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[1948

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD 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, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this
18th day of November, 1948.

RAY. H. BEERS,
Secretary for Labour.

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2 to 5 inclusive of the Determination published in *Government Gazette* No. 149 of the 12th March, 1948, shall be replaced by the following clauses:—

2.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.	
MALES.						
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>						
Brass finisher, tradesman	<i>s. d.</i> 166 0	<i>s. d.</i> 6 0	<i>s. d.</i> 172 0	<i>s. d.</i> 163 0	<i>s. d.</i> 6 0	<i>s. d.</i> 169 0
Carpenter on maintenance work	166 0	6 0	172 0	163 0	6 0	169 0
Coremaker, jobbing	166 0	6 0	172 0	163 0	6 0	169 0
Die maker (see "toolmaker")						
Die setter	161 6	5 0	166 6	158 6	5 0	163 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	170 6	6 0	176 6	167 6	6 0	173 6
Electrical fitters	166 0	6 0	172 0	163 0	6 0	169 0
Electrical mechanic	166 0	6 0	172 0	163 0	6 0	169 0
Fitter and/or turner, tradesman	166 0	6 0	172 0	163 0	6 0	169 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	140 0	3 0	143 0	137 0	3 0	140 0
Jigmaker, in wood or metal	166 0	6 0	172 0	163 0	6 0	169 0
Machinist (metal), first class	166 0	6 0	172 0	163 0	6 0	169 0
Machinist (metal), second class	153 0	4 0	157 0	150 0	4 0	154 0
Machinist (metal), third class	145 0	3 0	148 0	142 0	3 0	145 0
Machinist (wood) (see "wood machinist")						
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")						
Panel worker, tradesman	166 0	6 0	172 0	163 0	6 0	169 0
Pattern maker	180 0	5 0	185 0	177 0	5 0	182 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	170 6	6 0	176 6	167 6	6 0	173 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	166 0 153 0	6 0 4 0	172 0 157 0	163 0 150 0	6 0 4 0	169 0 154 0
Saw doctor	170 6	6 0	176 6	167 6	6 0	173 6
Smith, tradesman	167 6	6 0	173 6	164 6	6 0	170 6
Template maker	172 0	6 0	178 0	169 0	6 0	175 0
Tool maker, tool hardener, and die maker (in wood or metal)	175 0	10 0	185 0	172 0	10 0	182 0
Tradesman, the greater part of whose time is occupied marking off	170 6	6 0	176 6	167 6	6 0	173 6
Trimmer, tradesman (on development work)	165 0	6 0	171 0	163 0	6 0	169 0
Turner (see "Fitter and/or, turner").	170 6	5 0	175 6	167 6	5 0	172 6
Welder, first class	155 0	4 0	159 0	152 0	4 0	156 0
Welder, second class	145 0	3 0	148 0	142 0	3 0	145 0
Welder, third class	140 6	3 0	143 6	137 6	3 0	140 6
Welder, fourth class	161 6	5 0	166 6	158 6	5 0	163 6
Wood machinist, first class						
<i>Production.</i>						
Acid washer	150 0	3 0	153 0	147 0	3 0	150 0
Air hammer operator	155 0	4 0	159 0	152 0	4 0	156 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	142 0	3 0	145 0	139 0	3 0	142 0
Assembler (aero engine)	166 0	6 0	172 0	163 0	6 0	169 0
Assembler and/or wiper, chassis	149 0	3 0	152 0	146 0	3 0	149 0
Assembler, cushion and squab spring	146 0	3 0	149 0	143 0	3 0	146 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	155 0	4 0	159 0	152 0	4 0	156 0
Assembler of bodies or parts of bodies "on the line"	161 6	5 0	166 6	158 6	5 0	163 6
Assembler of chassis parts independently of main assembly	149 0	3 0	152 0	146 0	3 0	149 0
Assembler, windscreen frame	146 0	3 0	149 0	143 0	3 0	146 0
Axle maker	166 0	6 0	172 0	163 0	6 0	169 0
Axle turner	166 0	6 0	172 0	163 0	6 0	169 0
Band and/or jig sawyer, trim	155 0	4 0	159 0	152 0	4 0	156 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	157 0	5 0	162 0	154 0	5 0	159 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	145 0	3 0	148 0	142 0	3 0	145 0
Body maker, first class	166 0	6 0	172 0	163 0	6 0	169 0
Body maker, second class	161 6	5 0	166 6	158 6	5 0	163 6
Body moulder	149 0	3 0	152 0	146 0	3 0	149 0
Bow socket enameller (see "enameller").						
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	153 6 145 0	4 0 3 0	157 6 148 0	150 6 142 0	4 0 3 0	154 6 145 0
Chassis assembler (see "Assembler").						
Checker (chassis assembly and/or vehicle pre-delivery) ..	156 0	4 0	160 0	153 0	4 0	157 0
Cold setter	148 0	3 0	151 0	145 0	3 0	148 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand)	161 6	5 0	166 6	158 6	5 0	163 6
Cutter, electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press	161 6	5 0	166 6	158 6	5 0	163 6
Dipper and hanger (paint)	139 0	3 0	142 0	136 0	3 0	139 0
Dipper, solder or tin	145 0	3 0	148 0	142 0	3 0	145 0
Driller	141 0	3 0	144 0	138 0	3 0	141 0
Driller	143 0	3 0	146 0	140 0	3 0	143 0
Driller	145 0	3 0	148 0	142 0	3 0	145 0
Drop hammer smith— (a) When dies are not used (b) When dies are used	167 6 145 0	6 0 3 0	173 6 148 0	164 6 142 0	6 0 3 0	170 6 145 0

VEHICLE BUILDING INDUSTRY BOARD—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
<i>MALES—continued.</i>						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Drop hammer stamper	140 6	3 0	143 6	137 6	3 0	140 6
Edge turner (see "Panel edge trimmer").	155 0	4 0	159 0	152 0	4 0	156 0
Electric machine cutter (trim)	166 0	6 0	172 0	163 0	6 0	169 0
Electric stove attendant (see "Stove attendant").	153 0	4 0	157 0	150 0	4 0	154 0
Electroplater, first class	138 0	3 0	141 0	135 6	3 0	138 6
Electroplater, second class	142 6	3 0	145 6	139 6	3 0	142 6
Electroplater, third class	161 6	5 0	166 6	158 6	5 0	163 6
Enameller, bow socket	146 0	3 0	149 0	143 0	3 0	146 0
Enameller in colours and/or varnisher (finishing coat brush)	146 0	3 0	149 0	143 0	3 0	146 0
Folding machine operator	153 6	4 0	157 6	150 6	4 0	154 6
Frame operative (cushion and squabs)	145 0	3 0	148 0	142 0	3 0	145 0
Furnace brazer	155 0	4 0	159 0	152 0	4 0	156 0
Furnaceman	145 0	3 0	148 0	142 0	3 0	145 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").	155 0	4 0	159 0	152 0	4 0	156 0
Garnish mould finisher	145 0	3 0	148 0	142 0	3 0	145 0
Grainer, transfer (see "Transfer grainer").	150 0	3 0	153 0	147 0	3 0	150 0
Grinder and/or buffer (metal)	146 0	3 0	149 0	143 0	3 0	146 0
Grinder and/or buffer (metal) using portable machine	140 6	3 0	143 6	137 6	3 0	140 6
Guillotine machinist	135 0	3 0	138 0	132 0	3 0	135 0
Hammer driver, steam, pneumatic, or other power	135 0	3 0	138 0	132 0	3 0	135 0
Hanger, paint (see "Dipper and hanger").	161 6	5 0	166 6	158 6	5 0	163 6
Kiln attendant (see "Timber kiln attendant").	161 6	5 0	166 6	158 6	5 0	163 6
Labourer assisting (plating department)	150 0	3 0	153 0	147 0	3 0	150 0
Labourer assisting without using tools (chassis assembly)	145 0	3 0	148 0	142 0	3 0	145 0
Liner	166 0	6 0	172 0	163 0	6 0	169 0
Machinist (metal), first class	153 0	4 0	157 0	150 0	4 0	154 0
Machinist (metal), second class	145 0	3 0	148 0	142 0	3 0	145 0
Machinist (metal), third class	153 6	4 0	157 6	150 6	4 0	154 6
Machinist (wood) (see "Wood machinist").	144 0	3 0	147 0	141 0	3 0	144 0
Machine setter up, other than machines specified in definition of first class machinist (metal)	147 0	3 0	150 0	144 0	3 0	147 0
Marker-out or scriber (using patterns or templates)	161 6	5 0	166 6	158 6	5 0	163 6
Metal band sawyer (see "Band sawyer, metal").	161 6	5 0	166 6	158 6	5 0	163 6
Nickel polisher and/or grinder	150 0	3 0	153 0	147 0	3 0	150 0
Painter, coach (brush)	142 6	3 0	145 6	139 6	3 0	142 6
Painter, spray (on coats other than priming)	137 0	3 0	140 0	134 0	3 0	137 0
Painter, spray and/or brush (on prime coats)	166 0	6 0	172 0	163 0	6 0	169 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	161 6	5 0	166 6	158 6	5 0	163 6
Painter's labourer	153 0	4 0	157 0	150 0	4 0	154 0
Panel beater, first class	146 0	3 0	149 0	143 0	3 0	146 0
Panel beater, second class	153 0	4 0	157 0	150 0	4 0	154 0
Panel edge turner	146 0	3 0	149 0	143 0	3 0	146 0
Panel fixer, metal	145 0	3 0	148 0	142 0	3 0	145 0
Panel machinist (other)	161 6	5 0	166 6	158 6	5 0	163 6
Panel worker, dent knocker and/or metal finisher	147 0	3 0	150 0	144 0	3 0	147 0
Paster (trim)	147 0	3 0	150 0	144 0	3 0	147 0
Petrol tank operative	145 0	3 0	148 0	142 0	3 0	145 0
Pickler	157 0	5 0	162 0	154 0	5 0	159 0
Plate glass beveller	157 0	5 0	162 0	154 0	5 0	159 0
Plate glass cutter	157 0	5 0	162 0	154 0	5 0	159 0
Plate glass driller	142 6	3 0	145 6	139 6	3 0	142 6
Plate glass grinder	145 0	3 0	148 0	142 0	3 0	145 0
Pleat stuffer	153 0	4 0	157 0	150 0	4 0	154 0
Polisher, nickel (see "Nickel polisher").	153 0	4 0	157 0	150 0	4 0	154 0
Polisher (paint) using buffs	139 0	3 0	142 0	136 0	3 0	139 0
Polisher (paint) (see "Wet rubber and/or polisher").	144 0	3 0	147 0	141 0	3 0	144 0
Power hammer driver (see "Hammer driver").	139 0	3 0	142 0	136 0	3 0	139 0
Press operator (over 400 tons pressure)	144 0	3 0	147 0	141 0	3 0	144 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	139 0	3 0	142 0	136 0	3 0	139 0
Press operator (light)	161 6	5 0	166 6	158 6	5 0	163 6
Process worker	149 0	3 0	152 0	146 0	3 0	149 0
Riveter on motor truck or wagon body	146 0	3 0	149 0	143 0	3 0	146 0
Riveter, chassis	161 6	5 0	166 6	158 6	5 0	163 6
Riveter, other (up to and including $\frac{3}{4}$ -in. rivet)	149 0	3 0	152 0	146 0	3 0	149 0
Rotary buff operator—	146 0	3 0	149 0	143 0	3 0	146 0
(a) While doing dent knocking	161 6	5 0	166 6	158 6	5 0	163 6
(b) While not doing dent knocking on the line	155 0	4 0	159 0	152 0	4 0	156 0
Rotary shearing machinist	153 0	4 0	157 0	150 0	4 0	154 0
Sand blast operator (see "Shot and/or sand blast operator").	141 0	3 0	144 0	138 0	3 0	141 0
Sandpaper and emery machinist (woodwork)	140 6	3 0	143 6	137 6	3 0	140 6
Screwer and/or tapper	140 6	3 0	143 6	137 6	3 0	140 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

VEHICLE BUILDING INDUSTRY BOARD.—continued.

	DAY SHIFT.					
	Wages per Week of 40 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura and the Gippsland District.			All Other Parts of Victoria.		
	Weekly Rate.	Loading.	Total Wage.	Weekly Rate.	Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	145 0	3 0	148 0	142 0	3 0	145 0
Smith tradesmen	167 6	6 0	173 6	164 6	6 0	170 6
Solderer, "on the line"	161 6	5 0	166 6	158 6	5 0	163 6
Solderer not "on the line"	155 0	4 0	159 0	152 0	4 0	156 0
Solderer (on other than body work)	155 0	4 0	159 0	152 0	4 0	156 0
Spotter and/or touch-up	161 6	5 0	166 6	158 6	5 0	163 6
Spray painter (see "Painter, spray")						
Spring fitter	166 0	6 0	172 0	163 0	6 0	169 0
Spring maker, cushion and squab	161 6	5 0	166 6	158 6	5 0	163 6
Spring maker, laminated	166 0	6 0	172 0	163 0	6 0	169 0
Spring maker, spiral (by hand)	153 6	4 0	157 6	150 6	4 0	154 6
Spring service worker	145 0	3 0	148 0	142 0	3 0	145 0
Squab and/or cushion maker	161 6	5 0	166 6	158 6	5 0	163 6
Stopper-up	149 0	3 0	152 0	145 0	3 0	148 0
Stove attendant, electric	146 0	3 0	149 0	143 0	3 0	146 0
Strap maker	145 0	3 0	148 0	142 0	3 0	145 0
Stretching machine operator	146 0	3 0	149 0	143 0	3 0	146 0
Striker	140 0	3 0	143 0	137 0	3 0	140 0
Tapper (see "Screw and/or tapper")						
Tester	145 0	3 0	148 0	142 0	3 0	145 0
Timber kiln attendant	137 0	3 0	140 0	134 0	3 0	137 0
Timber orderman	144 0	3 0	147 0	141 0	3 0	144 0
Timber stacker	138 0	3 0	141 0	135 0	3 0	138 0
Toucher-up (see "Spotter and/or touch-up")						
Transfer grainer	148 0	3 0	151 0	145 0	3 0	148 0
Trimmer, sectional (on the line)	157 0	5 0	162 0	154 0	5 0	159 0
Trimmer, sectional (off line)	153 0	4 0	157 0	150 0	4 0	154 0
Trimmer, tradesman (including outter by hand)	161 6	5 0	166 6	158 6	5 0	163 6
Tube maker	142 6	3 0	145 6	139 6	3 0	142 6
Tyre fitter	142 6	3 0	145 6	139 6	3 0	142 6
Uni-shear operator	145 0	3 0	148 0	142 0	3 0	145 0
Varnisher (see "Enameller in colours and/or varnisher")						
Vyoman	148 0	3 0	151 0	145 0	3 0	148 0
Washer using phenyl, petrol, kerosene, &c.	140 0	3 0	143 0	137 0	3 0	140 0
Welder, "A" grade	170 6	5 0	175 6	167 6	5 0	172 6
Welder, "B" grade	163 0	5 0	168 0	160 0	5 0	165 0
Welder, federal aluminium	155 0	4 0	159 0	152 0	4 0	156 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	155 0	4 0	159 0	152 0	4 0	156 0
Welder, electric spot and butt	146 0	3 0	149 0	143 0	3 0	146 0
Wet rubber and/or polisher (paint)	150 0	3 0	153 0	147 0	3 0	150 0
Windscreen frame assembler (see "Assembler")						
Wood machinist, first class	161 6	5 0	166 6	158 6	5 0	163 6
Wood machinist, second class	153 0	4 0	157 0	150 0	4 0	154 0
Writer	166 0	6 0	172 0	163 0	6 0	169 0
<i>Horse-drawn Vehicles.</i>						
Axle maker	161 6	5 0	166 6	158 6	5 0	163 6
Axle turner	161 6	5 0	166 6	158 6	5 0	163 6
Grainer	161 6	5 0	166 6	158 6	5 0	163 6
Nave mortise and boring machinist	144 0	3 0	147 0	141 0	3 0	144 0
Nave turner	156 0	4 0	160 0	153 0	4 0	157 0
Signwriter	161 6	5 0	166 6	158 6	5 0	163 6
Spoke lather	156 0	4 0	160 0	153 0	4 0	157 0
Spoke planer	156 0	4 0	160 0	153 0	4 0	157 0
Spoke tenoner	156 0	4 0	160 0	153 0	4 0	157 0
Spoke throater	156 0	4 0	160 0	153 0	4 0	157 0
Timber bender	156 0	4 0	160 0	153 0	4 0	157 0
Wheelwright and wheel maker	161 6	5 0	166 6	158 6	5 0	163 6
(All other classifications as prescribed for in other Sections.)						
<i>Rolling Stock.</i>						
Body maker	166 0	6 0	172 0	163 0	6 0	169 0
Fitman	163 6	4 0	167 6	160 6	4 0	164 6
Wheel grinder	163 6	4 0	167 6	160 6	4 0	164 6
Wheel turner	166 0	6 0	172 0	163 0	6 0	169 0
(All other classifications as prescribed for in other Sections.)						
<i>Miscellaneous (Wherever Employed).</i>						
Acetylene generator operator in charge of installation	149 0	3 0	152 0	146 0	3 0	149 0
Driver of chassis and/or new vehicle	139 0	3 0	142 0	136 0	3 0	139 0
Case maker	142 6	3 0	145 6	139 6	3 0	142 6
Case repairer	139 0	3 0	142 0	136 0	3 0	139 0

VEHICLE BUILDING INDUSTRY BOARD.—*continued.*

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work :—

Working or attending the following machines :—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be :—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	4	2 6
Thereafter	4	12 0

(b) The rates payable to females under the age of 21 years shall be :—

	Per Week of 40 Hours	
	£	s. d.
For the first six months	2	11 6
For the second six months	3	6 6
Thereafter until 21 years of age	4	1 6

APPRENTICES.

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

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—

- (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
- (ii) Trimmer (Production).
- (iii) Axle maker.
- (iv) Saw doctor.

(b) Minors other than indentured apprentices shall not be kept at the following occupations :—

- (i) Electrical fitter.
- (ii) Electrical mechanic.
- (iii) Electro-plater, first class.
- (iv) Fitter and/or turner.
- (v) Metal machinist, first class.
- (vi) Pattern maker.
- (vii) Welder (first class only).
- (viii) Body maker, first class.
- (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
- (x) Tradesman panel worker and panel beater (first class).
- (xi) Trimmer, development and/or repair work.
- (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

In the trade of electrical mechanic, the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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

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

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

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

Cancellation or Suspension of Indenture.

(f) 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 while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

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

The training of apprentices to body making or electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Wages.

(h) (a) Apprentices—

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
Five-year terms—	<i>s. d.</i>	<i>s. d.</i>
First year	29 0	28 6
Second year	39 6	38 6
Third year	60 0	58 6
Fourth year	99 0	96 6
Fifth year	125 0	122 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—		
First year	34 0	33 0
Second year	59 6	58 0
Third year	99 0	96 6
Fourth year	125 0	122 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

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

VEHICLE BUILDING INDUSTRY BOARD—*continued.*

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

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

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that no apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination, or regulation applicable to him.

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

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

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

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

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

MALE JUNIOR WORKERS.

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

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

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

	Per Week of 40 Hours.	
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	31 0	30 0
16 years of age	43 6	42 6
17 " "	59 0	57 6
18 " "	74 6	72 6
19 " "	93 6	91 0
20 " "	111 6	109 0

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

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

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

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

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

Clauses, other than clauses 2 to 5 inclusive, of the said Determination shall remain in force.