



VICTORIA GOVERNMENT GAZETTE.

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No. 175]

FRIDAY, FEBRUARY 25.

[1949

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 February, 1949.

Dated at Melbourne, this
24th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour:

SADDLERY AND HARNESS BOARD.

Clauses 3, 5, 6, and 7 of the Determination published in *Government Gazette* No. 9 of the 7th January, 1949, shall be replaced by the following clauses:—

3.

WAGES PER WEEK.

	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeyman	8 3 0	8 0 0
Journeywomen	5 8 3	5 6 0

In addition to the above rates the following shall be paid.

(a) Employees engaged in using offensive animal hair or similar offensive material shall be paid 2d. per hour extra, where the foreman and the employee agree that such hair and/or material is of an unusually offensive nature.

In the case of disagreement between the foreman and employee the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(b) Females working on large machines (132K, 7-5, 45K, or any similar class of machine, and Grummet) 3/6 per week extra on above rates.

APPRENTICES—MALES.

5. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five-year terms—		
First year's experience	37 0	36 0
Second year's experience	43 0	42 0
Third year's experience	61 6	60 0
Fourth year's experience	98 6	96 0
Fifth year's experience	123 0	120 0
Four-year terms—		
First year's experience	37 0	36 0
Second year's experience	61 6	60 0
Third year's experience	98 6	96 0
Fourth year's experience	123 0	120 0

(c) Experience in this clause means actual experience whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—(1) Riding Saddle Maker; (2) Harness, harness saddle, bridle work, and strapping maker; (3) Cutting or clicking; (4) Whip and whiphong maker; (5) Collar maker.

(e) The period of apprenticeship shall not exceed four or five years including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than herein specified.

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty-four hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

6. (a) Junior workers may be employed at the following rates of pay :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age	37 0	36 0
16 and under 17 years of age	49 3	48 0
17 and under 18 years of age	61 6	60 0
18 and under 19 years of age	73 9	72 0
19 and under 20 years of age	98 6	96 0
20 and under 21 years of age	123 0	120 0

(b) The proportion of junior workers and apprentices allowed shall be :—

MALE EMPLOYEE RECEIVING AT LEAST ADULT MALE BASIC WAGE.	JUNIOR WORKERS INCLUDING APPRENTICES.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

7. Female junior workers may be employed at the following rates of pay :—

	Wages Per Week.	
	Within 20 miles of G.P.O. Melbourne; 10 miles of G.P.O. Geelong; at Warrnambool and within Murrumbidgee and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 0	36 0
16 and under 17 years of age	46 0	45 0
17 and under 18 years of age	52 3	51 0
18 and under 19 years of age	58 6	57 0
19 and under 20 years of age	64 6	63 0
20 and under 21 years of age	80 0	78 0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 3.

(a) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(b) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(c) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 3, 5, 6, and 7, of the said Determination shall remain in force.

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FRIDAY, FEBRUARY 25.

[1949

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 February, 1949.

Dated at Melbourne, this
24th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

TENTMAKERS BOARD.

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette*, No. 10, of the 7th January, 1949, shall be replaced by the following clauses:—

2. WAGES PER WEEK (ADULTS.)

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warranbool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	8 3 0	8 0 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	7 17 0	7 14 0
All other Journeymen	8 3 0	8 0 0
Journeywomen	5 8 3	5 0 0

In addition to the above rates the following shall be paid.

(a) Machinists employed on machining on aeroplane hangars shall be paid 4d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Federation alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Wages Board.

(c) Females working on large machines (132K, 7·5, 45K, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Five year terms—		
First year's experience	37 0	36 0
Second year's experience	43 0	42 0
Third year's experience	61 6	60 0
Fourth year's experience	98 6	96 0
Fifth year's experience	123 0	120 0
Four year terms—		
First year's experience	37 0	36 0
Second year's experience	61 6	60 0
Third year's experience	98 6	96 0
Fourth year's experience	123 0	120 0

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- (1) Sail, tent and canvas goods maker ;
- (2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

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

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

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

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

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

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

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

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.F.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 0	36 0
16 and under 17 years of age	49 3	48 0
17 and under 18 years of age	61 6	60 0
18 and under 19 years of age	73 9	72 0
19 and under 20 years of age	98 6	96 0
20 and under 21 years of age	123 0	120 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	37 0	36 0
16 and under 17 years of age	46 0	45 0
17 and under 18 years of age	52 3	51 0
18 and under 19 years of age	58 6	57 0
19 and under 20 years of age	64 6	63 0
20 and under 21 years of age	80 0	78 0

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.



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FRIDAY, FEBRUARY 25.

[1949

.. 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 February, 1949:

Dated at Melbourne, this
24th day of February, 1949.

RAY. H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 618 of the 4th June, 1948, shall be replaced by the following clauses:

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	7 1 6	6 15 0	6 12 0
(2) Blacksmith	8 14 0	8 7 6	8 4 6
(3) Blacksmith's striker	7 7 0	7 0 6	6 17 6
(4) Boxes, crates and/or cases—			
(a) Cleaning and/or steaming	7 1 6	6 15 0	6 12 0
(b) Breaking up	7 3 0	6 16 6	6 13 6
(c) Spraying machinist	7 3 0	6 16 6	6 13 6
(d) Splicing machinist	7 3 0	6 16 6	6 13 6
(e) Printing machinist	7 4 6	6 18 0	6 15 0
(f) Munitions—ammunition box manufacture—employees not elsewhere included	7 6 0	6 19 6	6 16 6
(g) Lacing and wiring machinist	7 6 0	6 19 6	6 16 6
(h) Nailing machinist	7 7 0	7 0 6	6 17 6
(i) Cleating machinist	7 7 0	7 0 6	6 17 6
(j) Finishing	7 9 0	7 2 6	6 19 6
(k) Wire bound box making machinist	7 12 0	7 5 6	7 2 6
(l) Hoop ironing and/or wiring (bench hand)	7 15 0	7 8 6	7 5 6
(m) Making and/or repairing manual	7 15 0	7 8 6	7 5 6

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O. Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakeman on log or timber truck	7 13 6	7 7 0	7 4 0
(6) Broad axeman and/or adzeman	8 17 0	8 10 6	8 7 6
(7) Bulldozer driver	8 14 0	8 7 6	8 4 6
(8) Cable drum and/or reel maker, assembler and/or finisher	7 16 6	7 10 0	7 7 0
(9) Carpenter, bush (as defined)	7 16 6	7 10 0	7 7 0
(10) Crane attendant or dogman—			
(a) working up to a height of 40 feet	7 3 0	6 16 6	6 13 6
(b) working at a height of over 40 feet	7 6 0	6 19 6	6 16 6
(11) Driver—			
(i) Bullock team, bush	8 6 6	8 0 0	7 17 0
(ii) Caterpillar or similar type of logging tractor	8 9 6	8 3 0	8 0 0
(iii) A tractor driver who in the course of his duties is required by his employer to perform mechanical and/or repair work exclusive of ordinary servicing shall be paid an additional 6s. per week
(iv) Horse (bush)—			
(a) Driver of one or two horses	7 10 6	7 4 0	7 1 0
(b) Driver of three horses	7 15 0	7 8 6	7 5 6
(c) Driver of more than three horses	7 18 0	7 11 6	7 8 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday
(12) Elevator and/or piler man in connexion with stacking or unstacking timber	7 4 6	6 18 0	6 15 0
(13) Faller	8 3 6	7 17 0	7 14 0
(14) Faller, head (as defined)	8 17 0	8 10 6	8 7 6
(15) Grinder, whose principal duty is grinding knives and cutters	8 11 0	8 4 6	8 1 6
(16) Guard (as defined)	8 3 6	7 17 0	7 14 0
(17) Kiln attendant (as defined)	7 6 0	6 19 6	6 16 6
(18) Kiln operator (as defined)	7 18 0	7 11 6	7 8 6
(19) Kiln supervisor (as defined)	8 9 6	8 3 0	8 0 0
(20) Labourer, experienced (as defined)	6 14 6	6 8 0	6 5 0
(21) Landing builder or repairer	7 6 0	6 19 6	6 16 6
(22) Landing builder or repairer (man in charge of)	7 16 6	7 10 0	7 7 0
(23) Loading or turning sleepers over 5 feet long	7 4 6	6 18 0	6 15 0
(24) Loading logs	7 5 6	6 19 0	6 16 0
(25) Log chuteman	7 6 0	6 19 6	6 16 6
(26) Log conveyorman	7 6 0	6 19 6	6 16 6
(27) Log yardman or skidman	7 6 0	6 19 6	6 16 6
(28) Machinists as set out hereunder—			
(i) "A" Grade	8 9 6	8 3 0	8 0 0
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Boul's carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman, gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head.</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(ii) "B" Grade A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines— (a) Automatic lathe (other than revolving heads); (b) Borer (three or more spindles); (c) Buzzer and/or jointer (using straight knives or cutters); (d) Copying lathe; (e) Drum sander (double or triple drums); (f) Dovetailer; (g) End matcher; (h) Morticer (chain or hollow chisel of any kind or any other); (i) Planer (one or two heads) other than box; (j) Planer box (less than four heads); (k) Relisher; (l) Router (working from templates, dies, jigs or fences); (m) Shaper (grooving and/or slotting in box and case making); (n) Slicer (box); (o) Tenoner (other than as provided in "A" Grade above); (p) Wood wool machine.	7 14 6	7 8 0	7 5 0
(iii) "C" Grade— A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:— (a) Sander, belt polisher (b) Moulder (excluding the feeder on automatic feed table) (c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade (d) Boring machine (less than three spindles) (29) Meal grinder (30) Millwright (as defined) (31) Offsider to ropeman or shoeman (32) Offsider to logging tractor or bull-dozer driver logging with up to 40 feet of rope (33) Operator employed on gluing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b)) (34) Orderman (as defined) (35) Pine plantation employees— (a) Faller (b) Loaders, trimmers, and employees cutting logs (36) Plate layer (37) Pulp wood cutter and/or splitter (38) Rigger or tree climber (39) River logman (as defined) (40) Ropeman or shoeman (41) Sawing employees— (1) Sawyers— (a) Log band sawyer (b) Sawyer who breaks down logs and cuts planks to finished sizes (c) Stave cutting sawyer (d) Sawyer who breaks down logs but does not cut planks to size (e) Flitching frame sawyer (f) No. 1 benchman (g) No. 2 benchman (h) No. 3 benchman (i) No. 4 benchman (j) Gang frame sawyer (k) Steam or other power-driven crosscut sawyer (other than dockerman) (l) Ripper or crosscut, cutting wood blocks (m) Roller re-cut band sawyer using blade over 3 inches in width (n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act (o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	7 12 0 7 9 6 7 4 6 7 4 6 7 2 0 8 18 6 7 3 0 7 13 6 8 6 6 7 15 0 7 16 6 7 7 6 7 6 0 7 9 0 8 15 6 7 3 0 8 3 6 8 18 6 8 18 6 8 6 6 7 15 0 7 3 0 7 16 6 7 13 6 7 3 0 8 8 0 8 6 6 7 16 6	7 5 6 7 3 0 6 18 0 6 18 0 6 15 6 8 12 0 6 16 6 8 0 0 7 8 6 7 10 0 7 1 0 6 19 6 7 2 6 8 9 0 6 16 6 7 17 0 7 10 0 8 12 0 8 2 0 8 0 0 7 8 6 6 16 6 7 10 0 7 7 0 6 16 6 8 1 6 8 0 0 7 10 0	7 2 6 7 0 0 6 15 0 6 15 0 6 12 6 8 9 0 6 13 6 7 4 0 7 17 0 7 5 6 7 7 0 6 18 0 6 16 6 6 19 6 8 6 0 6 13 6 7 14 0 8 9 0 8 9 0 7 17 0 7 5 6 6 13 6 7 7 0 7 4 0 6 13 6 7 18 6 7 17 0 7 7 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at	Employed—(a)	Elsewhere in the State.
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(p) Circular sawyer if cutting a depth of or over 7½ inches	8 8 0	8 1 6	7 18 6
(q) Circular sawyer if cutting a depth of under 7½ inches	7 16 6	7 10 0	7 7 0
(r) Edger sawyer to log band sawyer	8 6 6	8 0 0	7 17 0
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	8 3 6	7 17 0	7 14 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	8 3 6	7 17 0	7 14 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	7 16 6	7 10 0	7 7 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	7 16 6	7 10 0	7 7 0
(u) Other breaking down bench sawyers	8 0 6	7 14 0	7 11 0
(v) Frame sawyer if cutting a depth of or over 18 inches	7 18 0	7 11 6	7 8 6
(w) Frame sawyer if cutting a depth of less than 18 inches	7 12 0	7 5 6	7 2 6
(x) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	8 6 6	8 0 0	7 17 0
(y) Detail band or jig sawyer if not brazing or sharpening his own saw	7 16 6	7 10 0	7 7 0
(z) Sawyer cutting detail work	8 6 6	8 0 0	7 17 0
(aa) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	7 18 0	7 11 6	7 8 6
(ab) Cross-cut sawyer, cabinet furniture or joinery work	7 16 6	7 10 0	7 7 0
(ac) Cross-cut sawyer, not provided for elsewhere herein	7 6 0	6 19 6	6 16 6
(ad) Case or box-bench sawyer flattening up to 2 inches in thickness	7 1 6	6 15 0	6 12 0
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined)	7 10 6	7 4 0	7 1 0
(ii) At docking saw, other than main	7 1 6	6 15 0	6 12 0
(iii) Responsible man at main docking saw	7 15 0	7 8 6	7 5 6
(iv) Responsible man at docking saw other than main docking saw	7 6 0	6 19 6	6 16 6
(b) Dockerman and/or tallyman where only one docking saw	7 6 0	6 19 6	6 16 6
(3) Handlemen—			
(a) Handleman, No. 1 bench	7 10 6	7 4 0	7 1 0
(b) Handleman, No. 2 bench	7 4 6	6 18 0	6 15 0
(c) Handleman operating manual windlass hauling breaking down carriage	7 4 6	6 18 0	6 15 0
(4) Header-in re-cut band saw	6 19 6	6 13 0	6 10 0
(5) Levermen—			
(a) Leverman, No. 1 bench	7 4 6	6 18 0	6 15 0
(b) Leverman, No. 2 bench	7 2 6	6 18 0	6 13 0
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller	8 3 6	7 17 0	7 14 0
(ii) On dead or manually operated roller where not single-handed	7 10 6	7 4 0	7 1 0
(iii) Power-driven (other than manual power) or friction feed	7 4 6	6 18 0	6 15 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	7 13 6	7 7 0	7 4 0
(ii) On dead or manually operated roller where not single-handed	7 4 6	6 18 0	6 15 0
(iii) Power-driven (other than manual power) or friction feed	7 2 6	6 16 0	6 13 0
(c) Puller-out or assistant, No. 3 bench	6 19 6	6 13 0	6 10 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	7 4 6	6 18 0	6 15 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	7 4 6	6 18 0	6 15 0
(7) Setters—			
(a) Setter on log band saw carriage	7 5 0	6 19 6	6 16 6
(b) Setter on other saw carriages	7 4 6	6 18 0	6 15 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(42) Saw doctor	9 7 6	9 1 0	8 18 0
(43) Saw sharpener (exclusively employed as such)	8 0 6	7 14 0	7 11 0
(44) Spar or plank road builder	7 4 6	6 18 0	6 15 0
(45) Splitter, packing	7 3 0	6 16 6	6 13 6
(46) Splitter of billets for staves	7 4 6	6 18 0	6 15 0
(47) Splitter, spoke, stave, and piling	7 9 0	7 2 6	6 19 6
(48) Splitter, pulp wood	7 9 0	7 2 6	6 19 6
(49) Spotter, at spot mills	8 3 6	7 17 0	7 14 0
(50) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet	6 16 6	6 10 0	6 7 0
(51) Stacker, for seasoning by means of stripping or other recognized method	7 4 6	6 18 0	6 15 0
(52) Storeman and packer (inclusive of war loading)	7 4 6	6 18 0	6 15 0
(53) Tallyman and/or measurer (as defined)	7 15 0	7 8 6	7 5 6
(54) Timber bender—			
(a) By hand	7 13 6	7 7 0	7 4 0
(b) Operating machine	7 19 6	7 13 0	7 10 0
(c) Who selects timber, improvises own forms and equipment and operates machine	8 9 6	8 3 0	8 0 0
(55) Timber grader (as defined)	7 7 6	7 1 0	6 18 0
(56) Tramway builder or repairer (as defined)	7 4 6	6 18 0	6 15 0
(57) Tramway builder or repairer (man in charge of)	7 15 0	7 8 6	7 5 6
(58) Trucker—Timber or log, on haulage by winch on tramline	7 10 6	7 4 0	7 1 0
(59) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	7 13 6	7 7 0	7 4 0
(60) Water dogman (as defined)	7 12 0	7 5 6	7 2 6
(61) Wood turner, using hand tools	8 9 6	8 3 0	8 0 0
(62) Crane drivers—			
Lofty cranes (as defined)	8 12 0	8 5 6	8 2 6
(63) All others	6 9 6	6 3 0	6 0 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid—

(a) Leading hand having under his super- vision two to six employees	6s. per week
(b) Leading hand having under his super- vision over six employees	12s. per week
(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom	6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Casein or adhesive solution mixer	7 4 6	6 18 0	6 15 0
(2) Where he is required to mix, test, control, and check in operation and is responsible for its proper use	8 9 6	8 3 0	8 0 0
(3) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	7 14 6	7 8 0	7 5 0
(4) Centre feeder and/or core feeder and/or corelayer and/or assistants in glue spreading	7 4 6	6 18 0	6 15 0

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at	Employed—(a)	Elsewhere in
	Yallourn.	Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification	8 9 6	8 3 0	8 0 0
(6) Veneer joiners and/or repairers where the work is done by hand—			
With one year's experience	7 14 6	7 8 0	7 5 0
With less than one year's experience	7 4 6	6 18 0	6 15 0
(7) Tapeless veneer joining machine—			
With less than one year's experience	7 4 6	6 18 0	6 15 0
With more than one year's experience	7 14 6	7 8 0	7 5 0
(8) Operator of veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification	8 9 6	8 3 0	8 0 0
(9) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act	7 14 6	7 8 0	7 5 0
(10) Operator on power operated veneer edge truing or trimming machine (saw cutter, block, or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine	7 4 6	6 18 0	6 15 0
(11) Assembling veneers with film glue	7 4 6	6 18 0	6 15 0
(12) Plywood and veneer grader, grading into three or more classes	7 4 6	6 18 0	6 15 0
(13) Pneumatic, vacuum, or autoclave press operators	7 14 6	7 8 0	7 5 0
(14) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures	8 9 6	8 3 0	8 0 0
(15) Operator of hot press who is not required to calculate areas and pressures and control temperatures	7 14 6	7 8 0	7 5 0
(16) Press operators not elsewhere specified	7 4 6	6 18 0	6 15 0
(17) Assistants to above presses	7 4 6	6 18 0	6 15 0
(18) Rotary veneer peeling lathe or slicing veneer machine operator who sharpens knives and/or sets up his machine	8 9 6	8 3 0	8 0 0
(19) Operator only	7 14 6	7 8 0	7 5 0
(20) Assistant to lathe or slicer operator	7 4 6	6 18 0	6 15 0
(21) Plywood scarfing machines—			
(i) Plywood scarfing machine where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	8 9 6	8 3 0	8 0 0
(ii) Plywood scarfing machine where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act	7 14 6	7 8 0	7 5 0
(iii) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator	7 4 6	6 18 0	6 15 0
(22) Man in charge of veneer kiln, drier, or re-drier (plate, roller, or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents test and control	8 9 6	8 3 0	8 0 0
(23) Veneer kiln, drier, or re-drier operator who operates a drying kiln, drier, or re-drier or who may be required to make temperature readings and records thereof	7 14 6	7 8 0	7 5 0
(24) Assistant	7 4 6	6 18 0	6 15 0
(25) Immunising plant operator who is required to control temperature, preservative contents in solution and analyse treated timbers and/or veneer samples	8 9 6	8 3 0	8 0 0
(26) Operator	7 4 6	6 18 0	6 15 0
(27) Veneer clipping operates in conjunction with rotary peeling lathe or slicing machine	7 14 6	7 8 0	7 5 0
(28) Assistant on machine	7 4 6	6 18 0	6 15 0
(29) Operator of log de-barking machine	7 14 6	7 8 0	7 5 0
(30) Taping machinist—			
With less than one year's experience	7 4 6	6 18 0	6 15 0
With more than one year's experience	7 14 6	7 8 0	7 5 0
(31) Operator of plywood trimming machine using parallel saws	7 4 6	6 18 0	6 15 0
(32) Band sawyer using band saw up to 36-in. capacity—rough cutting and trimming veneer	7 14 6	7 8 0	7 5 0
(33) Belt sander in sanding of plywood faced with fancy sliced veneer	7 14 6	7 8 0	7 5 0
(34) Belt sander in sanding of plywood faced with rotary peel veneer	7 4 6	6 18 0	6 15 0
(35) Edge glueing veneer by hand or roller for tapeless veneer joining machine	7 4 6	6 18 0	6 15 0
(36) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber, or plywood	7 14 6	7 8 0	7 5 0
(37) Veneer splicing machine	7 4 6	6 18 0	6 15 0
(38) Guillotine operator, not elsewhere included	7 4 6	6 18 0	6 15 0
Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.			
(39) All others	6 9 6	6 3 0	6 0 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing	} 8 9 6.	} 8 3 0	} 8 0 0
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	} 7 19 6	} 7 13 0	} 7 10 0
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	} 7 9 6	} 7 3 0	} 7 0 0
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, tapering, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor	9 7 6	9 1 0	8 18 0
(b) Saw sharpener	8 0 6	7 14 0	7 11 0
(c) Storeman and/or packer	7 3 0	6 16 6	6 13 6
(d) Orderman and/or tallyman	7 15 0	7 8 6	7 5 6
(e) Kiln operator	7 18 0	7 11 6	7 8 6
(f) Leading hand 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	7 5 6	6 19 0	6 16 0

WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) Other Classes of Work. The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii) Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 10s. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 10s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) Apprentices.

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	22½	..	0 9	28 6	27 0	26 6
Second Year..	30	1 0	1 0	39 0	37 0	36 0
Third Year ..	45	1 6	1 6	58 6	55 6	54 6
Fourth Year	75	2 0	2 3	97 0	92 0	89 6
Fifth Year ..	95.	2 0	3 0	122 6	116 0	113 6

(b) Four Year Term.	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage.		
				Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.	s. d.
First Year ..	26	..	0 9	33 0	31 0	30 6
Second Year..	45	1 0	1 6	58 0	55 0	54 0
Third Year ..	75	2 0	2 3	97 0	92 0	89 6
Fourth Year	95	2 0	3 0	122 6	116 0	113 6

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Male Juniors.

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	25	0 6	31 6	29 6	29 0
16 " " " ..	35	0 9	44 0	41 6	40 6
17 " " " ..	47½	1 0	59 6	56 6	55 0
18 " " " ..	60	1 0	75 0	71 0	69 6
19 " " " ..	75	2 0	94 6	89 6	87 6
20 " " " ..	90	2 0	113 0	107 6	104 6

(c) Females.

The minimum rates of weekly wage to be paid to females shall be as follows:—

Age.	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
17 years of age and under	40	1 0	50 6	48 0	46 6
18 years of age ..	47½	1 3	60 0	57 0	55 6
19 " " " ..	55	1 6	69 6	66 0	64 0
20 " " " ..	62½	2 0	79 0	75 0	73 0
21 " " " and over ..	75	3 0	95 6	90 6	88 6

(iii) The needs basic wage referred to in this clause shall be the contemporaneous needs basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of the 6d. in the result not exceeding 3d. to be disregarded.

RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows:—

Age.	Percentage of Total Basic Wage.	Total Wage.
Under 16 years	35	43 0
At 16 years	45	55 6
At 16½ years	54	66 6
At 17 years	63	77 8
At 17½ years	70	86 0
At 18 years	80	98 6
At 19 years	85	104 6
At 20 years	90	110 6
At 21 years	100	123 0

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(b) The minimum rates of wages for female employees shall be as follows:—

Age.	Percentage of Total Basic Wage for Adult Females.	Total Wage.
	%	<i>s. d.</i>
Under 16 years	35	43 0
At 16 years	45	55 6
At 16½ years	50	61 6
At 17 years	55	67 6
At 17½ years	60	74 0
At 18 years	66	81 0
At 19 years	70	86 0
At 20 years and thereafter	75	92 0

The rates prescribed above are to be calculated to the nearest 6d., half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.