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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 November, 1946, as set out in the Schedule hereto:—

Dated at Melbourne, this
25th day of November, 1946.

RAY. H. BEERS.
Secretary for Labour.

SCHEDULE.

CARDBOARD BOX TRADE BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 188 of the 25th May, 1942, shall be replaced by the following clauses:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.			TABLE "A"—ADULT MALES—continued.		
<i>(All Sections other than Corrugated Board and Fibre Board Container Section.)</i>			<i>(All Sections other than Corrugated Board and Fibre Board Container Section)—continued.</i>		
1	Guillotine machine operator	£ s. d. 5 19 6	10	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 inches x 40 inches in size	£ s. d. 5 17 6
2	Carton cutting and creasing forme setter	6 3 6	11	Two-way or double cutter and scorer machinist	5 14 0
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	5 19 6	12	One-way rotary cutter and scorer machinist	5 14 0
4	Combination tube and shell machinist	5 19 6	13	Gang slitting machinist	5 14 0
5	Employee operating automatic carton gluing machine	5 14 0	14	Mounting machinist	5 14 0
6	Employee operating scoring and double-folding automatic tube gluing machine	5 15 0	15	Cylindrical tube winding machinist	5 14 0
7	Twin or single die-scoring, cutting and printing slide machinist	5 14 0	16	Cylindrical tube cutting machinist	5 14 0
8	Carton cylinder press machinist	6 1 6	17	Employee working any other kind of machine: Storeman	5 11 0
9	Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	5 19 6	18	Packer and/or despatcher	5 11 0
			19	Feeder on carton cylinder machine	5 5 0
			20	Any other adult male	5 2 0
			21	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
			22		

SCHEDULE—continued.

CARDBOARD BOX TRADE BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.	First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<p>TABLE "A"—ADULT MALES—continued.</p> <p><i>Corrugated Board and Fibre Board Container Section.</i></p>			<p>TABLE "B"—ADULT FEMALES—continued.</p> <p><i>(Including non-adult females of at least five years' experience)—continued.</i></p>		
		£ s. d.			£ s. d.
1	Corrugated board machinist making two-faced boards	5 17 6	8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	3 1 6
2	Corrugated board machinist making one-faced boards	5 11 0	9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
3	Corrugated board machinist's assistant	5 7 0		(a) from three to eight employees (both inclusive)	3 8 6
4	Fibre board (paster) machinist	5 17 6		(b) from nine to fifteen employees (both inclusive)	3 16 0
5	Fibre board (paster) machinist's assistant	5 7 0		(c) over fifteen employees	4 2 0
6	Corrugated board printing machinist	5 14 0	10	Female employee not otherwise specified	2 16 6
7	Corrugated board printing machinist's assistant	5 5 0			
8	Fibre board printing machinist	5 14 0			
9	Fibre board printing machinist's assistant	5 5 0			
10	Corrugated board cutter and/or slotter	5 10 0			
11	Corrugated board sawyer	5 11 0			
12	Corrugated board scorer and slitter	5 10 0			
13	Corrugated board automatic scorer and slotter and slitter	5 10 0			
14	Fibre board automatic scorer and slotter and slitter	5 10 0			
15	Fibre board and/or slotter and/or bender	5 10 0			
16	Employee in charge of silicate dissolving plant	5 10 0			
17	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	5 8 0			
18	Corrugated board taping machinist	5 10 0			
19	Employee working any other kind of machine	5 8 0			
20	Storeman	5 11 0			
21	Packer and/or despatcher	5 11 0			
22	Any other adult male	5 2 0			
23	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.				
<p>TABLE "B"—ADULT FEMALES.</p> <p><i>(Including non-adult females of at least five years' experience.)</i></p>			<p>FEMALE TO BE PAID MALE RATE.</p> <p>(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.</p> <p>RATES FOR JUNIORS.</p> <p>(4) Where the work is performed by a male junior, not being an apprentice—</p>		
		£ s. d.			Per week.
1	Female head packer when employed as such	3 4 6		1. Under 15 years of age	1 2 0
2	Packer	3 0 6		2. Between 15 and 16 years of age	1 7 6
3	Female feeder employed on carton cylinder machine	3 2 6		3. " 16 " 17 " "	1 15 0
4	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—			4. " 17 " 18 " "	2 7 0
	(a) When covered with paper	3 2 6		5. " 18 " 19 " "	2 19 6
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	3 7 6		6. " 19 " 20 " "	3 11 6
5	Female employee—			7. " 20 " 21 " "	4 4 0
	(a) Controlling Stokes and Smith (or similar) covering machine	3 4 6		8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
	(b) Controlling and/or setting up automatic carton gluing machine	3 4 6		Where the work is performed by a female junior—	
	(c) Employed on any other machine used in cardboard box making container making or carton making	3 1 6			Per week.
6	Female carton maker, including puller out and stripper	3 0 6		1. First year's experience	1 2 0
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	3 1 6		2. Second year's experience	1 6 0
				3. Third year's experience	1 13 0
				4. Fourth year's experience	1 19 0
				5. Fifth year's experience	2 11 0
				6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
				7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
				8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses (5) to (33) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 188 of the 25th May 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule a piceworker shall be paid 16s. 3d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a piceworker shall be paid 21s. 11d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked."

SCHEDULE—continued.

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 206 of the 24th October, 1946, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

(a) Wages.

Males.

Experience.	Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st 6 months	0 13 0	0 6	0 13 6	0 17 0	1 0	0 18 0	0 17 0	1 0	0 18 0
2nd	0 17 0	1 0	0 18 0	1 1 0	1 0	1 2 0	1 1 0	1 0	1 2 0
3rd	1 1 6	1 0	1 2 6	1 6 6	1 6	1 8 0	1 6 6	1 6	1 8 0
4th	1 6 6	1 6	1 8 0	1 10 0	1 6	1 11 6	1 10 0	1 6	1 11 6
5th	1 15 0	1 6	1 16 6	1 15 0	1 6	1 16 6	1 15 0	1 6	1 16 6
6th	2 3 0	2 0	2 5 0	2 3 0	2 0	2 5 0	2 3 0	2 0	2 5 0
7th	2 12 0	2 6	2 14 6	2 16 0	3 0	2 19 0	2 16 0	3 0	2 19 0
8th	3 0 0	3 0	3 3 0	3 9 0	3 6	3 12 6	3 9 0	3 6	3 12 6
9th	3 9 0	3 6	3 12 6	3 17 0	4 0	4 1 0	3 17 0	4 0	4 1 0
10th	3 17 0	4 0	4 1 0	4 7 0	4 6	4 11 6	4 7 0	4 6	4 11 6

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months ..	2 3 0	1st 6 months ..	1 1 6	1st 6 months ..	2 3 0	1st 6 months ..	1 1 6
2nd	2 8 6	2nd	1 7 0	2nd	2 8 6	2nd	1 7 0
3rd	2 16 6	3rd	1 12 6	3rd	2 16 6	3rd	1 12 6
4th	3 4 6	4th	1 18 0	4th	3 4 6	4th	1 18 0
		5th	2 3 0			5th	2 3 0
		6th	2 8 6			6th	2 8 6
		7th	2 16 6			7th	2 16 6
		8th	3 4 6			8th	3 4 6

And thereafter the minimum wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.

(ii) The term to be served at the industry by female apprentices or improvers shall be:—Coat hands and coat machinists, not more than four years; all others, not more than three years.

(iii) Sub-clause (ii) hereof shall apply only to apprentices under indenture on the 1st day of May, 1944. Thereafter the term to be served at the industry by female apprentices or improvers shall be not more than four years.

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

(a) Males.

Apprentices.]

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

SCHEDULE—continued.

CLOTHING BOARD—continued.

Improvers.

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

(b) Females.

One apprentice or improver to every journeywoman employed.

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

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

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

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

3: OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed marking-in or cutting out garments	6 14 0	5 0	6 19 0	6 14 0	5 0	6 19 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	6 6 8	5 0	6 11 6	..	..	3 16 0
Trimmers, namely, persons employed marking or cutting out linings or trimmings	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Fitters-up, namely, persons employed fitting up garments	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Tailors, namely, males employed making or altering any part of a garment	6 4 0	5 0	6 9 0	..	..	..
Machinists, namely, males employed machining any part of a garment	6 4 0	5 0	6 9 0	..	..	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats, other than coats which the worker is making	5 9 0	5 0	5 14 0	5 9 0	5 0	5 14 0
All other under-pressers, namely persons employed underpressing on all other garments than coats	5 7 6	5 0	5 12 6	5 7 6	5 0	5 12 6
Seam pressers, namely, persons employed pressing seams on all garments	5 7 6	5 0	5 12 6	5 7 6	5 0	5 12 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	5 9 0	5 0	5 14 0	..	..	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	..	6 4 0	5 0	6 9 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	6 4 0	5 0	6 9 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	..	..	..	..	3 16 0
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	..	..	..	3 16 0
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	..	..	..	..	3 16 0
Hand sewers of buttons .. .. .	..	..	..	..	..	3 16 0
Persons not otherwise provided for	5 1 0	5 0	5 6 0	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

CLOTHING BOARD—continued.

(b) READY-MADE CLOTHING.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments	6 7 0	5 0	6 12 0	6 7 0	5 0	6 12 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	6 6 6	5 0	6 11 6	..	..	3 16 0
Trimmers, namely, persons employed marking or cutting out linings or trimmings	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Fitters up and/or shapers, namely, persons employed fitting up and/or shaping garments	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Tailors, namely, males employed making or altering any part of a garment	6 4 0	5 0	6 9 0	..	..	..
Machinists, namely, males employed machining any part of a garment	6 4 0	5 0	6 9 0	..	..	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam of under-pressing of the garment which the worker is making	6 4 0	5 0	6 9 0	6 4 0	5 0	6 9 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making	5 9 0	5 0	5 14 0	5 9 0	5 0	5 14 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making	5 7 6	5 0	5 12 6	5 7 6	5 0	5 12 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making	5 7 6	5 0	5 12 6	5 7 6	5 0	5 12 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	5 7 6	5 0	5 12 6	5 7 6	5 0	5 12 6
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	..	6 4 0	5 0	6 9 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults (i.e. men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	6 4 0	5 0	6 9 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions .. .. .	..	..	..	..	..	3 16 0
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	..	..	..	3 16 0
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests .. .. .	..	..	..	..	..	3 16 0
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	..	..	..	3 16 0
Vest table hands, namely, females employed making or altering any part of all descriptions of vests .. .. .	..	..	..	..	..	3 16 0
Hand sewers of buttons, or thread cutters, or ticket-sewers .. .. .	..	..	..	..	..	3 16 0
Persons not otherwise provided for	5 1 0	5 0	5 6 0	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses 4 to 21 inclusive of the Determination as published in *Government Gazette* No. 206 of the 24th October, 1946, shall remain in force provided that in Clause 18 for the words "eleven and three-quarters per centum," "twenty-four and three quarters per centum," and "twenty-nine per centum," shall be substituted the words "thirteen and a quarter per centum," "twenty-six and a quarter per centum," and "thirty and a third per centum," respectively.

SCHEDULE—continued.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in the *Government Gazette* No. 178 of the 12th September, 1946 shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £7 0 0 per week of 44 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
 (i) under a contract of apprenticeship as hereinafter provided;
 (ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
 (iii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.
One or Two	One	or One
Three or four	One Two	and One or and Nil
Five, six, or seven	Two Three Four	and Two or One and or Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven	

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

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

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be:—

(i) Five-year term—		£	s.	d.
First year	.. .. .	1	10	6
Second year	.. .. .	2	0	6
Third year	.. .. .	2	15	6
Fourth year	.. .. .	3	16	0
Fifth year	.. .. .	5	1	0
(ii) Four-year term—		£	s.	d.
First year	.. .. .	1	15	6
Second year	.. .. .	2	15	6
Third year	.. .. .	3	16	0
Fourth year	.. .. .	5	1	0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be—

First year	.. .. .	1	10	6
Second year	.. .. .	2	0	6
Third year	.. .. .	2	15	6
Fourth year	.. .. .	3	16	0
Fifth year	.. .. .	5	1	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

SCHEDULE—continued.

COMMERCIAL ARTISTS BOARD—continued.

(h) Attendance at Approved Art Schools—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be :—
Melbourne Technical College;
Swinburne Technical College, Glenferrie;
Gordon Institute of Technology, Geelong.

(i) Cancellation or Suspension of Indenture.—Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect.

(j) 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.

(k) 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.

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

(m) Payment by Results.—An apprentice or improver shall not work under any system of payment by results.

Clauses 4 to 19 of the Determination as published in *Government Gazette* No. 178 of the 12th September, 1946, shall remain in force.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 205 of the 24th October, 1946, shall be replaced by the following clauses :—

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring.			Males Employed at Underclothing and Whitework, Collars, Shirts, and Pyjamas.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
1st six months	£ s. d. 0 17 0	s. d. 1 0	£ s. d. 0 18 0	£ s. d. 0 17 0	s. d. 1 0	£ s. d. 0 18 0	£ s. d. 1 1 6
2nd " " " " " " " "	1 1 0	1 0	1 2 0	1 1 0	1 0	1 2 0	1 7 0
3rd " " " " " " " "	1 6 6	1 6	1 8 0	1 6 6	1 6	1 8 0	1 12 6
4th " " " " " " " "	1 10 0	1 6	1 11 6	1 10 0	1 6	1 11 6	1 18 0
5th " " " " " " " "	1 15 0	1 6	1 16 6	1 15 0	1 6	1 16 6	2 3 0
6th " " " " " " " "	2 3 0	2 0	2 5 0	2 3 0	2 0	2 5 0	2 8 6
7th " " " " " " " "	2 16 0	3 0	2 19 0	2 16 0	3 0	2 19 0	2 16 6
8th " " " " " " " "	3 9 0	3 6	3 12 6	3 9 0	3 6	3 12 6	3 4 6
9th " " " " " " " "	3 17 0	4 0	4 1 0	..	..	..	..
10th " " " " " " " "	4 7 0	4 6	4 11 6	..	..	..	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.
DRESS SHIRT AND UNDERCLOTHING BOARD—continued.

Experience.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing. (Definition Clause 4.)		
	Per Week.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
1st six months	£ s. d. 2 3 0	£ s. d. 1 6 0	s. d. 1 6	£ s. d. 1 7 6
2nd "	2 8 6	1 6 0	1 6	1 7 6
3rd "	2 16 6	1 14 6	1 6	1 16 0
4th "	3 4 6	1 14 6	1 6	1 16 0
5th "	..	2 12 0	2 6	2 14 6
6th "	..	2 12 0	2 6	2 14 6
7th "	..	3 17 0	4 0	4 1 0
8th "	..	3 17 0	4 0	4 1 0
9th "	..	4 14 0	4 6	4 18 6
10th "	..	4 14 0	4 6	4 18 6

And thereafter the minimum weekly wage or piecework price.

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

Group (1).—Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments	£ s. d. 6 14 0	s. d. 5 0	£ s. d. 6 19 0	..	..	£ s. d. ..
(b) Heads of tables in charge of four or more persons employed as table hands	6 6 6	5 0	6 11 6	..	..	..
(c) Tailors employed making, and/or machining, and/or altering any part of a garment	6 4 0	5 0	6 9 0	..	..	..
(d) Machinists employed machining any part of a garment	6 4 0	5 0	6 9 0	..	..	..
(e) Pressers-off employed pressing off any part of a garment	6 4 0	5 0	6 9 0	..	..	..
(f) All others	5 1 0	5 0	5 6 0	..	..	..
JOURNEYWOMEN.						
(g) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials	..	..	..	6 7 0	5 0	6 12 0
(h) All other cutters employed marking in or cutting out any material of wearing apparel other than such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials	..	..	..	3 17 9	3 0	4 0 9
(i) Fitters-on employed trying on to a customer unfinished or finished garments	..	..	..	..	..	3 16 0
(j) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	..	..	..	6 4 0	5 0	6 9 0
(k) Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less	..	..	..	..	..	3 16 0
(l) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs	..	..	..	..	..	3 16 0
(m) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs	..	..	..	..	..	3 16 0
(n) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel	..	..	..	..	..	3 16 0
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters	..	..	..	..	..	3 16 0
(p) All others	..	..	..	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS SHIRT AND UNDERCLOTHING BOARD—continued.

Group (2).—Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress, skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(b) Tailors employed making any part of a garment ..	6 7 0	5 0	6 12 0	..	..	..
(c) Machinist employed machining any part of a garment ..	6 4 0	5 0	6 9 0	..	..	..
(d) Pressers-off, employed pressing off any part of a garment ..	6 4 0	5 0	6 9 0	..	..	..
(e) Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	5 9 0	5 0	5 14 0	..	..	..
(f) All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	5 7 6	5 0	5 12 6	..	..	..
(g) Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	5 7 6	5 0	5 12 6	..	..	..
(h) All others	5 1 0	5 0	5 6 0	..	..	..
JOURNEYWOMEN.						
(i) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	6 7 0	5 0	6 12 0
(j) All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	..	..	3 16 0
(k) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	..	..	..	6 4 0	5 0	6 9 0
(l) Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less .. .. .	..	..	..	..	..	3 16 0
(m) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 16 0
(ma) Females employed on manufacturing (i.e., machinists and table hands) all kinds of topcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	..	..	4 0 6
(n) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	3 16 0
(o) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	..	..	..	..	3 16 0
(p) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	3 16 0
(q) All others .. .. .	..	..	..	..	..	3 16 0

Group (3).—Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out any article of any description	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(b) All others	6 4 0	5 0	6 9 0	..	..	..
.. .. .	5 1 0	5 0	5 6 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out any article of any description .. .. .	..	..	..	..	..	3 16 0
(d) Table hands or finishers .. .. .	..	..	..	..	..	3 16 0
(e) Machinists employed machining any part of articles or underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age .. .. .	..	..	..	..	..	3 16 0
(f) Machinists employed machining any part of articles of whitework other than underclothing .. .. .	..	..	..	..	..	3 16 0
(g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight .. .. .	..	..	..	..	..	3 16 0
(h) Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight .. .. .	..	..	..	5 9 0	5 0	5 14 0
(i) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, and thread cutters .. .. .	..	..	..	..	..	3 16 0
(j) All others .. .. .	..	..	..	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS SHIRT AND UNDERCLOTHING BOARD—continued

Group (4).—Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods):—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	6 2 0	5 0	6 7 0	..	..	..
(b) All others ..	5 1 0	5 0	5 6 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out garments ..	..	..	..	..	..	3 16 0
(d) Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers ..	..	..	..	..	..	3 16 0
(e) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters ..	..	..	..	..	..	3 16 0
(f) All others ..	..	..	..	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses 4 to 20 of the Determination as published in *Government Gazette* No. 205 of the 24th October, 1946, shall remain in force.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette*, No. 207 of the 24th October, 1946, shall be replaced by the following clauses :—

2.

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months ..	0 17 0	1 0	0 18 0	1 1 6	2 3 0
2nd " " ..	1 1 0	1 0	1 2 0	1 7 0	2 8 6
3rd " " ..	1 6 6	1 6	1 8 0	1 12 6	2 16 6
4th " " ..	1 10 0	1 6	1 11 6	1 18 0	3 4 6
5th " " ..	1 15 0	1 6	1 16 6	2 3 0	..
7th " " ..	2 3 0	2 0	2 5 0	2 8 6	..
6th " " ..	2 16 0	3 0	2 19 0	2 16 6	..
8th " " ..	3 9 0	3 6	3 12 6	3 4 6	..

And thereafter the minimum weekly wage or piecework price.

	Male Juveniles.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
16 years of age ..	1 6 0	1 6	1 7 6
17 " " ..	1 14 6	1 6	1 16 0
18 " " ..	2 12 0	2 6	2 14 6
19 " " ..	3 17 0	4 0	4 1 0
20 " " ..	4 14 0	4 6	4 18 6

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—*continued.*DYERS AND CLOTHES CLEANERS BOARD—*continued.*

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

Males.

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

Females.

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

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

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

Juveniles.

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

3.

Other Persons except Apprentices, Improvers, and Juvenile Workers.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions ..	6 14 0	5 0	6 19 0	6 14 0	5 0	6 19 0
(aa) Tailors, namely journeymen employed repairing and/or altering garments ..	6 4 0	5 0	6 9 0	..	..	..
(b) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	5 16 0	5 0	6 1 0	..	..	..
(c) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine ..	5 16 0	5 0	6 1 0	..	..	..
(d) Other dry cleaners ..	5 12 0	5 0	5 17 0	..	..	..
(e) All other cleaners, finishers, or spotters ..	5 9 0	5 0	5 14 0	..	..	..
(f) Hat blockers employed blocking hats ..	5 15 0	5 0	6 0 0	..	..	..
(g) All others ..	5 1 0	5 0	5 6 0	..	..	..
<i>Journeywomen.</i>						
(h) Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material ..	..	..	..	5 16 0	5 0	6 1 0
(i) Pressers, employed pressing-off any part of male outer garments ..	..	..	..	5 16 0	5 0	6 1 0
(j) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight ..	..	..	..	5 16 0	5 0	6 1 0
(k) Pressers employed pressing any article using an iron not exceeding 9 lb. in weight ..	..	..	..	..	..	3 16 0
(l) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine ..	..	..	..	5 16 0	5 0	6 1 0
(m) Other dry cleaners ..	..	..	..	..	..	3 16 0
(n) Wet cleaners, spotters, glove-cleaners or steamers ..	..	..	..	..	..	3 16 0
(o) Repairers, employed repairing articles of all descriptions ..	..	..	..	..	..	3 16 0
(p) Receivers or despatchers ..	..	..	..	..	..	3 16 0
(q) Feather dressers and hat trimmers ..	..	..	..	..	..	3 16 0
(r) All others ..	..	..	..	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

Clauses 4 to 20 of the Determination as published in *Government Gazette* No. 207 of the 24th October, 1946, shall remain in force.

SCHEDULE—continued.

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 210 of the 24th October, 1946, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(a) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Females commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 17 0	1 0	0 18 0	1 1 6	2 3 0
2nd " " " " " " " "	1 1 0	1 0	1 2 0	1 7 0	2 8 6
3rd " " " " " " " "	1 6 6	1 6	1 8 0	1 12 6	2 16 6
4th " " " " " " " "	1 10 0	1 6	1 11 6	1 18 0	3 4 6
5th " " " " " " " "	1 15 0	1 6	1 16 6	2 3 0	..
6th " " " " " " " "	2 3 0	2 0	2 5 0	2 8 6	..
7th " " " " " " " "	2 16 0	3 0	2 19 0	2 16 6	..
8th " " " " " " " "	3 9 0	3 6	3 12 6	3 4 6	..
9th " " " " " " " "	3 17 0	4 0	4 1 0	..	..
10th " " " " " " " "	4 7 0	4 6	4 11 6	..	..

and thereafter the minimum wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

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

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.			
	£ s. d.	s. d.	£ s. d.
Cutters	6 7 0	5 0	6 12 0
Nailers or blockers	5 1 0	5 0	5 6 0
All others	5 1 0	5 0	5 6 0
JOURNEYWOMEN.			
Machinists .. .. .	..	..	3 16 0
Finishers .. .. .	..	..	3 16 0
Table hands .. .. .	..	..	3 16 0
All others .. .. .	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses 4 to 20 of the Determination as published in *Government Gazette* No. 210 of the 24th October, 1946, shall remain in force.

SCHEDULE—continued.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 209 of the 24th October, 1946, shall be replaced by the following clauses:—

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
1st six months	£ s. d. 0 17 0	s. d. 1 0	£ s. d. 0 18 0	£ s. d. 1 1 6	£ s. d. 2 3 0
2nd " "	1 1 0	1 0	1 2 0	1 7 0	2 8 6
3rd " "	1 6 6	1 6	1 8 0	1 12 6	2 16 6
4th " "	1 10 0	1 6	1 11 6	1 18 0	3 4 6
5th " "	1 15 0	1 6	1 16 6	2 3 0	..
6th " "	2 3 0	2 0	2 5 0	2 8 6	..
7th " "	2 16 0	3 0	2 19 0	2 16 6	..
8th " "	3 9 0	3 6	3 12 6	3 4 6	..

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

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

3.

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
<i>Journemen.</i>				
Cutters employed marking-in or cutting out articles of headwear	£ s. d. 6 2 0	s. d. 5 0	£ s. d. 6 7 0	£ s. d. ..
Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	5 19 6	5 0	6 4 6	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	5 19 6	5 0	6 4 6	..
Pressers employed pressing off articles of headwear	5 13 0	5 0	5 18 0	..
All others	5 1 0	5 0	5 6 0	..
<i>Journeywomen.</i>				
Machinists employed machining any part of articles of headwear .. .. .	..	..	..	3 16 0
Milliners, table hands or finishers .. .. .	..	..	..	3 16 0
Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office ..	..	..	..	3 16 0
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. .. .	..	..	..	3 16 0
All others .. .. .	..	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

Clauses 4 to 20 of the Determination as published in *Government Gazette* No. 209 of the 24th October, 1946, shall remain in force.

SCHEDULE—continued.

PAPER BAG TRADE BOARD.

Clauses (2, 3 & 4) of the Determination published in *Government Gazette* No. 196 of the 27th May, 1942, shall be replaced by the following clauses:—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Guillotine machine operator	5 14 0
2	Paper bag machinist	5 19 6
3	Employee working a paste-making machine	5 5 0
4	Storeman	5 11 0
5	Packer and/or despatcher	5 11 0
6	Any other adult male	5 2 0
7	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
<i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	3 2 6
2	Female Packer	2 19 6
3	Female hand-made paper bag maker .. .	2 19 6
4	Female bag machine minder, and female threading paper, looking after paste boxes or catching and stacking paper bags ..	3 1 6
5	Female bag machine minder, if with stringing attachment and without assistance	3 2 6
6	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	3 6 0
	(b) from nine to fifteen employees (both inclusive)	3 13 6
	(c) over fifteen employees	3 19 6
7	Female employee not otherwise specified ..	2 16 6

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

Clauses (5) to (33) of the Determination as published in *Government Gazette* No. 196 of the 27th May, 1942, shall remain in force.

RATES FOR JUNIORS.

(4) Where the work is performed by a male junior, not being an apprentice—

	<i>Per week.</i> £ s. d.
1. Under 15 years of age	1 2 0
2. Between 15 and 16 years of age .. .	1 7 6
3. " 16 " 17 " "	1 15 0
4. " 17 " 18 " "	2 7 0
5. " 18 " 19 " "	2 19 6
6. " 19 " 20 " "	3 11 6
7. " 20 " 21 " "	4 4 0
8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

Where the work is performed by a female junior—

	<i>Per week.</i> £ s. d.
1. First year's experience	1 2 0
2. Second year's experience	1 6 0
3. Third year's experience	1 13 0
4. Fourth year's experience	1 19 0
5. Fifth year's experience	2 11 0
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

SCHEDULE—continued.

PRINTERS BOARD.

Clauses (2), (3) and (4) of the Determination published in *Government Gazette* No. 198 of the 27th May, 1942, shall be replaced by the following clauses:—

(2) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

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

SCHEDULE—continued.
PRINTERS BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES:		
(Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten, letter or circular	6 12 0
2	Female head packer when employed as such	3 6 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled, or otherwise held together.	3 6 6
4	(b) When engaged on work which does not exceed both the measurements above mentioned. Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done.	3 5 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 4 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned-in paper sides or are cut flush and not turned in)	3 4 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	3 4 6
8	Female copy holder	3 4 6
9	Female embosser	3 5 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 6 3 16 0 4 2 0
12	Female employees not otherwise specified	2 16 6

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

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—	Per week. £ s. d.
1. Under 15 years of age	1 2 0
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 " "	1 15 0
4. " 17 " 18 " "	2 7 0
5. " 18 " 19 " "	2 19 6
6. " 19 " 20 " "	3 11 6
7. " 20 " 21 " "	4 4 0

Where the work is performed by a male apprentice—

8. First year	1 2 0
9. Second year	1 8 6
10. Third year	1 16 6
11. Fourth year	2 9 6
12. Fifth year	3 2 6
13. Sixth year	4 7 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

SCHEDULE—*continued.*PRINTERS BOARD—*continued.*

15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate to the year of his apprenticeship.

Where the work is performed by a female junior—

		<i>Per week.</i>		
		<i>£</i>	<i>s.</i>	<i>d.</i>
1.	First year's experience .. .. .	..	1	2 0
2.	Second year's experience .. .. .	..	1	6 0
3.	Third year's experience .. .. .	..	1	13 0
4.	Fourth year's experience .. .. .	..	1	19 0
5.	Fifth year's experience .. .. .	..	2	11 0

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses (8) to (36) and Schedule "A" inclusive of the Determination as published in *Government Gazette* No. 198 of the 27th May, 1942, shall remain in force except that in the said schedule the expression "In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 1s. 1d. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked," shall be replaced by the following:—"In addition to the piecework rates set out in this schedule, a pieceworker shall be paid 11s. 1d. 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.

COUNTRY PRINTERS BOARD.

Clause (2) of the Determination published in *Government Gazette* No. 3 of 8th January, 1943, shall be replaced by the following:—

2. TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.		
		A*.	B*.	C*.
		£ s. d.	£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 18 0	6 13 0	6 10 0
A2	Probationary machine compositor—			
	(a) For a first period of six months' probation	6 9 0	6 4 0	6 1 0
	(b) For a second period of six months' probation	6 12 0	6 7 0	6 4 0
	(c) Thereafter the rate for a machine compositor	6 18 0	6 13 0	6 10 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	6 18 0	6 13 0	6 10 0
A4	Proof reader and/or reviser—			
	(a) In newspaper and commercial printing offices	6 12 0	6 7 0	6 4 0
	(b) Commercial printing only	6 12 0	6 7 0	6 4 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine			
A6	Hand compositor			
A7	Sluggor			
A8	Bulk hand			
A9	Stonehand	6 9 0	6 4 0	6 1 0
A10	Electrotyper			
A11	Stereotyper			
A12	Letterpress Machinist			
A13	Machinist working a flat-bed machine printing from a reel			
A14	Lithographic machinist, including lithographic tin printer, lithographic transferer and/or pressman	6 9 0	6 4 0	..
A15	Stone and/or plate preparer	5 7 0	5 5 0	..
A16	Ink grinder and/or varnisher	5 3 0	5 1 0	..
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	6 9 0	6 4 0	6 1 0
A18	Marbler	6 9 0	6 4 0	6 1 0
A19	Hand Indexer	6 9 0	..	..
A20	Finisher	6 9 0	..	..
A21	Pocket-book maker	6 9 0	..	..
A22	Loose-sheet cover maker	6 9 0	..	..
A23	Ticket maker, turned in work	6 9 0	..	..
A24	Blotting-pad maker	6 9 0	..	..
A25	Portfolio maker	6 9 0	..	..
A26	Map and plan mounter and/or varnisher	6 9 0	..	..
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	6 9 0	6 4 0	6 1 0
A28	Guillotine machine operator			
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 18 0	6 13 0	6 10 0
A30	Feeder of any kind of machine	5 2 0	..	..
A31	Storeman, packer and/or despatcher	5 8 0	..	..
A32	Male employee not otherwise specified	4 19 0	4 16 0	4 13 0

* See Clause 3 for definition of grades.

TABLE B.
Adult Females.

	Per week. £ s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine
B2	Female employee not otherwise specified
<i>Female Supervisors.</i>	
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of—
	(a) Up to 8 employees
	(b) From 9 to 15 employees (both inclusive)
	(c) Over 15 employees

TABLE C.

Male Juniors in all Sections.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		£ s. d.	£ s. d.	Per week. £ s. d.
C1	Under 15 years of age	22	0 6 1 0	1 2 0
C2	Between 15 and 16 years of age	28	0 6 1 0	1 7 6
C3	Between 16 and 17 years of age	35	1 0 1 6	1 15 0
C4	Between 17 and 18 years of age	48	1 0 1 6	2 7 0
C5	Between 18 and 19 years of age	60	1 6 2 0	2 19 6
C6	Between 19 and 20 years of age	72	2 0 2 6	3 11 6
C7	Between 20 and 21 years of age	85	2 0 3 0	4 4 0

SCHEDULE—continued.
COUNTRY PRINTERS BOARD—continued.

TABLE D.
Apprentices.

Where the work is performed by a male apprentice:—

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage.	
				Per week.	£ s. d.
D1 First year	22	0 6	1 0	1 2	0
D2 Second year	28	0 6	2 0	1 8	6
D3 Third year	35	1 0	3 0	1 16	6
D4 Fourth year	48	1 0	4 0	2 9	6
D5 Fifth year	60	1 6	5 0	3 2	6
D6 Sixth year	85	2 0	6 0	4 7	0

TABLE E.
Female Juniors in all Sections.

Where the work is performed by a female employee under the age of 21 years:—

—	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage.	
				Per week.	£ s. d.
E1 First year's experience ..	22	0 6	1 0	1 2	0
E2 Second year's experience ..	26	0 6	1 6	1 6	0
E3 Third year's experience ..	32	1 0	2 0	1 13	0
E4 Fourth year's experience ..	38	1 0	2 6	1 19	0
E5 Fifth year's experience ..	50	1 6	3 0	2 11	0
E6 And thereafter the minimum wage prescribed for females for the class of work which she is doing.					

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

In the above provisions E1 to E6 "experience" means experience in the industry, including experience in the employment of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses (3) to (42) inclusive and Schedule "A" of the Determination as published in *Government Gazette* No. 3 of 8th January, 1943, shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 14s. for each full week worked" shall be altered to read "a pieceworker shall be paid 18s. for each full week worked".

PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 197 of the 27th May, 1942, clauses (1, 2 and 3) of Part I. and clauses (1, 2 and 3) of Part II. shall be replaced by the following clauses:—

(1) PART I.—DAILY NEWSPAPER OFFICES ONLY.

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.

TABLE "A."—ADULT MALES.

A1.	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 6 14 0
A2.	Probationary machine compositor— (a) For a first period of six months' probation (b) For a second period of six months' probation (c) Thereafter the rate for a machine compositor	6 5 0 6 8 0 6 14 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid	6 14 0
A4.	Proof reader	6 8 0
A5.	Proof reader and reviser	6 8 0
A6.	Proof reader's assistant	5 1 0
A7.	Hand compositor	6 5 0
A8.	Sluggor	6 5 0
A9.	Bulk hand	6 5 0
A10.	Stone hand (A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	6 8 0
A11.	(An employer shall have the right to allot to any hand compositor, sluggor, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper	6 5 0
A13.	Stereotyper's assistant	5 13 0
A14.	Rotary machinist or rotary machine minder	6 11 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	5 16 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:— Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	5 7 0
A17.	Machinist working a flat bed machine printing from a reel	6 5 0
A18.	Publishing employee	5 10 0
A19.	(a) Working mechanic of slug-casting machine, if in charge (At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.) (b) Other working mechanic	6 5 0 6 1 0
A20.	Cleaner of slug-casting machine	5 1 0
A21.	Galley puller	5 1 0
A22.	Storeman	5 4 0
A23.	Male employee not otherwise specified	4 18 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid pro rata for the hours worked by him.	

SCHEDULE—continued.
PROVINCIAL PRINTERS BOARD—continued.
PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B."—ADULT FEMALES.		
		£ s. d.
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3 1 6
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to eight employees	3 3 6
	(b) From nine to fifteen employees (both inclusive)	3 11 0
	(c) Over fifteen employees	3 17 0
B3.	Female employee not otherwise specified	2 11 6

NOTE.—See clause 28 (g) re additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.

(2) FEMALE TO BE PAID MALE RATE.

Where a female is employed to do any work specifically named or described, or of the class mentioned in Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

(3) RATES FOR JUNIORS AND APPRENTICES.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Per Week.
	£ s. d.
1. Under 15 years of age	1 1 0
2. Between 15 and 16 years of age	1 6 6
3. Between 16 and 17 years of age	1 13 6
4. Between 17 and 18 years of age	2 5 6
5. Between 18 and 19 years of age	2 17 6
6. Between 19 and 20 years of age	3 9 0
7. Between 20 and 21 years of age	4 1 0

Where the work is performed by a male apprentice:—

	Per Week.
	£ s. d.
8. First year	1 1 0
9. Second year	1 6 6
10. Third year	1 13 6
11. Fourth year	2 5 6
12. Fifth year	2 17 6
13. Sixth year	4 1 0

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. extra for such night shift work if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female employee under the age of 21 years:—

	Per Week.
	£ s. d.
1. First year's experience	1 1 0
2. Second year's experience	1 4 6
3. Third year's experience	1 11 0
4. Fourth year's experience	1 16 6
5. Fifth year's experience	2 8 0

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

(1) **PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.**

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
		£ s. d.
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	7 1 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 12 0
	(b) For a second period of six months' probation	6 15 0
	(c) Thereafter the rate for a machine compositor	7 1 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	7 1 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	6 12 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 17 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	6 12 0

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES—continued.		
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	£ 5 17 6
8	Proof reader and/or reviser	6 15 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	6 12 0
10	Electrotyper (which shall include an employee preparing Lead for Matrix Moulding purposes)	6 12 0
11	Stereotyper	6 12 0
12	Letterpress machinist	6 12 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	6 12 0
14	Railway ticket printer—single machine	6 1 6
15	Railway ticket printer—multiple machine	6 3 6
16	Machinist working a flat-bed machine printing from a reel	6 12 0
17	Rotary machinist	6 12 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	5 19 6
19	Collapsible tube printing machinist	6 12 0
20	Universal process machine operator	6 12 0
21	Lithographic and/or photo-lithographic artist and/or designer	6 17 6
22	Photo-lithographic camera operator	7 0 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	5 11 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferor; and/or photo-lithographic metal plate coater; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	6 12 0
25	Gravure machinist	6 12 0
26	Bookbinder	6 12 0
27	Marbler	6 12 0
28	Hand indexer	6 12 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	6 12 0
30	Finisher	6 12 0
31	Pocket-book maker	6 12 0
32	Ticket-maker, turned-in work	6 12 0
33	Blotting pad maker	6 12 0
34	Portfolio maker	6 12 0
35	Person engaged in sawing and/or rolling books	6 12 0
36	Loose sheet cover maker	6 12 0
37	Edge gilder	6 12 0
38	Leather cutter	6 12 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	5 14 0
40	Map and plan moulder and/or varnisher	6 12 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	6 12 0
42	Guillotine machine operator	6 12 0
43	Employee operating a milk bottle wad-making machine	5 17 0
44	Waxer	5 15 0
45	Sheet Varnishing and/or sheet gumming machinist	5 11 0
46	Rotary reel gumming machinist	5 14 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 8 0
48	Printing ink mixer and/or maker	5 9 0
49	Bronzing machine operator	5 11 0
50	Roller maker	5 9 0
51	Feeder on any kind of machine	5 5 0
52	Storeman	5 11 0
53	Packer and/or despatcher	5 11 0
54	Any other adult male	5 2 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

TABLE "B."—ADULT FEMALES.

(Including Non-Adult Females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 12 0
2	Female head packer when employed as such	3 6 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	3 6 6 3 5 6

SCHEDULE—continued.
PROVINCIAL PRINTERS BOARD—continued.

ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 4 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 5 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 4 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 4 6
8	Female copy holder	3 4 6
9	Female Embosser	3 5 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 3 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 8 6 3 16 0 4 2 0
12	Female employees not otherwise specified	2 16 6

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

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age	1 2 0
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 "	1 15 0
4. " 17 " 18 "	2 7 0
5. " 18 " 19 "	2 19 6
6. " 19 " 20 "	3 11 6
7. " 20 " 21 "	4 4 0

Where the work is performed by a male apprentice—

8. First year	1 2 0
9. Second year	1 8 6
10. Third year	1 16 6
11. Fourth year	2 9 6
12. Fifth year	3 2 6
13. Sixth year	4 7 0

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience	1 2 0
2. Second year's experience	1 6 0
3. Third year's experience	1 13 0
4. Fourth year's experience	1 19 0
5. Fifth year's experience	2 11 0
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	

The following clauses of the Determination as published in *Government Gazette* No. 197 of the 27th May, 1942, shall remain in force:—

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II, except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, 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 is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 12s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 11s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

PROCESS ENGRAVERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 193 of the 7th October, 1946, shall be replaced by the following clauses:—

2.

(i)

APPRENTICES AND IMPROVERS.

Wages per Week.

(Other than those subject to the Apprenticeship Commission).

(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.

Commencing Age.

	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year—						
1st six months	23 9	23 9	28 3	35 3	40 6	43 0
2nd six months	23 9	23 9	28 3	35 3	40 6	48 9
2nd year ..	26 9	28 3	34 0	38 0	46 0	..
3rd year ..	31 6	33 0	37 0	42 6	..	..
4th year ..	39 3	41 6	46 0	..	..	..
5th year ..	48 9	53 6	..	..	..	..
6th year ..	57 3	..	..	..	..	..

(b) Other apprentices or improvers:—

<i>Apprentices.</i>		<i>Improvers.</i>	
	<i>s. d.</i>		<i>s. d.</i>
1st year ..	18 3	1st year ..	27 6
2nd year ..	22 9	2nd year ..	36 0
3rd year ..	31 0	3rd year ..	50 6
4th year ..	41 9	4th year ..	60 6
5th year ..	54 6	5th year ..	80 0
6th year ..	72 9		

Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—

	<i>s. d.</i>
1st year ..	22 9
2nd year ..	31 0
3rd year ..	41 9
4th year ..	54 6
5th year ..	72 9

PROPORTION.

Apprentices.

(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.

(b) Apprentices other than those provided for in sub-clause (a) hereof.

(i) Females doing work for which a rate has been provided for females in clause 3 of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.

(ii) Other apprentices.

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

Improvers.

NOTE.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited.

One male improver to every four adult male employees receiving not less than the minimum wage.

One female improver to every adult female employee receiving not less than the minimum wage.

(ii) JUVENILE WORKERS.—Wages per week—First six months, 12s. 6d.

(3)

OTHER EMPLOYEES.

Photolithography.

	<i>Wages per Week.</i>
	<i>s. d.</i>
Operator ..	21 years of age .. 132 0
Half-tone colour negative separator and/or dot etcher ..	Thereafter .. 137 0
Step and repeat printing-down Machine operative ..	
Printer ..	
Proofers ..	Males .. 132 0
Negative opaquer, retoucher, and/or plate worker ..	Females .. 127 0
	Females .. 73 6

Photogravure.

Operator employed in connexion with photogravure or rotogravure work ..	21 years of age .. 132 0
	Thereafter .. 137 0
Retouchers of negatives or positives ..	Females .. 73 6
All others ..	21 years of age .. 132 0
	Thereafter .. 137 0

Process Engraving.

Operator ..	21 years of age .. 132 0
Half-tone etcher ..	Thereafter .. 137 0
Printer ..	
Line etcher ..	
Engraver ..	.. .. 132 0
Router ..	.. .. 132 0
Mounter ..	.. .. 132 0
Proofers ..	.. .. 132 0
Negative retoucher, opaquer, and/or plate worker ..	Males .. 127 0
	Females .. 73 6

Clauses 4 to 27 of the Determination as published in *Government Gazette* No. 193 of the 7th October, 1946, shall remain in force.

SCHEDULE—continued.

STATIONERY BOARD.

Clauses (2), (3), and (4) of the Determination published in *Government Gazette* No. 187 of the 25th May, 1942, shall be replaced by the following clauses:—

(2)

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

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

Clauses (5) to (35) of the Determination as published in *Government Gazette* No. 187 of the 25th May, 1942, shall remain in force.

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	1 2 0
2. Between 15 and 16 years of age	1 7 6
3. " 16 " 17 " "	1 15 0
4. " 17 " 18 " "	2 7 0
5. " 18 " 19 " "	2 19 6
6. " 19 " 20 " "	3 11 6
7. " 20 " 21 " "	4 4 0

Where the work is performed by a male apprentice—

	Per week.
	£ s. d.
8. First year	1 2 6
9. Second year	1 8 6
10. Third year	1 16 6
11. Fourth year	2 9 6
12. Fifth year	3 2 6
13. Sixth year	4 7 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week, beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	1 2 0
2. Second year's experience	1 6 0
3. Third year's experience	1 13 0
4. Fourth year's experience	1 19 0
5. Fifth year's experience	2 11 0
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

SCHEDULE—continued.

UMBRELLA BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 208 of the 24th October, 1946, shall be replaced by the following clause:—

2.

(a) APPRENTICES AND IMPROVERS.

(i) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Female Improvers commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 17 0	1 0	0 18 0	1 1 6	2 3 0
2nd	1 1 0	1 0	1 2 0	1 7 0	2 8 6
3rd	1 6 6	1 6	1 8 0	1 12 6	2 16 6
4th	1 10 0	1 6	1 11 6	1 18 0	3 4 6
5th	1 15 0	1 6	1 16 6	2 3 0	..
6th	2 3 0	2 0	2 5 0	2 8 6	..
7th	2 16 0	3 0	2 19 0	2 16 6	..
8th	3 9 0	3 6	3 12 6	3 4 6	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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

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

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
Frame makers or repairers	5 14 0	5 0	5 19 0	5 14 0	5 0	5 19 0
Finishers	5 12 0	5 0	5 17 0	5 12 0	5 0	5 17 0
Machinists, pressers, or tipplers .. .. .	..	..	..	..	..	3 16 0
Persons not provided for otherwise	5 1 0	5 0	5 6 0	..	..	3 16 0

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses 3 to 19 of the Determination as published in *Government Gazette* No. 208 of the 24th October, 1946, shall remain in force.

01.12.2020

12.12.2020
