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THURSDAY, NOVEMBER 28.

[1946

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:—

First Column.	Second Column.	Third Column.	First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.	Number of Rate.	Description of Employment:	Weekly Wage.
1 2 3 4 5 6 7 8	TABLE "A"—ADULT MALES. (All Sections other than Corrugated Board and Fibre Board Container Section.) Gaillotine machine operator Carton cutting and creasing forms setter 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). Combination tube and shell machinist Employee operating automatic carton gluing machine Employee operating scoring and double-folding automatic tube gluing machine. Twin or single die-scoring, cutting and printing slide machinist Carton cylinder press machinist Employee operating carton platen press, when the machine is capable of taking a sheet 30 inches x 40 inches in size	5 19 6 5 19 6 5 14 0 5 15 0 5 14 0 6 1 6	11 12 13 14 15 16 17 18 19 20 21 22	Table "A"—Adult Males—continued. (All Sections other than Corrugated Board and Fibre Board.Container Section)—continued. Employee operating carton platen press, when the machine is not capable of taking, a sheet 30 inches x 40 inches in size. Two-way or double outter and scorer machinist One-way rotary cutter and scorer machinist. Gang slitting machinist Cylindrical tube winding, machinist Cylindrical tube winding, machinist Cylindrical tube winding, machinist Cylindrical tube cutting, machinist; Employee working any other kind of machine. Storeman. Packer and/or despatcher. Feeder on carton cylinder machine. Any other adult male. 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. pro rata for the hours worked by him.	5 17 6 5 14 0 0 5 14 0 0 5 11 0 5 11 0 5 5 2 0 0

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CARDBOARD BOX TRADE BOARD-continued.

First Column.	Second Column.	Third Column.	First Column,	Second Column.	Third Column,
Number of Rate.	Description of Employment.	Weekly Wage.	Number of Rate	Description of Employment.	Weekly Wage.
	TABLE "A"—ADULT MALES—continued.	£ s. d.		TABLE "B"—ADULT FEMALES—continued. (Including non-adult females of at least five	£ s. d.
1	Corrugated Board and Fibre Board Container Section. Corrugated board machinist making two-faced boards	5 17 6	8	years' experience)—continued. Female employee employed in connexion with containers, including folders, and an em-	
2	boards Corrugated board machinist making one-faced boards	5 11 0	•	ployee taking off from taping or sheeting or slitting machines	3 1 6
3 4	Corrugated board machinist's assistant Fibre board (paster) machinist	5 7 0 5 17 6	9	Female employee in charge of, or who supervises, directs, or is responsible for the	
5 6	Fibre board (paster) machinist's assistant Corrugated board printing machinist	5 7 0 5 14 0		work of— (a) from three to eight employees (both	
7 8	Corrugated board printing machinist's assistant Fibre board printing machinist	5 5 0 5 14 0		inclusive) (b) from nine to fifteen employees (both	3 8 6
9 10	Fibre board printing machinist's assistant Corrugated board cutter and/or slotter	5 5 0 5 10 0		inclusive) (c) over fifteen employees	3 16 0 4 2 0
11 12	Corrugated board sawyer	5 11 0 5 10 0		Female employee not otherwise specified	2 16 6
13	Corrugated board automatic scorer and slotter	5 10 0	(3)	FEMALE TO BE PAID MALE RATE. Where a female is employed to do any work	specificall
14	Fibre board automatic scorer and slotter and slitter	5 10 0	which	or described or of the class mentioned in I is not specifically named or described in I	Table "B
15 16	Fibre board and/or slotter and/or bender Employee in charge of silicate dissolving plant	5 10 0 5 10 0	provide	all be paid the rate which is prescribed for ed that this clause shall not apply to any	individua
17	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	5 8 0	coming by her,	employee in respect of work which at the into operation of this Determination was, and for which no marginal rate for female	being don
18 19	Corrugated board taping machinist Employee working any other kind of machine	5 10 0 5 8 0	specific	ally prescribed. RATES FOR JUNIORS.	
20 21	Storeman Packer and/or despatcher	5 11 0 5 11 0		Where the work is performed by a male in apprentice—	junior, no
22 23	Any other adult male 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 pro rata for the hours worked by him.	5 2 0	1. 2. 3.	Under 15 years of age Retween 15 and 16 years of age	Per week. £ s. d. 1 2 0 1 7 6 1 15 0
			4. 5. 6. 7. 8.	" 18 " 19 " " "	ek shall b
	TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five			less than a week he shall be paid pro re hours worked by him,	ata for th
1	years' experience.) Female head packer when employed as such	£ s. d. 3 4 6	Where	the work is performed by a female junior-	Per week.
$\frac{2}{3}$	Packer Female feeder employed on carton cylinder	3 0 6	1.	First year's experience	£ s. d.
4	machine Female employee on hand work making and/or	3 2 6	2.	Third year's experience	
	covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or			And thereafter the minimum wage pres	
	two or more of such materials in combination or with any similar material—	3 2 6	7.	females for the class of work which she A female junior entering the industry in her	eighteent
	(a) When covered with paper (b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	3 7 6		year or later shall receive the foregoing priate to her experience and not less the week extra until she reaches the age o	ıan 5s, pe f 21 vear:
5	Female employee— (a) Controlling Stokes and Smith (or, similar) covering machine	3 4 6	٥	when she shall be paid the minimum scribed for females for the class of work is doing. In the above provisions as to work per	rformed .b
	(b) Controlling and/or setting up automatic carton gluing machine (c) Employed on any other machine used	3 4 6	σ,	females, "experience" means experience industry, including experience in the	ce in th employ o
	in cardboard box making container making or carton making	3 1 6		mentioned in such provisions on leavin discharged from her employment shall be	g or bein
t 6	Female carton maker, including puller out and stripper	3 0 6		a certificate from her employer stating	g the dat date of i
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			termination duly signed or otherwise at by the employer. Such certificate shall perty of the employee and shall be retur by any subsequent employer within sev	thenticate be the pro rned to be

Clauses (5) to (33) and Schodule "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 pieceworker 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 pieceworker 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."

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:---

APPRENTICES OR IMPROVERS.

(a) Wages.

Males.

Expe	da			Tailors.		Employe (oth	ed at Order er than Tai	Tailoring llors).	Employed a	t Ready-ma	ade Clothing.
	Tence.		Weekly Rate.	Special Loading.*	Total Weckly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage
1st 6 months 2nd ,, 3rd ,, 4th ,, 6th ,, 7th ,, 8th ,, 9th ,, 10th ,,		:::::::::::::::::::::::::::::::::::::::	£ s. d. 0 13 0 0 17 0 1 1 6 6 1 15 0 2 3 0 2 12 0 3 0 0 3 9 0 3 17 0	s. d. 0 6 1 0 1 6 1 6 2 0 2 6 3 0 3 6 4 0	£ s. d. 0 13 6 0 18 0 1 2 6 1 8 0 1 16 6 2 5 0 2 14 6 3 3 0 3 12 6 4 1 0	£ s. d. 0 17 0 1 1 0 1 6 6 1 10 0 1 15 0 2 3 0 2 16 0 3 9 0 3 17 0 4 7 0	s. d. 1 0 1 0 1 6 1 6 2 0 3 0 3 6 4 0 4 6	£ s. d. 0 18 0 1 2 0 1 8 0 1 11 6 1 16 6 2 5 0 2 19 0 3 12 6 4 1 0 4 11 6	£ s. d. 0 17 0 1 1 0 1 6 6 1 10 0 1 15 0 2 3 0 2 16 0 3 9 0 3 17 0 4 7 0	s. d. 1 0 1 6 1 6 1 6 2 0 3 0 3 6 4 0	£ s. d. 0 18 0 1 2 0 1 8 0 1 11 6 1 16 6 2 5 0 2 19 0 3 12 6 4 1 0 4 11 6

And thereafter the minimum wage or piece-work price.

Females.

	Employed at C	order Tailoring.		Eu	nployed at Res	ady-made Clothing.	
Persons Commencing between the Ages Years	of 18 and 21	Other Perso	ons.	Persons Commencing between the Ages of Years.	at the Trade f 18 and 21	Other Perso	ons.
Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.
lst 6 months . 2nd ,,	2 8 6 2 16 6	lst 6 months 2nd ,, 3rd ,, 4th ,, 6th ,, 7th ,,	£ s. d. 1 1 6 1 7 0 1 12 6 1 18 0 2 3 0 2 8 6 2 16 6 3 4 6	lst 6 months 2nd ,	£ s. d. 2 3 0 2 8 6 2 16 6 3 4 6	lst 6 months 2nd ,, 4th ,, 6th ,, 8th ,,	£ s. d. 1 1 6 1 7 0 1 12 6 1 18 0 2 3 0 2 8 6 2 16 6 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.

3:

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	• •	• •	• • •	• •	• • •	• •	
2. Order trousers table hands	••	• •	• •	• •	••	••	to be taken together.
Order trousers machinists	• •	• •	• •	• •	• •	• •	···1
3. Stock trousers table hands	• •	• •	• •	••	••	••	to be taken together.
Stock trousers machinists	• •	• •	• •	• •	••	• •	
4. Order vest table hands		••	• •	• •	• •	• •	to be taken together.
Order vest machinists	• • .	• •			• •	• •	
Stock vest table hands	• •	• •	••	••	••	• •	· to be taken together.
Stock vest machinists	• •			• •	• •	• •	,

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

In the event of the employer to whom an apprentice is bound casing 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.

OTHER PERSONS (EXCEPT' APPRENTICES OR IMPROVERS).

(a) Obder-Tailoring. (Including making or altering all descriptions: of male; outer garments, to an individual measure.)

				M	ales.					l				F'en	ales.			
	۱ ۷	Veek Rate	ly L	sp. Loa	ecial* ding.*	- W	7eel	Cota kly V	l' Wage.			ekly ate.			cial ding.•	Wee	Tot: kly	al Wage
	E:	8:	a	-	d.	1	£	a.	d	Τ	£	s. c	₹.	3.	đ.	£	8.	d.
Cutters, namely, persons employed marking-in.or cutting.out.	, "	14		5			_	19				4		5	0		19	
Heads of tables, namely, persons in charge of four or more persons	6.	6	в	5	0	١.	6.	11-	6.			••				3	16	0
Trimmers, namely, persons employed marking or cutting out-	i 6	4	0	5		1	6'	9	0				0 L	₹ 5.		6	9	0
Fitters-up, namely, persons employed fitting up garments Tailors, namely, males employed making or altering any part of	6	4	0	- 5	0	-	6	9	0		6	4	0	- 5	0	6	9	0
a garment Machinists, namely, males employed machining any part of a	6	4,	0;	: 5	0	-	6,	9	0			••			•		•	•
garment Pressers off, namely, persons employed pressing off any part of	6	4	0	5	0	ľ	6.	9	0	ľ		••		٠,	•		•	•
a garment other than seam or underpressing of the garment which the worker is making. Under-pressers of coats of all descriptions, namely, persons	, B	4;	0;	5	0.		6,	9,	0	1	6	4	0	. 5	0	6,	9	0.
employed underpressing coats, other than coats which the worker is making	i 5	9,	0;	. 5	o.		5	14	0	1	ģ	9	0	5	0	5	14	0
All other under-pressers, namely persons employed under-	5	7	6;	5	0.		5	12	6	ì	5	7	6	ŏ	0	5	12	6
Seam pressers, namely, persons employed pressing seams on all garments	5	7	6-	5	0.	l	5	12	6	1	5	7	6	5	0	5	12	6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching	٠		0.	- 5	0.	-	E.	14 ⁻	٥,					,				•
garments, or brushing garments, or folding garments Females employed making, or machining, or altering by hand	5	9	U	*	U	ļ	Đ.	14	U.			••			•		•	,
or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions. Females employed putting in sleeves, stitching on pockets, or	i			.				٠.		3	6	4.	0٠	. 5	0	6	9	0
stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 2010z. to.],																	
the lineal yard Cost table hands or cost machinists, namely, females, employed					• •			• •		1	6.	41	0:	5	٥،	. 6;	9	01
making, or machining, or altering, any part of coats of all descriptions				ľ		1				i				۱.		3	16	0
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions						١,												
of trousers, breeches, or other articles of legwear Vest table hands or machinists, namely, females employed				'	• •			••				••			•	3	16	0
making, or machining, or altering, any part of all descriptions of vests										1							16	
Hand sewers of buttons	5	i	0	5	··o_		5	6	0			::		1 .	:		16 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.

'CLOTHING BOARD-continued.

(b) READY-MADE CLOTHING.

•				Ma	ulos.				-			Fem	ales.			
· —	V	Veel Rat	ly b.		ecial ding.•		Tot:	al Wage.		Veek Rate		·8pe	cial ling.*		Tot kly	al Wag
	10	8.	ıā	.	d. '	£	٠٤,	d	£	ø.	d.	8.	đ.	.€	8.	d.
Cutters, namely, persons employed folding, laying-up, or				"					ŀ							
marking material, or cutting out garments	6	7	0	5	0	6	12	0	6	7	0	5	0	6	12	0
Ieads of tables, namely, persons in charge of four or more				Τ								1		١.	• •	
persons employed as table hands	6	6	6	5	0	6	11	6		• •		•	•	1 3	16	0
rimmers, namely, persons employed marking or cutting out				۔ ا					ء ا		0	5	0	a	9	۸
linings or trimmings	6	4	0	5	0	6	9	0		4	v	1 "	U	۳	۰	٠
itters up and/or shapers, namely, persons employed fitting up	م ا	4	0	.5	0	6	9	0	8	4	0	5	0	6	9	0
and/or shaping garments allors, namely, males employed making or altering any part	י ו	4	v	1 .0	U	ľ	0		١ ,	7	v	ľ	v	١	۰	٠
	-6	4	0	5	0	a	. 9	0				1			_	_
of a garment Iachinists, namely, males employed machining any part of a	١ ،	*	v	"	U	ľ	•	•		•••		Ι.	•		٠	•
garment	6	4	0	5	0	6	9	0				Ι.				
ressers-off, namely, persons employed pressing-off any part of	ľ	-	•	1	•		-	- 1	ŀ			1				
a garment other than seam of under-pressing of the garment				-					ŀ				-			
which the worker is making	6	4	0	5	0	6	9	0	6	4	0	5	0	6	9	0
nder-pressers of coats of all descriptions, namely, persons	1			1		ĺ			١.			1	1			
employed under pressing coats other than coats which the	i	•		1					i			1				
worker is making	5	9	0	5	Q	5	14	0	5	9	0	5	0	5	14	0
ll other under-pressers, namely, persons employed under-				!					i							
pressing on all garments (except coats) other than garments	i			1				•			•	1				٠.
which the worker is making	5	7	6	5	0	5	12	6	5	7	6	5	0	Ð	12	6
eam pressers, namely, persons employed pressing seams on all				1 .				_		_	_	۱		۔ ا		
garments, other than garments which the worker is making	5	7	6	5	0	5	12	6	5	7	6	5	0	P	12	0
rushers and folders, namely, persons employed matching	ŀ			1		1						`		1		
garments, or sorting garments, or measuring garments, or	i			1								ļ				
despatching garments, or brushing garments, or folding	1 .	_			^	۔ ا	10			-	6	5	0	با	12	6
garments	5	7	6	1 5	0	ם ן	12	6	5	7	v	"	U	ľ	12	u
emales employed making, or machining, or altering by hand	1								ļ					ŀ		
or by machine any part of a dress coat, frock coat, dinner				l l					6	4	0	5	0	6	9	0
jacket, or body coats of all descriptions		•	•	1 '	• •		•	•	۰	Ŧ	٠	"	•	, -	-	
emales employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats				1					ĺ							
for adults (i.e. men's sizes 3 to 7 inclusive) made of material	ŀ			1					.			1				
exceeding in weight 20 oz. to. the lineal yard				1.					6	4	0	5	0	6	9	0
oat table hands or coat machinists, namely, females employed	ł	-		1 '								1		1		
making or machining, or altering any part of coats of all	1			1										_		_
descriptions	l			1 .								١.		3	16	U
rousers machinists, namely, females employed machining, or	1											ĺ		1		
altering any part of all descriptions of trousers, breeches, or	1			1								1			10	
other articles of legwear					• •		•	•		• •			•	1 3	16	٠,٠
est machinists, namely, females employed machining or				1								1		9	16	0
altering any part of all descriptions of vests		•		1	• •		•	•		• •		Ι,	•	"	-10	0
rousers table hands, namely, females employed making or				1	•	1			l			1		1		
altering any part of all descriptions of trousers, breeches, or	1			1		1			ŀ	_		١.	_	3	16	0
other articles of legwear		٠	•	1	• •	1	•	•	1	• • •		Ι΄	-	ا آ	-3	-
est table hands, namely, females employed making or altering	i			1		1		_	l			Ι.		3	16	0
any part of all descriptions of vests Land sewers of buttons, or thread outters, or ticket sewers	1	•		1		1	:		l			.		3	.16	0
Persons not otherwise provided for	5	i	0	i,5	"o '	5	6	0	1		•			3	16	0
ersons not outerwise 'broadcontor	ľ	-	•		Ť.,		•	-	1	_				İ		

^{*} 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," and "twenty-nine per centum," shall be substituted the words "thirteen and a quarter per centum," at "twenty-six and a quarter per centum," and "thirty and a third per centum," respectively.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 of the Determination published in the Government Gazette No. 178 of the 12th September, 1946 shall

eplaced by the following claus	ses:—	•				•			,	
	WAGES (Adul	t Artists, other	than Appr	entices or	Impro	vers).				
2. All employees ·	••	••	••		•	:	£7 0 0	per weel	of 44	hours.
		Ju	NIORS.							
3. (a) No person other than (i) under a contract (ii) those who prior to (iii) as a female improv	of apprenticeslothe the 11th Ap	nip as hereinafte	er provided	,						se than—
(b) Proportion.—The propor	tion of appren	tices or improv	ers in any	place sha	ll not	excee	1:	•		
Where the	Number of Senior	Artista Employed	is— ·				Tumber o		Nun	ber of

		Where the	Number	of Senior .	Artists Em	ployed is—			-	Number of Apprentices.		Number of	ıf i.
One or Two	. ••						••	,.	<i>.</i> ··	Оле	or	One	
Three or four		•	••	••	••	*:	•••	••	.••	One Two	and or and	One Nil	•
Five, six, or seve	en	••	••			••	·:.	••		Two Three Four	and or and or and	Two One	
In excess of seve	en						••	···	· ·	One additiona for each two in excess of	additions	ce or imp	rover rtists

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 o	of apprentic	ces shall	l be :			•	٠			
	(i) Five-year term-							•		•	• •	•	£		đ.
		٠٠.	••	•••	• •	••	••	••	٠				1 1	10	
		• •	• •	••	• •	• •	••	• •		• •			2	0	6
		• • •	• •	• •	• •	••	• •	••			٠		2.1	15	6
		• •		• •		• •	• •	,			1	• •	3 1	16	ō
	Fifth year	• •	•• .		• •		• •	• •		<i>:</i> :	:.			ĭ	
	(ii) Four-year term-														
		• •	••			••	••	••					1 1	15	в
		• •	• •	• •	• •	••	• •		• •	• •			2 1		
				••		••	• •						3 1		
	Fourth year		• •	• •	• •							•••		ĭ	
(f)	Wages of Improvers '.	l'he r	ninimum v	veekly v	wages of	improvers	shall b	ю—					_	_	•
		• •	••	••	. ••	••	• •	••.			• •		1 1	0	6
		• •	• •	••	• •	• •	• •	• •					2	0	6
		• •			• •	••	• •		• •	••			2 1	5	6
		• •	• •	• •	• •	••	• •								ŏ
•	Fifth year	• •	• •	• •	• •	••	••	••	••	• •				ĭ	Õ

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.

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.
 - (1) 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:—

APPRENTICES OR IMPROVERS.

(a) WAGES.

2

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 Total Weekly Wage. Total Weekly Wage. Weekly Rate. Special Loading. Special Loading. Par Week £ s. 1 1 1 1 7 1 12 1 18 2 3 2 8 d. 0 0 d. 0 0 6 6 6 0 0 8. 17 18 2 8 11 8, 17 1 6 10 d. 0 8. d. 1 0 1 0 1 6 1 6 1 6 2 0 3 0 3 6 £ 0 1 d. 0 0 0 6 6 0 0 17 1 1 1 6 1 10 1 15 2 3 2 16 3 9 18 2 8 11 .0 0 0 6 6 0 0 6 1st six months 1 6 10 2nd 3rd 0 1 8 1 11 1 16 2 5 2 19 3 12 6 0 0 " 1 11 1 16 2 5 2 19 3 12 1 15 2 3 2 16 3 9 0 1 2 3 3 6th 7th 8th 9th 0 4 3 0 0 6 10th ٠.

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.

				Experie	ence.				Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juvenile	s Employed at 8 efficience	eam Pressing.
									Per Week.	Weekly Rate.	Special Loading.*	Total Weekly Wage,
									£ s. d.	£ e. d.	4. d.	£ a. d.
	8i X	months	• •					• • •	2 3 0	160	1 6	176
nd	**	,,			• •				286	1 6 0	16	176
гđ	**	**	. 1						2 16 6	1 14 6	16	1 16 0
th	,,	,,							346	1 14 6	1 6	1 16 0
th	,,	,,			• •					2 12 0	2 6	2 14 6
th	,,	,,	·	: .						2 12 0	2 6	2 14 6
th	•				• • •					3 17 0	4 0	4 1 0
ь	,,									3 17 0	4 0 :	4 1 0
h	,,	,,	••		• •	••	••	••		4 14 0	4 6	4 18 6
Oth	۱,,	,,					• •			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 IMPROVEES.

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 temployer 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 ago 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:—

				Ma	les.						Females.			
-	V	Veek Rate	ly	Spe Load	ciai ling.*	7	Tota Veek Wag	ly .		Veckly Rate.	Special Loading.	Y	Tota Veek Wage	l y
Journey men.	£	8.	d.	8.	d.	£	8.	đ.	£	s. d.	s. d.	£	8.	d.
(a) Cutters employed marking in or outting out garments (b) Heads of tables in charge of four or more persons employed	6	14	0	5	0	6	19	0	(••		~		
as table hands	6	6	6	g	0	م ا	11	6	1		1	Į .		· ·
(c) Tailors employed making, and/or machining, and/or altering	۰	O	v	١ ٠.	U	۰	11	0		• •			• •	
any part of a garment	l a	4	0	5	0	6	.9	0	}		1	1		
(d) Machinists employed machining any part of a garment	lĕ	4	ŏ	5	ŏ	6	9	'ŏ		••			• •	
(e) Pressers-off employed pressing off any part of a garment	l ĕ	4	ŏ	5	ŏ	ě	ğ	ŏ	l		1 ::	1	• •	
(f) All others	5	ī	0	5	.0	. 5		ŏ	\		1 ::	١	• • •	
<u> </u>				1							1	4	• • •	
JOURNEYWOMEN.				١ ٠		ļ					İ			
(g) Cutters employed marking in or cutting out such costume	ſ			1		١			1		1	1		
coats, overcoats, topcoats, cloaks, as are made of tweed,	Ì			1					١.	_				
twill, worsted, or similar materials (h) All other cutters employed marking in or cutting out any		• •		•	•	1	• •		6	70	5 0	6	12	0
material of wearing apparel other than such costume	ł			1		1			ł		1	1		
coats, overcoats, topcoats, cloaks, as are made of tweed,	Į					l					1			
twill, worsted, or similar materials	l					ĺ				17 9	3 0			
(i) Fitters on employed trying on to a customer unfinished or	\	•		١.	•	}	• •		1 3	17 9	130	4	0	9
finished garments				١.]					j	,	16	Λ
(i) Pressers employed pressing off any part of a garment, and	ł	•		'	•		• •			••		ľ	10	U
using an iron weighing more than 8 lb. and/or using a	1			1		1			1		1	1		
pressing machine				Ι.					-6	4 0	- 5-0	- 8	-9	.0
(k) Pressers employed pressing off any part of a garment other	1					l	•		1			•	٠	•
than the garment the worker is making, and using an iron	1			.}		}			1		1	1		
weighing 8 lb. or less	İ			4.				,	.		·	. 3	16	0
(1) Table hands, finishers, or machinists, namely, journeywomen				4					4	-	ļ	1		
employed making and/or machining and/or altering any	1			4		l		•	1		1	·}	•	
part of a garment other than blouses, skirts, wrappers,	1								1			l _		
fronts, collars, collarettes, or ouffs (m) Table hands, finishers, or machinists, namely, journeywomen		•		'l '	•		•	•	1	• •	1	3	16	0
employed making and/or machining and/or altering any	1			.l		1			1		1	}		
part of blouses, skirts, wrappers, fronts, collars, collarettes,				1		1			•		'' '	1		
or cuffs	ļ					1			!		l .*	١,	16	0
(n) Cornelli workers, machine embossers, or machine embroiderers	i	•) '	•	1	•	•		••		1 "	10	0
employed on cornelli work or machine embossing, or	1			1	•	1			1			1		
machine embroidery on all kinds of female wearing apparel	1			Ι.		1			1		1	3	16	0
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or	1			1		1			1		1	1		•
tickets, or thread cutters				.	• •	1					١	3	16	0
(p) All others	1			٠.					1		٠	' 3	16	Ó

^{*} 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.

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:—

				Ma	les.	•					Females.		
· ·		Veck Rate			edal ding.•	\ 7	Tota Veck Wag	ly		ekly Rate	Special Loading.*	Wee	tal skly ige.
Journeymen.	£	8.	d.	8.	d.	£	8.	d.	£	s. d.	8. d.	£ a	. d
2) Cutters employed marking in or cutting out garments	6	7	0	5	0	6	12	0 `] [
b) Tailors employed making any part of a garment	6	4	0	5	0	6	9	0	1		۱ ۱		
c) Machinist employed machining any part of a garment	6	4	0	5	0	6	9	0			1 [
d) Pressers-off, employed pressing off any part of a garment	6	4	0	5	0	6	9	0			l I		
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-				1		1			1		1		
pressing or seam-pressing, on all garments other than											,		
coats, and other than garments which the worker is making	5	7	6	5	٠0	5	12	в		• •			• •
g) Brushers and folders employed matching garments, and/or											.		
sorting garments, and/or measuring garments, and/or	i			1		1			}		1		
despatching garments, and/or brushing garments, and/or	l										1		
folding garments	5	7	6	5			12				• • •		• •
h) All others	5	l	0	5	0	5	6	0		• •	• • •		• •
	į.			l		į į			l		{		
Journeywomen.	l												
i) Cutters employed marking in or cutting out such costume	l			i		1					1		
coats, overcoats, topcoats, cloaks as are made of tweed,	l			1		1			١.,	- 0	1 - 0	0.1	
.twill, worsted, and similar materials	l	• •		1	• •	1			-6	7 0	5 -0	.6 1	2 '
i) All other cutters employed marking or cutting out any articles	1			1		}			1		1		
of wearing apparel other than such costume coats, over-	i					ì			1		j		
coats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials	i											3 10	a i
k) Pressers employed pressing off any part of a garment, and	i	•		1	• •	1		•	1	••		J 1	٠,
using an iron weighing more than 8 lb. and/or using a	ĺ					[Į.		l	Į.	
pressing machine	ŀ			1		1			6	4 0	5 0	6	9
l) Pressers employed pressing off any part of a garment (other	٠.	•		i	• •	1			ľ	• •	" "	້ໍ່	
than the garment the worker is making), and using an						ì							
iron weighing 8 lb. or less				1							l	3 1	6
m) Table hands, finishers, or machinists employed making and/or	ì	•		1		1			ì		1	i .	
machining and/or altering any part of a garment other	l			١.									
than blouses, skirts, wrappers, fronts, collars, collarettes,	ļ												
or cuffs	l								-			3 1	6
ma) Females employed on manufacturing (i.e., machinists and	Į.			1		ļ			4		1	ļ	
table hands) all kinds of topcoats for adults made of				1		1			1		i		
material exceeding in weight 20 oz. to the lineal yard						1			1			4	0
n) Table hands, finishers, or machinists employed making and/or	ł											i	
machining and/or altering any part of blouses, skirts,				1					}		1.		
wrappers, collars, collarettes, or cuffs		٠		ì	• •	ì			1	••	1'	3 1	8
o) Cornelli workers, machine embossers, or machine embroiderers]	ĺ	
employed on cornelli work or machine embossing, or	1			1		1			1		1	١.,	_
machine embroidery on all kinds of female wearing apparel					• •		٠	•		• •	1	3 1	Ü
(p) Hand sewers of buttons, or hooks and eyes, or press stude, or	1			1		1			1		1	, , ,	0
tickets, or thread cutters	1	•			• •	1	•		1	• •		31	
(q) All others	1		•	1	• •	1		•	1	• •	1	3 1	U

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

		Males.			Females.	
	Weekly Rate.		Total Weekiy Wage,	Weekly Rate,	Special Loading.*	Total Weekly Wage.
JOURNEYMEN. (a) Cutters employed marking in or cutting out any article of any description		1. s. d 0 5 0 5 0	£ s. d. 6 9 0 5 6 0	£ s. d.	.ed.	£ 18. d.
JOURNEYWOMEN. (c) Cutters employed marking in or cutting out any article of any description	•••				::	3 16 0 3 16 0
clothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age (f) Machinists employed machining any part of articles of white-				,		3 16 0
work other than underdothing (g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight				'		3 16 0 3 16 0
(h) Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight. (i) Hand sewers of buttons, or hooks and eyes, or press-studs, or				5 9 0	5 0	5 14 0
tickets, and thread cutters (j) All others	. ::		::		::	3 16 C

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.

2.

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.
Journeymen.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(a) Cutters employed marking in or cutting out garments (b) All others	6 2 0 5 1 0	5 0 5 0	6 7 0 5 6 0			••
Journeywomen.					}	
(c) Cutters employed marking in or cutting out garments (d) Machinists, turners, finishers, or table hands, folders, pressers,	٠٠.			,		3 16 0
ironers, starchers, or washers (c) Hand sewers of buttons, or hooks and eyes, or press-studs, or			••	•••	•••	3 16 0
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:--

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

	Exp	erience.			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.
Ist six month 2nd " " 3rd " " 5th " " 5th " " 6th " " 8th " "	s			 £ s. d. 0 17 0 1 1 0 1 6 6 1 10 0 1 15 0 2 3 0 2 16 0 3 9 0	s. d. 1 0 1 1 0 1 6 1 6 2 0 3 0 3 6	£ s. d. 0 18 0 1 2 0 1 8 0 1 11 6 1 16 6 2 5 0 2 19 0 3 12 6	£ s. d. 1 1 6 1 7 0 1 12 6 1 18 0 2 3 0 2 8 6 2 16 6 3 4 6	£ s. d. 2 3 0 2 8 6 2 16 6 3 4 6

And thereafter the minimum weekly wage or piecework price.

	••					Male Juveniles.	
_					 Weekly Rate.	Special Loading.	Total Weekly Wage.
		of age			 £ s. d. 1 6 0	s. d. 1 6	£ s. d. 1 7 6
1		,,			 1 14 6	1 6	1 16 0
1.		,,	• •	• •	 2 12 0	2 6	2 14 6
1:		**			 3 17 0	4 0	4 1 0
2) "	,,		• •	 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.

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.

Other Persons except Apprentices, Improvers, and Juvenile Workers.

		Males.		ı	Females.	•
	Weekly Rate,	Special Loading.*	Total Weekly Wage.	Weekly Rate,	Special Loading.*	Total Weekly Wage.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions (aa) Tailors, namely journeymen employed repairing and/or altering garments	£ s. d. 6 14 0 6 4 0	s. d. 5 0 5 0	£ s. d. 6 19 0 6 9 0	£ s. d. 6 14 0	s. d. 5 0	£ s. d. 6 19 0
(b) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions (c) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine (d) Other dry cleaners (e) All other cleaners, finishers, or spotters (f) Hat blockers employed blocking hats (g) All others	5 16 0 5 16 0 5 12 0 5 9 0 5 15 0 5 1 0	5 0 5 0 5 0 5 0 5 0 5 0	6 1 0 6 1 0 5 17 0 5 14 0 6 0 0 5 6 0			··· ··· ···
Journeywomen. (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 I O
(i) Pressers, employed pressing off any part of male outer garments (j) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight		 :.	••	5 16 0 5 16 0	.5 0 .5 0	6 1 0 6 1 0
exceeding 9 lb. in weight	 	 		5 16 0 	5 0	3 16 0 6 1 0 3 16 0 3 16 0
(a) Nepairers, employed repairing articles of all descriptions (b) Receivers or despatchers (c) Feather dressers and hat trimmers (r) All others	:: 		::			3 16 0 3 16 0 3 16 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 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.

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 clauses:—

2.

APPRENTICES AND IMPROVERS.

(a) RATES PER WEEK OF 44 HOURS.

		•		•				Males,			Females commencing a
			Expe	rience.			Weekly Rate.	Special Loading.*	Total Weekly Wage.	Females.	the trade between the ages of 18 and 21 Years
1 ot	ai T	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 1 0	iŏ	1 2 0	1 7 0	2 8 6
3rd	"	"			• • •	::	1 6 6	i 6	1 8 0	1 12 .6	2 16 8
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	286	
7th	,,	**	• •		••		2 16 0	3 0	2 19 0	2 16 6	::
8th	,,	,,		• •	• •		3 9 0	3 6	3 12 6	3 4 6	1
9th	.,	"		• • •			3 17 0	4 0	4 1 0		
lOth	,,	"		•••		, l	4 7 0	4 6	4 11 6		···

^{*} 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.

and thereafter the minimum wage or piecework price.

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.

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

<u> </u>			<i>'</i> –	-					Weekly Rate.	Special Loading.*	Total Weekly Wage.
			Jour	neymen.	ı		•	1	£ s. d.	s. d.	£ .s. d.
Cutters									6 7 0	5 0	6 12 0
Nailers or blocker	3	• •	• •	• •	• •	••.		{	5 1 0	50	.5 6 0
All others	••	••	••	••	•	••	••		5 1 0	5 0	5 6 0
			Journey	WOMEN.						j	
Machinists						٠					.3 16 0
Finishers								1	••		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 OF IMPROVERS.

	Expe	rlence.			Maice.		· 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.
lst six months 2nd , , ,, 3rd , , ,, 4th , ,, 6th , ,, 8th , ,, 8th , ,,			 	£ e. d. 0 17 0 1 1 0 1 6 6 1 10 0 1 15 0 2 3 0 2 16 0 3 9 0	3. d. 1 0 1 0 1 6 1 6 2 0 3 6	\$ s. d. 0 18 0 1 2 0 1 8 0 1 11 6 1 16 6 2 5 0 2 19 0 3 12 6	£ s. d. 1 1 6 1 7 0 1 12 6 1 18 0 2 3 0 2 8 6 2 16 6 3 4 8	£ s. d. 2' 3 0 2 8 6 2 16 6 3 4 6

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

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

APPRENTICES OR IMPROVERS.

Males.

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

Females.

Three female apprentices or improvers to every journeywoman.

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

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 improves.

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

		Males.		Females,
	Weekly Bate.	Special Loading.*	Total Weekly Wage.	Per Week.
Journeymen. Cutters employed marking in or cutting out articles of headwear Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear Lelmet makers employed making, shaping, blocking, and stiffening helmets Pressers employed pressing off articles of headwear Letter the strength of the strength of the stiffening helmets Letter the strength of the str	£ a. d. 6 2 0 5 19 6 5 19 6 5 13 0 5 1 0	s. d. 5 0 5 0 5 0 5 0 5 0	£ a. d. 6 7 0 6 4 6 6 4 6 5 18 0 5 6 0	£ s. d.
. Journeywomen.				b
fachinists employed machining any part of articles of headwear	••	::	::	3 16 0 3 16 0
dornment workers, employed making any part of an attent of additional which shall include badges, crowns, stars, ornament or insignisa of office	••	} }	••	3 16 0
cutters				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.

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

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 :-

First Column.	Second Column,		Thi	
Number of Rate.	Description of Employment.	<u>'</u>	dy e.	
	Table " A "-Adult Males.			
1	Culling in a second to	£	8.	
2	Guillotine machine operator		14	0-
3	Employee working a mark walling		19	6
4	Employee working a paste-making machine Storeman	5		
5	Packer and/or despatcher		11 11	
6	Any other adult male		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 pro rata for the hours worked by him	J	_	v
	Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)			
1	Female head packer when employed as such	3	2	6
2	Female Packer		19	6
3 4	Female hand-made paper bag maker Female bag machine minder, and female threading paper, looking after paste boxes		19	6
_	or catching and stacking paper bags	3	1	6
5	Female bag machine minder, if with stringing attachment and without			
ŀ	assistance	3	2	6
6	A female employee in charge of or who supervises, directs, or is responsible for the work of—	Ū	-	•
ŀ	(a) from three to eight employees (both			
	inclusive) (b) from nine to fifteen employees (both	3	в	0
1	inclusive)	3	13	6
7	(c) over fifteen employees	3		6
	Female employee not otherwise specified	2	16	в

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 as 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 (22) of the D.

RATES FOR JUNIORS.

(4) eing a	Where to n appre	he ntic	work	is:	perform	ed by	a male ju	nio	г, 1	aot
								Per	we	ek.
								£	8.	d.
1.	Under 1	15 y	ears	of	age			1	2	0
2.	$\mathbf{Between}$	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. <i>A</i>	paid works	98. le:	extr es th	a í an	for such	night 1e shall	or a week shift wor l be paid	k:	if	he
tirha-				£.		,				

Where the work is performed by a female junior-

			rer	$w\epsilon$	eк.	
			£	8.	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	presc	ribed	1	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. is doing.
- 18 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. engagement.

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

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)-Second Column. Number of Rate. Weekly Wage. Description of Employment. TABLE "A"-ADULT MALES. £ . d. Machine compositor—that is a person operating the keyboard of any class of alug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine) 1 7 1 0 machine (including time occupied in cleaning the machine and/or remedying delective working or machine)
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
Provided that any probationary, machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ens 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
Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine 2 ٠. 6 12 0 6 15 3 7 1 0 .. 6 12 0 Matchine ... Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a Б . . 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).

Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting 5 17 6 6 machine

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)

Proof reader and/or reviser

Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor) 6 12 0 7 5 17 6 6 15 0 6 12 10 . . 11 12 Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereos, electros, zincos or the like
Railway ticket printer—single machine
Railway ticket printer—multiple machine 13 6 12 14 $_6^6$ 1 3 • • 16 16 17 18 Machinist working a flat-bed machine printing from a reel

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

Collapsible tube printing machinist

Universal process machine operator

Lithographic and/or photo-lithographic artist and/or designer

Photo-lithographic camera operator

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

Lithographic pressman, and/or lithographic manual er mechanical transferror, and/or photo-lithographic metal plate coater, and/or photo-lithographic mountal plate coater, and/or lithographic machinist, including lithographic tin printer

Gravure machinist

Bookbinder

Marbler

Hand indexer Machinist working a flat-bed machine printing from a reel .. A 12 6 12 5 19 19 20 21 6 12 6 12 6 17 6 17 22 23 5 11 0 24 6 12 0 25 $\frac{26}{27}$ 6 12 0 Marbler

Hand indexer

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)

Finisher

Pocket-book maker $\begin{array}{ccc} 6 & 12 & 0 \\ 6 & 12 & 0 \end{array}$ 28 29 6 12 6 12 6 12 30 Pocket-book maker 31 32 33 34 35 36 37 38 6 12 Portfolio maker ...
Person engaged in sawing and/or rolling books
Loose sheet cover maker
Edge gilder ...
Leather cutter ... 6 12 6 12 6 12 6 12 • • Leather cutter

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)

Map and plan mounter and/or varnisher

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

Guillotine machine operator 5 14 0 6 12 0 41 Guillotine machine operator
Employee operating a milk bottle wad-making machine 6 12 5 17 42 43 44 45 46 47 48 49 50 51 52 53 54 55 5 15 5 11 Sheet varnishing and/or sheet gumming machinist 5 14 5 8 5 9 Printing ink mixer and/or maker ... Bronzing machine operator Roller maker . . 9 5 Feeder on any kind of machine ... • • 5 11 :: ٠. :: Storeman Packer and/or despatcher ٠. . . Any other adult male ... 5 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 pro rata for the hours worked by him.

PRINTERS BOARD-continued.

Fir Colu		. Second Column;		hird lum	
Numb Ra	er of te.	Description of Employment.		eekl Jage	
				_	_
	,	Table "B"—Adult Females:	£	ŧ.	d. .
		(Including non-adult semales of at least five years' experience.)			
1		Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from			
•		movable type, stereos, 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		12	
2 3	••	Female head packer when employed as such 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 :—	3	6	6
		(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			
	ĺ	otherwise held together	3	6	6
		(b) When engaged on work which does not exceed both the measurements; above mentioned	3	5	6
4	• •-	Female bookbinder—that is, an employee engaged in :—			
		(a) Making blotting pads, without corners, paper bound around four edges, or. (b) Making blotting pads, with corners of any material other than leather; but not with (i),corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound.			
		edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or			
		(d) Affixing projecting index tabs made of paper and not reinforced, or			
		(e) Making letter or other types of files, or			
		(f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover,		•	
	. ,	(g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not			
		maps or plans when mounted on calloo or sheeting or similar material which is stretched on			
_		a flat or circular surface preparatory, to the mounting being done			6
5 6	• • •	Female hand or machine sewer and taker down or repairer of letterpress work.	3	5	6
0	••	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 aids or are cut flush and not turned in)	9	4	6
7		Female employee of more than five years' experience employed, in connexion with systems, work, addressograph	٠.	4	U
		work, and/or in printing work not allotted a weekly wage in Table "A"	. 3.	4	6
8		Female copy holder		4	
9	• • •	Female embosser		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)	3	. 8	6
		(b) from 9 to 15 employees (both inclusive)		16	
				2	- 0
12		Female employees not otherwise specified	1 ^	. 16	

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.

	the wo	OFK;	ıs; p	morn	nea by	a male jur	nor, not i	eing an	apprentic						Pe	r w	æk
															£		d
1. Unde	er; 15	yea	ars o	fage	1	••	••	• •	• •						1	2	- 1
Betw	ween]	15 a	md :		are of a	ge	• •		• •			••			1	7	
3. ,,		16.			"· "	• • •									1	15	
4. "				81	,, ,,	• •									2	7	
5. ,,		18.			,, ,,		• •	• •	• •						2	19	
6. ,,	, 1	19.	,, !	20,	,, ,,	• •	• •					• •.		• •		11	
		20.		21.		***							•		4		
7. ,,	•	-			» »			••	••	••	••	••	· •• ,	••	Ŧ	•	
ere the	work	is y		rmed	by a	male appre	ntico—										
re the	work t:year	is y		rmed	by a 1	male appre	ntice—				••,	•••	••		1	2	
sre the 8. First 9. Seco	work tyesi	ia j		rmed	by a i	male appre	ntico—	••	••		•••	• • •	••	::	1	2 8	
se the 8. First 9. Seco 0. Thir	work tyear ond year	is j		rmed	by a i	male appre	ontico—				••,	••,	••		1 1 1	2 8 16	
se the 8. First 9. Seco 0. Thir 1. Four	work tyear ond yea rd yea rth yea	is j		rmed	by a	male appre	ontico—	 	 		•••	••,	••	 	1 1 1 2	2 8 16 9	
se the 8. First 9. Seco 0. Thir	work to year and yea rth yea h year	is j		rmed	by a i	male appre	ontico—				••,	••,	••		1 1 1	2 8 16 9	

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.
Per neck

pere	the work is performed by	a female	e Junior—	-							Per	wee	k.
											£	s.	d.
1.	First year's experience										 1	2	0
	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	[]	0
6.	And thereafter the minimu	ım wage	prescribe	d for fer	nales for	the class	of work	which she	e 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 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:-TABLE A .- ADULT MALES.

Number	Description of Employment.				Wee	ekly '	Wag	6G	rades.		
of Rate.	Безатрион от партоушене.		4	۸٠.			В•			C*.	
Al	Making samuraites, that is a name samuting and along of samurain and (s. du-	£	;	8,	d.	£	8.	d.	£	3.	d.
AI	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)	l a	1	Ω	0	,	13	0	l e	10	U
A2	Probationary machine compositor—	ľ	•		•	١	10	٠		10	·
114	(a) For a first period of six months' probation	e		9	0	6	4	0	6	1	0
	(b) For a second period of six months' probation		1		ŏ	š	7		6	4	
	(c) Thereafter the rate for a machine compositor			8				ő		10	
A3	Provided that any probationary machine compositor who during the second six months		•	.0	v) "	10	v	١ ٥	10	U
по	of his period of probation attains an efficiency of 7,000 ens 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 work-	١.				١.		_	1 _		_
	manlike manner, shall be paid	l e	1	8	0	6	13	0	16	10	0
A4	Proof reader and/or reviser—	۱ .	٠.			_ ا	-		1		_
	(a) In newspaper and commercial printing offices			2		6	7	0	6	4	0
	(b) Commercial printing only	ارو		2	0	6	7	0	6	4	0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine	П				1					
A6	Hand compositor	! !				i					
' A7	Slugger	Н									
A8	Bulk hand	П									
A9	Stonehand	}e	,	9	0	6	4	0	6	1	0
A10	Electrotyper	11									
All	Stereotyper										
A12	Letterpress Machinist	!							!		
A13	Machinist working a flat-bed machine printing from a reel	IJ									
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrer	l							1		
	and/or pressman	6		9	0	6	4		!		
A15	Stone and/or plate preparer	5		7	0	5	5		1		
A16	Ink grinder and/or varnisher	5	i	3	0	5	1	0	[
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating,	1							Ì		
	and/or sewing and/or binding all cut flush work not turned in and/or binding	ł							1		
	quarter bound work cut flush turned in paper sides only is not by reason only of	!							f		
	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	1	9	0				i		
A20	Finisher	€		9	0						
A21	Pocket-book maker	6	i	9	0				1		
A22	Loose-sheet cover maker	6	1	9	0						
A23	Ticket maker, turned in work	6	i	9	0						
A24	Blotting-pad maker	6		9	0						
A25	Portfolio maker	6	1	9	0						
A26	Map and plan mounter and/or varnisher	6	i	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	\} _e	;	9	0	6	4	0	-в	'n	0
	of ink to the machine	Ш				1					
A28	Guillotine machine operator	IJ				l			1		
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar					ĺ					
	machine printing from movable type, stereos, electros, zincos, or the like when	1				1			1		
	employed on work other than circular letters that are wholly composed in the one	1				Ì					
	face and size of type and of a typewriter character, in imitation of a typewritten	1				1			1		
	letter or circular		,		0	6	13	0	6	10	0
A30	Feeder of any kind of machine	5		2	0				1		
A31	Storeman, packer and/or despatcher	5		8	0	l			1		
A32	Male employee not otherwise specified	1 4	.]	19	0	1 4	18	0	1 4	13	Λ

See Clause 8 for definition of grades.

TABLE B.

Adult Females.

(c) Over 15 employees

TABLE C.

Male Juniors in all Sections.

85 2 3

Where the work is performed by a male employee under the age of 21 years other than an apprentice:— Per week. f s. d. 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. Bl Wage. Total Per week. 3 4 6 £ s. 1 2 Under 15 years of age ... Between 15 and 16 years of 22 Female employee not otherwise specified .. 2 14 6 B2c3 Between 16 and 17 years of 28 Female Supervisors. age C4 Between 17 and 18 years of 35 Female employee in charge of or who supervises, directs, or is responsible for the work of— В3 48 C6 Between 19 and 20 years of 60 2 0 (a) Up to 8 employees (b) From 9 to 15 employees (both inclusive) age ... C7 Between 20 and 21 years of 72 2 6 2 0 3 11 6

age

3 15 6

SCHEDULE—continued.

COUNTRY PRINTERS BOARD-continued.

TABLE D. Apprentices.

TABLE E.

Female Juniors in all Sections.

Where the wo	ork is	performed !	by a	male	apprentice:—
--------------	--------	-------------	------	------	--------------

Where the work	nere the work is performed by a male apprentice:—							Where the work is performed by a female employee under the age of 21 years:—							
			Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounta.	Total Wage.			٠	Percentage of Needs Basic Wage,	Constant Loading.	Additional Amounts.	Total Wage.		
D1 First year D2 Second year D3 Third year D4 Fourth year D5 Fifth year D6 Sixth year			22 28 35 48 60 85	s. d. 0 8 0 6 1 0 1 0 1 6 2 0	s. d. 1 0 2 0 3 0 4 0 5 0 6 0	Per week. £ s. d. 1 2 0 1 8 6 1 16 6 2 9 6 3 2 6 4 7 0	E1 E2 E3 E4 E5	First year's experience Second year's experience Third year's experience Fourth year's experience Fifth year's experience And thereafter the mining for the class of work whi	num	22 26 32 38 50 wage	s. d. 0 6 0 6 1 0 1 0 1 6 prescri	s. d. 1 0 1 6 2 0 2 6 3 0	Per week. £ s. d. 1 2 0 1 6 0 1 13 0 1 19 0 2 11 0 females		

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 El to E6 "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 employer, 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.

	Second Column.	Thi	rd C	olumn
Number of Rate.	Description of Employment.	Weekly Wage		
	70 - 44 V A V			
4.1	TABLE "A."—ADULT MALES. Machine compositor: that is, a person operating any class of composing and/or slug-casting machine,			
A1.	keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	0	14	U
A2.	Probationary machine compositor—			
	(a) For a first period of six months' probation	6		0
	(b) For a second period of six months' probation		8	
	(c) Thereafter the rate for a machine compositor	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 ens 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		14	0
A4.	Proof reader	в		0
A5.	Proof reader and reviser	6		0
A6.	Proof reader's assistant	5		0
A7.	Hand compositor	6		0
A8.	Slugger	6		
A9. A10.	Bulk hand	6 6		0
A11.	(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.) (An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone			
AII.	(An employer shan have the right to anot to any hand compositor, sugger, but hand, or stone			
	hand any class of work in the composing room, including reading.)	R	5	0
A12.	hand any class of work in the composing room, including reading.) Stereotyper		5 12	
A12. A13.	hand any class of work in the composing room, including reading.) Stereotyper	5	13	Ô
A12. A13. A14.	hand any class of work in the composing room, including reading.) Stereotyper Stereotyper's assistant Rotary machinist or rotary machine minder	5		Ô
A12. A13.	hand any class of work in the composing room, including reading.) Stereotyper Stereotyper's assistant Rotary machinist or rotary machine minder 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	5 6	13 11	0
A12. A13. A14. A15.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder Rotary machinist's assistant, first class, whose work shall include one or more of the following:— Blanketing, braking, controlling, awitching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	5 6	13	0
A12. A13. A14.	hand any class of work in the composing room, including reading.) Stereotyper Stereotyper's assistant Rotary machinist or rotary machine minder 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 Rotary machinist's assistant, second class, whose work shall include one or more of the following:	5 6	13 11	0
A12. A13. A14. A15.	hand any class of work in the composing room, including reading.) Stereotyper Stereotyper's assistant Rotary machinist or rotary machine minder. 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 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	5 6 5	13 11 16	0
A12. A13. A14. A15.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder 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 Rotary machinist's assistant, second class, whose work shall include one or more of the following: Red spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	5 6 5	13 11 16	0 0
A12. A13. A14. A15.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder . 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 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 Machinist working a flat bed machine printing from a reel	5 6 5 6	13 11 16 7 5	0 0 0 0
A12. A13. A14. A15. A16.	hand any class of work in the composing room, including reading.) Stereotyper Stereotyper's assistant Rotary machinist or rotary machine minder . 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 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 Machinist working a flat bed machine printing from a reel Publishing employee	5 6 5 6 5	13 11 16 7 5 10	0 0 0 0 0 0
A12. A13. A14. A15.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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	5 6 5 6 5	13 11 16 7 5	0 0 0 0 0
A12. A13. A14. A15. A16.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder. 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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.)	5 6 5 6 5 6	13 11 16 7 5 10 5	0 0 0 0 0 0
A12. A13. A14. A15. A16. A17. A18. A19.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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	5 6 5 6 5 6	13 11 16 7 5 10 5	0 0 0 0 0 0
A12. A13. A14. A15. A16. A17. A18. A19.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder. 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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 Cleaner of slug-casting machine	5 6 5 6 5 6 5	13 11 16 7 5 10 5	0 0 0 0 0 0 0 0
A12. A13. A14. A15. A16. A17. A18. A19.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder. Rotary machinist 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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 Cleaner of slug-casting machine Galley puller	5 6 5 6 5 6 5 5	13 11 16 7 5 10 5	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
A12. A13. A14. A15. A16. A17. A18. A19.	hand any class of work in the composing room, including reading.) Stereotyper's assistant Rotary machinist or rotary machine minder. 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 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 Machinist working a flat bed machine printing from a reel Publishing employee (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 Cleaner of slug-casting machine	5 6 5 6 5 6 5 6 5 6	13 11 16 7 5 10 5	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

PROVINCIAL PRINTERS BOARD-continued.

PART I .- DAILY NEWSPAPER OFFICES ONLY-continued.

First Column. Number of Rate.	Second Column. Description of Employment.								
	TABLE "B."-ADULT FEMALES.	£		d.					
В1.	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 nachine, 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—	·	•	٠					
	(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								

Note.—See clause 28 (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.

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

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 $\frac{d}{0}$ 1. Under 15 years of age ...
2. Between 15 and 16 years of age
3. Between 16 and 17 years of age
4. Between 17 and 18 years of age
5. Between 18 and 19 years of age . . 13 Between 19 and 20 years of age
 Between 20 and 21 years of age Where the work is performed by a male apprentice: 8. First year
9. Second year
10. Third year
11. Fourth year 12. Fifth year 13. Sixth year

- 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 heroin prescribed appropriate for the year of his apprenticeship.

Where the work is performed by	y a female	employee	under t	he age of	21 yea	rs :		Per Week.
								£ s. d.
 First year's experience 		• •					 	1 1 0
2. Second year's experience	• •						 • •	l 4 6
3. Third year's experience		• •		••			 	1 11 0
4. Fourth years experience		• •					 	1 16 6
Fifth year's experience							 ••	2 8 0

Fifth year's experience ...
 And thereafter the minimum wage prescribed for females for the class of work which she is doing.
 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.

PART II.-ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

(1)	PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.											
First Column. Number of Rate.	Second Column. Description of Employment.											
	Table "A"-Adult Males.	£	8.	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	,	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 6	12 15 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 ens 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		1									
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	·	12	•								
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											
6	adjustments and replacements of accessories and parts but not any repairs) Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting	5	17	6								
	machine	6	12	0								

PROVINCIAL PRINTERS BOARD—continued.

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

umber of				800	ond Colum	ın.						Col	
Rate.				Description	on of Emp	oloyment.				•		We	eki Age
			TABL	E "A."-	-Аруыт	Males-	ontinue	d.				-	_
7	Caster or assistant mach	hanie on a							hamia mba	11 b		£	5 .
•	Caster or assistant mech working under the dir	ection of a	torem	an or ot	her nerso	m im anth	ority w	bose dut	ans oman belog includ	u De a p ▲ ettenti	erson	ľ	
	the type-casting mach	ine and a	ll its a	ccessories	and na	rts to ma	intain	it and th	em in an	efficient	ot to		
	and to do any adjustm	ents and r	eplacem	ents of a	accessorie	s and nar	ts but r	not any re	naira)	emelent	BUGUG	51	7
8	Proof reader and/or revis	er							•	••	• •	6 1	
9	Hand compositor (which	shall inclu	de any	person er	mployed a	as a slugg	er, bulk	hand, or	stone has	id. or L	ıdlow	"	
	machine compositor)											61	2
10	Electrotyper (which shall	ll include	an emp	oloyee pr	reparing l	Lead for M	fatrix I	Moulding	purposes)			6 1	
11	Stereotyper								· • · · ·			6 1	
12	Letterpress machinist		• •					••				6 1	
13	Operator of a writer pro	ess, multig	graph n	aachine,	roneotyp	e machin	e, or a	a similar	machine	printing	from		
	movable type, stereos,	electros, zi	incos or	the like						· • •		6 1	2
14	Railway ticket printer—e Railway ticket printer—r Machinist working a flat-	single mack	nine					• •				6	
15	Railway ticket printer—i	multiple m	achine	••	• •		••					6 :	3
16 .	Machinist working a flat-	bed machi	ne print	ing from	a reel							6 15	2
17	Rotary machinist		• •	• •	• •				- •			6 12	2
18	Rotary machinist's assis	tant—that	is, a	person w	vho assis	ts the ma	chinist		care and	control c	f the		
10	machine and the prope	r printing	of the p	aper	••	••	• •		• •	••		5 19	
19	Collapsible tube printing Universal process machi Lithographic and/or pho	z machinis	τ	••	• •	• •	• •	• •	••			6 12	
20	Universal process machi	ne operato	or L		.,	• •	• •	• •		• •		6 12	
21	Litnographic and/or pho	oto-lithogr	apnic a	rust and	i/or desig	gner	• •	••	••	••		6 1	
22	Photo-lithographic came	ra operato	T 1243				1	1242	,		••	7 ()
23	Lithographic stone polish								nic glass	plate clo	aner,		
94	but not including an	employee	processi	ing phot	o-ntnogra	pnic glas	s plates	в		- 1943	_ ,•;• 1	5 1	L
24	Lithographic pressman,												
	metal plate coater; as	ud/or phot	m-ntuot	tabuic i	photo cor	nposer;	na/or	contact	printer-de	wn on		ا	
25	graphic metal plate;	•	~ .		mist, mel	_	~ .	no un pr	mer	• •		6 12	
25 26	Gravure machinist Bookbinder		••	••.	••	••	••	••	••	• • •		6 12	
20 27			• •	• •	• •	• •	••	••	•	• •		6 13	
28	**	• •	• •	••	• •	• •	••	••	• •	• •	•••	6 12	
	Hand indexer		::	1			::	٠٠ .	-11.		. :: 1	6 12	2
29	Blocker (an employee en	igaged on	the wo	rk of bli	nd block						he is		
••	doing such work entit		rate)			••	• •	• •	••	• •	• • •	6 12	
30	Finisher	••	• •	••	• •	• •	• •	• •	•.•	• •	••	6 12	
31	Pocket-book maker	•••	• •		••	••	• •	• •	• •	•• •	•••	6 12	
32	Ticket-maker, turned-in Blotting pad maker Portfolio maker	WOLK	• •	••	••	••	••	••	••	••		6 12	
33	Blotting pad maker	••	• •	•• ,	••	••	••	••	• •		•••	6 12	
34	Portfolio maker		• • • • • • • • • • • • • • • • • • • •	. • • .	••	••'	• •	• •	• •	• •		6 12	
35	Person engaged in sawin	ug and/or	rolling	pooks	••	• •	• •	• •	• •	• •	•••	6 12	
36	Loose sheet cover maker						• •	• •	• •			6 12	
37	Edge gilder	••	• •	• •	••	••	••	••	••	••		6 12	
38	Leather cutter				••	••		••	••		-::		
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PROVINCIAL PRINTERS BOARD-continued.

ADULT FEMALES-continued.

First Column.	Second Column.	Col	hird um:	1.
Number of Rate.	Description of Employment.		eeki age	
	,	£	8,	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		4	
Б	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		в
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, foldling 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)			6
11	(b) from 9 to 15 employees (both inclusive)	3 1		0
**	(c) over 15 employees			0
· 12	Female employees not otherwise specified	2 1	6	6

Note.—See clause 30 (q) 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) W	here the work	is perform	ed by a	male j	unior, not	being a	n apprent	ioe—					Per	we	ek.
						•							£	8.	d.
	. Under 15 yea		•• ,				·	••					1	2	0
2	. Between 15 a	and 16 year	rs of age		• •					• •			1	7	6
3	. "16	" 17 "	"					••	• •	• •			1	15	Ô
4	. " 17	" 18 "	,,				••		• •	• •			2	7	0
` 5	. ',, 18	,, 19 ,,	, ,,										2	19	6
6		" 20 "	, ,,			• •			••	•••			3	11	6
7	. " 20	,, 21 ,,	**		• •		• •				• •		4	4	0
Wher	the work is	performed		le appr	entice									ł	
	. First year	٠	٠										1	9	0
	. Second year				•••		• •	• • •		• • •	••	••	1		_
		• • •	•••	• •	• • •	• • •	• •	••		• • •	••	• •		.8	
	. Third year		• •	• •	***	• •	• •	• •	••	• •	• •	• •	1	16	6
	. Fourth year	• •	• •		• •		• •					• -	2	9	6
	. Fifth year					• •		• •			• •		3	2	8
. 13	. Sixth year		• •	• •	• •		• • •	٠					4	7	0
· 14	. A junior worl	king on a n	ight shif	t for a w	reek shall b	e paid 9	s. extra fo	r such ni	ght shift v	vork; if	he works l	ess th	an a	we	ek
	he shall b	e paid pro	rata for	the hour	s worked b	ov him.				-					
17	Provided the						Trade T	heory a	nd Practic	el evam	ination refe	harrad	to i		·ha

ovided 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 w	eek.	
_											£s		
	First year's experience	• •	••	• •	• • •	• •		• •	• •		1 2	: 0	,
			• •	• •		••					 1 (0)
				••		••	• •	••			 1 13	0)
		• •	••			• •	• •	• •		• •	 1 19	0 ()
5.	Fifth year's experience	• •	••	:			••	**		• •	 2 11	. 0)
6.	And thereafter the minimu	m wage	prescribe	d for	females f	or 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

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 1ls. Id. for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked."

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 opaquers, retouchers, and/or plate workers in connexion with photolithography or process engraving

Commencing Age.

		Under 16 Years.		16 Years:		Years.		18 Yea rs .		19 Years.		O STB.
	8.	d.	8.	đ.	8.	d.	8.	d.	8.	d.	8.	d.
lst year—					i		1					
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	ō	46	Ō		
3rd year	31	6	33	Ō	37	0	42	6	١.			
4th year	39	3	41	6	46	0			1			
5th year	48	9	53	6				. 1				
6th year	57	3	٠.		:] .	.				

(b) Other apprentices or improvers:-

	Apprentic	es.			Improver	3.	
1st year 2nd year 3rd year 4th year 5th year 6th year Provided is more tha at the data indentures years and t	n sixteen of execution of execution of execution of the term	18 22 31 41 54 72 here a person years of a years of a puttion of the may be five	70 70	lst year 2nd year 3rd year 4th year 5th year		3	7. d. 66 0 60 6 60 6
lst yer 2nd ye 3rd ye 4th ye 5th ye	ar ar	22 31 41 54	d. 90969				•

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)
- - (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 opaquers, 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	WorkersWages	per	week-First	5ix	months,	12s.	6d.

(8)						От	тев Емрі	OYEES.				•			
						P	hotolithogr	aphy.		• . •					
									-					Wages Wee	per ak.
														8.	
Operator		••.	•••	••.			•• .		• •	• •	ો				
Half-tone o	olour r	regative se	parator :	and/or dot	etcher	• • •	• •	• •	• •	• •	Ų	21 years of age	••	132	0
Step and re	peat p	rinting-do	wn Mach	ine operati	VO.	• •	• •	• •	• •	• •	ſ	Thereafter	• •	137	0
Printer		• •		• •	• •	• •	• •		• •		J	· .			
Proofer		••	••		••	• •		• •			٠.:		• •	132	0
Negative o	paquer,	, retouche:	r, and/or	plate work	ker	• •	• •	• •	••	• • •	Ţ	Males	• •	127	0
_	-										ſ	Females	• •	73	6
							Photogram	LTC.				·			
Operator er	mplowe	d in conne	wion witl	h photogra	DIIFA AF	•	•				Ċ	21 years of age		132	0
Obergrot of	приозо	a m comic	ALOH WICE	r brosogra	varo or	rowgra.	die work	••	••	••	۲.	Thereafter	::	137	ŏ
Retouchers	of nea	otives or v	nositives									Females		73	6
	OI HOE	auton or 1	position	• • • • • • • • • • • • • • • • • • • •	::				::	:.	Ť	21 years of age	::	132	ŏ
WII ONTER	••	••	••	••	••	••	••	••	••	••	{	Thereafter		137	ŏ
						Pro	cess Engr	avina.				•			
Operator											٦.				
Half-tone e	toher		••		::			•••	• • • • • • • • • • • • • • • • • • • •	•••	- 1				_
Printer								•••		••	Į.	21 years of age	••	132	0
Line etcher			•••			• • • • • • • • • • • • • • • • • • • •	•••			•••	ĺ	Thereafter .	•	137	0
Engraver							• • •	••	••	••	- 1				
Router	••	••					•••							132	0
Mounter		••	::		::		• • • • • • • • • • • • • • • • • • • •		•••					132	ŏ
Proofer			•••			• • • • • • • • • • • • • • • • • • • •			• • •	•••				132	ŏ
Negative re											'n	Males		127	ŏ
MARGETA DE	W I CHO	z, opaque	,	Paulo Work		••	• •	. •	• •		્ર 1∙	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.

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)

(2)	· · · · · · · · · · · · · · · · · · ·			
First Column.	Second Column.	Thi Colu		nan whi
Number of Rate.	Description of Employment.	Wee Wa	kly	sha
	Table "A"—Adult Males.	£ s.		vide emp ope:
1	Blocker (an employee engaged on the work of			whi
_	blind blocking is not by reason only of the			scri
	fact that he is doing such work entitled to this rate)	6 12	0	
2	Edge gilder	6 12		
3	Guillotine machine operator	6 12	0	(
4	Tag machinist where machine has printing attachment	6 7	6	beir
5	Tag machinist	5 15	0	
6 7	Cutter from reel and/or slitter Cutter from reel and/or slitter, if cutting or	5 11	0	
•	slitting—	i		
	(a) Printed, creped, or embossed paper, or			
	papers coated with gum or other adhesive	5 14	0	
	(b) Paper into rolls for recording machines	0 14	·	
	or wrapping machines, or machines		^	
8	similar to these machines Envelope angle cutter	5 14 6 3		
9	Envelope angle cutter who has to mark out	6 7	6	Wh
10 11	Envelope cutter and/or die cutter Envelope cutter and/or die cutter who has	, 5 14	0	
11	to mark or lay out	5 17	6	
12	Cutter of playing cards	5 14		
13 14	Doyley machinist Surface coater	5 17 5 14		
15	Colour mixer for surface coating	5 8		
16	Calenderer	5 11		
17 18	Water-proofer	5 11 5 11		
19	Plate roller of paper or board	5 11	0	
$\frac{20}{21}$	Employee working pasteboard machine Employee (whether working under a foreman	5 15	0	
	or otherwise) in charge of envelope-making	İ		
00	machine or machines	6 12	0	
22	Employee employed edge-staining, board- cutting, bevelling, blind-blocking and/or			
	cutting of material (except leather) solely	١		
23	Persons employed on machines not specified	5 14	0	
	in this Table and which are not used in a			
24	trade subject to an apprenticeship Toilet roll automatic core making machines	5 11		
2 4 25	Toilet paper crepeing machinist	5 14 5 14		
26	Toilet roll slitting and rewinding machinist	5.14		
$\begin{array}{c} 27 \\ 28 \end{array}$	Toilet paper oval roll slotting machinist Any other adult male	5 11		Wh
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 pro rata for the hours worked			
	by him.			
		1		
	Table "B"—Adult Females.	1		
	ŀ			
	(Including non-adult females of at least five years' experience.)			
1	Female employee of more than five years'	1		
	experience employed in connexion with			
2.	Stationery	3 4		
3	A female employee in charge of or who	֓֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓		
	supervises, directs, or is responsible for the work of—	1		
	(a) from three to eight employees (both	1		ž
	inclusive)	3 8	6	. manage (2)
	(b) from nine to fifteen employees (both inclusive)	3 16	6 0	1 4
	(c) over fifteen employees	4 2	0	-
4	Female employees not otherwise specified	2 16	6	
	D.	1		

FEMALE TO BE PAID MALE RATE.

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

RATES FOR JUNIORS AND APPRENTICES.

1) Where the work is performed by a male junior, not g an apprentice-

							P	er	we	ck.
			•					£	8.	d.
Under	15 y	ears	of	age				1	2	0
Between	ı 15	and	16	years of	age			1	7	6
,,	16	,,	17	,,	,,			1	15	0
"	17	,,	18	"	,,			2	7	0
,,		,,	19	"	,,			-		6
"	19	"		,,	,,	• •		3	11	6
,,	20	,,	21	,,	,,			4	4	0
	Between	Between 15 , 16 , 17 , 18 , 19	Between 15 and " 16 " " 17 " " 18 " " 19 "	Between 15 and 16 , 16 , 17 , 17 , 18 , 18 , 19 , 19 , 20	" 16 " 17 " " 18 " " 18 " " 19 " 20 " 21 "	Between 15 and 16 years of age " 16 " 17 " 8 " " " 17 " 18 " " " 18 " 19 " " " 19 " 20 " "	Between 15 and 16 years of age	Under 15 years of age Between 15 and 16 years of age " 16 ", 17 " " " " 18 " 19 " " " 19 " 20 " "	## Comparison of the compariso	Between 15 and 16 years of age 1 7 " 16 " 17 " " 1 15 " 17 " 18 " "

ere the work is performed by a male apprentice-

			I	er week.
				£ 8. d.
8. First year		 		1 2 6
		 		186
10. Third year		 		1 16 6
ll. Fourth year		 		2 9 6
		 		3 2 6
13. Sixth year		 		470
14. A junior worki	ng on	shift for	a week	shall be
paid 9s. ext				
works less				
for the hou			•	•
15. Provided that			s passe	d Grade
III. (Trade				
ferred to in				

ferred 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.

ere the work is performed by a female junior-

mero and work in betreatmen pl a	remaio junior	
		Per week.
•		£ s. d.
1. First year's experience		1 2 0
2. Second year's experience		160
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	n wage presci	ribed for
females for the class of w	ork which she	is, doing: 🔭
 7. A female junior entering the in 	ndustry in her :	eighteenth
year or later shall rece	ive the forego	oing rate
appropriate to her experie		
per week extra until she re	aches the age of	21 years.
when she shall be paid the		
for females for the class of		
In the above provisions as to w	ork performed b	y females
"experience" means expe	rience in the	industry,
including experience in the		
employer and any female		
such provisions on leaving	or being discha	rged from
her employment shall be	entitled to a	certificate
from her employer statin	g the date w	hen such
employment began and the	date of its te	rmination
duly signed or otherwise		
employer. Such certificate	shall be the pr	coperty of
the employee and shall be	returned to he	er by any
subsequent employer with	ın seven days	of her
engagement.		

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.

2.

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:—

(a) APPRENTICES AND IMPROVERS.

(i) RATES PER WREE OF 44 Hours.

Experience.							Males.		Female Improvers commencing at the	
						Weekly Rate.	Special Loading.	Total Weekly Wage.	Females.	trade between the ages of 18 and 21 Years.
	months			٠.		£ 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	**		• •	٠.	• •	1 1 0	1 0	1 2 0	1 7 0	2 8 6
3rd	**			• •		166	1 6	180	1 12 6	2 16 6
4th	,,			٠.		1 10 0	1 6	1116	1 18 0	3 4 6
ith						1 15 0	1 6	1 16 6	2 3 0	
th	,,				.,	2 3 0	2 0	2 5 0	286	
7th	,,					2 16 0	3 0	2 19 0	2 16 6	
3th	••					3 9 0	3 6	3 12 6	3 4 6	

And thereafter the minimum weekly wage or piecework price.

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

APPRENTICES OR IMPROVERS,

Males.

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

Females

Three female apprentices or improvers to every journeywoman.

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

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

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

i i		Males.		Females.		
	Weekly Rate.	Special Londing.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weckly Wage.
Cutters	£ s. d. 6 2 0 5 14 0 5 12 0	s. d. 5 0 5 0 5 0 5 0	£ s. d. 6 7 0 5 19 0 5 17 0	£ s. d. 6 2 0 5 14 0 5 12 0	8. d . 5 0 5 0 5 0	£ s. d. 6 7 0 5 19 0 5 17 0 3 16 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.

^{*} 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.

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