 3 dwt. to the foot, 9 carat .. .. . Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to make or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery— * { During 1st 3 months' experience .. .. . Therafter .. .. . Pressworker (weight of press not to exceed 3 cwt.)— * { During 1st 3 months' experience .. .. . Therafter .. .. . Pressworker (weight of press exceeding 3 cwt.)— * { During 1st 3 months' experience .. .. . Therafter .. .. . Process worker— * { During 1st 3 months' experience .. .. . Therafter .. .. . Female employed carding jewellery— * { During 1st 3 months' experience .. .. . Therafter .. .. . All others .. .. .
		56 0 61 0 60 0 65 0 72 0 77 6 60 0 65 0 72 0 77 6 60 0 65 0 56 0 60 0 114 0
	<b>PROPORTION.</b>	* Notwithstanding these differential rates any female employed at any of these classes of work on or prior to the 8th December, 1941, shall receive the higher rate in each case.
	Three male juvenile workers to each four or fraction of four workers receiving not less than 114s. per week of 44 hours.	
	<b>FEMALES.</b>	
	(a) (1) Engaged at sandblasting, pinning-up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;	
	(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;	
	(3) Filling-in enamel work;	
	(4) Carding of jewellery— 1st year— 1st six months .. .. . 2nd six months .. .. . 2nd year .. .. . 3rd year .. .. . 4th year .. .. . 5th year .. .. . 6th year .. .. .	.. .. . 16 0 21 0 26 0 31 0 36 6 41 6 46 6
	(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—  1st year— 1st six months .. .. . 2nd six months .. .. . 2nd year .. .. . 3rd year .. .. . 4th year .. .. . 5th year .. .. . 6th year .. .. .	.. .. . 16 0 21 0 26 0 31 0 36 6 41 6 46 6
<b>IMPROVERS.</b>		
	<b>WAGES.</b>	
	Per week of 44 hours.	
	1st year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 17 0 22 0
	2nd year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 26 0 30 0
	3rd year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 34 0 38 0
	4th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 42 0 47 0
	5th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 57 0 64 6
	6th year— 1st six months .. .. . 2nd six months .. .. .	.. .. . 69 6 77 0
	<b>PROPORTION (IN ANY PLACE).</b>	
	<b>Apprentices.</b>	
	One male apprentice to every two or fraction of two male workers receiving not less than 114s. per week of 44 hours.	
	One female apprentice to every three or fraction of three female workers receiving not less than 60s. per week of 44 hours.	
	The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.	
	<b>Improvers.</b>	
	One male improver to every four male workers receiving not less than 114s. per week of 44 hours.	
	One female improver to every four female workers receiving not less than 60s. per week of 44 hours.	

Clauses (3) to (14) inclusive of the Determination published in *Government Gazette* No. 353 of the 17th December, 1941, shall remain in force.

## SCHEDULE—continued.

## KNITTING TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 323 of the 24th November, 1941, shall be replaced by the following clause:—

(2)

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

## JUNIORS.

*Hosiery and all other Sections (except outer and under garments).*

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
1st six months	s. d. 22 6	s. d. 26 0	s. d. 29 0	s. d. 35 6	s. d. 41 6	s. d. 48 6	1st six months	s. d. 21 0	s. d. 21 6	s. d. 23 0	s. d. 25 0	s. d. 29 0	s. d. 30 6
2nd "	s. d. 24 6	s. d. 28 0	s. d. 32 6	s. d. 39 0	s. d. 46 0	s. d. 77 6	2nd "	s. d. 21 6	s. d. 23 6	s. d. 25 0	s. d. 27 6	s. d. 32 0	s. d. 43 6
3rd "	s. d. 26 6	s. d. 29 6	s. d. 36 6	s. d. 42 6	s. d. 51 0	..	3rd "	s. d. 24 6	s. d. 26 0	s. d. 29 6	s. d. 32 6	s. d. 34 0	..
4th "	s. d. 29 0	s. d. 33 6	s. d. 40 6	s. d. 48 6	s. d. 78 0	..	4th "	s. d. 26 0	s. d. 29 6	s. d. 32 0	s. d. 34 0	s. d. 46 6	..
5th "	s. d. 32 0	s. d. 38 0	s. d. 43 0	s. d. 54 0	..	..	5th "	s. d. 29 6	s. d. 32 0	s. d. 34 0	s. d. 37 6	..	..
6th "	s. d. 36 6	s. d. 42 0	s. d. 51 0	s. d. 80 0	..	..	6th "	s. d. 32 0	s. d. 34 0	s. d. 36 0	s. d. 48 0	..	..
7th "	s. d. 40 6	s. d. 48 6	s. d. 61 0	..	..	..	7th "	s. d. 34 0	s. d. 36 0	s. d. 40 0	..	..	..
8th "	s. d. 47 0	s. d. 56 6	s. d. 82 6	..	..	..	8th "	s. d. 36 0	s. d. 39 6	s. d. 51 6	..	..	..
9th "	s. d. 53 0	s. d. 66 0	..	..	..	..	9th "	s. d. 38 6	s. d. 44 0	..	..	..	..
10th "	s. d. 62 6	s. d. 85 6	..	..	..	..	10th "	s. d. 40 6	s. d. 52 0	..	..	..	..
11th "	s. d. 71 0	..	..	..	..	..	11th "	s. d. 46 6	..	..	..	..	..
12th "	s. d. 80 6	..	..	..	..	..	12th "	s. d. 49 0	..	..	..	..	..
7th year ..	s. d. 89 6	..	..	..	..	..	7th year ..	s. d. 52 0	..	..	..	..	..

*Outer and Under Garment 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
1st six months	s. d. 23 6	s. d. 27 0	s. d. 30 0	s. d. 36 6	s. d. 42 6	s. d. 49 6	1st six months	s. d. 22 0	s. d. 22 6	s. d. 24 0	s. d. 26 0	s. d. 30 0	s. d. 31 6
2nd "	s. d. 25 6	s. d. 29 0	s. d. 33 6	s. d. 40 0	s. d. 47 0	s. d. 78 6	2nd "	s. d. 22 6	s. d. 24 6	s. d. 26 0	s. d. 28 6	s. d. 33 0	s. d. 44 6
3rd "	s. d. 27 6	s. d. 30 6	s. d. 37 6	s. d. 43 6	s. d. 52 0	..	3rd "	s. d. 25 6	s. d. 27 0	s. d. 30 6	s. d. 33 6	s. d. 35 0	..
4th "	s. d. 30 0	s. d. 34 6	s. d. 41 6	s. d. 49 6	s. d. 79 0	..	4th "	s. d. 27 0	s. d. 30 6	s. d. 33 0	s. d. 35 0	s. d. 47 6	..
5th "	s. d. 33 0	s. d. 39 0	s. d. 44 0	s. d. 55 0	..	..	5th "	s. d. 30 6	s. d. 33 0	s. d. 35 0	s. d. 38 6	..	..
6th "	s. d. 37 6	s. d. 43 0	s. d. 52 0	s. d. 81 0	..	..	6th "	s. d. 33 0	s. d. 35 0	s. d. 37 0	s. d. 49 0	..	..
7th "	s. d. 41 6	s. d. 49 6	s. d. 62 0	..	..	..	7th "	s. d. 35 0	s. d. 37 0	s. d. 41 0	..	..	..
8th "	s. d. 48 0	s. d. 57 6	s. d. 83 6	..	..	..	8th "	s. d. 37 0	s. d. 40 6	s. d. 52 6	..	..	..
9th "	s. d. 54 0	s. d. 67 0	..	..	..	..	9th "	s. d. 39 6	s. d. 45 0	..	..	..	..
10th "	s. d. 63 6	s. d. 86 6	..	..	..	..	10th "	s. d. 41 6	s. d. 53 0	..	..	..	..
11th "	s. d. 72 0	..	..	..	..	..	11th "	s. d. 47 6	..	..	..	..	..
12th "	s. d. 81 6	..	..	..	..	..	12th "	s. d. 50 0	..	..	..	..	..
7th year ..	s. d. 90 6	..	..	..	..	..	7th year ..	s. d. 53 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.

## KNITTING TRADE BOARD—continued.

## OTHER EMPLOYEES.

Wages per Week of 44 Hours (Day Shift).

	Hosiery and all other sec- tions except outer and un- der garments.	Outer and under garment Section.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>
Mechanics on full-fashioned machines .. .. .	123 0	..
Mechanics on all other machines .. .. .	117 0	119 0
Operators of single unit full-fashioned machines .. .. .	123 0	..
Operators of other full-fashioned machines (leggers and footers)—		
First year's experience .. .. .	117 0	..
Thereafter .. .. .	123 0	..
Pliers .. .. .	117 0	119 0
Welt turners .. .. .	108 0	110 0
Board and press hands .. .. .	107 0	109 0
Electric machine cutters .. .. .	112 0	114 0
Hand cutters .. .. .	109 6	111 6
Warpers .. .. .	107 0	109 0
Hand knitters on flat machines .. .. .	109 6	111 6
Circular machine knitters .. .. .	107 0	109 0
Millmen, scourers, bleachers, or shrinkers .. .. .	106 0	108 0
Leading hand employed on dye machines or vats .. .. .	110 0	112 0
All other dye-house employees operating or attending machines .. .. .	105 0	107 0
All other machine operators or attendants .. .. .	105 0	107 0
Warehousemen, oilers, or cleaners .. .. .	105 0	107 0
Persons not otherwise provided for .. .. .	99 0	101 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes .. .. .	60 9	62 9
Operators of steam presses (except manual screw press) .. .. .	59 9	61 9
Electric machine cutters .. .. .	66 9	68 9
Hand cutters .. .. .	60 9	62 9
Hand knitters on flat machines .. .. .	61 9	63 9
Knitters on other machines .. .. .	59 9	61 9
Linkers .. .. .	61 9	63 9
Seamers, welters, overlockers, flat lockers, or interlockers .. .. .	60 9	62 9
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned) .. .. .	59 9	61 9
Ironers .. .. .	59 9	61 9
Clockers .. .. .	61 9	63 9
Examiners, folders, graders, pairers, sorters, or parcellers .. .. .	58 9	60 9
Menders on full-fashioned hose .. .. .	61 9	..
Other menders .. .. .	59 9	61 9
Persons not otherwise provided for .. .. .	53 9	55 9

Clauses (3) to (26) inclusive of the Determination published in *Government Gazette* No. 323 of the 24th November, 1941, shall remain in force.

## SCHEDULE—continued.

## LAUNDRY WORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 219 of the 22nd June, 1942, shall be replaced by the following clause:—

(2)

## WAGES.

Apprentices and Improvers.		Other Employees.				
			Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.	Hours per Week.
			s. d.	s. d.	s. d.	
<b>MALES.</b>						
	Wages per Week of 44 Hours.					
	s. d.					
15 years of age or under	.. 23 0					
16 years of age	.. 32 3					
17 " "	.. 45 6					
18 " "	.. 49 3					
19 " "	.. 61 0					
20 " "	.. 72 3					
<b>FEMALES.</b>						
	Wages per Week of 44 Hours.					
	s. d.					
15 years of age or under	.. 26 0					
16 years of age	.. 29 0					
17 " "	.. 36 0					
18 " "	.. 41 0					
19 " "	.. 45 6					
20 " "	.. 48 9					
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.						
Proportion (in any place).						
Apprentices and Improvers.						
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.						
		<b>MALES.</b>				
		Laundry Workers .. .. .	105 6	3 0	108 6	44
		<b>FEMALES.</b>				
		Washers employed on washing machine or hydro extractor .. .. .	105 6	3 0	108 6	44
		Glad ironers .. .. .	68 3	2 0	70 3	44
		Hand washers .. .. .	68 3	2 0	70 3	44
		Employees on treadle shirt or collar ironing machines .. .. .	65 3	1 9	67 0	44
		Employees on treadle press machines .. .. .	65 3	1 9	67 0	44
		Employees backing shirts off treadle shirt ironing machines .. .. .	65 3	1 9	67 0	44
		Starched clothes ironers who completely iron any starched clothes articles by hand .. .. .	65 3	1 9	67 0	44
		Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor .. .. .	60 9	1 9	62 6	44
		Employees on automatic air-driven presses .. .. .	54 6	1 6	56 0	44
		All others .. .. .	54 6	1 6	56 0	44

\* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (3) to (19) inclusive of the Determination as published in *Government Gazette* No. 219 of the 22nd June, 1942, shall remain in force.

## SCHEDULE—continued.

## LEATHER-GOODS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 355 of 11th December, 1942, shall be replaced by the following:—

(2)

## WAGES PER WEEK OF 44 HOURS—

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		Loading* Constant.	War-Time* Loading.	
Journeymen engaged in the manufacture or repair of machine belting..	£ s. d. 5 7 0	s. d. 5 0	s. d. 4 0	£ s. d. 5 16 0
All Other Journeymen .. .. .	5 13 0	5 0	4 0	6 2 0
Journeywomen .. .. .	2 17 9	2 6	2 0	3 2 3

\* These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (3) to (31) inclusive of the Determination as published in *Government Gazette* No. 355 of 11th December, 1942, shall remain in force.

## LIME BURNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 222 of the 6th August, 1941, 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 .. .. .			42	0	Lime burners or feeders .. .. .			112	0
17 years of age .. .. .			48	6	Drawers .. .. .			112	0
18 years of age .. .. .			59	0	Crusher hands .. .. .			107	6
19 years of age .. .. .			74	0	Operator of a mechanical bagging machine .. .. .			112	0
20 years of age .. .. .			102	0	Hydrator attendant .. .. .			121	6
					Lime screeners .. .. .			110	6
					Attendant on an automatic feeder .. .. .			113	0
					Drawers' assistants .. .. .			107	6
					Slack lime workers .. .. .			107	6
					All others .. .. .			104	6

## PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 104s. 6d. per week of 44 hours.

An indenture of apprenticeship prescribed by the Board was approved on 16th March, 1923.

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 222 of the 6th August, 1941, shall remain in force.



## SCHEDULE—continued.

## MANUFACTURING CHEMISTS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 352 of the 11th December, 1942, shall be replaced by the following clause:—

(2)

Apprentices.							Improvers.						
	Males.			Females.				Males.			Females.		
	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.		Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year	22 0	0 9	22 9	22 0	0 9	22 9	Under 16 years of age	23 6	0 9	24 3	20 0	0 6	20 6
2nd "	28 6	0 9	29 3	24 9	0 9	25 6	16 years of age	28 6	0 9	29 3	22 0	0 9	22 9
3rd "	36 3	1 0	37 3	28 6	0 9	29 3	17 " "	38 0	1 0	39 0	24 9	0 9	25 6
4th "	44 0	1 3	45 3	36 0	1 0	37 0	18 " "	51 9	1 6	53 3	29 0	0 9	29 9
5th "	52 6	1 6	54 0	44 3	1 3	45 6	19 " "	64 0	1 9	65 9	35 6	1 0	36 6
							20 " "	80 0	2 3	82 3	44 0	1 3	45 6

## NUMBER (in any place).

## Apprentices.

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

## Male Improvers.

One male improver to every two male workers receiving 106s. per week.

## Female Improvers.

Two female improvers to each female worker receiving 61s. 3d. per week.

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

OTHER EMPLOYEES.				Per Week of 44 Hours.		
Males.				Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
Employees in Warehouses.						
				s. d.	s. d.	s.
Foreman of any Department in which six or more workers are employed	..	..	..	134 0	3 0	137
Foreman of any Department in which three to five workers are employed	..	..	..	125 0	3 0	128
First Assistant in any Department in which five or more workers are employed	..	..	..	117 0	3 0	120
Drug Department employee engaged in weighing, measuring, and wrapping under supervision	..	..	..	110 0	3 0	113
Salesman in any Department under supervision	..	..	..	107 6	3 0	110
All others	..	..	..	103 0	3 0	106
EMPLOYEES IN FACTORIES AND ELSEWHERE.						
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	..	..	..	133 0	3 0	137 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	..	..	..	125 0	3 0	128 0
First Assistant where five or more workers are employed	..	..	..	117 0	3 0	120 0
Assistant engaged in any of the following processes under supervision:—						
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	..	..	..	110 0	3 0	113 0
(b) Granulating	..	..	..			
(c) Pill and Tablet Coating	..	..	..			
All others	..	..	..	103 0	3 0	106 0
Females.						
Forewoman in charge of one to five workers	..	..	..	75 9	2 3	78 0
Forewoman in charge of six or more workers	..	..	..	78 9	2 3	81 0
Other adults	..	..	..	59 6	1 9	61 3

Clauses (3) to (16) inclusive of the Determination published in the *Government Gazette* No. 352 of the 11th December, 1942, shall remain in force.

## SCHEDULE—continued.

## MEAT PRESERVERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 46 of the 9th February, 1942, shall be replaced by the following clause:—

(2)

## WAGES.

## APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years .. .. .	33 3	1 3	34 6	31 9	1 0	32 9
16 years and under 17 years .. .. .	38 9	1 3	40 0	36 0	1 3	37 3
17 " " 18 " " .. .. .	47 0	1 6	48 6	40 0	1 3	41 3
18 " " 19 " " .. .. .	55 9	2 0	57 9	45 6	1 6	47 0
19 " " 20 " " .. .. .	69 3	2 3	71 6	50 9	1 9	52 6
20 " " 21 " " .. .. .	85 9	3 0	88 9	58 0	1 9	59 9

## PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

## Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 116s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 67s. per week of 44 hours.

## Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 116s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 67s. per week of 44 hours.

## ALL OTHER SECTIONS.

## Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 117s. 8d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 67s. per week of 44 hours.

## Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 117s. 8d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 67s. per week of 44 hours.

## OTHER EMPLOYEES.

MEAT PRESERVING SECTION.				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Leading hand, i.e., a person in charge of a department or shift .. .. .	118 6	4 0	122 6	Mixer .. .. .	120 6	4 0	124 6
Assistant preserver .. .. .	118 6	4 0	122 6	Potman .. .. .	120 6	4 0	124 6
Retort Hand, i.e., a person who loads and unloads retorts .. .. .	116 6	4 0	120 6	Females engaged—			
Females engaged—				Packing, wrapping, stamping, or branding .. .. .			
Stamping, or Branding .. .. .				Labelling, wiping tins, and carrying off from filling tables .. .. .			
Labelling, keying, wiping tins, and carrying off from filling table .. .. .				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds .. .. .	65 0	2 0	67 0
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. .. .	65 0	2 0	67 0	Taking away from automatic machines .. .. .			
Preparing for, placing in, taking away from machines and placing in trays .. .. .				Wrapping premier jus for oleo presses .. .. .			
Cutting Sausages .. .. .				All others .. .. .	113 6	4 0	117 6
All others .. .. .	112 6	4 0	116 6				

Clauses (3) to (31) inclusive of the Determination published in *Government Gazette* No. 46 of the 9th February, 1942, shall remain in force.

## SCHEDULE—continued.

## MILLET BROOM BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall be replaced by the following clause:—

(2)

(a) Apprentices or Improvers.				(b) Other Employees.	
Broom Section.		Feather Duster or Mop Sections.			
	Wages per Week of 44 Hours. s. d.	MALES.	Wages per Week of 44 Hours. s. d.	FEMALES.	Wages per Week of 44 Hours. s. d.
1st Year	.. 22 9	1st Year	.. 22 9	1st Year	.. 22 9
2nd "	.. 28 3	2nd "	.. 28 3	2nd "	.. 28 3
3rd "	.. 37 0	3rd "	.. 37 0	3rd "	.. 31 3
4th "	.. 51 0	4th "	.. 51 0	4th "	.. 37 0
5th "	.. 62 6	5th "	.. 62 6	5th "	.. 42 6
6th "	.. 79 6	6th "	.. 79 6	6th "	.. 51 0
And thereafter the minimum wage.		And thereafter the minimum wage.		And thereafter the minimum wage.	
PROPORTION IN ANY FACTORY OR PLACE.					
APPRENTICES.					
<i>Broom Section.</i>					
One apprentice to every three or fraction of three workers receiving not less than 11s. per week of 44 hours, or the prescribed piecework prices.					
APPRENTICES.					
<i>Feather Duster or Mop Sections.</i>					
One apprentice to every three or fraction of three workers receiving not less than 11s. per week of 44 hours.					
IMPROVERS.					
<i>Feather Duster Making Section.</i>					
Two male improvers to every worker receiving not less than 11s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.					
IMPROVERS.					
<i>Mop Making Section.</i>					
Two male improvers to every worker receiving not less than 11s. per week of 44 hours.					
Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.					
<i>Broom Section.</i>					
One improver to every three or fraction of three workers receiving not less than 11s. per week of 44 hours, or the prescribed piece-work prices.					

<i>Broom Making.</i>		Wages per Week of 44 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	..	126 0
Second sorter	..	121 0
Maker or sewer	..	126 0
Cutter off	..	118 6
All others	..	111 0

<i>Feather Duster Making.</i>		Wages per Week of 44 Hours. s. d.
Males	..	111 0
Females	..	68 3

<i>Mop Making.</i>		Wages per Week of 44 Hours. s. d.
Males	..	111 0
Females	..	68 3

Clauses (3) to (13) inclusive of the Determination published in *Government Gazette* No. 216 of 17th June, 1942, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 11s.

## 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, Walhalla, 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 .. .. 45 0	Winding and haulage engine-drivers—		
16 and under 18 years of age .. .. 57 0	(a) If they sometimes or always raise or lower human beings .. ..	126 0	123 0
18 and under 19 years of age .. .. 70 0	(b) If they do not raise or lower human beings .. ..	120 0	117 0
19 and under 20 years of age .. .. 91 0	Winch drivers—		
20 years of age, minimum rate for class of work done.	(a) If working underground or on surface of mines, and they raise or lower human beings .. ..	116 0	113 0
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.	(b) If working underground or on surface of mines, and they do not raise or lower human beings .. ..	113 0	110 0
	(c) On dredges .. ..	113 0	110 0
PROPORTION.	Other drivers—		
Apprentices.	(a) Attending to a steam engine with condenser attached .. ..	116 0	113 0
One apprentice to every three or fraction of three workers receiving not less than 96s. 6d. per week of 44 hours.	Attending to a steam engine without condenser .. ..	113 0	110 0
Improvers.	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 96s. 6d. per week of 44 hours.	(i) if 50 b.h.p. or over .. ..	113 0	110 0
	(ii) if under 50 b.h.p. .. ..	110 0	107 0
	Motor Drivers or Attendants .. ..	104 0	101 0
	Firemen—		
	(a) Attending one boiler .. ..	104 0	101 0
	(b) Attending two boilers .. ..	105 6	102 6
	(c) Attending three or more boilers developing 1,000 i.h.p. in the aggregate .. ..	107 0	104 0
	Greasers .. ..	102 0	99 0
	All others .. ..	99 6	96 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 .. ..	68 6 per week
18 " " .. ..	81 6 "
19 " " .. ..	90 6 "

## AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus  $7\frac{1}{2}$  per cent.

## PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 96s. 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. 220 of the 4th August, 1941, 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. 167 of the 17th June, 1941, 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 Warrumbbool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Weekly Wages.	Weekly Wages.		£ s. d.	£ s. d.
<p><b>Males.</b></p> <p>1st year 20 9 20 10 2nd " 31 7 30 4 3rd " 42 0 34 11 4th " 62 10 45 5 5th " 83 1 52 0 and thereafter the minimum wage.</p> <p><b>Proportion.</b> (In any place.)</p> <p><b>Males.</b> One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p><b>Females.</b> One female apprentice to every female worker receiving not less than the minimum wage.</p>	<p><b>Males.</b></p> <p>Under 16 years of age .. 18 9 16 9 16 years of age, and under 17 years 20 9 20 0 17 " " " 18 " 31 7 30 4 18 " " " 19 " 42 0 34 11 19 " " " 20 " 62 10 45 5 20 " " " 21 " 83 1 52 0 and thereafter the minimum wage.</p> <p><b>Proportion.</b> (In any place.)</p> <p><b>Males.</b> 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><b>Females.</b> One female improver to every six or fraction of six female workers receiving not less than the minimum wage.</p>	<p><b>Males.</b></p> <p>Action fitter .. } Action regulator .. } Tuner or repairer .. } Part maker .. } Side gluer .. } Sound board maker .. } Fly finisher .. } Iron frame driller .. } Iron frame finisher by hand or spray .. } Stringer and bass wire spinner .. } Veneer pressor .. } Veneer scraper .. } Gluer-up .. } Shaping machinist .. } Moulding machinist .. } Band, circular, and jig sawyer .. } Jointer, buzzer, planer, and tenoner .. } 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 .. } Persons employed in making or repairing brass or reed musical instruments or parts thereof .. } All others .. }  <b>Females.</b> Veneer matcher .. } All others .. }</p>	<p>6 7 0 6 6 6 6 4 6 5 7 0 6 5 0 5 19 0 5 14 0 5 19 0 5 11 0 6 11 0 6 2 0 5 19 0 5 19 0 5 14 0 6 11 0 5 4 0 5 1 0 3 1 6 2 13 6</p>	<p>6 4 0 6 3 6 6 1 6 5 4 0 6 2 0 5 16 0 5 11 0 5 16 0 5 8 0 6 8 0 5 19 0 5 16 0 5 11 0 6 8 0 5 1 0 4 18 0 3 0 0 2 12 0</p>

Clauses (3) to (23) inclusive of the Determination published in *Government Gazette* No. 167 of 17th June, 1941, shall remain in force, provided that in Clause (17) of the said Determination "10s." shall be substituted for "90s." and "53s. 6d." substituted for "48s."

## 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	..	..	..	..	..	..	..	..	..	10	0	0

## (A3) Principals—

(i) Week's work	..	..	..	..	..	..	..	..	..	8	0	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	0	18	0 extra

## (A4) Other performers—

(i) Week's work	..	..	..	..	..	..	..	..	..	7	0	0
(ii) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	0	15	0 extra

*Casual Employees.*

(A5) Leaders—each performance	..	..	..	..	..	..	..	..	..	1	12	0
(A6) Principals—each performance	..	..	..	..	..	..	..	..	..	1	5	8
(A7) Other performers—each performance	..	..	..	..	..	..	..	..	..	1	2	6

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

*Weekly Employees.*

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

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

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

(B2) Week's work of six performances	..	..	..	..	..	..	..	..	..	5	14	6
(B3) Week's work of twelve performances	..	..	..	..	..	..	..	..	..	8	14	6

(B4) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	0	13	6 extra
---	----	----	----	----	----	----	----	----	----	---	----	---------

(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.

*Casual Employees.*

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

## (C) PICTURE SHOWS.

*Weekly Employees.*

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

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

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

(C2) Week's work of six performances	..	..	..	..	..	..	..	..	..	5	11	0
(C3) Week's work of twelve performances	..	..	..	..	..	..	..	..	..	8	11	0

(C4) Each performance not included in a week's work	..	..	..	..	..	..	..	..	..	0	14	0 extra
---	----	----	----	----	----	----	----	----	----	---	----	---------

(C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour.

*Intermittent Weekly Employees.*

(C6) One performance per week	..	..	..	..	..	..	..	..	..	1	3	0
(C7) Two performances per week	..	..	..	..	..	..	..	..	..	2	2	0

(C8) Three performances per week	..	..	..	..	..	..	..	..	..	2	18	0
(C9) Four performances per week	..	..	..	..	..	..	..	..	..	3	15	6

(C10) Five performances per week	..	..	..	..	..	..	..	..	..	4	16	0
(C11) Each extra performance over five	..	..	..	..	..	..	..	..	..	0	15	0 extra

(C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour.

*Casual Employees.*

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

## (D) STAGE BAND.

*Weekly Employees.*

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

(D2) Week's work	..	..	..	..	..	..	..	..	..	4	0	0†
(D3) Each performance not included in week's work	..	..	..	..	..	..	..	..	..	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.

## (D) STAGE BAND—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	19	6
(E3) Week's work of 36 hours .. .. .	9	19	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	16	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 £7 3s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

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

## (G) BRASS OR REED BANDS.

## Casual Employees.

	£	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	16	6
(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	12	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) .. .. .	5	5	6
(H4) For six performances, each not exceeding one and a half hours and being one performance per day .. .. .	2	16	6
(H5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours) .. .. .	5	1	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) .. .. .	7	1	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	6	0
(H8) An employee who has an engagement under (H2) and (H3) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts .. .. .	2	16	6
(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 .. .. .	3	2	0
(H10) For six performances, each not exceeding three hours .. .. .	5	8	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	14	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.



## 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 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 11 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 16 0

(ii) By pianist playing alone .. .. . 6 13 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 11 0

(ii) By pianist playing alone .. .. . 9 9 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 16 0

(ii) By pianist playing alone .. .. . 9 14 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 11 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 .. .. . £ s. d.

(ii) Others .. .. . 0 11 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 .. .. . 5 7 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 .. .. . 8 7 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 .. .. . 6 1 0

(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. .. .. . 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 6

## (L) GRAMAPHONE 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.

two hours .. .. . 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 .. .. .	£ s. d.
(ii) Weekly employee for each hour over 36 in the week .. .. .	5 16 0
(iii) Casual employee for each hour on a week day, with a minimum payment as for three hours .. .. .	0 5 5 extra
	0 4 6

(P5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee for 36 hours in a week, excluding Sunday .. .. .	5 11 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 each 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. 3 of the 2nd January, 1942, shall be replaced by the following clause:—

(2)

(a) MALES.

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.
1st year's experience	.. 17 9	Under 16 years of age	20 0	21 6		Nail or tack tool maker	.. 118 0
2nd year's experience	.. 25 3	16 and under 17 years of age	32 0	33 9		Nail machinist	.. 112 0
3rd year's experience	.. 44 3	17 and under 18 years of age	56 9	60 6		Tack machinist	.. 112 0
4th year's experience	.. 71 9	18 and under 19 years of age	71 9	76 3		Roofing nail heading machinist	106 0
5th year's experience	.. 90 3	19 and under 21 years of age	86 9	92 0		Barb wire tool maker or machinist	.. 112 0
Number.						Clipper or tier-up on concertina barbed wire	.. 106 0
One apprentice to every three or fraction of three workers receiving not less than 98s. per week of 44 hours.						Rumbler	.. 101 0
One improver to every four or fraction of four workers receiving not less than 98s. per week of 44 hours.						Galvanizer	.. 117 0
						Pickler—Head, or where only one pickler is employed	.. 111 0
						Assistant pickler	.. 105 0
						Assistant working over metal pot	.. 108 0
						Swinger	.. 101 0
						Wiredrawing plate setter	.. 110 0
						Wiredrawing block operator	.. 104 0
						Storeman, packer, or sorter	.. 106 0
						All others	.. 98 0

(b) FEMALE LABOUR.

Female labour may be employed in any classes of work in which females were employed on the 23rd April, 1941. The wages of females shall be at the following weekly rates:—

						Weekly Hiring.	Hourly Hiring.
						s. d.	s. d.
Adult females—							
If of less than 12 months' experience						61 6	65 0
If of 12 months' or more experience						69 6	73 6
Junior females—							
1st year's experience						16 0	17 0
2nd year's experience						21 3	22 9
3rd year's experience						36 3	38 3
4th year's experience						45 6	48 3
5th year's experience						52 0	55 0
Thereafter until reaching 21 years of age						58 0	61 6

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 3 of 2nd January, 1942, shall remain in force provided that at the commencement of Clause (16) the expression "In addition to the piecework prices set out in this clause a pieceworker shall be paid 4s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework prices set out in this clause a pieceworker shall be paid 14s. 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.

## NICKELWARE BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette* No. 367 of the 31st December, 1941, shall be replaced by the following clauses:—

(2)

## APPRENTICES OR IMPROVERS.

Apprentices.				Improvers.			

## SCHEDULE—continued.

## ORGAN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 97 of the 16th March, 1942, shall be replaced by the following clause:—

(2)

Apprentices.			Improvers.			Other Employees.			
WEEKLY WAGES.			WEEKLY WAGES.			WEEKLY WAGES.			
Per Week of 44 Hours.			Per Week of 44 Hours.						
s. d.			s. d.						
1st year	..	20 9	Under 16 years of age	18 9		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.
2nd "	..	31 7	16 and under 17	20 9					
3rd "	..	42 0	17 " " 18	31 7					
4th "	..	62 10	18 " " 19	42 0					
5th "	..	83 1	19 " " 20	62 10					
			20 " " 21	83 1					
<i>Proportion (in any place).</i>			<i>Proportion (in any place).</i>						
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. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.						
An indenture of apprenticeship prescribed by the Board was approved on 23rd April, 1923.									

## SCHEDULE—continued.

## OVENMAKERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 26 of the 3rd February, 1943, 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.
	s. d.	s. d.
<b>OVENMAKING SECTION.</b>		
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width .. .. .	115 0	112 0
Between 3 ft. 6 in. and 5 feet in width .. .. .	118 0	115 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods .. .. .	129 0	126 0
Fitter mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling .. .. .	118 0	115 0
Tester not engaged as fitter .. .. .	107 0	104 0
Pattern and moulding box fitter and filer .. .. .	118 0	115 0
Painter, brush .. .. .	108 0	105 0
Painter, spray .. .. .	111 0	108 0
Press operator .. .. .	109 0	106 0
Other power machinist .. .. .	106 0	103 0
Polisher and grinder .. .. .	115 0	112 0
Stove blacksmith .. .. .	112 0	109 0
Electroplater in charge .. .. .	122 0	119 0
Electroplater's assistant .. .. .	110 0	107 0
Labourer delivering material to and taking finished articles from fitters .. .. .	104 0	101 0
Stove blacksmith's striker .. .. .	107 0	104 0
Labourer directly assisting workmen whose margins exceed 15s. per week .. .. .	110 0	107 0
All others .. .. .	101 0	98 0
<b>PORCELAIN ENAMELLING SECTION.</b>		
Fuser .. .. .	119 0	116 0
Mill hand and mixer .. .. .	110 0	107 0
Sprayer .. .. .	111 0	108 0
Shot and sand-blast dresser .. .. .	116 0	113 0
Other dresser .. .. .	111 0	108 0
Swiller, gripper, and brusher .. .. .	107 0	104 0
Pickler .. .. .	107 0	104 0
Rackman .. .. .	105 0	102 0
All others .. .. .	101 0	98 0

3.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.
	s. d.
<b>Junior Males—</b>	
Under 16 years of age .. .. .	17 0
16 and under 17 years of age .. .. .	32 3
17 and under 18 years of age .. .. .	56 9
18 and under 19 years of age .. .. .	71 3
19 and under 21 years of age .. .. .	86 0
<b>Adult Females—</b>	
If of less than twelve months' experience .. .. .	61 0
Of twelve months' experience or more .. .. .	69 3
<b>Junior Females—</b>	
1st year's experience .. .. .	14 0
2nd year's experience .. .. .	18 9
3rd year's experience .. .. .	36 0
4th year's experience .. .. .	45 0
5th year's experience .. .. .	51 6
Thereafter until reaching 21 years .. .. .	57 9

Clauses (4) to (20) inclusive of the Determination as published in *Government Gazette* No. 26, of the 3rd February, 1943, shall remain in force.

## SCHEDULE—continued.

PAINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 240 of the 19th August, 1941, shall be replaced by the following clause:—

(2)

(a)					(b)				
Apprentices or Improvers.					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.				

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

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal 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.																														
	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>3 0<sup>3</sup>/<sub>32</sub></td><td>132 6</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	3 0 <sup>3</sup> / <sub>32</sub>	132 6	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>3 1<sup>10</sup>/<sub>11</sub></td><td>139 0</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	3 1 <sup>10</sup> / <sub>11</sub>	139 0	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>2 11<sup>7</sup>/<sub>22</sub></td><td>129 6</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	2 11 <sup>7</sup> / <sub>22</sub>	129 6						
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
3 0 <sup>3</sup> / <sub>32</sub>	132 6																																
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
3 1 <sup>10</sup> / <sub>11</sub>	139 0																																
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
2 11 <sup>7</sup> / <sub>22</sub>	129 6																																
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) .. (B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting, designing, forming or lettering any pictorial design, including the cutting of stencils .. (ii) Any other work specified in (B) ..	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>3 0<sup>3</sup>/<sub>32</sub></td><td>132 6</td></tr><tr><td>2 3<sup>8</sup>/<sub>11</sub></td><td>101 0</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	3 0 <sup>3</sup> / <sub>32</sub>	132 6	2 3 <sup>8</sup> / <sub>11</sub>	101 0	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>3 1<sup>10</sup>/<sub>11</sub></td><td>139 0</td></tr><tr><td>2 5<sup>7</sup>/<sub>22</sub></td><td>107 6</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	3 1 <sup>10</sup> / <sub>11</sub>	139 0	2 5 <sup>7</sup> / <sub>22</sub>	107 6	<table><tr><th colspan="2">WAGES.</th></tr><tr><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th>s. d.</th><th>s. d.</th></tr><tr><td>2 11<sup>7</sup>/<sub>22</sub></td><td>129 6</td></tr><tr><td>2 2<sup>8</sup>/<sub>11</sub></td><td>98 0</td></tr></table>	WAGES.		Per hour.	Per week of 44 hours.	s. d.	s. d.	2 11 <sup>7</sup> / <sub>22</sub>	129 6	2 2 <sup>8</sup> / <sub>11</sub>	98 0
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
3 0 <sup>3</sup> / <sub>32</sub>	132 6																																
2 3 <sup>8</sup> / <sub>11</sub>	101 0																																
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
3 1 <sup>10</sup> / <sub>11</sub>	139 0																																
2 5 <sup>7</sup> / <sub>22</sub>	107 6																																
WAGES.																																	
Per hour.	Per week of 44 hours.																																
s. d.	s. d.																																
2 11 <sup>7</sup> / <sub>22</sub>	129 6																																
2 2 <sup>8</sup> / <sub>11</sub>	98 0																																
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 ..	} 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.																														

**Note**—The rates prescribed in Clause (2) (c) (above) include 3s. per week war-time loading.

Clauses (3) to (21) inclusive of the Determination published in *Government Gazette* No. 240 of 19th August, 1941, shall remain in force.

## SCHEDULE—continued.

## PAINT AND COLOUR BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 291 of the 17th of September, 1942, shall be replaced by the following clause :—

(2)

## IMPROVERS.\*

				Wages Per Week of 44 Hours.					
				Male.			Female.		
				Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.
				s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
15 years of age	..	..	..	27 6	1 0	28 6			
16 "	"	"	"	33 0	1 3	34 3	33 0	1 3	34 3
17 "	"	"	"	39 0	1 3	40 3	39 0	1 3	40 3
18 "	"	"	"	48 3	1 6	49 9	41 9	1 3	43 0
19 "	"	"	"	59 0	2 0	61 0	48 3	1 6	49 9
20 "	"	"	"	78 0	2 6	80 6	53 3	1 9	55 0

\*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.

## PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

## OTHER EMPLOYEES.

Persons employed in manufacturing titanium white—

		Wages.			
		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Rate.	Per Week of.
		s. d.	s. d.	s. d.	Hours.
Day workers	..	106 2	3 0	109 2	44
Shift workers	..	106 0	3 0	109 0	48

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

		Per Week of 44 Hours.		
		Adjustable Weekly Rate.	Non-Adjustable War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
Males—				
Varnish maker or natural gum runner	..	125 6	3 0	128 6
Varnish maker's assistant	..	110 0	3 0	113 0
Tinter of paint, lacquer or enamel	..	113 0	3 0	116 0
Any person engaged on paint, enamel, lacquer or putty 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)	..	108 0	3 0	111 0
All others	..	105 0	3 0	108 0
Females	..	61 3	2 0	63 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.

Clauses (3) to (21) inclusive of the Determination as published in *Government Gazette* No. 291 of the 17th of September, 1942, shall remain in force.



## SCHEDULE—continued.

## PASTRYCOOKS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 347 of 12th December, 1941, shall be replaced by the following:—

(2) APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

*Wages Per Week of 44 Hours.*

Experience.	Commencing Age.		Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years.	17 Years and Over.	
	<i>s. d.</i>	<i>s. d.</i>	
First Year .. .. .	20 0	27 9	
Second Year .. .. .	27 9	37 0	
Third Year .. .. .	37 0	53 9	
Fourth Year .. .. .	53 9	73 9	
Fifth Year .. .. .	73 9	..	

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

## PROPORTIONATE NUMBER.

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An indenture of apprenticeship has been prescribed by the Board.

*Improvers.*

One improver to the first three workers receiving not less than 116s. per week of 44 hours, and thereafter one improver to every six additional such workers.

## JUVENILE WORKERS.

*Wages Per Week of 44 Hours.*

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of Their Working Time.		Females Engaged Decorating Christmas and New Year Cakes.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 years of age .. .. .	23 6	..	..
15 " " .. .. .	26 3	21 9	26 3
16 " " .. .. .	30 6	24 0	30 6
17 " " .. .. .	35 3	30 6	35 3
18 " " .. .. .	40 0	32 9	40 9
19 " " .. .. .	44 6	36 0	46 3
20 " " .. .. .	53 0	38 9	51 0

## OTHER EMPLOYEES.

*Wages Per Week of 44 Hours.*

	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein .. .. .	129 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornament, or ornamental worker under his or her charge .. .. .	124 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers .. .. .	116 0
All other males .. .. .	98 0
Females engaged in general work .. .. .	52 0
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. .. .	2 7

Clauses (3) to (22) of the Determination as published in *Government Gazette* No. 347 of 12th December, 1941, shall remain in force.

## SCHEDULE—continued.

## PHOTOGRAPHIC GOODS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 179 of the 20th May, 1942, shall be replaced by the following clause:—

(2)

## WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.				(b) Other Employees.	
Age.					
				Males.	Females.
				s. d.	s. d.
Under 16 years of age	..	..	..	26 9	26 6
16 and under 17 years of age	..	..	..	34 6	33 0
17 .. 18	..	..	..	44 0	38 0
18 .. 19	..	..	..	53 0	42 9
19 .. 20	..	..	..	69 9	46 6
20 .. 21	..	..	..	85 6	52 9

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).  
Apprentices or Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

Clauses (3) to (12) inclusive of the Determination as published in *Government Gazette* No. 179 of the 20th May, 1942, shall remain in force.

## PLASTIC MOULDING BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 345 of the 4th December, 1942, shall be replaced by the following clauses:—

(2)

## WAGES PER WEEK OF 44 HOURS.

Adults, Males.	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.	
	£	s. d.	£	s. d.
Operators engaged on calendars over 72 inches	..	6 9 6	..	6 6 6
Operators engaged on calendars 72 inches and under	..	6 4 6	..	6 1 6
First assistant on calendars 48 inches or over	..	5 13 0	..	5 10 0
First assistant on calendars under 48 inches	..	5 6 6	..	5 3 6
Operators engaged on two-roll mills 18 inches or over	..	5 15 6	..	5 12 6
Process worker	..	5 9 0	..	5 6 0
All others	..	5 1 0	..	4 18 0

Casein Industry Only.

Machinist	..	6 2 0	..	5 19 0
Process worker	..	5 9 0	..	5 6 0
All others	..	5 1 0	..	4 18 0

## LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

(3)

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

## 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.	
	s. d.	s. d.	s. d.	s. d.
(i) Adult Females.				
Under three months' experience	..	63 0	..	61 0
All others	..	72 0	..	69 6
(ii) Junior Females.				
17 years of age and under	..	38 0	..	36 6
18 years of age	..	45 0	..	43 6
19 years of age	..	52 0	..	50 6
20 years of age	..	59 6	..	57 6
(iii) Male Junior Labour.				
Under 16 years of age	..	23 6	..	22 6
16 years of age	..	33 0	..	32 0
17 years of age	..	44 6	..	43 6
18 years of age	..	56 0	..	54 6
19 years of age	..	71 0	..	68 6
20 years of age	..	85 0	..	82 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette*, No. 345, of the 4th December, 1942, shall remain in force.



## SCHEDULE—continued.

## PLUMBERS BOARD.

Clause (2A) of the Determination published in *Government Gazette* No. 235 of the 14th August, 1941, shall be replaced by the following clause:—

(2A)

Apprentices (other than those covered by the Apprenticeship Commission).		Improvers.*		Other Employees.			
WAGES.		WAGES.		Persons employed—	Wages Per Week of 44 Hours.		Wages Per Hour.
Per Week of 44 Hours. s. d.		Per Week of 44 Hours. s. d.			£ s. d.	s. d.	
1st year	.. .. .	1st year	.. .. .		(a) Where the artificial temperature is—		
2nd	.. .. .	2nd	.. .. .	Over 130° F. . . . .	11	6	5 1½
3rd	.. .. .	3rd	.. .. .	115° F., but not exceeding 130° F. . . . .	10	9	7 4 97/44
4th	.. .. .	4th	.. .. .	50° F. or lower . . . . .	11	6	5 1½
5th	.. .. .	5th	.. .. .	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower . . . . .	9	7	11 4 3½
6th	.. .. .	6th	.. .. .	(c) Lead burning or at lead work connected therewith . . . . .	8	11	1 3 1015/44
and thereafter the minimum wage.		and thereafter the minimum wage.		(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) . . . . .	7	6	10 3 41/24
PROPORTION (within any factory or place).		PROPORTION (within any factory or place).		(e) In fixing any material used instead of metal for pipes, guttering, or roof covering . . . . .	7	6	10 3 41/24
One apprentice to every two or fraction of two workers receiving not less than £7 6s. 10d. per week of 44 hours.		One improver to four		(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying) . . . . .	7	6	10 3 41/24
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		NOTE.—See clause 10 re casual rate, and clause 12 re ship work.			
		Three improvers to thirty					
		and thereafter one additional improver to every seven additional					
		workers receiving not less than £7 6s. 10d. per week of 44 hours.					

\*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 Moorparryal riding of the shire of Corio is illegal.

(2n) The Wages prescribed in 2a hereof include as a war loading the sum of 6s. in the case of rates per week, and the sum of 1½d. in the case of rates per hour.

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 235 of the 14th August, 1941, shall remain in force.

## POSTER HANGERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall be replaced by the following:—

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.		Per Week of 44 Hours. s. d.		WAGES.		Per Week of 44 Hours. s. d.	
1st six months' experience .. .. .	.. .. .	.. .. .	38 6	Posterhangers or billposters .. .. .	.. .. .	.. .. .	103 0
2nd " .. .. .	.. .. .	.. .. .	44 6				
3rd " .. .. .	.. .. .	.. .. .	56 6				
4th " .. .. .	.. .. .	.. .. .	67 6				
5th " .. .. .	.. .. .	.. .. .	70 0				
6th " .. .. .	.. .. .	.. .. .	76 0				
PROPORTION.							
Apprentices.							
One apprentice to every three or fraction of three workers receiving not less than 103s. per week of 44 hours.							
Improvers.							
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 103s. per week of 44 hours.							

Clauses (3) to (8) of the Determination published in *Government Gazette* No. 349 of 12th December, 1941, shall remain in force.



## SCHEDULE—continued.

## POTTERY BOARD—continued.

## WITHIN ALL OTHER PARTS OF VICTORIA.

## MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
Under 15 years of age .. .. .	At the Rates prescribed for Adults.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
15 years of age .. .. .		22 6	1 3	23 9
16 " " .. .. .		24 6	1 3	25 9
17 " " .. .. .		30 0	1 6	31 6
18 " " .. .. .		33 9	1 9	35 6
19 " " .. .. .		48 3	2 6	50 9
20 " " .. .. .		56 0	3 0	59 0
		69 0	3 9	72 9

## FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<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 6 months .. .. .	22 6	1 3	23 9	..	..	..	..	..	..
2nd 6 months .. .. .	25 3	1 3	26 6	..	..	..	..	..	..
1st year .. .. .	..	..	..	25 3	1 3	26 6	26 6	1 3	27 9
2nd " .. .. .	28 3	1 6	29 9	31 3	1 9	33 0	33 0	1 9	34 9
3rd " .. .. .	31 3	1 9	33 0	33 6	1 9	35 3	39 3	2 0	41 3
4th " .. .. .	33 6	1 9	35 3	39 3	2 0	41 3	44 9	2 3	47 0
5th " .. .. .	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
6th " .. .. .	44 9	2 3	47 0	..	..	..	..	..	..
and thereafter the minimum wage									

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.
	<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 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year .. .. .	31 0	1 9	32 9	34 0	1 9	35 9	39 3	2 0	41 3
2nd " .. .. .	39 3	2 0	41 3	44 9	2 3	47 0	..	..	..
3rd " .. .. .	44 9	2 3	47 0	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
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.

SCHEDULE—continued.  
POTTERY BOARD—continued.  
ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</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, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
<b>All Departments.</b>	<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>
Head burner .. .. .	108 0	5 0	113 0	2 6 <sup>8</sup> / <sub>11</sub>	105 0	5 0	110 0	2 6
All other burners .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Mouldmakers .. .. .	110 0	5 0	115 0	2 7 <sup>2</sup> / <sub>11</sub>	107 0	5 0	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) .. .. .	114 0	5 0	119 0	2 8 <sup>5</sup> / <sub>11</sub>	114 0	5 0	119 0	2 8 <sup>5</sup> / <sub>11</sub>
All other clayhole men (employers to provide tools) .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>
Men boring or using explosives .. .. .	109 0	5 0	114 0	2 7 <sup>1</sup> / <sub>11</sub>	106 0	5 0	111 0	2 6 <sup>2</sup> / <sub>11</sub>
<b>FEMALES.</b>								
Females .. .. .	53 6	2 9	56 3	1 3 <sup>15</sup> / <sub>44</sub>	50 6	2 9	53 3	1 2 <sup>23</sup> / <sub>44</sub>
<b>MALES.</b>								
<b>Glazed Pipes and Salt-glazed Ware.</b>								
Flanger .. .. .	109 0	5 0	114 0	2 7 <sup>1</sup> / <sub>11</sub>	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>
Man in charge of plunger .. .. .	103 6	5 0	108 6	2 5 <sup>13</sup> / <sub>22</sub>	100 6	5 0	105 6	2 4 <sup>17</sup> / <sub>22</sub>
Pressors .. .. .	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>
Setters .. .. .	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>
Junction sticker .. .. .	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>
Man working pipe flanging machine .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Bitumen jointers .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Drawers .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Feeders of pipe machine .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Man sorting pipes .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Pipe dressers .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Packers of goods into railway trucks .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>6</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>2</sup> / <sub>11</sub>
<b>Dust Tile Making.</b>								
Leading hand slip making .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Slip house attendants .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Man dipping tiles and in charge of dipping room .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man hand-pressing dust tiles with 6-in. press .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Sagger maker .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man operating lever on sagger machine .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Head packer .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Other packers .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>6</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>2</sup> / <sub>11</sub>
<b>General Pottery and Insulator Making.</b>								
Sanitary ware presser .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Head packer .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Packer who packs articles with protective substances into containers with secured lids .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Other packers .. .. .	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>6</sup> / <sub>11</sub>
Leading hand slip making .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Slip house attendants .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Tea-pot hand pressers .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Man fixing handles or spouts .. .. .	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>
Hollow ware presser or head dipper .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Turner .. .. .	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>
Caster .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
<b>Stoneware thrower—</b>								
4th year's experience .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
5th year's experience .. .. .	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
and thereafter .. .. .	110 0	5 0	115 0	2 7 <sup>4</sup> / <sub>11</sub>	107 0	5 0	112 0	2 6 <sup>8</sup> / <sub>11</sub>
Head placer inside a kiln .. .. .	103 0	5 0	108 0	2 5 <sup>5</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Other placers .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>

SCHEDULE—continued.  
POTTERY BOARD—continued.  
All Other Employees—continued.

WAGES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</i> (No. 3877) 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, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-adjustable).	Total Wage.	
<b>General Pottery and Insulator Making.</b> —continued.	<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>
Sagger maker .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Jolly and jigger hands .. .. .	104 0	5 0	109 0	2 5 <sup>3</sup> / <sub>11</sub>	101 0	5 0	106 0	2 4 <sup>10</sup> / <sub>11</sub>
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 <sup>13</sup> / <sub>22</sub>	100 6	5 0	105 6	2 4 <sup>17</sup> / <sub>22</sub>
Man carrying into or out of kiln .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Grinders of burnt ware .. .. .	103 0	5 0	108 0	2 5 <sup>3</sup> / <sub>11</sub>	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>
Potter's printer .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Man operating lever on sagger machine ..	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>3</sup> / <sub>11</sub>
<b>Plastic Tile and Terra-cotta Making.</b>								
Flower pot, or flower-pot saucer throwers	107 0	5 0	112 0	2 6 <sup>8</sup> / <sub>11</sub>	104 0	5 0	109 0	2 5 <sup>8</sup> / <sub>11</sub>
Facemen .. .. .	103 6	5 0	108 6	2 5 <sup>13</sup> / <sub>22</sub>	100 6	5 0	105 6	2 4 <sup>17</sup> / <sub>22</sub>
Pressers (screw and lever type inclusive) ..	103 6	5 0	108 6	2 5 <sup>13</sup> / <sub>22</sub>	100 6	5 0	105 6	2 4 <sup>17</sup> / <sub>22</sub>
Setters .. .. .	106 0	5 0	111 0	2 6 <sup>3</sup> / <sub>11</sub>	103 0	5 0	108 0	2 5 <sup>3</sup> / <sub>11</sub>
Vent makers .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man in charge of plunge .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Drawers .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Hand feeders of raw or burnt clay into crusher or grinding pan .. .. .	102 0	5 0	107 0	2 5 <sup>2</sup> / <sub>11</sub>	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>
Man feeding tile press .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Man taking off roofing tile press .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Man carrying or wheeling into or out of kiln or to or away from kiln .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Man sorting roofing tiles .. .. .	100 0	5 0	105 0	2 4 <sup>7</sup> / <sub>11</sub>	97 0	5 0	102 0	2 3 <sup>9</sup> / <sub>11</sub>
Packers of goods into railway trucks ..	99 0	5 0	104 0	2 4 <sup>4</sup> / <sub>11</sub>	96 0	5 0	101 0	2 3 <sup>8</sup> / <sub>11</sub>
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	98 0	5 0	103 0	2 4 <sup>1</sup> / <sub>11</sub>	95 0	5 0	100 0	2 3 <sup>3</sup> / <sub>11</sub>



## SCHEDULE—continued.

## POTTERY BOARD—continued.

## PIECEWORK.

(15) That the lowest piecework prices payable for the following kinds of work shall be :—

Within the Metropolitan District as defined in the Factories and Shops Act 1923 (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, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

## GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	..	2s. 1½d. per trap
Boundary traps, 4 inches	..	..	..	1s. 6d. "
Gully traps (flanged)	..	..	..	1s. 3½d. each
Disconnectors	..	..	..	1s. 3½d. "
Basins	..	..	..	1s. 3½d. "
Junctions	..	..	..	17s. 11d. per 100

## GENERAL POTTERY.

## Cane Bakers (Hand Pressed).

7 inches	..	..	..	13s. 1½d. per gross
8 "	..	..	..	17s. 11d. "
9 "	..	..	..	21s. 9d. "
10 "	..	..	..	26s. 8½d. "
11 "	..	..	..	30s. 9½d. "
12 "	..	..	..	34s. 2d. "
or 23s. 10d. per gross all round.				

## Chambers (Hand Pressed).

12's	..	..	..	45s. 1d. per gross
9's	..	..	..	58s. 11d. "
6's	..	..	..	65s. 8d. "
Fluted chambers, finishing and handling	..	..	..	25s. 2d. "
6s. 0½d. per gross extra to be allowed for embossed chambers.				

## Chambers (Jiggered).

	Jiggering.	Turning.	Handling.
	per gross.	per gross.	per gross.
12's	.. 14s. 11½d.	.. 12s. 3d.	.. 12s. 3d.
9's	.. 17s. 11d.	.. 14s. 7d.	.. 14s. 7d.
6's	.. 20s. 6½d.	.. 16s. 7½d.	.. 16s. 7½d.
6s. 2d. per gross extra to be allowed for embossed chambers.			

## Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	..	..	..	12s. 8½d. per dozen
Bed pans	..	..	..	12s. 8½d. "

## Ewers (Hand Pressed).

9's	..	..	..	8s. 4½d. per dozen
6's	..	..	..	8s. 10½d. "

## Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	..	..	40s. 2½d. per gross
No. 2 (12 inches)	..	..	..	45s. 0d. "
No. 3 (13 inches)	..	..	..	51s. 2½d. "
No. 4 (14 inches or over)	..	..	..	57s. 11d. "

## Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	..	..	..	9s. 0½d. per dozen
9 and 10 inches	..	..	..	10s. 3d. "

## Soap Dishes.

3-piece soap dishes	..	..	..	38s. 7½d. per gross
1-piece soap dishes	..	..	..	21s. 11½d. "

## Male and Female Urinals.

Male and female urinals	..	..	..	7s. 11½d. per dozen
-------------------------	----	----	----	---------------------

## Cottage Pans and Traps.

	Cane.	White.
Pans	.. 20s. 10½d. per dozen	.. 22s. 8½d. per dozen
Traps	.. 20s. 10½d. "	.. 22s. 8½d. "

## Pans (Throwing).

Bread or Cream—				
Not more than 1½ gallons	..	..	..	52s. 1½d. per 100 gallons
More than 1½ gallons	..	..	..	48s. 4½d. "

## Pudding Bowls

9's	..	..	..	22s. 2½d. per gross
12's	..	..	..	16s. 2½d. "
18's	..	..	..	12s. 2½d. "
24's	..	..	..	7s. 5d. "

## Jelly Moulds.

1, 1½, and 2 pints	..	..	..	47s. 8½d. per gross
--------------------	----	----	----	---------------------

## Jars (Throwing).

Squat jars—				
Under 2 gallons	..	..	..	38s. 1d. per 100 gallons
2 gallons and over	..	..	..	34s. 9½d. "

## Spittoons (Hand Pressed).

Large	..	..	..	36s. 8½d. per gross
Small	..	..	..	30s. 5½d. "

## Vases.

Vases	..	..	..	30s. 0½d. per gross
-------	----	----	----	---------------------

## Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	..	..	..	13s. 1½d. per dozen bottles
--	----	----	----	-----------------------------

## Bung Jars and Demijohns (Throwing).

1 gallon	..	..	..	2s. 8½d. per dozen
2 gallon	..	..	..	4s. 7½d. "
3 gallon	..	..	..	8s. 5½d. "
5 gallon	..	..	..	18s. 4½d. "
11½d. per dozen extra for handle bottles.				

## Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—				
--	--	--	--	--

## Straight fronts—

Cane	..	..	..	5s. 10½d. each
White	..	..	..	6s. 0½d. "

## Hollow fronts—

Cane	..	..	..	4s. 11½d. "
White	..	..	..	5s. 7½d. "

## Sizes exceeding the above dimensions—

Cane	..	..	..	6s. 3½d. "
White	..	..	..	7s. 3½d. "

## State pattern—

Cane	..	..	..	5s. 6½d. "
White	..	..	..	6s. 0d. "

## Jugs (Throwing).

39's	..	..	..	12s. 0½d. per gross
36's	..	..	..	12s. 10d. "
30's	..	..	..	15s. 10½d. "
24's	..	..	..	17s. 5½d. "
12's	..	..	..	24s. 4½d. "

## Barrels (Throwing).

Barrels	..	..	..	52s. 1½d. per 100 gallons
---------	----	----	----	---------------------------

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).



SCHEDULE—continued.  
POTTERY BOARD—continued.

## PIECEWORK—continued.

Within all other parts of Victoria—continued.

## GENERAL POTTERY—continued.

Jugs (Throwing).				Washing or Toilet Bowls (Hand Pressed).			
39's ..	..	..	11s. 7d. per gross	Plain ..	..	..	48s. 9d. per gross
36's ..	..	..	12s. 0½d. "	Embossed ..	..	..	55s. 2½d. "
30's ..	..	..	15s. 1½d. "	Foot Warmers (Hand Pressed).			
24's ..	..	..	15s. 1½d. "	Plain ..	..	..	8s. 6½d. per dozen
12's ..	..	..	24s. 3d. "	Plain, with screw top ..	..	..	10s. 8½d. "
Barrels (Throwing).				Embossed, with screw top ..	..	..	13s. 1d. "
Barrels ..	..	..	49s. 6½d. per 100 gallons	Jam Jugs.			
Lip Bowls (Hand Pressed).				Handling jam jugs ..	..	..	12s. 10½d. per gross
No. 1 (11 inches or under) ..	..	..	38s. 1½d. per gross	Syrup Jars.			
No. 2 (12 inches) ..	..	..	42s. 3½d. "	Large ..	..	..	15s. 1½d. per dozen
No. 3 (13 inches) ..	..	..	48s. 11½d. "	Small ..	..	..	11s. 2½d. "
No. 4 (14 inches or over) ..	..	..	55s. 1d. "	Pudding Bowls.			
Oval Cover Dishes, with Raised Foot (Hand Pressed).				9's ..	..	..	21s. 4½d. per gross
7 and 8 inches ..	..	..	8s. 6½d. per dozen	12's ..	..	..	15s. 7½d. "
9 and 10 inches ..	..	..	9s. 9½d. "	18's ..	..	..	11s. 9½d. "
Soap Dishes				24's ..	..	..	7s. 0½d. "
3-piece soap dishes ..	..	..	38s. 1½d. per gross	Jelly Moulds			
1-piece soap dishes ..	..	..	20s. 10½d. "	1, 1½, and 2 pinta ..	..	..	45s. 5½d. per gross
Male and Female Urinals.				Jars (Throwing)			
Male and female urinals ..	..	..	7s. 7½d. per dozen	Squat jars—	..	..	..
Cottage Pans and Traps.				Under 2 gallons ..	..	..	36s. 4½d. per 100 gallon
Cane.		White.		2 gallons and over ..	..	..	32s. 11½d. "
Pans ..	..	19s. 11½d. per dozen	21s. 8½d. per dozen	Filter Shells (Throwing).			
Traps ..	..	19s. 11½d. "	21s. 8½d. "	Dripstone ..	..	..	49s. 4½d. per 100 gallons
Pans (Throwing).				Candles (making and shaving) ..	..	..	9½d. per gallon
Bread or Cream—	..	..	..	Ginger Beer and Ale Bottles (Throwing).			
Not more than 1½ gallons ..	..	..	49s. 2d. per 100 gallons	1 gallon (screwed) ..	..	..	35s. 11d. per gross
More than 1½ gallons ..	..	..	44s. 10d. "	Ale bottles ..	..	..	4s. 4½d. "
Spittoons (Hand Pressed)				Others ..	..	..	6s. 9½d. "
Large ..	..	..	34s. 11½d. per gross	Jugs (Hand Pressed)			
Small ..	..	..	29s. 4½d. "	30's ..	..	..	34s. 0d. per gross
TERRA COTTA				24's ..	..	..	41s. 6½d. "
Flower-pots (Throwing and Finishing).				12's ..	..	..	50s. 1½d. "
3 inches ..	..	..	2s. 10½d. per gross	Crimp-pots and Saucers (Throwing and Finishing).			
4 " ..	..	..	3s. 7d. "	Crimp-pots.		Crimp-pot Saucers.	
5 " ..	..	..	5s. 5½d. "	5 inches ..	10s. 0½d. per gross	6s. 8½d. per gross	
6 " ..	..	..	7s. 3d. "	6 " ..	12s. 9½d. "	8s. 5½d. "	
7 " ..	..	..	8s. 11½d. "	7 " ..	16s. 5½d. "	10s. 0½d. "	
8 " ..	..	..	14s. 6½d. "	8 " ..	23s. 2½d. "	15s. 0½d. "	
9 " ..	..	..	18s. 0½d. "	9 " ..	26s. 8½d. "	19s. 9½d. "	
10 " ..	..	..	22s. 6½d. "	10 " ..	32s. 8½d. "	24s. 9½d. "	
12 " ..	..	..	34s. 4½d. "	Seed Pans.			
13 " ..	..	..	65s. 5d. "	8 inches ..	..	..	14s. 5½d. per gross
14 " ..	..	..	86s. 11d. "	9 " ..	..	..	17s. 11½d. "
15 " ..	..	..	107s. 7½d. "	10 " ..	..	..	20s. 0½d. "
18 " ..	..	..	215s. 4½d. "	12 " ..	..	..	28s. 11d. "
Flower-pot Saucers (Throwing and Finishing).				13 " ..	..	..	37s. 4d. "
4 inches ..	..	..	2s. 7½d. per gross	14 " ..	..	..	46s. 5½d. "
5 " ..	..	..	3s. 7d. "	15 " ..	..	..	56s. 5½d. "
6 " ..	..	..	5s. 6½d. "	Butter Coolers and Butter-cooler Saucers.			
7 " ..	..	..	7s. 1d. "	Butter Coolers.		Butter-cooler Saucers.	
8 " ..	..	..	10s. 10½d. "	8's ..	6s. 4d. per dozen	1s. 0½d. per dozen	
9 " ..	..	..	14s. 6½d. "	9's ..	6s. 9½d. "	1s. 4½d. "	
10 " ..	..	..	17s. 0d. "	Chimney-pots.			
12 " ..	..	..	22s. 3½d. "	16 inches and under ..	..	..	9s. 11d. per dozen
13 " ..	..	..	34s. 1½d. "	Over 16 inches ..	..	..	12s. 2½d. "
14 " ..	..	..	43s. 2½d. "	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 piecework prices above fixed may be net.			
15 " ..	..	..	52s. 8½d. "				
Ridging.							
Ridging made by hand from wood or plaster moulds ..	..	..	2s. 11d. per dozen				

NOTE.—All piecework 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.

Clauses (3) to (14) inclusive and Clauses (16) to (18) inclusive of the Determination published in Government Gazette No. 7 of the January, 1943, shall remain in force.

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

## SCHEDULE—continued.

## QUARRY BOARD.

Clauses (2) and (19) of the Determination published in *Government Gazette* No. 255 of the 5th August, 1942, shall be replaced by the following clauses:—

(2)

Apprentices.*				Improvers.*			
Wages Per Week.				Wages Per Week.			
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.		Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year .. .. .	40 9	2 3	43 0	Carting and Driving—			
2nd year .. .. .	47 9	2 6	50 3	Under 18 years ..	75 3	4 0	79 3
3rd year .. .. .	54 9	3 0	57 9	18 and under 19 years ..	87 0	4 6	91 6
				19 and under 20 years ..	96 6	5 0	101 6
				20 and under 21 years ..	104 0	5 6	109 6
And thereafter the minimum wage.				All other improvers—			
				1st year .. .. .	60 3	3 3	63 6
				2nd year .. .. .	63 0	3 3	66 3
				3rd year .. .. .	72 0	3 9	75 9
				4th year .. .. .	87 0	4 6	91 6
Proportion (within any place).				And thereafter the minimum wage.			
One apprentice to every three or fraction of three workers receiving not less than 117s. per week.				Proportion (within any place).			
An indenture of apprenticeship prescribed was approved on 6th August, 1923.				(a) Where a working crane is in operation for the production of pitchers or building stone:—			
				One improver to every three or fraction of three workers receiving not less than 129s. per week.			
				(b) Where spall quarrying is carried on:—			
				One improver to every twenty or fraction of twenty workers receiving not less than 117s. per week.			

## Other Employees.\*

Day Shift.					Afternoon or Night Shift.				
Wages Per Week.					Wages Per Week.				
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Wages Per Hour.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Powder monkey † .. ..	133 0	6 0	139 0	3 1 <sup>10</sup> / <sub>11</sub>	161 0	6 0	167 0	3 9 <sup>4</sup> / <sub>11</sub>	
Assistant powder monkey † ..	122 6	6 0	128 6	2 11 <sup>1</sup> / <sub>22</sub>	148 0	6 0	154 0	3 6	
Hammerman .. .. .	127 0	6 0	133 0	3 0 <sup>3</sup> / <sub>11</sub>	154 3	6 0	160 3	3 7 <sup>21</sup> / <sub>44</sub>	
Dresser of pitchers or cubes, or scabblers .. .. .									
Spaller .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 6	6 0	151 6	3 5 <sup>7</sup> / <sub>22</sub>	
Faceman .. .. .	123 0	6 0	129 0	2 11 <sup>2</sup> / <sub>11</sub>	148 6	6 0	154 6	3 6 <sup>3</sup> / <sub>22</sub>	
Feeder of a stone crushing machine ..	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 6	6 0	151 6	3 5 <sup>7</sup> / <sub>22</sub>	
Dust hole man .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 6	6 0	151 6	3 5 <sup>7</sup> / <sub>22</sub>	
Persons boring holes by hand or machine .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 6	6 0	151 6	3 5 <sup>7</sup> / <sub>22</sub>	
Borer's assistant .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	145 6	6 0	151 6	3 5 <sup>7</sup> / <sub>22</sub>	
Blacksmith .. .. .	133 0	6 0	139 0	3 1 <sup>10</sup> / <sub>11</sub>	158 6	6 0	164 6	3 8 <sup>15</sup> / <sub>22</sub>	
Tool sharpener .. .. .	122 0	6 0	128 0	2 10 <sup>10</sup> / <sub>11</sub>	147 6	6 0	153 6	3 5 <sup>15</sup> / <sub>22</sub>	
Carters or drivers driving—									
One horse .. .. .	115 0	6 0	121 0	2 9	138 3	6 0	144 3	3 3 <sup>15</sup> / <sub>44</sub>	
Two horses .. .. .	120 0	6 0	126 0	2 10 <sup>4</sup> / <sub>11</sub>	144 6	6 0	150 6	3 6 <sup>1</sup> / <sub>22</sub>	
Three horses .. .. .	124 0	6 0	130 0	2 11 <sup>5</sup> / <sub>11</sub>	149 0	6 0	155 0	3 6 <sup>5</sup> / <sub>11</sub>	
Four or five horses .. .. .	126 0	6 0	132 0	3 0	151 0	6 0	157 0	3 6 <sup>9</sup> / <sub>11</sub>	
And 6d. extra per day for each additional horse.									
Drivers of motor vehicles of the following carrying capacity:—									
Not exceeding 25 cwt. ..	111 0	6 0	117 0	2 5 <sup>1</sup> / <sub>2</sub>	135 6	6 0	141 6	2 11 <sup>3</sup> / <sub>22</sub>	
Exceeding 25 cwt., but not exceeding 3 tons ..	112 3	6 0	118 3	2 5 <sup>9</sup> / <sub>16</sub>	137 3	6 0	143 3	2 11 <sup>13</sup> / <sub>16</sub>	
Exceeding 3 tons ..	117 3	6 0	123 3	2 6 <sup>13</sup> / <sub>16</sub>	143 9	6 0	149 9	3 1 <sup>7</sup> / <sub>16</sub>	
All others .. .. .	111 0	6 0	117 0	2 7 <sup>10</sup> / <sub>11</sub>	134 3	6 0	140 3	3 2 <sup>1</sup> / <sub>2</sub>	

\* See clause (3) re hours.

† See clause (9) re definition.

‡ See clause (10) re definition.

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.

## SCHEDULE—continued.

## QUARRY BOARD—continued.

(19) **PIECEWORK.**—The lowest piecework 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.
<b>Pitchers—</b>				
9 inches wide × 9 inches deep × 10 to 14 inches long .. .. .	16	0	27	2
9 " " × 9 " " × 10 " 13 " " .. .. .	13	8	25	3
9 " " × 8 " " × 10 " 13 " " .. .. .	12	9	23	3
9 " " × 4 to 6 inches deep × 10 to 14 inches long .. .. .	10	9	20	5

**Cubes—**

4½ to 6 inches wide × 8 to 9 inches deep × 10 to 14 inches long .. .. .	13	0	24	1
3½ " 6 " " × 7 inches " × 10 " 14 " " .. .. .	11	11	20	7
4 " 6 " " × 5 to 6 inches " × 8 " 12 " " .. .. .	10	11	18	4

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.

Pitchers 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.

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.	
	s.	d.
<b>Monumental stone—</b>		
All stone up to 4 feet long by 12 inches wide by 7 inches deep .. .. .	0	7 per lineal foot.
All stone exceeding 4 feet to 8 feet long by 12 inches wide by 7 inches deep .. .. .	0	11 " "
Pitcher kerb .. .. .	0	3 " "
<b>Kerbing stones—Hammer dressed—</b>		
12 inches deep by 6 inches to 12 inches wide, not exceeding 5 feet in length .. .. .	0	5½ " "
All radial stone .. .. .	0	9 " "
Building stone up to 12 inches by 12 inches, not exceeding 7 feet in length .. .. .	0	6½ " "
All stone over 12 inches by 12 inches, not exceeding the cubical content of 15 cubic feet .. .. .	0	6½ per cubic foot.
All stone exceeding the cubical content of 15 cubic feet .. .. .	0	11 " "

When the Material  
is removed in a  
wheelbarrow to a  
distance of more  
than 50 yards.

	Per superficial yard.		Per superficial yard.	
	s.	d.	s.	d.
<b>Stripping—</b>				
Not exceeding 18 inches in depth .. .. .	2	6	2	5
Exceeding 18 inches, but not exceeding 30 inches in depth .. .. .	2	9	2	6
	Per cubic yard.		Per cubic yard.	
	s.	d.	s.	d.
Exceeding 30 inches in depth .. .. .	2	9	2	3
Spalling, but not including spalls produced on the banker from cut stone or pitchers .. .. .	2	8		

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

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 255 of the 5th August, 1942, shall remain in force.

## SCHEDULE—continued.

## RADIO BOARD.

Clauses (2) and (3) of the Determination as published in *Government Gazette*, No. 22, of the 29th January, 1943, shall be replaced by the following clauses :—

2.

Adults.	Wages per Week of 44 Hours—	
	Within the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, and at Warrnambool.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Radio serviceman .. .. .	6 11 6	6 8 6
Radio repairer .. .. .	5 16 0	5 13 0
Radio wiper, i.e., employee wiring a complete set from a circuit diagram or model other than on production line .. .. .	5 11 0	5 8 0
Process worker .. .. .	5 9 0	5 6 0
All others .. .. .	5 1 0	4 18 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid additional allowances as follows :—

	Per Week.
	£ s. d.
Motor car .. .. .	3 0 0
Motor cycle and side car .. .. .	1 15 0
Motor cycle .. .. .	1 5 0

## LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows :—

## WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—	
			Within the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, and at Warrnambool.	Other Parts of Victoria.
		s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>				
Under three months' experience .. .. .	65	3 0	63 0	61 0
All others .. .. .	75	3 0	72 0	69 6
<i>II.—Junior Females.</i>				
17 years of age and under .. .. .	40	1 0	38 0	36 6
18 years of age .. .. .	47½	1 3	45 0	43 6
19 years of age .. .. .	55	1 6	52 0	50 6
20 years of age .. .. .	62½	2 0	59 6	57 6
<i>III.—Male Junior Labour.</i>				
Under 16 years of age .. .. .	25	0 6	23 6	22 6
16 years of age .. .. .	35	0 9	33 0	32 0
17 years of age .. .. .	47½	1 0	44 6	43 6
18 years of age .. .. .	60	1 0	56 0	54 6
19 years of age .. .. .	75	2 0	71 0	68 6
20 years of age .. .. .	90	2 0	85 0	82 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses (4) to (23) inclusive of the Determination as published in *Government Gazette* No. 22 of the 29th January, 1943, shall remain in force.

## SCHEDULE—continued.

## RETAIL DAIRY BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 356 of the 17th December, 1941, shall be replaced by the following clause:—

(2)

Improvers.			Other Employees.						
WAGES.*			WAGES.*						
Per week of 44 hours.			Per week of 44 hours.						
			Shift Workers.			All Others			
			Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	Weekly Rate.	War Loading (Non-adjustable).	Total Weekly Wage.	
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years ..	..	44 8	Manager .. .. .	125 6	2 0	127 6	119 6	2 0	121 6
16-17 years ..	..	52 8	Foreman .. .. .	125 6	2 0	127 6	119 6	2 0	121 6
17-18 " ..	..	59 2	Operator of—						
18-19 " ..	75 8	67 7	Separator, pasteurizer, or milk cooler .. .. .	113 6	2 0	115 6	107 6	2 0	109 6
19-20 " ..	83 3	75 4	Washer or sterilizer of cans or bottles .. .. .	113 6	2 0	115 6	107 6	2 0	109 6
20-21 " ..	80 6	81 6	All others .. .. .	112 6	2 0	114 6	106 6	2 0	108 6

PROPORTION (IN ANY PLACE).

*Males.*

One improver to every eight or fraction of eight workers receiving not less than 108s. 6d. per week of 44 hours.

\* Adult employees whose usual hours of duty extend over seven days per week shall receive in addition to their usual weekly wage prescribed in this Determination an additional 8s. per week; provided that improvers whose hours of duty are similarly extended shall receive *pro rata* the additional amount prescribed herein for adults.

Any employee employed on a six-day week system shall be entitled to one day off in each seven days; provided that any employee who is usually employed six days a week, and who, because of exceptional circumstances, is required to work on his day off shall in such week be paid one extra day's pay exclusive of any overtime earned.

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

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 356 of the 17th December, 1941, shall remain in force.

## RUBBER TRADE BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 332 of the 23rd November, 1942, 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	..	..	..	28	0	22	3	Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.		
16 years of age	..	..	..	37	9	27	3			
17	"	"	..	47	0	32	6			
18	"	"	..	56	9	37	3			
19	"	"	..	66	6	42	9			
20	"	"	..	75	6	45	3			
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 98s. 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 98s. per week of 44 hours.

## FEMALE APPRENTICES.

*Fancy Goods Section.*

Three female apprentices to every adult female worker receiving not less than 51s. 6d. per week of 44 hours.

*All Other Sections.*

One female apprentice to each adult female worker receiving not less than 51s. 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 51s. 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 51s. 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 (other than those employed preparing or manufacturing articles of xylonite or celluloid).

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



## SCHEDULE—continued.

## RUBBER TRADE BOARD—continued.

## Adult Males—continued.

	Wages per Week of 44 Hours.
	£ s. d.
65. Operator in charge of textile cutting machine .. .. .	5 4 0
66. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	5 2 0
67. 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 13 0
68. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts .. .. .	5 4 0
69. First assistant on calender 48 inches and over .. .. .	5 8 6
70. First assistant on calender under 48 inches .. .. .	5 2 0
71. Operator in charge of calender 72 inches and under .. .. .	6 0 0
72. Operator in charge of calender over 72 inches .. .. .	6 5 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing) .. .. .	5 9 0
74. 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 ticing, table hand .. .. .	5 4 0
75. Storeman in charge of moulds .. .. .	5 0 0
76. Operator engaged on sand blasting in a properly enclosed cabinet .. .. .	5 2 0

## ADULT FEMALES (other than those employed preparing or manufacturing articles of xylonite or celluloid).

	Wages per Week of 44 Hours.
	£ s. d.
77. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots .. .. .	2 17 0
78. 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 16 0
79. Adult female employee employed on sewing machine .. .. .	2 17 0
80. Female employees engaged in the production of fabric covered corrugated gas mask connecting tubes .. .. .	2 19 6
81. 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 14 6
82. Adult female employee employed on dipped goods .. .. .	2 14 6
83. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching .. .. .	2 14 6
84. Adult female employee employed on wire or bead making .. .. .	2 16 0
85. Adult female employees not specially provided for .. .. .	2 11 6

## Preparing or manufacturing articles of xylonite or celluloid.

## ADULT MALES.

	Wages per Week of 44 Hours.
	£ s. d.
86. Machine operators and/or process workers .. .. .	5 6 0

## ADULT FEMALES.

87. All adult Females .. .. .	2 14 6
-------------------------------	--------

The wages rates of all employees covered by this Determination shall be increased by the addition of the following loadings:—

	per week, s. d.
Adult males .. .. .	6 0
Adult females .. .. .	5 0
Junior males and junior females .. .. .	3 0

These loadings shall not be subject to adjustments pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (4) to (28) inclusive of the Determination published in the *Government Gazette* No. 332 of the 23rd November, 1942, shall remain in force.

## SCHEDULE—continued.

### SADDLERY AND HARNESS BOARD.

Clause (3) of the Determination published in *Government Gazette* No. 346 of the 7th December, 1942, shall be replaced by the following clause:—

(3)

### WAGES.

	Adjustable Weekly Rate.	Non-adjustable.		Total Weekly Wage
		Constant Loading.*	War Loading.*	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Journeymen .. .. .	5 13 0	5 0 .	4 0	6 2 0
Journeywomen .. .. .	2 17 9	2 6	2 0	3 2 3

\* These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

Clauses (4) to (30) inclusive of the Determination as published in *Government Gazette* No. 316 of the 7th December, 1942, shall remain in force.

SALTWORKERS BOARD.

Clauses (2) (a) and (2) (b) of the Determination published in *Government Gazette* No. 118 of the 28th April, 1941, shall be replaced by the following clauses :—

(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> 14 years of age .. 23 6 15 " " .. 30 6 16 " " .. 37 6 17 " " .. 48 6 18 " " .. 61 0 19 " " .. 74 6 20 " " .. 88 0	<i>s. d.</i> 14 years of age .. 23 6 15 " " .. 30 6 16 " " .. 37 6 17 " " .. 48 6 18 " " .. 61 0 19 " " .. 74 6 20 " " .. 88 0	Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— Foreman—i.e., one who has the control of more than six men .. .. . 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 .. .. . Truckman or brakeman— (a) Power trucks .. .. . (b) Horse trucks or wagons .. .. . Employees in charge of movement of sea water and engaged in preparation of brine .. .. . Thatcher of salt stacks .. .. . Stack builder, where mechanical stackers are used .. .. . All others .. .. .	<i>s. d.</i> 2 8 <sup>5</sup> / <sub>11</sub>  2 6 <sup>8</sup> / <sub>22</sub> 2 6 <sup>17</sup> / <sub>22</sub> 2 5 <sup>13</sup> / <sub>22</sub> 2 5 <sup>13</sup> / <sub>22</sub> 2 4 <sup>17</sup> / <sub>22</sub>	<i>s. d.</i> 119 0  111 6 110 6 105 6 108 6 108 6 105 6	
FEMALES.	FEMALES.	FEMALES.			
Per Week of 44 Hours.	Per Week of 44 Hours.				
<i>s. d.</i> 16 years of age .. 21 6 17 " " .. 23 6 18 " " .. 29 6 19 " " .. 36 0 20 " " .. 43 0	<i>s. d.</i> 16 years of age .. 21 6 17 " " .. 23 6 18 " " .. 29 6 19 " " .. 36 0 20 " " .. 43 0	<i>Definition.</i> —A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.  Persons employed treating, crushing, or refining salt:— Shed hand in charge of seven or more men .. .. . Shed hand in charge of six or less men .. .. . Shed hand who is required to stack Shift Foreman— In charge of a wet and dry plant .. .. . In charge of a dry plant .. .. . In charge of a wet plant .. .. . Millwrights .. .. . Hydro Operator .. .. . All Others .. .. .	<i>s. d.</i> 2 8 <sup>7</sup> / <sub>22</sub> 2 6 <sup>8</sup> / <sub>22</sub> 2 4 <sup>17</sup> / <sub>22</sub> 2 10 <sup>1</sup> / <sub>2</sub> 2 8 <sup>7</sup> / <sub>22</sub> 2 8 <sup>7</sup> / <sub>22</sub> 2 8 <sup>7</sup> / <sub>22</sub> 2 4 <sup>4</sup> / <sub>11</sub> 2 3 <sup>21</sup> / <sub>22</sub>	<i>s. d.</i> 118 6 111 6 105 6 126 6 118 6 118 6 118 6 104 0 102 6	
PROPORTION (in any place).					
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. for afternoon shift workers and 7½ per cent. for night shift workers.

Clauses (3) to (24) inclusive of the Determination as published in *Government Gazette* No. 118 of 28th April, 1941, shall remain in force.

## SCHEDULE—continued.

## 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.					

## SCHEDULE—continued.

## SEWAGE DISTRIBUTION BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 176 of the 18th May, 1942, shall be replaced by the following:—

(2)

## WAGES PER WEEK OF 44 HOURS.

	Adjustable Wage.	War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Ganger, i.e., a man in charge of over six men .. .. .	119 0	3 0	122 0
Leading waterman .. .. .	116 0	3 0	119 0
Leading hand, i.e., a man in charge of from three to six men .. .. .	111 0	3 0	114 0
Waterman, i.e., a man who distributes sewage from channels over land .. .. .	108 0	3 0	111 0
Groundsman, i.e., a man who prepares ground ahead of a waterman .. .. .	108 0	3 0	111 0
Sewage tank attendant .. .. .	108 0	3 0	111 0
Man with horse and dray carting soil and performing maintenance operations in connexion with sewage areas or the banks of channels and carriers .. .. .	108 0	3 0	111 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 .. .. .	108 0	3 0	111 0
Tide gate attendant, i.e., a man who keeps channels open at seafront .. .. .	106 0	3 0	109 0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 7s. and 10s. per week respectively.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, septic tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above be paid at the rate of 9s. per week whilst so engaged, with a minimum of two hours' pay on any one day.

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 (16) inclusive of the Determination published in *Government Gazette* No. 176 of the 18th May, 1942, shall remain in force.

## SHOP BOARD No. 2 (BOOT REPAIRERS).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 215 of the 31st July, 1941, shall be replaced by the following clauses:—

(2)

## APPRENTICES OR IMPROVERS.

Males.					Females.				
Wages per Week of 44 Hours.					Wages per Week of 47 Hours.				
Commencing Age.									
	Under 15 years.	16 years.	17 years.	18 years or over.					<i>s. d.</i>
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Under 16 years of age .. .. .	..	..	..	25 9
1st year .. .. .	16 0	24 0	24 0	35 6	16 and under 17 years of age .. .. .	..	..	..	28 9
2nd year .. .. .	24 0	35 6	35 6	45 6	17 and under 18 years of age .. .. .	..	..	..	31 9
3rd year—					18 and under 19 years of age .. .. .	..	..	..	35 0
1st 6 months .. .. .	35 6	45 6	45 6	64 6	19 and under 20 years of age .. .. .	..	..	..	39 0
2nd 6 months .. .. .	35 6	45 6	45 6	74 0	20 and under 21 years of age .. .. .	..	..	..	41 9
4th year—									
1st 6 months .. .. .	45 6	55 9	64 6	Minimum wage					
2nd 6 months .. .. .	45 6	55 9	74 0						
5th year—									
1st 6 months .. .. .	55 9	64 6	Minimum wage						
2nd 6 months .. .. .	55 9	74 0							
6th year—									
1st 6 months .. .. .	64 6	Minimum wage							
2nd 6 months .. .. .	74 0								
Thereafter .. .. .	Minimum wage								

## PROPORTION (BY ANY EMPLOYER).

## Apprentices.

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

## Improvers.

Two female improvers to every female adult worker receiving not less than the rate fixed for age 23.

## PROPORTION (IN ANY PLACE).

## Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 119s. per week of 44 hours.

## Improvers.

One improver to every four workers receiving not less than 119s. per week of 44 hours.

(3)

## OTHER EMPLOYEES.

Wages per Week of 47 Hours.					Wages per Week of 44 Hours.			
						Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
						<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Female Receiver, Despatcher, or Saleswoman—					Males .. .. .	116 0	3 0	119 0
21 years of age .. .. .	..	..	..	46 0				
22 years of age .. .. .	..	..	..	54 0				
23 years of age .. .. .	..	..	..	61 3				

Clauses (4) to (10) inclusive of the Determination as published in *Government Gazette* No. 215 of the 31st July, 1941, 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. 186 of the 23rd May, 1942, 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.					Apprentices and Improvers not elsewhere included.				
					APPRENTICES.				
					Weekly Wage.				
					£ s. d.				
1st year's experience	..	..	..	..	1	19	0		
2nd "	"	..	..	..	2	10	6		
3rd "	"	..	..	..	2	17	0		
4th "	"	..	..	..	3	19	0		
5th year	..	..	..	..	Minimum				
					wage				
PROPORTION (BY ANY EMPLOYER).					Five-Year Terms.				
Apprentices.					First year	..	..	..	1 0 0
One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.					Second year	..	..	..	1 13 6
Improvers.					Third year	..	..	..	2 9 0
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.					Fourth year	..	..	..	3 10 6
					Fifth year	..	..	..	4 13 0
					Four Year Terms.				
					First year	..	..	..	1 2 0
					Second year	..	..	..	2 2 6
					Third year	..	..	..	3 10 6
					Fourth year	..	..	..	4 13 0
Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.					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 prescribed 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.				
					The wage rates of unapprenticed junior labour shall be as follows:—				
					Weekly Wage.				
					£ s. d.				
IMPROVERS.					First year's experience	..	..	..	1 8 0
					Second year's experience	..	..	..	1 19 0
					Third year's experience	..	..	..	2 13 6
					Fourth year's experience	..	..	..	3 17 6
					Fifth year's experience and until reaching the age of 21 years	..	..	..	4 15 0
					Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in the first year and the third year rate in his second year and so on.				
					Juveniles under the age of 18 years shall not be engaged in delivering for more than 4 hours on any one day.				
					Each juvenile shall within 14 days of accepting employment supply a certificate to the Master Butchers Meat and Allied Trades Federation of Australia and to the Australasian Meat Industry Employees Union stating his correct age and his period of service in the industry.				
					PROPORTION OF JUVENILES AND APPRENTICES.				
					The number of apprentices and/or unapprenticed juniors employed in any one shop or slaughter-house whether consisting of a shop, small goods factory, or factory only, or of a shop, slaughter-house, and factory combined, shall not exceed one to three or fraction of three adult weekly employees. An employer actually working in the shop, slaughter-house, 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.

## DIVISION A.—ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen .. .. .	6 17 0	6 0	7 3 0
Slaughterman .. .. .	6 8 0	6 0	6 14 0
Head and Feet Boners .. .. .	5 14 0	3 0	5 17 0
Scalders .. .. .	5 14 0	3 0	5 17 0
Meat Lumpers .. .. .	5 11 6	3 0	5 14 6
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down) .. .. .	5 8 0	3 0	5 11 0
General labourers .. .. .	5 5 6	3 0	5 8 6

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

## DIVISION B.—RETAIL SHOPS.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool. (c) Within the Mildura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
	Per Week of 44 Hours. £ s. d.	Per Week of 44 Hours. £ s. d.	Per Week of 44 Hours. £ s. d.
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week .. .. .	6 13 6	7 0 0	6 10 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop— Whilst employed on such work .. .. .	6 13 6	7 0 0	6 10 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne— 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 .. .. .	6 18 0	7 4 6	6 15 0
General butcher in charge of branch shop .. .. .	6 12 0	6 18 6	6 9 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	6 6 0	6 12 6	6 3 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	6 3 0	6 9 6	6 0 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers .. .. .	6 3 0	6 9 6	6 0 0
Ordermen who deliver but do not cut meat and who are not carters and drivers .. .. .	5 9 0	5 15 6	5 6 0
All others .. .. .	5 7 0	5 13 6	5 4 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.			

## DIVISION C.—SMALL GOODS SECTION.

Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week .. .. .	6 13 6	7 0 0	6 10 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory— Whilst employed on such work .. .. .	6 13 6	7 0 0	6 10 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	6 6 0	6 12 6	6 3 0
Fillermen .. .. .	5 18 0	6 4 6	5 15 0
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers .. .. .	6 3 0	6 9 6	6 0 0
Packing-room hands .. .. .	5 12 0	5 18 6	5 9 0
Linkers and table hands .. .. .	5 11 0	5 17 6	5 8 0
All others .. .. .	5 7 0	5 13 6	5 4 0

## SCHEDULE—continued.

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

## OTHER EMPLOYEES—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool. (c) Within the Milderura and Gippsland Districts.	At Yallourn.	All other Parts of Victoria.
DIVISION D.—CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.	Per Week of 48 Hours. £ s. d.	Per Week of 48 Hours. £ s. d.	Per Week of 48 Hours. £ s. d.
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	5 7 6	5 14 0	5 4 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	5 11 6	5 18 0	5 8 6
Exceeding 3 tons capacity .. .. .	5 15 6	6 2 0	5 12 6
Horse Drivers—			
One horse .. .. .	5 5 0	5 11 6	5 2 0
Two horses .. .. .	5 7 6	5 14 0	5 4 6
Three horses .. .. .	5 9 6	5 16 0	5 6 6
Head stableman (if more than one employed) .. .. .	5 3 0	5 9 6	5 1 0
Other stablemen or grooms .. .. .	4 19 0	5 5 6	4 16 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 .. .. .			
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
DIVISION E.—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 .. .. .	5 10 6	5 17 0	5 7 6
Exceeding 25 cwt. but not exceeding 3 tons .. .. .	5 14 6	6 1 0	5 11 6
Exceeding 3 tons capacity .. .. .	5 18 6	6 5 0	5 15 6
Horse Drivers—			
One horse .. .. .	5 8 0	5 14 6	5 5 0
Two horses .. .. .	5 10 6	5 17 0	5 7 6
Three horses .. .. .	5 12 6	5 19 0	5 9 6

Clauses (3) to (53) inclusive of the Determination published in *Government Gazette* No. 186 of the 23rd May, 1942, shall remain in force.

## SCHEDULE—continued.

## SHOPS BOARD No. 6 (CHEMISTS).

Clause (2) of the Determination published in *Government Gazette* No. 272 of the 28th August, 1942, shall be replaced by the following Clause:—

(2)

<i>Apprentices.</i>				<i>Improvers.</i>			
WAGES PER WEEK OF 46 HOURS.				WAGES PER WEEK OF 46 HOURS.			
—	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	—	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<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 .. ..	18 6	0 6	19 0	Under 21 years of age ..	73 6	2 0	75 6
2nd „ .. ..	24 6	0 6	25 0				
3rd „ .. ..	36 6	1 0	37 6				
4th „ .. ..	36 6	1 0	37 6				
5th „ .. ..	67 6	2 0	69 6				
6th „ .. ..	80 0	2 0	82 0				
PROPORTION.				PROPORTION.			
(In any shop or place.)				(In any shop or place.)			
One apprentice to one or more than one worker receiving not less than the minimum wage:				One improver to 50 or more than 50 employees receiving, if males, not less than 137s., or, if females, not less than 125s. 8d. per week of 46 hours.			
Provided that in any shop within the metropolitan district, an additional apprentice who is indentured and has served the first and second years of his apprenticeship outside the said metropolitan district and who is attending lectures at the Victorian College of Pharmacy, may be employed notwithstanding that the proportion of apprentices above fixed is thereby exceeded by one.							

*Other Employees.*

Wages per Week of 46 hours.

	MALES.			FEMALES.		
	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Manager .. ..	7 13 0	0 6 0	7 19 0	6 19 5	0 6 0	7 5 5
Registered assistant .. ..	6 11 0	0 6 0	6 17 0	5 10 8	0 6 0	6 5 8
Unregistered assistant .. ..	6 1 6	0 3 0	6 4 6	5 11 2	0 3 0	5 14 2



## SCHEDULE--continued.

## SHOPS BOARD No. 6 (CHEMISTS)—continued.

Juvenile workers (i.e., persons under 21 years of age, other than apprentices or improvers)—

*Female Shop Assistant.*

In any pharmacy one female shop assistant, not engaged in dispensing or compounding medicines, drugs, or medicinal preparations, and who is under 21 years of age, may be employed at the following rates, viz.:—

Wages per Week of 46 hours.

				Commencing Age.								
				15 Years or Under.			16 Years.			17 Years.		
				Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
				<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	..	..	..	14 6	0 6	15 0	14 6	0 6	15 0	20 6	0 6	21 0
2nd "	..	..	..	20 6	0 6	21 0	24 6	0 6	25 0	27 0	0 6	27 6
3rd "	..	..	..	24 6	0 6	25 0	28 6	0 6	29 0	35 0	1 0	36 0
4th "	..	..	..	28 6	0 6	29 0	35 0	1 0	36 0	40 0	1 0	41 0
5th "	..	..	..	35 0	1 0	36 0	40 0	1 0	41 0	..	..	..
6th "	..	..	..	40 0	1 0	41 0	..	..	..	..	..	..

  

				Commencing Age.								
				18 Years.			19 Years.			20 Years.		
				Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	War Loading (Non-adjustable).	Total Wage.
				<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	..	..	..	20 6	0 6	21 0	24 6	0 6	25 0	24 6s	0 6	25 0
2nd "	..	..	..	28 6	0 6	29 0	35 0	1 0	36 0	..	..	..
3rd "	..	..	..	40 0	1 0	41 0	..	..	..	..	..	..
4th "	..	..	..	..	..	..	..	..	..	..	..	..
5th "	..	..	..	..	..	..	..	..	..	..	..	..
6th "	..	..	..	..	..	..	..	..	..	..	..	..

Clauses (3) to (12) inclusive of the Determination published in *Government Gazette* No. 272 of the 28th August, 1942, shall remain in force.

## SCHEDULE—continued.

## SHOPS BOARD No. 10 (FISH AND POULTRY).

Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two of the Determination published in *Government Gazette* No. 80 of the 6th March, 1942, shall be replaced by the following clauses:—

## PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) APPRENTICES OR IMPROVERS. Wages per Week of 44 Hours.						
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. ..	29 0	0 9	29 9	27 6	0 9	28 3
16 years of age .. ..	38 6	1 0	39 6	30 0	0 9	30 9
17 years of age .. ..	47 0	1 3	48 3	33 6	0 9	34 3
18 years of age .. ..	61 0	1 6	62 6	36 6	1 0	37 6
19 years of age .. ..	81 6	2 0	83 6	44 6	1 3	45 9
20 years of age .. ..	86 0	2 3	88 3	51 0	1 3	52 3

## PROPORTION.

## MALES.

## Apprentices.

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

## Improvers.

One male improver to every four or fraction of four male workers receiving not less than 116s. per week of 44 hours.

## FEMALES.

## Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 60s. 6d. per week of 44 hours.

## Improvers.

One female improver to every four or fraction of four female workers receiving not less than 60s. 6d. per week of 44 hours.

## OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Rabbit skimmers or boners .. ..	118 6	3 0	121 6
Grader who grades for the export trade .. ..	124 0	3 0	127 0
Females employed filling cartons with boned meat .. ..	59 0	1 6	60 6
All others .. ..	113 0	3 0	116 0

(13) PIECEWORK PRICES.—The lowest piecework prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause (2).	Outside the hours fixed in clause (2).
Skinning rabbits (heads off) .. ..	2s. 6d. per 100	3s. 9d. per 100
Skinning rabbits (heads on) .. ..	3s. 3d. per 100	4s. 7½d. per 100
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. ..	1d. per lb.	
Skinning hares .. ..	9s. 3d. per 100	

## PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) APPRENTICES OR IMPROVERS.  
Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. ..	26 6	0 9	27 3	22 0	0 9	22 9
16 years of age .. ..	35 0	1 0	36 0	26 6	0 9	27 3
17 years of age .. ..	46 6	1 3	47 9	32 6	1 0	33 6
18 years of age .. ..	57 6	1 9	59 3	41 6	1 3	42 9
19 years of age .. ..	66 0	2 0	68 0	45 0	1 3	46 3
20 years of age .. ..	79 0	2 3	81 3	49 6	1 6	51 0

## SCHEDULE—continued.

## SHOPS BOARD No. 10 (FISH AND POULTRY)—continued.

## PROPORTION.

## MALES.

## Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 104s. 6d. per week of 48 hours, or 44 hours, as the case may be.

## Improvers.

One improver to every four or fraction of four workers receiving not less than 104s. 6d. per week of 48 hours, or 44 hours, as the case may be.

## FEMALES.

## Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 56s. 6d. per week of 48 hours, or 44 hours, as the case may be.

## Improvers.

One improver to every three or fraction of three female workers receiving not less than 56s. 6d. per week of 48 hours, or 44 hours, as the case may be.

## OTHER EMPLOYEES.

## Wages per Week.

	Within the Metropolitan District.			All other parts of Victoria where this Determination applies.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	131 6	3 0	134 6	126 6	3 0	129 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	70 0	2 0	72 0	68 0	2 0	68 0
Foreman having the supervision of four or more workers	121 6	3 0	124 6	116 6	3 0	119 6
Shop hands (males) or salesmen	108 6	3 0	111 6	103 6	3 0	106 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	111 6	3 0	114 6	107 6	3 0	110 6
Wet chain pluckers	119 0	3 0	122 0	119 0	3 0	122 0
Labourers assisting—						
(a) Wholesale fish salesmen	116 6	3 0	119 6	111 6	3 0	114 6
(b) Wholesale poultry salesmen	106 6	3 0	109 6	103 6	3 0	106 6
Persons employed grading and/or placing plucked poultry in boxes	111 6	3 0	114 6	107 6	3 0	110 6
Females employed—						
(a) As shop hands	58 0	1 9	59 9	55 0	1 6	56 6
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	58 0	1 9	59 9	55 0	1 6	56 6
All others	101 6	3 0	104 6	101 6	3 0	104 6

(20) PIECEWORK PRICES.—The lowest piecework prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6 a.m. and 1 p.m. on Saturday, and 6 a.m. and 8 a.m. on any other week day—

	s. d.	
(i) Roughing fowls by hand	0 3½ per pair	} Plus 36 per cent.
Roughing fowls by machine	0 3 per pair	
Stumping fowls the same day as they are roughed by hand	0 3½ per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0 4 per pair	
Stumping fowls which have been roughed by a machine	0 4 per pair	
Plucking fowls	0 7 per pair	
Plucking ducks, where wings are not plucked right out	0 7½ per pair	
Plucking ducks, where wings are required to be plucked right out	0 11½ per pair	
Plucking Muscovy drakes (redheads)	1 3 per pair	
Plucking turkey hens	0 8½ per pair	
Plucking turkey cocks	1 1 per pair	
Plucking geese	1 1 per pair	
Plucking teal	0 4 per pair	
Plucking black duck	0 5 per pair	
Plucking blue wing	0 4 per pair	
Plucking mountain duck	0 5 per pair	
Plucking pigeons and small birds	0 3 per pair	
Plucking quail	0 3 per pair	
Plucking pheasants	0 7 per pair	
Drawing and trussing fowls or ducks	0 3 per pair extra	
Drawing and trussing geese	0 6 per pair extra	
Drawing and trussing turkeys	0 9 per pair extra	
(ii) *Blooding cotta	0 9 per large box	
*Splitting cotta	1 0 per large box	
*Scaling and cleaning salmon	1 6 per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2 6 per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3 0 per large box	
*Cleaning whiting	0 3 per dozen	
*Filleting whiting	0 6 per dozen	
*Cleaning flounders	0 3 per dozen	
Trimming shark	0 6 per box	
Skimming and trimming shark	2 0 per box	

\* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause (20), sub-clause (a) with the addition of 50 per cent.

Clauses (other than Clauses (1) and (15) of Part One and Clauses (1) and (20) of Part Two) of the Determination as published in *Government Gazette* No. 80 of the 6th March, 1942, shall remain in force.

## SCHEDULE—continued.

## SHOPS BOARD No. 12 (FUEL AND FODDER).

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 370 of the 22nd December, 1942, shall be replaced by the following clauses:—

(2) (i)

Improvers.			Other Employees.					
WAGES PER WEEK OF 44 HOURS.			WAGES.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.	
			(a) In Hay, Corn, or Chaff Stores.					
			(b) Employed handling or distributing brewers' or distillers' grains					
s. d.			Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store .. .. .		s. d.		s. d.	
Under 17 years of age ..	43	3			113 0 per week of 44 hours		116 0 per week of 44 hrs.	
17 years of age ..	50	6	Drivers of motor wagons—					
18 ..	62	3	(a) having a capacity of 2 tons or less ..		107 0 „ 44 „		110 0 „ 44 „	
19 ..	69	0	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..		112 0 „ 44 „		115 0 „ 44 „	
20 ..	76	3	(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer ..		118 0 „ 44 „		121 0 „ 44 „	
			Carters driving one horse ..		103 0 „ 44 „		106 0 „ 44 „	
			Carters driving two horses ..		108 0 „ 44 „		111 0 „ 44 „	
			And for every additional horse..		0 6 extra per day ..		0 6 extra per day	
			All others ..		106 0 per week of 44 hours		109 0 per week of 44 hrs.	

See also Clauses (2) (ii) and (3).

See also Clauses (2) (ii) and (3).

Improvers.	WAGES—continued.		Other Employees.		Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determination applies.	
PROPORTION.	Wood Yards, or Wood, Coal, and Coke (Combined) Yards.							
One improver to the first four or fraction of four workers receiving not less than 101s. per week of 44 hours, and thereafter one improver to each additional four such workers.	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..		s. d.				s. d.	
	Drivers of motor wagons—		106	0	per week of 44 hours		109	0
	(a) having a capacity of 2 tons or less ..		107	0	" 44 "		110	0
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..		112	0	" 44 "		115	0
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..		118	0	" 44 "		121	0
	Carters driving one horse ..		103	0	" 44 "		106	0
	Carters driving two horses ..		108	0	" 44 "		111	0
	And for every additional horse ..		0	6	extra per day		0	6
	All others ..		101	0	per week of 44 hours		104	0
	Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.							
	Drivers of motor wagons—							
	(a) having a capacity of 2 tons or less ..		107	0	per week of 44 hours		110	0
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..		112	0	" 44 "		115	0
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..		118	0	" 44 "		121	0
	Carters driving one horse ..		103	0	" 44 "		106	0
	Carters driving two horses ..		108	0	" 44 "		111	0
	And for every additional horse ..		0	6	extra per day		0	6
	All others ..		117	0	per week of 44 hours		120	0
	Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).							
	Benchmen ..		110	0	per week of 44 hours		113	0
	Drivers of motor wagons—							
	(a) having a capacity of 2 tons or less ..		107	0	" 44 "		110	0
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..		112	0	" 44 "		115	0
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..		118	0	" 44 "		121	0
	Carters driving one horse ..		103	0	" 44 "		106	0
	Carters driving two horses ..		108	0	" 44 "		111	0
	And for every additional horse ..		0	6	extra per day		0	6
	All others ..		106	0	per week of 44 hours		109	0

See also Clauses (2) (ii) and (3).

## (2) (ii) EXTRA RATES.

Further additional amount for a person employed handling or distributing brewers' or distillers' grains .. s. d. 3 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

(3) ALLOWANCES.—(i) To the amounts otherwise prescribed in this Determination shall be added the following:—

(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day

(b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.  
(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

Clauses (4) to (15) inclusive of the Determination published in *Government Gazette* No. 370 of the 22nd December, 1942, shall remain in force.

NOTE.—To the weekly earnings of each pieceworker the sum of 10s. shall be added, provided that where less than 44 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

## SCHEDULE—continued.

## SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clause (2) and (16) of the Determination published in *Government Gazette* No. 4 of the 8th January, 1943, shall be replaced by the following clauses:—

**Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.**

(2)			
IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.		s. d.
Under 17 years of age ..	60 9	<i>Firewood Saw-mills, Mallee Roots, &amp;c.</i>	
17 years of age ..	71 0	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker ..	117 0
18 " " ..	81 4	Other benchmen ..	112 0
19 " " or over—the appropriate rate prescribed under the heading "other employees."		Lumpers ..	112 0
		Trolley-men ..	112 0
		Skip loaders ..	112 0
		Truck loaders of wood 4 feet or over ..	112 0
		Wagon or dray loaders ..	112 0
		Block stackers ..	106 0
		Wood cutters ..	117 0
		Carters driving one, two, or three horses ..	117 0
		And 6s. extra per week for every additional horse in excess of three.	
		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. ..	110 0
		(b) exceeding 25 cwt. but not exceeding 3 tons ..	116 0
		(c) exceeding 3 tons ..	122 0
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles ..	122 0
		All others ..	104 0
		Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.		s. d.
		<i>Hay, Corn, or Chaff Stores.</i>	
		Storemen in charge ..	114 0
		All others ..	108 0
		<i>Wood, Coal, or Coke Yards.</i>	
		Carters driving one horse ..	109 0
		Carters driving two horses ..	112 0
		And 3s. extra per week for every additional horse.	
		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. ..	110 0
		(b) exceeding 25 cwt., but not exceeding 3 tons ..	116 0
		(c) exceeding 3 tons ..	122 0
		And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
		All others ..	108 0
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

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

## SCHEDULE—continued.

## SHOPS BOARD No. 13. (FUEL AND FODDER—COUNTRY)—continued.

## Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(16) IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
	s. d.		s. d.
Under 17 years of age .. ..	60 9	Wood cutters, using axe, power crosscut, circular saw, or other method ..	117 0
17 years of age .. ..	71 0	Carters driving one, two, or three horses .. ..	117 0
18 " " .. ..	86 6	And 6s. extra per week for every additional horse in excess of three.	
19 " " or over—the appropriate rate prescribed under the heading "other employees."		Drivers of motor vehicles having a carrying capacity—	
		(a) not exceeding 25 cwt. .. ..	110 0
		(b) exceeding 25 cwt. but not exceeding 3 tons .. ..	116 0
		(c) exceeding 3 tons but not exceeding 6 tons .. ..	122 0
		(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
		And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
		Gas Producer Units.	
		The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
		Charcoal burning by retorts, metal or brick kilns, or pits—	
		(a) Operator in charge of plant .. ..	132 0
		(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. ..	122 0
		Grinding or grading charcoal—	
		(a) Attendant in charge of plant—	
		(i) With four or more persons under his supervision .. ..	142 0
		(ii) With three or fewer persons under his supervision .. ..	138 0
		(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. ..	132 0

## PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 117s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

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

Clauses (3) to (15) inclusive and clauses (17) to (33) inclusive of the Determination as published in *Government Gazette* No. 4 of the 8th January, 1943, shall remain in force, provided that, to the weekly earnings of each pieceworker, shall be added the sum of one shilling. Where less than 44 hours is worked in any week by any pieceworker, a proportionate amount of such sum of one shilling shall be added in lieu thereof.

## SHOPS BOARD No. 17 (TOBACCONISTS).

Clause (2) of the Determination published in *Government Gazette* No. 376 of 23th Decembor, 1942, shall be replaced by the following:—

Apprentices or Improvers.				Other Employees.			
WAGES.				WAGES.			
Per Week of 48 Hours.				Per Week of 48 Hours.			
		Males.	Females.		Males.	Females.	
		s. d.	s. d.		s. d.	s. d.	
15 years of age or under .. ..	..	20 6	20 6	Departmental Manager, i.e., the principal employee in charge of a tobacco Department in any store, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such Department ..	127 6	112 6	
16 years of age .. ..	..	26 6	26 6	First assistant, 25 years of age, where two or more persons over the age of 19 years are employed .. ..	122 6	107 6	
17 years of age .. ..	..	38 0	34 6	*All others—			
18 years of age .. ..	..	47 0	40 6	21 years of age .. ..	85 0	71 0	
19 years of age .. ..	..	57 0	50 0	22 years of age .. ..	97 6	81 0	
20 years of age .. ..	..	67 0	61 0	23 years of age or over .. ..	112 6	96 6	

Provided that any apprentice or improver without previous experience entering the trade at 17, 18, 19, or 20 years of age may be paid for his first and second year's service 20 per cent. less than the rates fixed above.

## PROPORTION (IN ANY PLACE).

## Apprentices.

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

## Improvers.

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

\* Provided that any employee in charge of a kiosk, or stall, notwithstanding he or she may be under the orders of another person who does not devote his or her whole time to the management of such kiosk, or stall, shall be paid the rates herein provided with an addition of 10 per cent.

Clauses (3) to (15) inclusive of the Determination published in *Government Gazette* No. 376 of 28th December, 1942, shall remain in force.

## SCHEDULE—continued.

## SLATERS AND TILERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941, shall be replaced by the following clause:—

(2)

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.	s. d.
1st year	..	27 6	1st year	..	27 6	Slaters or Tilers	3 4	146 8
2nd	..	41 6	2nd	..	41 6			
3rd	..	55 9	3rd	..	55 9			
4th	..	69 0	4th	..	69 0			
5th	..	89 9	5th	..	89 9			
PROPORTION (by any employer).			PROPORTION (by any employer).			Persons employed stripping or repairing roofs or re-covering with second-hand materials shall be paid 1s. 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 146s. 8d. 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 146s. 8d. per week of 44 hours.					
An indenture of apprenticeship was approved on 18th December, 1911								

Clauses (3) to (11) inclusive of the Determination published in *Government Gazette* No. 297 of the 27th October, 1941 shall remain in force.

## SLAUGHTERING FOR EXPORT BOARD.

Clauses (2) to (6) inclusive and (24) and (25) of the Determination published in *Government Gazette* No. 330 of the 12th November, 1942, shall be replaced by the following clauses.

(2)

## SHEEP AND LAMBS.

## (a) Rates of Pay—

## (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 4s. 3½d. plus 1½d. war loading (total 4s. 4½d.)  
 per 100 sheep or lambs slaughtered .. ..  
 To slaughtermen employed in Group B, 45s. 2½d. plus 1s. 1½d. war loading (total 46s. 3½d.)  
 per 100 sheep or lambs slaughtered .. ..  
 } Rams double rates.

## To learners—

## For the first 18 days of employment—

From Monday to Friday inclusive .. .. 19s. 5d. plus 6d. war loading (total 19s. 11d.) per day.  
 Saturday .. .. 10s. 9d. plus 6d. war loading (total 11s. 3d.).

## Thereafter until considered competent by the employer—

From Monday to Friday inclusive .. .. 23s. 6d. plus 1s. 1d. war loading (total 24s. 7d.) per day.  
 Saturday .. .. 11s. 9d. plus 7d. war loading (total 12s. 4d.).

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 49s. 5½d. plus 1s. 3d. war loading (total 50s. 8½d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 4s. 3½d. plus 1½d. war loading (total 4s. 4½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 45s. 2½d. plus 1s. 1½d. war loading (total 46s. 3½d.) per 100 sheep or lambs slaughtered equally between them.

## SCHEDULE—continued.

## SLAUGHTERING FOR EXPORT BOARD—continued.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, trimmers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Chain System.—Employees engaged either changing from long hook to gambrel and slide, or inserting spreader, and or feeding to the chain.

Ring System.—Employees either changing over, or inserting spreader, and or feeding the ring.

Employees changing from long hook to gambrel and slide on the chain system shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 1s. per 100 sheep or lambs.

Employees changing over on the ring system shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs.

Employees on the chain system who either insert the spreader and/or feed the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily and thereafter an additional daily rate of 6d. per 100 sheep or lambs. Provided that employees who feed two or more chains shall first handle 4,000 sheep or lambs daily at "Other Labourers" rates before the additional rates are payable.

Employees on the ring system who either insert the spreader and/or feed the ring shall be paid at "Other Labourers" rate for the first 4,000 sheep or lambs handled daily and thereafter an additional daily rate of 3d. per 100 sheep or lambs.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 49s. 5½d. plus 1s. 3d. war loading (total 50s. 8½d.) per 100 sheep or lambs slaughtered. Rams—double rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, inserting spreader, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets; provided, however, that in any case where an employee is engaged by his employer for the sole purpose of inserting spreaders, such employee shall not be deemed to be a member of the Group.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs and Full Wool Sheep:—

(i) Daggy and/or maggoty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(3)

## CATTLE.

(a) Rate of Pay to Slaughtermen.—2s. 9½d. plus 1d. war loading (total 2s. 10½d.) per head of cattle slaughtered.

Bulls, 500 lbs. to 600 lbs., freezer weight—rate and a half. Over 600 lbs., freezer weight—double rates.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

(4)

## CALVES.

Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. 45s. 10½d. plus 1s. 3d. war loading (total 47s. 1½d.) per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed .. 54s. 1d. plus 1s. 3d. war loading (total 55s. 4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on .. 59s. 2½d. plus 1s. 3d. war loading (total 60s. 5½d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed .. 69s. 6d. plus 1s. 3d. war loading (total 70s. 9d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on .. 71s. 0½d. plus 1s. 3d. war loading (total 72s. 9½d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed .. 86s. 11½d. plus 1s. 3d. war loading (total 88s. 2½d.) per 100 calves.

Calf skinners engaged skinning cold calves—

Monday to Friday inclusive .. 24s. 7d. plus 1s. war loading (total 25s. 7d.) per day.

Saturday .. 12s. 3d. plus 1s. war loading (total 13s. 3d.).

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on, or excluding the weight of skin where the rate is quoted with skin off.



## SCHEDULE—continued.

## SLAUGHTERING FOR EXPORT BOARD—continued.

## (5) (a) Rates of pay to men slaughtering pigs— Pigs.

## Machine dehaired—

Up to 100 lb. .. .. .	7d. per head
101 lb. to 200 lb. .. .. .	9½d. per head
Over 200 lb. .. .. .	1s. 3½d. per head

## Hand scudded—

Up to 100 lb. .. .. .	1s. per head
101 lb. to 200 lb. .. .. .	1s. 3½d. per head
Over 200 lb. .. .. .	2s. 0½d. per head

} plus 13½ per cent.,  
plus 4 per cent.  
war loading.

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

- (b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

## (6)

JUVENILE WORKERS. For definition see Clause 9.			OTHER EMPLOYEES. For definition see Clause 9.								
	Wages per Day.			Wages per Day.							
	Monday to Friday.	Saturday.		Ordinary Wage Monday to Friday	War Loading Monday to Friday	Total Wage Monday to Friday	Ordinary Wage Saturday	War Loading Saturday	Total Wage Saturday		
	<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>		
16 years and under 17 years	7 6	2 8	Boners (Beef and Mutton)	25 1	1 1	26 2	11 9	0 7	12 4		
17 years and under 18 years	8 0	3 3	Slicers and Trimmers ..	22 6	0 8	23 2	11 3	0 8	11 11		
18 years and under 19 years	9 4	3 11	Boners' Labourers ..	21 8	0 6	22 2	10 10	0 6	11 4		
19 years and under 20 years	11 0	4 0	Skin Shed Labourers ..	21 5	0 6	21 11	11 1	0 6	11 7		
20 years and under 21 years	14 11	5 11	Other Labourers ..	22 8	0 8	23 4	11 5	0 8	12 1		

## DROVERS, STOCKMEN, OR PENNERS-UP.

## (7)

## ADULT WORKERS.

Men picking up stock at Newmarket Sale Yards—22s. plus 6d. war loading (total, 22s. 6d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—8s. plus 2d. war loading (total, 8s. 2d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn .. .. . } 26s. 8d., plus 6d. war loading  
 (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. .. . } (total, 27s. 2d.), per trip.  
 (c) Sims Cooper Freezing Works, Newport .. .. . }

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—27s. 8d., plus 6d. war loading (total, 28s. 2d.), per day, including Saturdays and Sundays.

All others—

Monday to Friday—21s. 4d., plus 6d. war loading (total, 21s. 10d.), per day.

Saturday—11s. 1d., plus 6d. war loading (total, 11s. 7d.)

## (8)

## JUVENILE WORKERS.

			Wages per Day.	
			Monday to Friday.	Saturday.
			s. d.	s. d.
16 years of age and under 17 years of age	..	..	7 6	2 8
17 years of age and under 18 years of age	..	..	8 0	3 3
18 years of age and under 19 years of age	..	..	9 4	3 11
19 years of age and under 20 years of age	..	..	11 0	4 0
20 years of age and under 21 years of age	..	..	14 11	5 11

Clauses (7) to (23) and (26) to (31) inclusive of the Determination as published in *Government Gazette* No. 330 of the 12th November, 1942, shall remain in force.

## SCHEDULE—continued.

## STOREMEN, PACKERS, AND SORTERS BOARD.

Clauses (2) to (5) inclusive and clause (17) of the Determination published in *Government Gazette* No. 301 of the 29th September, 1942, shall be replaced by the following:—

## (2) APPRENTICES AND IMPROVERS.

Wages Per Week of 44 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	73 0	24 3	27 3	26 3	24 3	<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS.</p> <p><i>Egg Packing Establishments.</i></p> <p>One male improver to every two or fraction of two male workers receiving 112s. per week.</p> <p><i>Any Other Place.</i></p> <p>One male improver to every four or fraction of four male workers receiving 111s. per week.</p> <p>FEMALE IMPROVERS.</p> <p><i>Laundries.</i></p> <p>One female improver to every three or fraction of three female workers receiving 69s. 3d. per week.</p> <p><i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i></p> <p>Two female improvers to every three or fraction of three female workers receiving 68s. 6d. per week.</p> <p><i>Egg Packing Establishments.</i></p> <p>One female improver to every three or fraction of three female workers receiving 66s. 6d. per week.</p> <p><i>Any Other Place.</i></p> <p>One female improver to every four or fraction of four female workers receiving 63s. 9d. per week.</p>
16 to 17 years of age		32 3	31 0	33 6	31 6	
17 to 18 years of age		41 6	36 6	38 0	35 0	
18 to 19 years of age		58 0	41 0	45 0	40 9	
19 to 20 years of age		74 9	47 9	49 3	46 0	
20 to 21 years of age	112 6	91 3	54 6	56 0	52 0	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

## (3) JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

## Wages Per Week of 44 Hours.

	s.	d.
Under 15 years of age	..	34 0
15 to 16 years of age	..	34 0
16 to 17 years of age	..	42 6
17 to 18 years of age	..	49 0
18 to 19 years of age	..	59 0
19 to 20 years of age	..	76 6
20 to 21 years of age	..	91 0

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult whilst so engaged.

## 4) (a)

## OTHER EMPLOYEES.

## MALES.

## IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	s. d.
Head storeman, i.e., an employee in charge of a store or a special department in a store	122 0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	117 0
All others	112 0

## SCHEDULE—continued.

## STOREMEN, PACKERS, AND SORTERS BOARD—continued.

## (4) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Column No.	Males employed in (or on) or in connexion with—											
	Wharfs, Wharf Sheds, Customs Shedways Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Book Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters', Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place. *
1	2	3	4	5	6	7	8	9	10	11	12	
WAGES PER WEEK OF—												
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
(a) Works singly	130 0	121 8	115 0	117 0	114 0	116 6	127 0	116 6	118 6	126 0	114 0	118 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons	130 0	121 8	115 0	119 6	116 3	118 9	133 3	118 9	125 9	123 3	116 3	120 9
(b) 7 or more such persons	130 0	121 8	115 0	133 6	130 9	133 6	147 9	133 6	134 9	142 3	138 9	134 9
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	114 0	116 6	..	116 6	118 6	126 0	114 0	118 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	117 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	114 0
Persons handling pianos, piano- players, or organs	..	..	..	..	..	..	..	..	..	..	..	114 0
Egg packers, sorters, or testers with six months' or more ex- perience	..	..	..	..	..	..	..	..	..	..	..	112 0
All male adults not otherwise provided for	130 0	121 8	115 0	114 0	111 0	112 0	127 0	112 0	114 0	122 0	112 0	114 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 9<sup>3</sup>/<sub>11</sub>d. per hour whilst so employed.

\* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and  
(ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
- (i) Bulk paper stores or rubber goods manufacturers' stores.
  - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
  - (iii) Hardware stores.
  - (iv) Electrical goods manufacturers' stores.
  - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
  - (vi) Match factory stores.
  - (vii) Wholesale confectionery stores.
  - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
  - (ix) Stove, oven, or metal goods manufacturers' stores.
  - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
  - (xi) Any place not elsewhere included in clause 4 (b).

## SCHEDULE—continued.

## STOREMEN, PACKERS, AND SORTERS BOARD—continued.

(4) (c)		FEMALES.			
		Females Employed in or in Connexion with—			
		Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place
		44 Hours.	Wages per 44 Hours.	Week of— 44 Hours.	44 Hours.
		s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—					
(a) Works singly .. .. .		66 6	73 3	78 6	66 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—					
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .		70 6	78 6	83 0	70 6
(ii) 7 or more such persons .. .. .		79 9	86 0	92 0	79 9
Females employed packing or sorting laundry work .. .. .		..	..	..	69 3
Egg Packers, Sorters, or Testers—					
With less than eight weeks' experience .. .. .		..	..	67 6	..
With eight weeks' or more experience .. .. .		..	..	74 9	..
All female adults not otherwise provided for .. .. .		63 9	68 6	66 6	63 9

## PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 3s. 6½d. per hour.

## PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(17) CASUAL WORK.—Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the General Bulk Storage Business for less than four weeks, shall be paid at the rate of 3s. 3½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

Clauses (6) to (16) inclusive and clauses (18) to (47) inclusive of the Determination as published in *Government Gazette* No. 301 of 29th September, 1942, shall remain in force.

## SUGAR REFINERS BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 25 of the 15th January, 1942, shall be replaced by the following clauses:—

(2)

## APPRENTICES OR IMPROVERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years .. .. .	22 9	2 0	3 0	27 9	Under 16 years .. .. .	22 9	2 0	3 0	27 9
16 years .. .. .	29 8	2 3	3 0	34 11	16 years .. .. .	24 5	2 3	3 0	29 8
17 " .. .. .	41 3	2 3	3 0	46 6	17 " .. .. .	27 7	2 6	3 0	33 1
18 " .. .. .	52 10	3 0	3 0	58 10	18 " .. .. .	32 10	3 0	3 0	38 10
19 " .. .. .	62 4	3 6	3 0	68 10	19 " .. .. .	39 11	3 6	3 0	46 5
20 " .. .. .	73 9	3 6	3 0	80 3	20 " .. .. .	49 0	3 6	3 0	55 6
PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
Males.					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 "All others."					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."				

## SCHEDULE—continued.

## SUGAR REFINERS BOARD—continued.

## JUVENILE WORKERS.

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	<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>
Under 16 years ..	22 9	2 0	3 0	27 9	Under 16 years ..	22 9	2 0	3 0	27 9
16 years ..	29 8	2 3	3 0	34 11	16 years ..	24 5	2 3	3 0	29 8
17 " ..	41 3	2 3	3 0	46 6	17 " ..	27 7	2 6	3 0	33 1
18 " ..	52 10	3 0	3 0	58 10	18 " ..	32 10	3 0	3 0	38 10
19 " ..	62 4	3 6	3 0	68 10	19 " ..	39 11	3 6	3 0	46 5
20 " ..	73 9	3 6	3 0	80 3	20 " ..	49 0	3 6	3 0	55 6

(3)

## OTHER EMPLOYEES.

Wages per Week of 44 Hours.				
	Adjustable Rate.	Additional Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Raw Sugar Store—				
Men unstringing ..	99 0	11 0	5 0	115 0
Men cutting in ..	100 0	11 0	5 0	116 0
Elevator attendant ..	98 0	11 0	5 0	114 0
Wash tank hands ..	95 0	11 0	5 0	111 0
Riggers ..	100 0	11 0	5 0	116 0
Melting House—				
Washing fugalmen ..	98 6	11 0	5 0	114 6
Melter attendant ..	95 0	11 0	5 0	111 0
Mixer ..	95 0	11 0	5 0	111 0
Carbonation House—				
Men on liquor filter presses ..	96 0	11 0	5 0	112 0
Men on mud ..	96 0	11 0	5 0	112 0
Leading hand ..	101 0	11 0	5 0	117 0
Men on gas tank ..	97 0	11 0	5 0	113 0
Men on crushing and stacking lime ..	95 0	11 0	5 0	111 0
Men on washing and checking filterpress sheets ..	95 0	11 0	5 0	111 0
Char End—				
Kiln repairers ..	95 0	11 0	5 0	111 0
Kiln firemen ..	101 0	11 0	5 0	117 0
Wet charmen ..	101 0	11 0	5 0	117 0
Char runners ..	101 0	11 0	5 0	117 0
Pan Floor—				
First sugar boilers ..	116 0	11 0	5 0	132 0
Second sugar boilers ..	109 0	11 0	5 0	125 0
Pan attendant, attending triple effect ..	95 0	11 0	5 0	111 0
Refined sugar fugalmen ..	98 6	11 0	5 0	114 6
Refined sugar fugalmen—Leading hands ..	101 6	11 0	5 0	117 6
Jelly House—				
Leading hand ..	98 6	11 0	5 0	114 6
Jelly fugalmen ..	95 0	11 0	5 0	111 0
Refined Sugar Store—				
Receiving at truck yard (leading hands) ..	98 0	11 0	5 0	114 0
Iceing mill attendant ..	95 0	11 0	5 0	111 0
Driers (leading hand) ..	98 0	11 0	5 0	114 0
Driers (others) ..	95 0	11 0	5 0	111 0
Automatic scale attendant ..	98 0	11 0	5 0	114 0
Leading hand packing floor ..	98 0	11 0	5 0	114 0
Hand packing sugar ..	95 0	11 0	5 0	111 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk) ..	95 0	11 0	5 0	111 0
Golden syrup and treacle mixer ..	97 0	11 0	5 0	113 0
Liquor runners ..	101 0	11 0	5 0	117 0
Liquor runners—assistants ..	95 0	11 0	5 0	111 0
Distillery—				
Stillman ..	111 0	11 0	5 0	127 0
Mashman ..	99 0	11 0	5 0	115 0
Spirit and Methylating Rooms—				
Leading hand ..	108 6	11 0	5 0	124 6
Assistants ..	98 6	11 0	5 0	114 6
Leading hand cleaning gang ..	98 0	11 0	5 0	114 0
All others ..	92 0	11 0	5 0	108 0
Adult females ..	51 8	5 3	3 0	59 11

Clauses (4) to (18) inclusive of the Determination as published in *Government Gazette* No. 25 of the 15th January, 1942, shall remain in force.

## SCHEDULE—continued.

## TANNERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, 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 .. .. .	25 3
15 to 16 years of age .. .. .	33 9
16 to 17 years of age .. .. .	43 6
17 to 18 years of age .. .. .	52 6
18 to 19 years of age .. .. .	62 0
19 to 20 years of age .. .. .	72 6
20 to 21 years of age .. .. .	80 9

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

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

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

## Other Employees.

	Per Week of 44 Hours.
	<i>£ s. d.</i>
Carrier .. .. .	6 11 0
Person classing or sorting green hides or sides or skins after being unhaired .. .. .	6 6 0
Hand flesher .. .. .	6 3 0
Hand fleshing after machining .. .. .	6 1 0
Machine flesher .. .. .	6 1 0
Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines .. .. .	5 16 0
Lime jobber .. .. .	5 14 0
Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser .. .. .	5 13 0
Bark bagger .. .. .	5 13 0
Extract worker in tannery .. .. .	5 9 0
Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract .. .. .	5 9 0
Splitting machinist—	
Operator of big machine .. .. .	6 9 0
Operator of other machines .. .. .	6 7 0
Man behind splitting machine .. .. .	5 13 0
Machine shaver—	
New machine—double width .. .. .	6 1 0
Old machine—single width .. .. .	6 2 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 .. .. .	5 17 6
Roller, striker and setter out of sole leather .. .. .	5 16 6
Shedman who applies dressing to sole leather .. .. .	5 12 0
Whitening machinist and buffing machinist .. .. .	6 1 6
Fluffing machinist .. .. .	5 16 0
Fluffing machinist on suede wheel .. .. .	6 0 0
Leather dresser (table hand) .. .. .	5 16 0
Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand .. .. .	5 15 0
Machinist (not otherwise provided for) working at any machine used for preparing fancy or other leathers .. .. .	5 14 0
Table hand setting out harness leathers .. .. .	5 16 6
Table hand and knee staker .. .. .	5 16 0
Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries .. .. .	5 9 0
Strainer (over the age of 18 years) .. .. .	5 12 0
Employee unhairing either on beam or by sweeping .. .. .	5 16 0
Person classing or sorting hides, sides or skins or splits of leather after tanning .. .. .	6 5 0
Employee operating measuring machine .. .. .	5 12 0
Employee operating setting out machine .. .. .	5 16 0
Employee operating graining machine .. .. .	5 14 0
Employee operating ironing machine .. .. .	5 14 0
Employee operating embossing machine .. .. .	5 14 0
Employee operating squeezing machine .. .. .	5 14 0
Employee operating bark grinding machine .. .. .	5 13 0
Assistant on any of the machines 30 to 35 .. .. .	5 12 0
Operator or assistant on any machine used in the industry not otherwise provided for .. .. .	5 12 0
Glazer .. .. .	5 16 0
Staker .. .. .	5 16 0
Person lime jobbing on mechanical reels .. .. .	5 14 0
Hair washer .. .. .	5 10 0
All others .. .. .	5 7 0

Clauses (3) to (27) inclusive of the Determination published in *Government Gazette* No. 133 of 6th April, 1942, shall remain in force.

## SCHEDULE—continued.

## TANNERS (FURRED SKINS) BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 5 of 8th January, 1943, shall be replaced by the following:—

Apprentices or Improvers.				Other Employees				
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.				
	Males.	Females employed in beaming, fleshing or stickering of any furred skins.	Other Females.	<i>Males.</i>				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Beam fleshers, pullers on upright knife, shavers	£	<i>s. d.</i>		
14 to 15 years of age ..	18 6	57 9	16 0	Operators of rotary shaving knife .. ..	5	19 6		
15 to 16 ..	24 9		18 6	Other males .. ..	6	4 0		
16 to 17 ..	33 9		24 0			5	4 0	
17 to 18 ..	42 6		31 9					
18 to 19 ..	55 0		40 0					
19 to 20 ..	64 9		47 0					
20 to 21 ..	80 3	104 0	52 6					
PROPORTION (IN ANY PLACE).								
<i>Apprentices and Male Improvers.</i>								
Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.								
<i>Female Improvers.</i>								
One female improver to one,	} Female workers receiving not less than the minimum wage.							
Three female improvers to two,								
And thereafter,								
Three additional female improvers to every two additional								
An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.								

Clauses (3) to (14) inclusive of the Determination as published in *Government Gazette* No. 5 of 8th January, 1943, shall remain in force.

## TAR AND BITUMEN BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 366 of the 31st December, 1941, shall be replaced by the following clause:—

(2)

## WAGES PER WEEK OF 44 HOURS.

Improvers.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.	Other Employees.	Adjustable Rate.	Plus Conditions Allowance (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age	71 6	3 0	74 6	Bitumen emulsion maker ..	113 0	3 0	116 0
19 years and under 20 years	84 6	3 0	87 6	Bitumen, tar or pitch kettle attendant (where direct heat by fire is used) ..	113 0	3 0	116 0
20 years and under 21 years	89 6	3 0	92 6	Tar distiller and/or maker of pitch (T.I.C. type of plant)	112 0	3 0	115 0
PROPORTION (IN ANY PLACE). One improver to every five or fraction of five workers receiving not less than 113s. 6d. per week.				Tar distiller and/or maker of pitch (other types of plants)	115 0	3 0	118 0
				Tar acid still attendant ..	115 0	3 0	118 0
				Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials ..	113 0	3 0	116 0
				Pitch enamel maker (closed type of plant) ..	115 0	3 0	118 0
				Pitch enamel maker (open type of plant) ..	For rate see clause 7 (c)		
				All others ..	110 6	3 0	113 6

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

Clauses (3) to (17) inclusive of the Determination as published in *Government Gazette* No. 366 of the 31st December, 1941, shall remain in force.

## SCHEDULE—continued.

## TENNIS STRINGS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, 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>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years .. .. .	32 6	32 6	32 6	32 6	Males .. .. . 116 0
17 years and under 18 years .. .. .	43 6	38 3	43 6	38 3	Females .. .. . 61 6
18 " " 19 " " .. .. .	54 6	43 9			
19 " " 20 " " .. .. .	65 3	49 3			
20 " " 21 " " .. .. .	76 0	54 6			
PROPORTION (IN ANY PLACE).			Definition of Juvenile Workers.		
<i>Apprentices.</i>			Persons other than apprentices or improvers under—18 years of age doing general work, i.e., all work except—		
One apprentice to every three or fraction of three workers receiving not less than 116s. 6d. per week of 44 hours.			(a) picking out or selecting.		
<i>Improvers (Males).</i>			(b) making in the raw state.		
Four improvers to each male worker receiving not less than 116s. 6d. per week of 44 hours.			(c) twisting in the dry state.		
<i>Females.</i>			PROPORTION (IN ANY PLACE).		
Two improvers to each female worker receiving not less than 61s. 6d. per week of 44 hours.			<i>Males.</i>		
			Six juvenile workers to each worker receiving not less than 116s. 6d. per week of 44 hours.		
			<i>Females.</i>		
			Three juvenile workers to each worker receiving not less than 61s. 6d. per week of 44 hours.		

Clauses (3) to (16) inclusive of the Determination published in *Government Gazette* No. 312 of the 19th October, 1942, shall remain in force.

## TENTMAKERS BOARD.

Clause (2) of the Determination as published in *Government Gazette* No. 8 of the 8th January, 1943, shall be replaced by the following:—

(2)

## WAGES PER WEEK OF 44 HOURS.—

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of canvas goods of all descriptions .. .. .	5 7 0	5 0	4 0	5 16
All other Journeymen .. .. .	5 13 0	5 0	4 0	6 2
Journeywomen .. .. .	2 17 9	2 6	2 0	3 2

\* NOTE.—These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this determination.

Clauses (3) to (30) inclusive of the Determination as published in *Government Gazette* No. 8 of the 8th January, 1943, shall remain in force.



## SCHEDULE—continued.

## TILE LAYERS BOARD.

Clauses (2) and (12) of the Determination published in *Government Gazette* No. 113 of the 18th April, 1941, shall be replaced by the following clauses:—

(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	..	26 6	Under 16 years of age	..	29 6	Adults	.. 3 1 <sup>11</sup> / <sub>11</sub> ..	138 8
2nd ..	..	40 0	Between 16 years and 17 years	..	44 3			
3rd ..	..	53 6	" 17 " " 18 "	..	58 6			
4th ..	..	73 3	" 18 " " 19 "	..	73 3			
5th ..	..	93 0	" 19 " " 20 "	..	88 3			
			" 20 " " 21 "	..	101 3			
PROPORTION (WITHIN ANY PLACE).			PROPORTION (WITHIN ANY PLACE).					
One apprentice to every three or fraction of three workers receiving not less than 138s. 8d. per week of 44 hours.			One improver to every three workers receiving not less than 138s. 8d. per week of 44 hours.					
An indenture of apprenticeship has been prescribed by the Board.								

(12) PIECEWORK PRICES.—That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

## Floor and Verandah Tiling.

Each area under 1 square yard	..	7s. 0d. per area.
Under three square yards	..	9s. 3d. per square yard.
Three square yards or over	..	8s. 0d. per square yard.
Loose moravian	..	13s. 3d. per square yard.
Steps of marble, slate, or material other than tiles with tile risers	..	9d. per foot run respectively for each step fixed or riser tiled.
Any step with nosing tread or riser tiles	..	3s. 6d. per foot run.

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.

## Wall Tiling.

Wall tiling	..	8s. 6d. per square yard.
Kitchen stove recesses	..	11s. 6d. per square yard.
Splash tiling under 1 square yard to basin and/or bath	..	11s. 6d. per room.
Ceiling or soffits	..	17s. 3d. per square yard.
Liners, beads, coves, and capping	..	3d. per foot run in addition to full overall measurements.
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	..	3s. 6d. per fitting.
Soap and toilets with mitre surrounds	..	3s. 6d. each.
Tiled recesses in walls up to 6 in. x 6 in. square	..	7s. 0d. each.
Sills and revicils which occur in isolated cases	..	9d. per lineal foot in addition to overall measurements.
Architraves and skirting	..	9d. per lineal foot in addition to overall measurements.
Cutting on the rake to staircase dados	..	6d. per lineal foot.

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling: also all walls of this nature to be painted where necessary.

## Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged	..	1s. per yard	{ in addition to the rates fixed in this schedule for laying and fixing.
(b) where joints are struck	..	3s. 6d. per yard	

Clauses (3) to (11) inclusive and clauses (13) to (15) inclusive of the Determination as published in *Government Gazette* No. 113 of the 18th April, 1941, shall remain in force.

## SCHEDULE—continued.

## TINSMITHS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette*, No. 27 of the 4th February, 1943, shall be replaced by the following Clauses:—

2.

## WAGES.

Adults.	Per Week of 44 Hours—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>(a) Sheet Metal Section.</i>			
Bench hand (1st class) .. .. .	£ s. d. 6 14 0	£ s. d. 7 0 6	£ s. d. 6 11 0
Bench hand (2nd class) .. .. .	6 2 0	6 8 6	5 19 0
Spinner (1st class) .. .. .	6 6 0	6 12 6	6 3 0
Other spinner .. .. .	5 13 0	5 19 6	5 10 0
Die setter .. .. .	5 13 0	5 19 6	5 10 0
Press operator (heavy) .. .. .	5 11 0	5 17 6	5 8 0
Press operator (light) .. .. .	5 9 0	5 15 6	5 6 0
Solderer and dipper .. .. .	5 11 0	5 17 6	5 8 0
Drop hammer stamper .. .. .	5 11 0	5 17 6	5 8 0
Guttering machinist .. .. .	5 9 0	5 15 6	5 6 0
Power machinist (not otherwise specified) .. .. .	5 9 0	5 15 6	5 6 0
<i>(b) Welding Division.</i>			
Welder—			
1st class, other than when using Cutler machine .. .. .	6 17 0	7 3 6	6 14 0
1st class, using Cutler machine .. .. .	6 4 0	6 10 6	6 1 0
2nd class .. .. .	5 15 0	6 1 6	5 12 0
3rd class .. .. .	5 11 0	5 17 6	5 8 0
Tack welder .. .. .	5 13 0	5 19 6	5 10 0
<i>(c) Canister-making.</i>			
Die setter and/or leading press hand .. .. .	5 13 0	5 19 6	5 10 0
Canister-maker by hand and riveter by hand .. .. .	5 13 0	5 19 6	5 10 0
Solderer and dipper .. .. .	5 9 0	5 15 6	5 6 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over .. .. .	5 13 0	5 19 6	5 10 0
Operator of power capping machines or metal pots on automatic machines .. .. .	5 11 0	5 17 6	5 8 0
Operator of other power presses and other power machines .. .. .	5 9 0	5 15 6	5 6 0
Cap solderer (not otherwise classified) .. .. .	5 9 0	5 15 6	5 6 0
<i>(d) Galvanizing.</i>			
Galvanizer .. .. .	6 0 0	6 6 6	5 17 0
Tinner and greaso tinner .. .. .	6 0 0	6 6 6	5 17 0
Assistant working over metal pot .. .. .	5 11 0	5 17 6	5 8 0
Pickler .. .. .	5 10 0	5 16 6	5 7 0
All others in this Division .. .. .	5 6 0	5 12 6	5 3 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker .. .. .	6 2 0	6 8 6	5 19 0
Spray operator .. .. .	5 13 0	5 19 6	5 10 0
Grainer, liner, and filliter .. .. .	5 9 0	5 15 6	5 6 0
Painter and lacqueror .. .. .	5 9 0	5 15 6	5 6 0
Dipper .. .. .	5 9 0	5 15 6	5 6 0
<i>(f) Porcelain Enamelling.</i>			
Fuser .. .. .	5 19 0	6 5 6	5 16 0
Fuser on medallions, badges, or buckles .. .. .	5 9 0	5 15 6	5 6 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .	5 10 0	5 16 6	5 7 0
Inspector (other) .. .. .	5 7 0	5 13 6	5 4 0
Mill hand and mixer .. .. .	5 10 0	5 16 6	5 7 0
Packer and despatcher .. .. .	5 10 0	5 16 6	5 7 0
Pickler .. .. .	5 10 0	5 16 6	5 7 0
Packsman .. .. .	5 5 0	5 11 6	5 2 0
Sand and shot blaster .. .. .	6 3 0	6 9 6	6 0 0
Sprayer .. .. .	5 11 0	5 17 6	5 8 0
Swiller, gripper, and brusher .. .. .	5 9 0	5 15 6	5 6 0
Employees not elsewhere classified in any Division .. .. .	5 1 0	5 7 6	4 18 0

## SCHEDULE—continued.

## TINSMITHS BOARD—continued.

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

*Ship Repairing.*

Employees engaged on ship repairs shall be paid the following additional margins:—

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

## APPRENTICESHIP.

*Apprenticeship Trades.*

3. (a) Minors shall not be employed in the following occupation otherwise than under a contract of apprenticeship as hereinafter provided:—Sheet metal work—first-class bench work.

*Period of Apprenticeship.*

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

*Contract of Apprenticeship.*

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(d) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a commission to cancel or suspend such indentures.

*Instruction in Welding.*

(c) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

(f) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned. The exception is first-class welding, one apprentice for every two or fraction of two tradesmen in the trade concerned.

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.

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.

*Adult Apprentices.*

(g) 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.

*Probationary Period.*

(h) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wage of apprentices shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

## (j) WAGES PER WEEK OF 44 HOURS.

				Total Wage Payable—		
				Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O. Geelong; at Warneambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				Percentage of Needs Basic Wage.	Constant Loading.	War Loading.
				Per Week.	Per Week.	Per Week.
				s. d.	s. d.	s. d.
1st year	..	..	..	22½	0 9	21 6
2nd year	..	..	..	30	1 0	29 6
3rd year	..	..	..	45	1 6	44 6
4th year	..	..	..	75	2 0	73 0
5th year	..	..	..	95	2 0	92 6
<i>Four and Five-year Terms.</i>						
1st year	..	..	..	26	0 9	24 6
2nd year	..	..	..	45	1 6	44 0
3rd year	..	..	..	75	2 0	73 0
4th year	..	..	..	95	2 0	92 6
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	..	..	..	26	0 9	24 0
2nd year	..	..	..	45	1 6	42 6
3rd year	..	..	..	75	2 0	71 0
4th year	..	..	..	95	2 0	80 6

## SCHEDULE—continued.

## TINSMITHS BOARD—continued.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(l) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

*Payment by Results.*

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

*Lost Time.*

(n) 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 this Determination, 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.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(o) 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.

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

## FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

4. Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

## WAGES PER WEEK OF 44 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable—		
			Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under three months' experience .. .. .	65	3 0	63 0	67 0	61 0
All others .. .. .	75	3 0	72 0	77 0	69 6
<i>II.—Junior Females.</i>					
17 years of age and under .. .. .	40	1 0	38 0	40 6	36 6
18 years of age .. .. .	47½	1 3	45 0	48 0	43 6
19 years of age .. .. .	55	1 6	52 0	55 6	50 6
20 years of age .. .. .	62½	2 0	59 6	63 6	57 6
<i>III.—Male Junior Labour.</i>					
Under 16 years of age .. .. .	25	0 6	23 6	25 0	22 6
16 years of age .. .. .	35	0 9	33 0	35 0	32 0
17 years of age .. .. .	47½	1 0	44 6	48 0	43 6
18 years of age .. .. .	60	1 0	58 0	60 0	54 6
19 years of age .. .. .	75	2 0	71 0	76 0	68 6
20 years of age .. .. .	90	2 0	85 0	90 6	82 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior

employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Clauses 5 to 25 inclusive of the Determination as published in *Government Gazette*, No. 27 of the 4th February, 1943, shall remain in force.

From and Five-hour Period		Per Week		Per Week		Per Week	
A	B	A	B	A	B	A	B
0 12	0 22	0 12	0 0	0 12	0 0	0 12	0 0
0 22	0 12	0 02	0 1	0 12	0 1	0 12	0 1
0 31	0 21	0 11	0 1	0 11	0 1	0 11	0 1
0 41	0 31	0 21	0 2	0 21	0 2	0 21	0 2
0 51	0 41	0 31	0 3	0 31	0 3	0 31	0 3
0 61	0 51	0 41	0 4	0 41	0 4	0 41	0 4
0 71	0 61	0 51	0 5	0 51	0 5	0 51	0 5
0 81	0 71	0 61	0 6	0 61	0 6	0 61	0 6
0 91	0 81	0 71	0 7	0 71	0 7	0 71	0 7
0 101	0 91	0 81	0 8	0 81	0 8	0 81	0 8
0 111	0 101	0 91	0 9	0 91	0 9	0 91	0 9
0 121	0 111	0 101	0 10	0 101	0 10	0 101	0 10
0 131	0 121	0 111	0 11	0 111	0 11	0 111	0 11
0 141	0 131	0 121	0 12	0 121	0 12	0 121	0 12
0 151	0 141	0 131	0 13	0 131	0 13	0 131	0 13
0 161	0 151	0 141	0 14	0 141	0 14	0 141	0 14
0 171	0 161	0 151	0 15	0 151	0 15	0 151	0 15
0 181	0 171	0 161	0 16	0 161	0 16	0 161	0 16

## SCHEDULE—continued.

## UNDERTAKERS BOARD.

Clauses (2) and (20) of the Determination published in *Government Gazette* No. 257 of 6th August, 1942, shall be replaced by the following:—

(2)	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..	32	6	Under 18 years of age	49 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	135	0	130 6	44
2nd "	"	45 6	18-19 years of age ..	65 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals ..	122	0	118 0	44
3rd "	"	57 0	19-20 " "	84 0	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	121	6	118 0	44
4th "	"	75 0	20-21 " "	106 6	Other chauffeurs ..	116	0	112 6	44
5th "	"	99 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	116	0	112 6	46*
PROPORTION (within any factory or place).			PROPORTION (within any factory or place).		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.				
One apprentice to every two or fraction of two workers receiving not less than 112s. 6d. per week of 46 hours.			One improver to every seven or fraction of seven employees receiving not less than 112s. 6d. per week of 46 hours.						
An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.									

\* 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).

## PIECEWORK.

(20) That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

## SCHEDULE.

All Inside Measurements (head to heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.	Each. s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long ..	35 3	37 5	39 4	31 1	33 2	35 8
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	31 6	33 8	35 9	27 9	29 9	31 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long ..	26 7	27 4	29 7	23 3	24 8	25 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	21 3	22 9	24 8	18 11	20 3	21 4
Common coffins, over 4 ft. 9 in. long ..	4 9	5 4	6 0	4 0	4 8	5 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness..	5 4	6 0	6 9	4 8	5 4	6 0
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long ..	19 7 each			16 7 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long ..	16 2 "			12 11 "		
Common coffins, up to 2 feet long ..	21 3 per dozen			16 3 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	28 7 "			22 10 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	38 10 "			30 5 "		
Inside shells for lead coffins ..	14 2 each			9 5 each		
Cover lids, up to 2 feet wide ..	19 8 per dozen			13 4 per dozen		
Cover lids, over 2 feet wide ..	29 5 "			21 2 "		
Extra for common coffins or coverlids if glued ..	..	..	..	..	1 5 each.	
Extra for lids made with two or three decks ..	..	..	..	..	8 11 "	

Clauses (3) to (19) inclusive and clause (21) and (22) as published in *Government Gazette* No. 257 of 6th August, 1942, shall remain in force.

## SCHEDULE—continued.

## WATCH CASES BOARD.

Clauses (2) and (3) of the Determination published in *Government Gazette* No. 265 of the 17th August, 1942, shall be replaced by the following clauses:—

(2)

## APPRENTICES OR IMPROVERS.

## Wages per Week of 44 Hours.

Males.										Females.										
Commencing Age—																				
Adjustable Rate.						Emergency Loading Non-adjustable.	Total Weekly Wage.			Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.								
Under 17 Years.	17 Years.	18 Years or Over.					Under 17 Years.	17 Years.	18 Years or Over.											
<i>s. d.</i>										<i>s. d.</i>			<i>s. d.</i>							
1st year's experience..	19	3	24	6	27	6	0	9	20	0	25	3	28	3	17	0	0	9	17	9
2nd " " "	28	9	30	3	36	9	1	0	29	9	31	3	37	9	23	3	0	9	24	0
3rd " " "	39	6	42	6	49	0	1	6	41	0	44	0	50	6	36	3	1	0	37	3
4th " " "	53	3	53	3	..	..	2	0	55	3	55	3	..	..	45	6	1	6	47	0
5th " " "	68	3	..	..	..	..	2	6	70	9	..	..	..	..	52	0	2	0	54	0
6th " " "	79	0	..	..	..	..	3	0	82	0	..	..	..	..	Thereafter until reaching					
7th " " "	84	3	..	..	..	..	3	0	87	3	..	..	..	..	58	3	2	0	60	3
21 years of age ..																				

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

## PROPORTION (IN ANY PLACE).

## Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.  
An indenture of apprenticeship has been prescribed by the Board.

## Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

(3)

## OTHER EMPLOYEES.

## Wages per Week of 44 Hours.

	Within a Radius of 50 Miles of G.P.O., Melbourne.			All Other Parts of Victoria.		
	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.	Adjustable Rate.	Emergency Loading Non-adjustable.	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Adult males—						
First class watch case tradesman .. ..	116 0	3 0	119 0	113 6	3 0	116 6
Second class watch case tradesman .. ..	106 0	3 0	109 0	103 6	3 0	106 6
All others—						
(a) with less than 3 years' experience .. ..	98 0	3 0	101 0	95 6	3 0	98 6
(b) with 3 years' experience or more .. ..	106 0	3 0	109 0	103 6	3 0	106 6
Adult females—						
(a) if of less than 12 months' experience .. ..	61 0	3 0	64 0	60 0	3 0	63 0
(b) if of 12 months' or more experience .. ..	69 3	3 0	72 3	68 3	3 0	71 3

Leading hands male or female in charge of not less than six employees shall be paid at the rate of 5s. per week in addition to the rates fixed above.

Clauses (4) to (17) inclusive of the Determination as published in *Government Gazette* No. 265 of the 17th August, 1942, shall remain in force.

## SCHEDULE—continued.

## WHARFS AND JETTIES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall be replaced by the following clause:—

(2)

## APPRENTICES AND IMPROVERS.

Wages.				PROPORTION (in any place).
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age .. ..	33 3	2 0	35 3	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than 110s. per week of 44 hours.
" 17 " " .. ..	42 9	2 6	45 3	
" 18 " " .. ..	52 3	3 0	55 3	
" 19 " " .. ..	65 6	3 9	69 3	<i>Improvers.</i> Three improvers to every four or fraction of four workers receiving not less than 110s. per week of 44 hours.
" 20 " " .. ..	76 0	4 6	80 6	
" 21 " " .. ..	88 3	5 3	93 6	

## OTHER EMPLOYEES.

	Where One Shift only is Worked.			Where Two Shifts are Worked.		
	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Foreman .. ..	138 3	6 0	144 3	143 3	6 0	149 3
Leading hand, i.e., a person in charge of not less than—						
(a) three nor more than ten employees .. ..	132 3	6 0	138 3	137 3	6 0	143 3
(b) eleven nor more than fifteen employees .. ..	135 3	6 0	141 3	140 3	6 0	146 3
Pile-driver .. ..	129 3	6 0	135 3	134 3	6 0	140 3
Pile-driver's offsider .. ..	112 0	6 0	118 0	117 0	6 0	123 0
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 .. ..	126 3	6 0	132 3	131 3	6 0	137 3
Oxy acetylene burner on demolition work .. ..	126 3	6 0	132 3	131 3	6 0	137 3
Saw sharpener .. ..	125 6	6 0	131 6	130 6	6 0	136 6
Machine borer .. ..	112 0	6 0	118 0	117 0	6 0	123 0
Clester .. ..	109 0	6 0	115 0	114 0	6 0	120 0
Cradler or squarer .. ..	107 0	6 0	113 0	112 0	6 0	118 0
Hand borer .. ..	104 6	6 0	110 6	109 6	6 0	115 6
Wharf carpenter's assistant .. ..	104 0	6 0	110 0	109 0	6 0	115 0
Dumper .. ..						
Other demolition workers .. ..						
All others .. ..						
CONCRETE WORK.						
Pneumatic pick user or jack hammer-man .. ..	110 0	6 0	116 0	115 0	6 0	121 0
Concrete floater .. ..	109 0	6 0	115 0	114 0	6 0	120 0
Mixer operator .. ..	109 0	6 0	115 0	114 0	6 0	120 0
Men filling moulds .. ..	107 0	6 0	113 0	112 0	6 0	118 0
Gaugers, i.e., persons filling gauged barrows or boxes .. ..	104 0	6 0	110 0	109 0	6 0	115 0
Other mixers .. ..						
Men employed on reinforcements .. ..						
Barrowmen or general labourers .. ..						

Clauses (3) to (18) inclusive of the Determination published in *Government Gazette* No. 180 of the 20th May, 1942, shall remain in force.

## SCHEDULE—continued.

## WICKER AND BABY CARRIAGE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 174 of 25th June, 1941, shall be replaced by the following clause:—

(2)		(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.	
(a) Apprentices or Improvers.				
WAGES PER WEEK OF 44 HOURS.		WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.	
		s. d.	Section 1.—Baby Carriages, Dolls' Carriages, or Parts thereof.	
1st year .. .. .		23 6	MALES.	
2nd „ .. .. .		29 6	Foremen in charge of four or more workers	
3rd „ .. .. .		41 3	Ironworkers, painters, upholsterers, hood	
4th „ .. .. .		47 3	makers, body makers, or assemblers ..	
5th „ .. .. .		53 0	Sprayers .. .. .	
6th „ .. .. .		62 0	All others .. .. .	
PROPORTION			FEMALES.	
(IN ANY FACTORY OR PLACE).			Machinists, sewers, or cutters .. ..	
Apprentices.			Folding hood makers .. ..	
One apprentice to every three or			Section 2.—All Other Parts of the Trade.	
fraction of three workers of the same			Foremen in charge of four or more workers	
sex receiving not less than the			Persons employed—	
minimum wage.			(a) Making baskets .. .. .	
A form of indenture has been			(b) Repairing baskets .. .. .	
prescribed by the Board.			(c) Fitting, lining, or lettering baskets ..	
Improvers			(d) Making furniture .. .. .	
One improver to every five			(e) Making reed tex, hy-tex, or similar	
workers receiving not less than			materials .. .. .	
10s. per week of 44 hours.				

Clauses (3) to (9) inclusive of the Determination published in *Government Gazette* No. 174 of 25th June, 1941, shall remain in force, provided that the weekly earnings of each pieceworker shall be increased by the sum of 14s.

## WIRE FENCE AND TUBULAR GATE BOARD.

Clauses (2) and (3) as published in *Government Gazette* No. 94 of the 16th March, 1942, shall be replaced by the following clauses:—

*2. (a) APPRENTICESHIP.		(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his age, and in addition thereto the constant loading specified for such an employee.	
		3. ADULTS.	
Wages per Week of 44 hours. s. d.		Wages per. Week of 44 hours £. s. d.	
Four and five-year terms—		Plus wartime loading. s. d.	
1st year .. .. .		Welder—	
2nd year .. .. .		First-class (other than when using	
3rd year .. .. .		Cutler machine) .. .. .	
4th year .. .. .		First-class, using Cutler machine ..	
5th year .. .. .		Second-class .. .. .	
Four-year terms—Apprentice commencing after the		Third-class .. .. .	
age of 17 years—		Tack Welder .. .. .	
s. d.		Machinists, being those engaged in working	
1st year .. .. .		on ring-lock, or any other class of	
2nd year .. .. .		fence-making machines, chain netting	
3rd year .. .. .		machines, or picket fabric machines ..	
4th year .. .. .		Paint spray operators .. .. .	
(b) Subject to the exceptions hereinafter provided, the		Persons employed in attaching chain net-	
minimum rates of wage for unapprenticed male juniors em-		ting, fabric, or wire cables to gates or	
ployed in occupations for which apprenticeship is not pro-		frames .. .. .	
vided by this Determination shall be as follows:—		Scroll makers or tubular frame makers ..	
MALE JUNIOR LABOUR.		Persons engaged in erecting woven wire	
Wages per Week of 44 hours. s. d.		fence or tubular gates .. .. .	
Under 16 years of age .. .. .		Stump hands .. .. .	
16 years of age .. .. .		All other adult employees .. .. .	
17 years of age .. .. .		Provided that any person without previous experience em-	
18 years of age .. .. .		ployed in attaching chain netting, fabric, or wire cables to	
19 years of age .. .. .		gates or frames, scroll making or tubular frame making, and	
20 years of age .. .. .		erectors of woven wire fence or tubular gates, shall be paid	
Provided that the rate payable to any employee shall not,		103s. plus 3s. per week of 44 hours for the first six weeks of	
excluding the constant loading, be less than 20s.		such employment.	
* The Board has determined that on and after 23rd April, 1941, no			
apprentice shall be taken in the trade.			

Clauses (4) to (24) inclusive of the Determination as published in *Government Gazette* No. 94 of the 16th March, 1942, shall remain in force.



## SCHEDULE—continued.

WIREWORKERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 92 of 28th March, 1941, shall be replaced by the following:—

(2)	Apprentices or Improvers.	Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).	Other Employees.																					
	Wages per week of 44 hours. Apprentices and Improvers. <div><div><div><div><div><div></div><div>s. d.</div></div><div>Under 16 years</div><div>16 to 17 years</div><div>17 to 18</div><div>18 to 19</div><div>19 to 20</div><div>20 to 21</div><div>Thereafter</div></div><div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div></div><div><div>24 0</div><div>33 0</div><div>41 0</div><div>52 6</div><div>65 0</div><div>81 6</div><div>Minimum Wage</div></div></div></div></div>	(a) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages— <div><div><div><div><div></div><div>Wages per week of 44 hours.</div></div><div><div><div><div><div></div><div>s. d.</div></div><div>Under 16 years</div><div>16 to 17 years</div><div>17 to 18</div><div>18 to 19</div><div>19 to 20</div><div>20 to 21</div></div><div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div></div><div><div>24 0</div><div>33 0</div><div>41 0</div><div>52 6</div><div>65 0</div><div>81 6</div></div></div></div></div></div><div><div><div><div><div></div><div>PROPORTION.</div></div><div>One juvenile worker to every six workers receiving not less than 116s. per week of 44 hours.</div></div><div><div><div><div><div></div><div>(b) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—</div></div><div><div><div><div><div></div><div>Wages per week of 44 hours.</div></div><div><div><div><div><div></div><div>s. d.</div></div><div>Under 16 years</div><div>16 to 17 years</div><div>17 to 18</div><div>18 to 19</div><div>19 to 20</div><div>20 to 21</div></div><div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div><div>..</div></div><div><div>24 0</div><div>33 0</div><div>41 0</div><div>52 6</div><div>65 0</div><div>81 6</div></div></div></div></div></div><div><div><div><div><div></div><div>PROPORTION.</div></div><div>One juvenile worker to every adult weaver receiving not less than 116s. per week of 44 hours.</div></div></div></div></div></div></div></div></div></div></div>	<div>WAGES.</div> <table><thead><tr><th></th><th>Per hour.</th><th>Per week of 44 hours.</th></tr><tr><th></th><th>s. d.</th><th>s. d.</th></tr></thead><tbody><tr><td>Wire-workers or Weavers</td><td>2 7<sup>4</sup>/<sub>11</sub></td><td>116 0</td></tr><tr><td>Tinners</td><td>2 8<sup>1</sup>/<sub>23</sub></td><td>118 6</td></tr><tr><td>Oxy-Welders</td><td>2 7<sup>4</sup>/<sub>11</sub></td><td>116 0</td></tr><tr><td>Storemen</td><td>2 7<sup>4</sup>/<sub>11</sub></td><td>116 0</td></tr><tr><td>Paint spraying operators</td><td>2 7<sup>4</sup>/<sub>11</sub></td><td>116 0</td></tr></tbody></table>		Per hour.	Per week of 44 hours.		s. d.	s. d.	Wire-workers or Weavers	2 7 <sup>4</sup> / <sub>11</sub>	116 0	Tinners	2 8 <sup>1</sup> / <sub>23</sub>	118 6	Oxy-Welders	2 7 <sup>4</sup> / <sub>11</sub>	116 0	Storemen	2 7 <sup>4</sup> / <sub>11</sub>	116 0	Paint spraying operators	2 7 <sup>4</sup> / <sub>11</sub>	116 0
	Per hour.	Per week of 44 hours.																						
	s. d.	s. d.																						
Wire-workers or Weavers	2 7 <sup>4</sup> / <sub>11</sub>	116 0																						
Tinners	2 8 <sup>1</sup> / <sub>23</sub>	118 6																						
Oxy-Welders	2 7 <sup>4</sup> / <sub>11</sub>	116 0																						
Storemen	2 7 <sup>4</sup> / <sub>11</sub>	116 0																						
Paint spraying operators	2 7 <sup>4</sup> / <sub>11</sub>	116 0																						
	<div><div><div><div><div></div><div>PROPORTION.</div></div><div>One apprentice to every three or fraction of three workers receiving not less than 116s. per week of 44 hours.</div></div><div><div><div><div><div></div><div>An indenture of apprenticeship prescribed has been approved.</div></div></div></div></div></div><div><div><div><div><div></div><div>PROPORTION.</div></div><div>One improver to every two workers receiving not less than 116s. per week of 44 hours.</div></div></div></div></div>																							

Clauses (3) to (13) inclusive of the Determination as published in *Government Gazette* No. 92 of 28th March, 1941, shall remain in force.

WOODWORKERS BOARD.

Clauses (2) (a) and (b) of the Determination published in *Government Gazette* No. 260 of the 10th August, 1942, shall be replaced by the following clauses:—

## WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles).*

	Employed in the Bush or in Bush Sawmills or in Log 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 or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Blacksmith .. .. .	6 7 0	6 8 0	6 5 0
Driver of caterpillar tractor .. .. .	5 18 6	.. .. .	.. .. .
Glazier (first class) .. .. .	6 4 0	6 5 0	6 2 0
Glazier (other than first class) .. .. .	5 13 0	5 14 0	5 11 0
Log conveyorman .. .. .	5 8 0	5 9 0	5 6 0
Painter .. .. .	5 13 0	5 14 0	5 11 0
Mantelpiece maker .. .. .	6 1 0	6 2 0	5 19 0
Millwright .. .. .	6 10 0	6 11 0	6 8 0
Watchman .. .. .	5 8 0	.. .. .	.. .. .
Storeman and packer .. .. .	5 6 0	5 7 0	5 4 0
Truck builder and/or repairer .. .. .	6 0 0	.. .. .	.. .. .
Broad axeman and/or Adzeman .. .. .	6 9 0	6 10 0	6 7 0
Guard, i.e., an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive .. .. .	6 0 0	.. .. .	.. .. .
Brakesman on log or timber truck .. .. .	5 13 0	.. .. .	.. .. .
Leading hand (see definition, Clause 23)	.. .. .	.. .. .	.. .. .
Splitter, packing .. .. .	5 6 0	5 7 0	5 4 0
Splitter of billets for staves .. .. .	5 7 0	5 8 0	5 5 0
Splitter, spoke stave and piling .. .. .	5 10 0	5 11 0	5 8 0
Pulp Wood Cutters and/or Splitters .. .. .	5 10 0	5 11 0	5 8 0
Other splitters .. .. .	5 10 0	5 11 0	5 8 0
Spotter at spot mills .. .. .	6 0 0	.. .. .	.. .. .
Timber bender by hand .. .. .	5 13 0	5 14 0	5 11 0
Timber or log trucker on haulage by winch on tram line .. .. .	5 11 0	.. .. .	.. .. .

SCHEDULE—continued.  
WOODWORKERS BOARD—continued.  
WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.*

	Employed in the Bush or in Bush Sawmills or in Log 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 or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Timber or log trucker on haulage by winch on tram line (where permanently employed as such) .. .. .	5 13 0	..	..
Loading or turning sleepers over 5 feet long or loading logs .. .. .	5 7 6	..	..
Kiln operator, i.e., employee who operates a drying kiln and is responsible for the temperature reading and records thereof .. .. .	5 16 0	5 17 0	5 14 0
Platelayer .. .. .	5 8 0	..	..
Carter and driver—bullock team—bush .. .. .	6 2 0	..	..
Carter and driver—bush—			
(a) driver of one or two horses .. .. .	5 8 0	..	..
(b) driver of three horses .. .. .	5 12 0	..	..
(c) driver of more than three horses .. .. .	5 15 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 .. .. .	5 6 0	5 7 0	5 4 0
(b) working at a height over 40 feet .. .. .	5 8 0	5 9 0	5 6 0
Head Faller .. .. .	6 9 0	..	..
Faller (Pine plantations) .. .. .	5 15 0	..	..
Other Fallers .. .. .	6 0 0	..	..
Hookman and/or log yardman and/or log chuteman and/or log conveyorman .. .. .	5 8 0	5 9 0	5 6 0
Landing builder or repairer .. .. .	5 8 0	5 9 0	5 6 0
Landing builder or repairer—man in charge of .. .. .	5 15 0	5 16 0	5 13 0
Loaders, trimmers, and employees cutting pine logs .. .. .	5 9 0	..	..
Orderman .. .. .	5 14 0	5 15 0	5 12 0
Tallyman and/or measurer .. .. .	5 14 0	5 15 0	5 12 0
Ropeman or shoeman .. .. .	6 0 0	6 1 0	5 18 0
Offsider to ropeman or shoeman .. .. .	5 6 0	5 7 0	5 4 0
Saw doctor .. .. .	6 16 0	6 17 0	6 14 0
Saw sharpener (exclusively employed as such) .. .. .	5 18 0	5 19 0	5 16 0
Grinder (whose principal duty is grinding knives and cutters) .. .. .	6 5 0	6 6 0	6 3 0
Water dogman .. .. .	5 12 0	..	..
River logman .. .. .	5 6 0	..	..
Spar road builder .. .. .	5 7 0	..	..
Stacker for seasoning by means of stripping .. .. .	5 7 0	5 8 0	5 5 0
Block stacker of Timber and/or Plywood and/or Veneer to height of over 6 feet .. .. .	5 2 0	5 3 0	5 0 0
Timber grader .. .. .	5 9 0	5 10 0	5 7 0
Tramway builder or repairer .. .. .	5 7 0	..	..
Tramway builder or repairer—man in charge of .. .. .	5 14 0	..	..
Elevator and/or Pilerman in connexion with Stacking or Unstacking Timber .. .. .	5 7 0	5 8 0	5 5 0
Sawing employees—			
(a) Log band sawyer .. .. .	6 10 0	6 11 0	6 8 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes .. .. .	6 10 0	6 11 0	6 8 0
(c) Stave cutting sawyer .. .. .	6 2 0	6 3 0	6 0 0
(d) (i) Sawyer who breaks down logs but does not cut planks to size (city mills) .. .. .	..	6 1 0	5 18 0
(ii) Twin or vertical sawyer who breaks down logs but does not cut planks to size (elsewhere) .. .. .	5 19 0	..	5 17 0
(e) Flitching frame sawyer .. .. .	5 18 0	5 19 0	5 16 0
(f) No. 1 Benchman .. .. .	6 10 0	6 11 0	6 8 0
(g) No. 2 Benchman .. .. .	6 2 0	6 3 0	6 0 0
(h) No. 3 Benchman .. .. .	5 14 0	5 15 0	5 12 0
(i) No. 4 Benchman .. .. .	5 6 0	5 7 0	5 4 0
(j) Gang frame sawyer .. .. .	5 15 0	5 16 0	5 13 0
(k) Dockerman and/or tallyman where two or more dockers—			
(i) Main dockerman .. .. .	5 11 0	5 12 0	5 9 0
(ii) Dockerman, other than main .. .. .	5 5 0	5 6 0	5 3 0
(iii) Responsible man at main dockerman .. .. .	5 14 0	5 15 0	5 12 0
(iv) Responsible man at dockerman other than main .. .. .	5 8 0	5 9 0	5 6 0
(l) Dockerman and/or tallyman where only one dockerman .. .. .	5 8 0	5 9 0	5 6 0
(m) Steam or other power-driven crosscut sawyer .. .. .	5 13 0	5 14 0	5 11 0
(n) Ripper or crosscut cutting wood blocks .. .. .	5 6 0	5 7 0	5 4 0
(o) Puller out No. 1 Bench—			
(i) Single handed on dead roller .. .. .	6 0 0	6 1 0	5 18 0
(ii) On dead or manually operated roller where not single handed .. .. .	5 11 0	5 12 0	5 9 0
(iii) Power driven (other than manual power) or friction feed .. .. .	5 7 0	5 8 0	5 5 0
(p) Leverman No. 1 Bench .. .. .	5 7 0	5 8 0	5 5 0
(p1) Handleman No. 1 Bench .. .. .	5 11 0	5 12 0	5 9 0
(q) Puller out No. 2 Bench—			
(i) Single handed on dead roller .. .. .	5 13 0	5 14 0	5 11 0
(ii) On dead or manually operated roller where not single handed .. .. .	5 7 0	5 8 0	5 5 0
(iii) Power driven (other than manual power) or friction feed .. .. .	5 5 0	5 6 0	5 3 0
(r) Leverman No. 2 Bench .. .. .	5 5 0	5 6 0	5 3 0
(r1) Handleman No. 2 Bench .. .. .	5 7 0	5 8 0	5 5 0
(s) Setter on log band saw carriage .. .. .	5 8 0	5 9 0	5 6 0
(t) Setter on other saw carriage .. .. .	5 7 0	5 8 0	5 5 0
(u) Puller out or assistant, No. 3 Bench .. .. .	5 4 0	5 5 0	5 2 0
(v) Roller re-cut band sawyer using blade over 3 inches in width .. .. .	6 3 0	6 4 0	6 1 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 .. .. .	6 2 0	6 3 0	6 0 0

SCHEDULE—*continued*.  
WOODWORKERS BOARD—*continued*.  
WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.*

	Employed in the Bush or in Log 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 or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
<i>Sawing employees—continued.</i>			
(x) Roller re-cut band sawyer using blade not over 3 inches if not brazing or sharpening his own saw .. .. .	5 15 0	5 16 0	5 13 0
(y) Circular sawyer if cutting a depth of or over 7½ inches .. .. .	6 3 0	6 4 0	6 1 0
(z) Circular sawyer if cutting a depth of under 7½ inches .. .. .	5 15 0	5 16 0	5 13 0
(aa) Edger sawyer to log band sawyer .. .. .	6 2 0	6 3 0	6 0 0
(ab) Breaking down bench sawyer (Cities and Towns) .. .. .	.. .. .	6 1 0	5 18 0
(ab1) Breaking down small logs not over 30 inches long, and not over 12 inches in diameter (for use in manufacture of boxes) .. .. .	5 15 0	5 16 0	5 13 0
(ac) Other breaking down bench sawyers .. .. .	5 18 0	5 19 0	5 16 0
(ad) Frame sawyer if cutting a depth of or over 18 inches .. .. .	5 16 0	5 17 0	5 14 0
(ae) Frame sawyer if cutting a depth of less than 18 inches .. .. .	5 12 0	5 13 0	5 10 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 .. .. .	6 2 0	6 3 0	6 0 0
(ag) Detail band or jig sawyer if not brazing or sharpening his own saw .. .. .	5 15 0	5 16 0	5 13 0
(ah) Sawyer cutting detail work .. .. .	6 2 0	6 3 0	6 0 0
(ai) Sawyer preparing timber for moulding machines (other than vertical, flat or deep cutting) .. .. .	5 16 0	5 17 0	5 14 0
(aj) Crosscut sawyer, cabinet furniture or joinery work .. .. .	5 15 0	5 16 0	5 13 0
(ak) Crosscut sawyer not provided for elsewhere herein .. .. .	5 8 0	5 9 0	5 6 0
(al) Case or box bench sawyer flattening off up to 2 inches in thickness .. .. .	5 5 0	5 6 0	5 3 0
(am) Puller out on 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 .. .. .	5 7 0	5 8 0	5 5 0
(an) Puller out, dogger or wedger up—any breaking down saw .. .. .	5 7 0	5 8 0	5 5 0
<i>Machinists operating the following:—</i>			
(a) Shaper, Boults carver, general joiner, router working freehand, wood turner, buzzer and/or jointer (using other than straight irons), Lindemann gluer and jointer .. .. .	6 7 0	6 8 0	6 5 0
(b) 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 16 0	5 17 0	5 14 0
(c) Any automatic lathe (including variety turning, copying, spoke turning or any other) 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 .. .. .	6 7 0	6 8 0	6 5 0
(d) 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 .. .. .	6 3 0	6 4 0	6 1 0
(e) 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 16 0	5 17 0	5 14 0
(f) 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 .. .. .	5 6 0	5 7 0	5 4 0
(g) 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 .. .. .	6 1 0	6 2 0	5 19 0
(h) 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 .. .. .	5 14 0	5 15 0	5 12 0
(i) Planing machine where the machinist is ever required to grind his knives and cutters but is not required to set up his machine .. .. .	5 18 0	5 19 0	5 16 0
(j) Relisher or 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 .. .. .	6 0 0	6 1 0	5 18 0
(k) Relisher or 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 .. .. .	5 14 0	5 15 0	5 12 0
(l) Relisher or 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 .. .. .	5 11 0	5 12 0	5 9 0
(m) Relisher or 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 .. .. .	5 6 0	5 7 0	5 4 0
(n) Buzzer and/or jointer (using straight irons), carving machine, dovetailing machine (for joinery and/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 18 0	5 19 0	5 16 0
(o) 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 .. .. .	5 14 0	5 15 0	5 12 0
(p) Any machine in the preceding paragraphs (n) or (o) 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 8 0	5 9 0	5 6 0

SCHEDULE—continued.  
WOODWORKERS BOARD—continued.  
WAGES PER WEEK OF 44 HOURS.

(2) (a) *Adult Employees (except males and females engaged in the making of sporting goods and females engaged in the making of plywood, veneer, and small wooden articles)—continued.*

	Employed in the Bush or in Bush Sawmills or in Log 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 or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Machinists operating the following—continued.			
(g) 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 .. .. .	5 8 0	5 9 0	5 6 0
(r) Any machine in the preceding paragraphs (b), (c), (g), (n), or (q) 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 .. .. .	5 4 0	5 5 0	5 2 0
(s) Timber bending machine .. .. .	5 12 0	5 13 0	5 10 0
(t) Sandpaper or emery machine or belt (except belt sanding in the making of plywood) .. .. .	5 12 0	5 13 0	5 10 0
(u) Belt sander in the making of plywood .. .. .	5 8 0	5 9 0	5 6 0
(v) Plywood machine—press operator on .. .. .	5 7 0	5 8 0	5 5 0
(w) Equalizer cutting plywood with parallel saws .. .. .	5 7 0	5 8 0	5 5 0
(z) Box lacing and/or wiring machine .. .. .	5 8 0	5 9 0	5 6 0
(y) Box nailing machine .. .. .	5 7 0	5 8 0	5 5 0
(z) Box printing machine .. .. .	5 6 0	5 7 0	5 4 0
(aa) Box or crate cleating, spraying, or splicing machine .. .. .	5 6 0	5 7 0	5 4 0
(ab) Pneumatic clamp .. .. .	5 14 0	5 15 0	5 12 0
Box, case or crate finisher .. .. .	5 10 0	5 11 0	5 8 0
Box, case or crate maker and/or repairer (manual) .. .. .	5 14 0	5 15 0	5 12 0
Employee breaking up boxes, cases and/or crates .. .. .	5 6 0	5 7 0	5 4 0
Benoh hand hooping and/or wiring boxes, cases or crates .. .. .	5 14 0	5 15 0	5 12 0
Casein or adhesive mixer responsible for the proper preparation of the product used	5 7 0	5 8 0	5 5 0
Core layer or corefeeder or centre layer or other person responsible for spreading glue or any other adhesive solution on plywood or veneer .. .. .	5 7 0	5 8 0	5 5 0
Rigger or tree climber .. .. .	6 8 0	.. .. .	.. .. .
Meal grinder .. .. .	5 5 6	5 6 6	5 3 6
Persons not elsewhere included employed in the manufacture of munition boxes .. .. .	5 8 0	5 9 0	5 6 0
Labourer, experienced (3s. margin) .. .. .	5 0 0	5 1 0	4 18 0
All others .. .. .	4 17 0	4 18 0	4 15 0

2 (b) *Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles.*

(a) Sawyer cutting to a depth of 4½ inches or over, not being a band or jig sawyer .. .. .	5 15 0	5 16 0	5 13 0
(b) Sawyer cutting to a depth of less than 4½ inches, not being a band or jig sawyer .. .. .	5 12 0	5 13 0	5 10 0
(c) Sawyer, band or jig, using saw of 1 inch width or under .. .. .	5 6 0	5 7 0	5 4 0
(d) Band or jig sawyer using a saw of 1 inch width or under, who sharpens and brazes his own saws .. .. .	5 13 0	5 14 0	5 11 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 .. .. .	6 7 0	6 8 0	6 5 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 .. .. .	5 15 0	5 16 0	5 13 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 .. .. .	5 8 0	5 9 0	5 6 0
(h) Wood turner .. .. .	6 7 0	6 8 0	6 5 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 .. .. .	6 7 0	6 8 0	6 5 0
(j) Wood turner machinist (except one turning small plugs for golf shafts) 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 .. .. .	5 15 0	5 16 0	5 13 0
(k) Wood turner machinist (except one turning small plugs for golf shafts) 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 .. .. .	5 4 0	5 5 0	5 2 0
(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 .. .. .	6 7 0	6 8 0	6 5 0
(m) Router machinist (other than one working from templates, dies, or gauges) 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 .. .. .	5 15 0	5 16 0	5 13 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 .. .. .	5 15 0	5 16 0	5 13 0
(o) Router machinist (working from templates, dies, or gauges) where he is never required to set up his machine nor to grind his knives or cutters, but is merely an operator .. .. .	5 4 0	5 5 0	5 2 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 18 0	5 19 0	5 16 0

## SCHEDULE—continued.

## WOODWORKERS BOARD—continued.

## WAGES PER WEEK OF 44 HOURS.

(2) (b) *Adult Males and Females engaged in the making of sporting goods and adult females engaged in the making of plywood, veneer, and small wooden articles—continued.*

	Employed in the Bush or in Bush Sawmills or in Log 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 or in Bush Sawmills or in Log Sawmills.)
	£ s. d.	£ s. d.	£ s. d.
Machinists operating the following—continued.			
(g) Buzzer or jointer machinist (using straight irons) 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 .. .. .	5 8 0	5 9 0	5 6 0
(r) Buzzer or jointer machinist (using straight irons) where he is never required to set up his machine nor to grind his knives and cutters, but is merely an operator .. .. .	5 4 0	5 5 0	5 2 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 .. .. .	6 1 0	6 2 0	5 19 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 .. .. .	5 11 0	5 12 0	5 9 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 .. .. .	5 4 0	5 5 0	5 2 0
(v) Tennis, squash, or badminton racquet rim bender .. .. .	5 12 0	5 13 0	5 10 0
(w) Hockey "U" bender .. .. .	5 12 0	5 13 0	5 10 0
(x) Lacrosse stick bender .. .. .	5 12 0	5 13 0	5 10 0
(y) Belt sander .. .. .	5 12 0	5 13 0	5 10 0
(z) Other sander .. .. .	5 8 0	5 9 0	5 6 0
(aa) Cane stripper machinist .. .. .	5 4 0	5 5 0	5 2 0
(ab) Rim gluer machinist who does not bend .. .. .	5 4 0	5 5 0	5 2 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 .. .. .	5 4 0	5 5 0	5 2 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 .. .. .	5 8 0	5 9 0	5 6 0
(ae) Person employed in so finishing more than one such part .. .. .	5 13 0	5 14 0	5 11 0
(af) Person employed in so finishing throughout any such sporting goods prior to the lacquering or other coated finish thereof .. .. .	5 18 0	5 19 0	5 16 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 .. .. .	5 8 0	5 9 0	5 6 0
(ah) Spray gun operator (male) .. .. .	5 8 0	5 9 0	5 6 0
(ai) Spray gun operator (female) .. .. .	2 15 6	2 17 0	2 15 6
(aj) Liner (male) .. .. .	6 7 0	6 8 0	6 5 0
(ak) Liner (female) .. .. .	3 4 6	3 6 0	3 4 6
(al) Outliner (male) .. .. .	5 6 0	5 7 0	5 4 0
(am) Outliner (female) .. .. .	2 14 6	2 16 0	2 14 6
(an) Gripper who cuts from the hide or side and winds on leather strips to the grips of wooden sporting goods .. .. .	6 7 0	6 8 0	6 5 0
(ao) Gripper who does not cut to shape, but winds on leather strips to form or shape grips of wooden sporting goods .. .. .	5 6 0	5 7 0	5 4 0
(ap) Person sanding rubbing down and polishing in the finishing of sporting goods by hand or machine after lacquering or other coated finish .. .. .	5 3 0	5 4 0	5 1 0
(aq) Person doing any operation not elsewhere specified incidental to the finishing of sporting goods .. .. .	5 2 0	5 3 0	5 0 0
(ar) Racquet stringer and/or repairer .. .. .	6 2 0	6 3 0	6 0 0
(as) Cricket bat maker who makes cricket bats throughout .. .. .	6 7 0	6 8 0	6 5 0
(at) Golf club maker who makes wooden golf clubs in every stage of operation (excepting the turning of wooden golf club heads) .. .. .	6 7 0	6 8 0	6 5 0
(au) Timber grader .. .. .	5 9 0	5 10 0	5 7 0
(av) Person checking and inspecting .. .. .	5 6 0	5 7 0	5 4 0
(aw) Labourer (experienced) .. .. .	5 0 0	5 1 0	4 18 0
(ax) All others (males) .. .. .	4 17 0	4 18 0	4 15 0
(ay) All others (females), see clause 15 (b) .. .. .	2 11 6	2 13 0	2 11 6

Clauses (2) (c) to (34) of the Determination as published in *Government Gazette* No. 260 of the 10th August, 1942, shall remain in force.

## SCHEDULE—continued.

## WOOLLEN AND COTTON TRADE BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 331 of 28th November, 1941, shall be replaced by the following clause:—

## 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. 22 6	s. d. 26 0	s. d. 29 0	s. d. 35 6	s. d. 41 6	s. d. 48 6	1st six months	s. d. 21 0	s. d. 21 6	s. d. 23 0	s. d. 25 0	s. d. 29 0	s. d. 30 6
2nd "	24 6	28 0	32 0	39 0	46 0	77 6	2nd "	21 6	23 6	25 0	27 6	32 0	43 6
3rd "	26 6	29 6	36 6	42 6	51 0	..	3rd "	24 6	26 0	29 6	32 6	34 0	..
4th "	29 0	33 6	40 6	48 6	78 0	..	4th "	26 0	29 6	32 0	34 0	46 6	..
5th "	32 0	38 0	43 0	54 0	..	..	5th "	29 6	32 0	34 0	37 6	..	..
6th "	36 6	42 0	51 0	80 0	..	..	6th "	32 0	34 0	36 0	48 0	..	..
7th "	40 6	48 6	61 0	..	..	..	7th "	34 0	36 0	40 0	..	..	..
8th "	47 0	56 6	82 6	..	..	..	8th "	36 0	39 6	51 6	..	..	..
9th "	53 0	66 0	..	..	..	..	9th "	38 6	44 0	..	..	..	..
10th "	62 6	85 6	..	..	..	..	10th "	40 6	52 0	..	..	..	..
11th "	71 0	..	..	..	..	..	11th "	46 6	..	..	..	..	..
12th "	80 6	..	..	..	..	..	12th "	49 0	..	..	..	..	..
7th year ..	89 6	..	..	..	..	..	7th year ..	52 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 overlocker, when or where employed	..	..	..	..	..	..	119 6
Wool Sorting and Scouring Departments—							
Wool sorters	..	..	..	..	..	..	123 0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	..	..	..	..	..	..	112 0
All other machine operators or attendants	..	..	..	..	..	..	106 0
Dye House—							
Leading hand employed on dye machines or vats	..	..	..	..	..	..	110 0
Men on wet crabbers	..	..	..	..	..	..	108 0
All other machine operators or attendants	..	..	..	..	..	..	106 0
Wiley House—							
Leading hand in wiley operations where more than four hands engaged	..	..	..	..	..	..	112 0
Leading hand in wiley operations where three or four hands are engaged	..	..	..	..	..	..	109 6
All other machine operators or attendants	..	..	..	..	..	..	106 0
Carding Department—							
Head fettler (leading hand in carding room)	..	..	..	..	..	..	111 0
Card fettlers	..	..	..	..	..	..	107 0
All other machine operators or attendants	..	..	..	..	..	..	105 0
Spinning Department—							
Man in charge of one pair of spinning mules	..	..	..	..	..	..	107 0
All other machine operators or attendants	..	..	..	..	..	..	105 0
Combing Department—							
Jobber in charge or comb mechanic in charge	..	..	..	..	..	..	117 0
Jobber or comb mechanic	..	..	..	..	..	..	107 0
All other machine operators or attendants	..	..	..	..	..	..	105 0
Pinsetter—							
First year's experience	..	..	..	..	..	..	107 0
Second year's experience	..	..	..	..	..	..	112 0
Thereafter	..	..	..	..	..	..	123 0
Roller coverer—							
First year's experience	..	..	..	..	..	..	106 0
Second year's experience	..	..	..	..	..	..	110 0
Thereafter	..	..	..	..	..	..	118 0
Gill Box Reducing, Intermediate, Roving and Spinning Departments—							
Man in charge of one pair of spinning mules	..	..	..	..	..	..	107 0
All machine operators or attendants	..	..	..	..	..	..	105 0



## SCHEDULE—continued.

## WOOLLEN AND COTTON TRADE BOARD—continued.

## WAGES PER WEEK OF 44 HOURS.

## OTHER EMPLOYEES—ADULT MALES—continued.

	s.	d.
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants .. .. .	105	0
Mule Spinning Department—		
Man in charge of one pair of spinning mules .. .. .	107	0
All other machine operators or attendants .. .. .	105	0
Twisting, Winding, Reeling and Warming Departments—		
Warpers .. .. .	107	0
Slasher sizer hand .. .. .	106	0
Ring jobber .. .. .	117	0
All other machine operators or attendants .. .. .	105	0
Weaving Department—		
Twisters-in .. .. .	106	0
Warp drawers-in .. .. .	106	0
Warp tiers .. .. .	105	0
Box loom tuners—		
First year's experience .. .. .	108	0
Second year's experience .. .. .	114	0
Thereafter .. .. .	123	0
Plain loom tuners—		
First year's experience .. .. .	106	0
Second year's experience .. .. .	112	0
Thereafter .. .. .	117	0
Card or chain makers .. .. .	107	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 .. .. .	105	0
Weavers .. .. .	108	0
Perchers .. .. .	105	0
Finishing Department—		
Man in charge of finishing machines .. .. .	109	6
Man examining finished cloth .. .. .	110	0
All other machine operators or attendants .. .. .	105	0
Warehouse—		
Leading hand in warehouse where warehouse foreman is not employed .. .. .	109	6
All other adult males .. .. .	99	0

## ADULT FEMALES.

Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants .. .. .	59	9
Twisting, Winding, Reeling and Warming Departments—		
Warpers .. .. .	61	9
All machine operators or attendants .. .. .	59	9
Weaving Department—		
Weavers .. .. .	62	9
Mending and Darning Departments—		
Menders and darners—		
First six months' experience .. .. .	58	9
Thereafter .. .. .	61	9
Examiners or passers of pieces after mending .. .. .	62	9
Other examiners and passers .. .. .	60	9
All other adult females .. .. .	52	9

Clauses (3) to (35) inclusive of the Determination published in *Government Gazette* No. 331 of 28th November, 1941, shall remain in force.