



VICTORIA GOVERNMENT GAZETTE.

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No. 469]

TUESDAY, MAY 27.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting 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 May, 1952.

Dated at Melbourne, this
23rd day of May, 1952.

H. N. JONES,
Acting Secretary for Labour:

VEHICLE BUILDING INDUSTRY BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 721 of the 27th July, 1951, 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.	At Yallourn.	All Other Parts Victoria.
MALES.			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman	264 0	270 6	261 0
Carpenter on maintenance work	264 0	270 6	261 0
Coremaker, jobbing	264 0	270 6	261 0
Die maker (see "toolmaker")			
Die setter	258 6	265 0	255 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	268 6	275 0	265 6
Electrical fitters	264 0	270 6	261 0
Electrical mechanic	264 0	270 6	261 0
Fitter and/or turner, tradesman	264 0	270 6	261 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	235 0	241 6	232 0
Jigsawer, in wood or metal	264 0	270 6	261 0
Machinist (metal), first class	264 0	270 6	261 0
Machinist (metal), second class	249 0	255 6	246 0
Machinist (metal), third class	240 0	246 6	237 0
Machinist (wood) (see "wood machinist")			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")			
Panel worker, tradesman	264 0	270 6	261 0
Pattern maker	277 0	283 6	274 0

	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.	At Yallourn.	All Other Parts of Victoria.
<i>MALES—continued.</i>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</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 ..	208 6	275 0	265 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	264 0 249 0	270 6 255 6	261 0 248 0
Saw doctor	268 6	275 0	265 6
Smith, tradesman	265 6	272 0	262 6
Template maker	270 0	276 6	267 0
Tool maker, tool hardener, and die maker (in wood or metal)	277 0	283 6	274 0
Tradesman, the greater part of whose time is occupied marking off	268 6	275 0	265 6
Trimmer, tradesman (on development work)	263 0	269 6	260 0
Turner (see "Fitter and/or turner").			
Welder, first class	267 6	274 0	264 6
Welder, second class	251 0	257 6	248 0
Welder, third class	240 0	246 6	237 0
Welder, fourth class	235 6	242 0	232 6
Wood machinist, first class	258 6	265 0	255 6
<i>Production.</i>			
Acid washer	245 0	251 6	242 0
Air hammer operator	251 0	257 6	248 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)	237 0	243 6	234 0
Assembler (aero engine)	264 0	270 6	261 0
Assembler and/or wirer, chassis	244 0	250 6	241 0
Assembler, cushion and squab spring	241 0	247 6	238 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	251 0	257 6	248 0
Assembler of bodies or parts of bodies "on the line" ..	258 6	265 0	255 6
Assembler of chassis parts independently of main assembly	244 0	250 6	241 0
Assembler, windscreen frame	241 0	247 6	238 0
Axle maker	264 0	270 6	261 0
Axle turner	264 0	270 6	261 0
Band and/or jig sawyer, trim	251 0	257 6	248 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	254 0	260 6	251 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	240 0	246 6	237 0
Body maker, first class	264 0	270 6	261 0
Body maker, second class	258 6	265 0	255 6
Body moulder	244 0	250 6	241 0
Bow socket enameller (see "enameller")			
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	249 6 240 0	256 0 246 6	246 6 237 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	252 0	258 6	249 0
Cold setter	243 0	249 6	240 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)	258 6	265 0	255 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press	258 6	265 0	255 6
Dipper and hangar (paint)	234 0	240 6	231 0
Dipper, solder or tin	240 0	246 6	237 0
Drier	236 0	242 6	233 0
Driller (Panel)	238 0	244 6	235 0
Driler (Other)	240 0	246 6	237 0
Drop hammer smith— (a) When dies are not used (b) When dies are used	265 6 240 0	272 0 246 6	262 6 237 0

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MALES—continued.			
<i>Production—continued.</i>			
Drop hammer stamper	s. d. 235 6	s. d. 242 0	s. d. 232 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim)	251 0	257 6	248 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class	264 0	270 6	261 0
Electroplater, second class	249 0	255 6	246 0
Electroplater, third class	233 0	239 6	230 0
Enameller, bow socket	237 6	244 0	234 6
Enameller in colours and/or varnisher (finishing coat brush)	258 6	265 0	255 6
Folding machine operator	241 0	247 6	238 0
Frame operative (cushion and squabs)	241 0	247 6	238 0
Furnace brazer	249 6	256 0	246 6
Furnaceman	240 0	246 6	237 0
Garnish mould bender and/or shaper (see "Bender and/or shaper")			
Garnish mould finisher	251 0	257 6	248 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal)	240 0	246 6	237 0
Grinder and/or buffer (metal) using portable machine	245 0	251 6	242 0
Guillotine machinist	241 0	247 6	238 0
Hammer driver, steam, pneumatic or other power	235 6	242 0	232 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	230 0	236 6	227 0
Labourer assisting without using tools (chassis assembly)	230 0	236 6	227 0
Liner	258 6	265 0	255 6
Machinist (metal), first class	264 0	270 6	261 0
Machinist (metal), second class	249 0	255 6	246 0
Machinist (metal), third class	240 0	246 6	237 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal)	249 6	256 0	246 6
Marker-out or scriber (using patterns or templates)	239 0	245 6	236 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder	242 0	248 6	239 0
Painter, coach (brush)	258 6	265 0	255 6
Painter, spray (on coats other than priming)	258 6	265 0	255 6
Painter, spray and/or brush (on prime coats)	245 0	251 6	242 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	237 6	244 0	234 6
Painter's labourer	232 0	238 6	229 0
Panel beater, first class	264 0	270 6	261 0
Panel beater, second class	258 6	265 0	255 6
Panel edge turner	249 0	255 6	246 0
Panel fixer, metal	241 0	247 6	238 0
Panel machinist (other)	240 0	246 6	237 0
Panel worker, dent knocker and/or metal finisher	258 6	265 0	255 6
Paster (trim)	242 0	248 6	239 0
Petrol tank operative	242 0	248 6	239 0
Pickler	240 0	246 6	237 0
Plate glass beveller	254 0	260 6	251 0
Plate glass cutter	254 0	260 6	251 0
Plate glass driller	254 0	260 6	251 0
Plate glass grinder	237 6	244 0	234 6
Pleat stuffer	240 0	246 6	237 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs	249 0	255 6	246 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure)	250 0	256 6	247 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	234 0	240 6	231 0
Press operator (light)	239 0	245 6	236 0
Process worker	234 0	240 6	231 0
Riveter on motor truck or wagon body	258 6	265 0	255 6
Riveter, chassis	244 0	250 6	241 0
Riveter, other (up to and including ½-in. rivet)	241 0	247 6	238 0
Rotary buff operator—			
(a) While doing dent knocking	258 6	265 0	255 6
(b) While not doing dent knocking on the line	251 0	257 6	248 0
Rotary shearing machinist	249 0	255 6	246 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork)	236 0	242 6	233 0
Screwer and/or tapper	235 6	242 0	232 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	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; 6 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	240 0	246 6	237 0
Smith tradesmen	265 6	272 0	262 6
Solderer, "on the line"	258 6	265 0	255 6
Solderer not "on the line"	251 0	257 6	248 0
Solderer (on other than body work)	251 0	257 6	248 0
Spotter and/or toucher-up	258 6	265 0	255 6
Spray painter (see "Painter, spray")			
Spring fitter	264 0	270 6	261 0
Spring maker, cushion and squab	258 6	265 0	255 6
Spring maker, laminated	264 0	270 6	261 0
Spring maker, spiral (by hand)	249 6	256 0	246 6
Spring service worker	240 0	246 6	237 0
Squab and/or cushion maker	258 6	265 0	255 6
Stopper-up	244 0	250 6	241 0
Stove attendant, electric	241 0	247 6	238 0
Strap maker	240 0	246 6	237 0
Stretching machine operator	241 0	247 6	238 0
Striker	235 0	241 6	232 0
Tapper (see "Screw and/or tapper").			
Tester	240 0	246 6	237 0
Timber kiln attendant	232 0	238 6	229 0
Timber orderman	239 0	245 6	236 0
Timber stacker	233 0	239 6	230 0
Toucher-up (see "Spotter and/or toucher-up").			
Transfer grainer	243 0	249 6	240 0
Trimmer, sectional (on the line)	254 0	260 6	251 0
Trimmer, sectional (off line)	249 0	255 6	246 0
Trimmer, tradesman (including cutter by hand)	258 6	265 0	255 6
Tube maker	237 6	244 0	234 6
Tyre fitter	237 6	244 0	234 6
Uni-shear operator	240 0	246 6	237 0
Varnisher (see "Enameller in colours and/or varnisher")			
Vyceman	243 0	249 6	240 0
Washer using phenyl, petrol, kerosene, &c.	235 0	241 6	232 0
Welder, "A" grade	267 6	274 0	264 6
Welder, "B" grade	260 0	266 6	257 0
Welder, federal aluminium	251 0	257 6	248 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	251 0	257 6	248 0
Welder, electric spot and butt	241 0	247 6	238 0
Wet rubber and/or polisher (paint)	245 0	251 6	242 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	258 6	265 0	255 6
Wood machinist, second class	249 0	255 6	246 0
Writer	264 0	270 6	261 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	258 6	265 0	255 6
Axle turner	258 6	265 0	255 6
Grainer	258 6	265 0	255 6
Nave mortise and boring machinist	239 0	245 6	236 0
Nave turner	252 0	258 6	249 0
Signwriter	258 6	265 0	255 6
Spoke lather	252 0	258 6	249 0
Spoke planer	252 0	258 6	249 0
Spoke tenoner	252 0	258 6	249 0
Spoke throater	252 0	258 6	249 0
Timber bender	252 0	258 6	249 0
Wheelwright and wheel maker	258 6	265 0	255 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	264 0	270 6	261 0
Pitman	249 6	256 0	246 6
Wheel grinder	249 6	256 0	246 6
Wheel turner	264 0	270 6	261 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	244 0	250 6	241 0
Driver of chassis and/or new vehicle	238 0	244 6	235 0
Case maker	237 6	244 0	234 6
Case repairer	234 0	240 6	231 0

The rates in clause 2 include war loadings.

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.
Under one month's experience	7 19 0
All others	8 15 0
(b) The rates payable to female under the age of 21 years shall be:—	
For the first six months	4 13 0
For the second six months	5 10 6
Thereafter until 21 years of age	6 8 0

APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

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 boater (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.

(h) (a) Apprentices—

Wages.

	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.	At Yallourn.	All Other Parts of Victoria.
	s. d.	s. d.	s. d.
Five-year terms—			
First year	60 0	62 0	59 6
Second year	83 6	86 0	82 6
Third year	111 6	115 0	110 0
Fourth year	176 0	181 6	173 6
Fifth year	218 0	224 6	215 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	68 6	70 6	67 6
Second year	111 6	115 0	110 0
Third year	176 0	181 6	173 6
Fourth year	218 0	224 6	215 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.

Sick Leave, Public Holidays, and Annual Leave.

(c) 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:—

	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.	At Yallourn.	All Other Parts of Victoria.
	£. s. d.	£. s. d.	£. s. d.
Under 16 years of age	2 13 0	2 14 6	2 12 0
16 years of age	3 15 0	3 17 6	3 14 0
17 years of age	5 1 6	5 4 6	5 0 0
18 years of age	6 8 0	6 11 6	6 6 0
19 years of age	8 1 0	8 5 6	7 18 6
20 years of age	9 13 6	9 19 6	9 11 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, 3, 4 and 5, of the said Determination shall remain in force.





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No. 470]

TUESDAY, MAY 27.

[1952

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Henry Norman Jones, Acting 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 May, 1952.

Dated at Melbourne, this
23rd day of May, 1952.

H. N. JONES,
Acting Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 750 of the 3rd August, 1951, shall be replaced by the following clauses:—

2.

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 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) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	11 17 6	11 11 0	11 8 0
(2) Blacksmith	13 12 0	13 5 6	13 2 6
(3) Blacksmith's striker	12 1 6	11 15 0	11 12 0
(4) Boxes, crates and/or cases—			
(a) Cleaning and/or steaming	11 17 0	11 10 6	11 7 6
(b) Breaking up	11 17 0	11 10 6	11 7 6
(c) Spraying machinist	11 17 0	11 10 6	11 7 6
(d) Splicing machinist	11 17 0	11 10 6	11 7 6
(e) Printing machinist	11 17 0	11 10 6	11 7 6
(f) Munitions—ammunition box manufacture—employees not elsewhere included	12 0 6	11 14 0	11 11 0
(g) Lacing and wiring machinist	12 0 6	11 14 0	11 11 0
(h) Nailing machinist	12 0 6	11 14 0	11 11 0
(i) Cleating machinist	12 0 6	11 14 0	11 11 0
(j) Finishing	12 3 6	11 17 0	11 14 0
(k) Wire bound box making machinist	12 6 6	12 0 0	11 17 0
(l) Hoop ironing and/or wiring (bench hand)	12 8 6	12 2 0	11 19 0
(m) Making and/or repairing manual	12 8 6	12 2 0	11 19 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.F.O., Melbourne; (b) Within 10 Miles of G.F.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	12 5 6	11 19 0	11 16 0
(6) Broad axeman and/or adzeman	13 11 0	13 4 6	13 1 6
(7) Cable drum and/or reel maker, assembler and/or finisher	12 10 0	12 3 6	12 0 6
(8) Carpenter, bush (as defined)	12 14 6	12 8 0	12 5 0
(9) Crane attendant or dogman—			
(a) working up to a height of 40 feet	12 0 6	11 14 0	11 11 0
(b) working at a height of over 40 feet	12 3 6	11 17 0	11 14 0
(10) Driver—			
(i) Bullock team, bush	13 6 0	12 19 6	12 16 6
(ii) Caterpillar or similar type of logging tractor	13 6 0	12 19 6	12 16 6
(iii) Horse (bush)—			
(a) Driver of one or two horses	12 12 6	12 6 0	12 3 0
(b) Driver of three horses	12 17 0	12 10 6	12 7 6
(c) Driver of more than three horses	13 0 0	12 13 6	12 10 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
(11) Elevator and/or piler man in connexion with stacking or unstacking timber	11 19 6	11 13 0	11 10 0
(12) Faller	12 18 6	12 12 0	12 9 0
(13) Faller, head (as defined)	13 11 0	13 4 6	13 1 6
(14) Grinder, whose principal duty is grinding knives and cutters	13 5 0	12 18 6	12 15 6
(15) Guard (as defined)	12 14 6	12 8 0	12 5 0
(16) Kiln attendant (as defined)	12 5 6	11 19 0	11 16 0
(17) Kiln operator (as defined)	12 12 0	12 5 6	12 2 6
(18) Kiln supervisor (as defined)	13 7 0	13 0 6	12 17 6
(19) Labourer, experienced (as defined)	11 12 6	11 6 0	11 3 0
(20) Landing builder or repairer	12 1 0	11 14 6	11 11 6
(21) Landing builder or repairer (man in charge of)	12 11 6	12 5 0	12 2 0
(22) Loading or turning sleepers over 5 feet long	12 0 6	11 14 0	11 11 0
(23) Loading logs	12 0 6	11 14 0	11 11 0
(24) Log chuteman	12 0 6	11 14 0	11 11 0
(25) Log conveyorman	12 1 0	11 14 6	11 11 6
(26) Log yardman or skidman	12 1 0	11 14 6	11 11 6
(27) Machinists as set out hereunder—			
(i) "A" Grade	13 5 0	12 18 6	12 15 6
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 per- form 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—			
(a) Boul's carver;			
(b) Buzzer and/or jointer (using other than straight knives and cutters);			
(c) Cross grainer;			
(d) Drum sander (four or more drums);			
(e) General joiner;			
(f) Linderman, gluer and joiner;			
(g) Lock angle machine;			
(h) Moulder;			
(i) Planer—3 heads or more (other than box);			
(j) Planer, box (four heads or more);			
(k) Router—working freehand;			
(l) Shaper (other than grooving and/or slotting in box and case making);			
(m) Spoke throater;			
(n) Tenoner—(using scribing irons) other than an automatic tenoner;			
(o) Trusser crozier;			
(p) Variety turning or automatic lathe—revolving head.			
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.			
(ii) "B" Grade	12 10 0	12 3 6	12 0 6
A wood machinist "B" Grade shall mean an adult em- ployee, 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);			

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.
(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.			
(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	12 7 6	12 1 0	11 18 0
(b) Moulder (excluding the feeder on automatic feed table)	12 5 0	11 18 6	11 15 6
(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	12 0 0	11 13 6	11 10 6
(d) Boring machine (less than three spindles)	12 0 0	11 13 6	11 10 6
(28) Meal grinder	11 18 0	11 11 6	11 8 6
(29) Millwright (as defined)	13 10 6	13 4 0	13 1 0
(30) Offsider to ropeman or shoeman	11 18 6	11 12 0	11 9 0
(31) Offsider to logging tractor or bull-dozer driver	12 8 6	12 2 0	11 19 0
(32) Operator employed on glueing 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))	13 2 0	12 15 6	12 12 6
(33) Orderman (as defined)	12 12 0	12 5 6	12 2 6
(34) Pine plantation employees—			
(a) Faller	12 9 6	12 3 0	12 0 0
(b) Loaders, trimmers, and employees cutting logs	11 19 6	11 13 0	11 10 0
(35) Plate layer	12 0 6	11 14 0	11 11 0
(36) Pulp wood cutter and/or splitter	12 2 6	11 16 0	11 13 0
(37) Rigger or tree climber	13 11 0	13 4 6	13 1 6
(38) River logman (as defined)	12 0 0	11 13 6	11 10 6
(39) Ropeman or shoeman	12 18 6	12 12 0	12 9 0
(40) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	13 10 6	13 4 0	13 1 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	13 10 6	13 4 0	13 1 0
(c) Stave cutting sawyer	13 0 6	12 14 0	12 11 0
(d) Sawyer who breaks down logs but does not cut planks to size	12 17 6	12 11 0	12 8 0
(e) Fitching frame sawyer	12 13 6	12 7 0	12 4 0
(f) No. 1 benchman	13 10 6	13 4 0	13 1 0
(g) No. 2 benchman	13 0 6	12 14 0	12 11 0
(h) No. 3 benchman	12 8 6	12 2 0	11 19 0
(i) No. 4 benchman	11 19 6	11 13 0	11 10 0
(j) Gang frame sawyer	12 9 6	12 3 0	12 0 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	12 6 6	12 0 0	11 17 0
(l) Ripper or crosscut, cutting wood blocks	11 18 6	11 12 0	11 9 0
(m) Roller re-cut band sawyer using blade over 3 inches in width	13 2 0	12 15 6	12 12 6
(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	13 1 6	12 15 0	12 12 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	12 10 6	12 4 0	12 1 0
(p) Circular sawyer if cutting a depth of or over 7½ inches	18 3 0	12 16 6	12 13 6
(g) Circular sawyer if cutting a depth of under 7½ inches	12 10 6	12 4 0	12 1 0
(r) Edger sawyer to log band sawyer	13 0 6	12 14 0	12 11 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.
(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	12 17 6	12 11 0	12 8 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	12 17 6	12 11 0	12 8 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	12 10 6	12 4 0	12 1 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	12 0 6	12 3 0	12 0 0
(u) Frame sawyer	12 11 0	12 4 6	12 1 6
(v) 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	13 0 6	12 14 0	12 11 0
(w) Detail band or jig sawyer if not brazing or sharpening his own saw	12 9 6	12 3 0	12 0 0
(x) Sawyer cutting detail work	13 0 6	12 14 0	12 11 0
(y) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting)	12 11 0	12 4 6	12 1 6
(z) Cross-cut sawyer, cabinet furniture or joinery work	12 9 6	12 3 0	12 0 0
(aa) Cross-cut sawyer in box and case factories	11 18 6	11 12 0	11 9 0
(ab) Cross-cut sawyer, not provided for elsewhere herein	11 19 6	11 13 0	11 10 0
(ac) Case or box-bench sawyer flattening off up to 2 inches in thickness	11 17 0	11 10 6	11 7 6
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined)	12 3 6	11 17 0	11 14 0
(ii) At docking saw, other than main	11 17 6	11 11 0	11 8 0
(iii) Responsible man at main docking saw	12 10 0	12 3 6	12 0 6
(iv) Responsible man at docking saw other than main docking saw	12 0 6	11 14 0	11 11 0
(b) Dockerman and/or tallyman where only one docking saw	12 0 6	11 14 0	11 11 0
(3) Handlemen—			
(a) Handleman, No. 1 bench	12 4 6	11 18 0	11 15 0
(b) Handleman, No. 2 bench	11 19 6	11 13 0	11 10 0
(c) Handleman operating manual windlass hauling breaking down carriage	11 19 6	11 13 0	11 10 0
(4) Header-in re-cut band saw	11 16 6	11 10 0	11 7 0
(5) Levermen—			
(a) Leverman, No. 1 bench	12 1 6	11 15 0	11 12 0
(b) Leverman, No. 2 bench	11 18 0	11 11 6	11 8 6
(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	12 18 6	12 12 0	12 9 0
(ii) On dead or manually operated roller where not single-handed	12 8 6	12 2 0	11 19 0
(iii) Power-driven (other than manual power) or friction feed	12 5 6	11 19 0	11 16 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	12 8 6	12 2 0	11 19 0
(ii) On dead or manually operated roller where not single-handed	11 19 6	11 13 0	11 10 0
(iii) Power-driven (other than manual power) or friction feed	11 19 6	11 13 0	11 10 0
(c) Puller-out or assistant, No. 3 bench	11 16 6	11 10 0	11 7 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	12 2 6	11 16 0	11 13 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	12 2 6	11 16 0	11 13 0
(7) Setters—			
(a) Setter on log band saw carriage	12 1 0	11 14 6	11 11 6
(b) Setter on other saw carriages	11 19 6	11 13 0	11 10 0
(41) Saw doctor	14 3 6	13 17 0	13 14 0
(42) Saw sharpener (exclusively employed as such)	12 14 6	12 8 0	12 5 0
(43) Spar or plank road builder	11 19 6	11 13 0	11 10 0
(44) Splitter packing	11 18 6	11 12 0	11 9 0
(45) Splitter of billets for staves	11 19 6	11 13 0	11 10 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.
(46) Splitter, spoke, stave, and piling	12 2 6	11 16 0	11 13 0
(47) Splitter, pulp wood	12 2 6	11 16 0	11 13 0
(48) Spotter, at spot mills	12 17 6	12 11 0	12 8 0
(49) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet	11 15 6	11 9 0	11 6 0
(50) Stacker, for seasoning by means of stripping or other recognized method	12 2 6	11 16 0	11 13 0
(51) Storeman and packer (inclusive of war loading)	12 4 6	11 18 0	11 15 0
(52) Tallyman and/or measurer (as defined)	12 10 0	12 3 6	12 0 6
(53) Timber bender—			
(a) By hand	12 7 6	12 1 0	11 18 0
(b) Operating machine	12 13 6	12 7 0	12 4 0
(c) Who selects timber, improvises own forms and equipment and operates machine	13 3 6	12 17 0	12 14 0
(54) Timber grader (as defined)	12 1 6	11 15 0	11 12 0
(55) Tramway builder or repairer (as defined)	11 19 6	11 13 0	11 10 0
(56) Tramway builder or repairer (man in charge of)	12 10 0	12 3 6	12 0 6
(57) Trucker—Timber or log, on haulage by winch on tramline	12 4 6	11 18 0	11 15 0
(58) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	12 7 6	12 1 0	11 18 0
(59) Water dogman (as defined)	12 6 6	12 0 0	11 17 0
(60) Wood turner, using hand tools	13 5 0	12 18 6	12 15 6
(61) Crane drivers—			
Lofty cranes (as defined)	13 1 0	12 14 6	12 11 6
(62) All others	10 18 6	10 12 0	10 9 0
<i>Special Allowances.</i>			
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.
<i>"A" Grade.</i>			
(a) Casein or adhesive solution mixer where he is required to mix, test, control and check in operation and is responsible for its proper use	13 5 0	12 18 6	12 15 6
(b) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification			
(c) Operator on 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			
(d) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures			
(e) Rotary veneer peeling lathe or slicing machine operator who sharpens knives and/or sets up his machine			

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—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.
(f) Plywood scarfing machinist 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.	13 5 0	12 18 6	12 15 6
(g) 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			
(h) Immunising plant operator who is required to control temperatures, preservative contents in solution and analyse treated timbers and/or veneer samples			
<i>" B " Grade.</i>			
(a) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres	12 10 0	12 3 6	12 0 6
(b) Veneer joiners and/or repairers where the work is done by hand—with one year's experience			
(c) Tapeless veneer joining machinist with more than one years' experience			
(d) 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			
(e) Pneumatic, vacuum or autoclave press operator			
(f) Operator of hot press who is not required to calculate areas and pressures and control temperatures			
(g) Operator of rotary veneer peeling lathe or slicing veneer machine			
(h) Plywood scarfing machinist 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			
(i) 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			
(j) Veneer clipper operator in conjunction with rotary peeling lathe or slicing machine			
(k) Operator of log de-barking machine			
(l) Taping machinist with more than one year's experience			
(m) Band sawyer using band saw up to 36 inches capacity, rough cutting and trimming veneer			
(n) Belt sander in sanding of plywood faced with fancy sliced veneer			
(o) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber or plywood			
<i>Miscellaneous Grade.</i>			
(a) Casein or adhesive solution mixer	12 0 0	11 13 6	11 10 6
(b) Centro feeder and/or core feeder and/or coverlayer and/or assistants in glue spreading			
(c) Veneer joiners and/or repairers where the work is done by hand—with less than one years' experience			
(d) Tapeless veneer joining machine—with less than one years' experience			
(e) 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			
(f) Assembling veneers with film glue			
(g) Plywood and veneer grader grading into 3 or more classes			
(h) Press operators not elsewhere specified			
(i) Assistants to above presses			
(j) Assistant to lathe or slicer operator			
(k) 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			
(l) Assistant to veneer kiln drier or re-drier operator who operates a drying kiln.			
(m) Other operators of immunising plant			
(n) Assistant on veneer clipper machine			
(o) Taping machinist with less than one year's experience			
(p) Operator of plywood trimming machine using parallel saws			
(q) Belt sander in sanding of plywood faced with rotary peel veneer			
(r) Edge Glueing veneer by hand or roller for tapeless veneer joining machine			
(s) Veneer splicing machine			
(t) Guillotine operator, not elsewhere included			
Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.			

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	13 5 0	12 18 6	12 15 6
(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	12 13 6	12 7 0	12 4 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 i.e., employees using draw knife, spokeshave and plane for work other than fitting handles			
(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, pneumatic 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	12 2 6	11 16 0	11 13 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, taping, 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	14 3 6	13 17 0	13 14 0
(b) Saw sharpener	12 15 6	12 9 0	12 6 0
(c) Storeman and/or packer	12 4 6	11 18 0	11 15 0
(d) Orderman and/or tallyman	12 12 0	12 5 6	12 2 6
(e) Kiln operator	12 11 6	12 5 0	12 2 0
(f) Leading hand .. 6s. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine above mentioned, and employees engaged on any operation not mentioned above	11 18 6	11 12 0	11 9 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) <i>Other Classes of Work.</i> 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, 11s. 6d. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 11s. 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 Basic Wage for Adult Males.	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.
First Year	28	0 9	62 0	60 0	59 6
Second Year	39	1 0	86 0	83 6	82 6
Third Year	52	1 6	115 0	111 6	110 0
Fourth Year	82	2 3	181 6	176 0	173 6
Fifth Year	100 plus 3s.	3 0	224 6	218 0	215 0

(b) Four Year Term.	Percentage of Basic Wage for Adult Males.	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.
First Year	32	0 9	70 6	68 6	67 6
Second Year	52	1 6	115 0	111 6	110 0
Third Year	82	2 3	181 6	176 0	173 6
Fourth Year	100 plus 3s.	3 0	224 6	218 0	215 0

(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 Basic Wage for Adult Males.	Total Wage.			
		Industry Loading.	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	24	2 0	54 6	53 0	52 0
16 years of age	34	3 0	77 6	75 0	74 0
17 years of age	46	4 0	104 6	101 6	100 0
18 years of age	58	5 0	131 6	128 0	126 0
19 years of age	73	6 0	165 6	161 0	158 6
20 years of age	88	7 0	199 6	193 6	191 0

(c) Females.

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

Age.	Percentage of Basic Wage for Adult Females.	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.
17 years of age and under	52	85 6	82 6	81 6
18 years of age	62	101 6	98 6	97 0
19 years of age	72	118 0	114 6	112 6
20 years of age	82	134 6	130 6	128 6
Adult females—	Percentage of Basic Wage for Adult Males.			
Under three month's experience	75	164 0	159 0	156 6
All others	75 plus 14s.	178 0	173 0	170 6

(iii) The basic wage referred to in this clause shall be the 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 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 Basic Wage for Adult Males.	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.
Under 16 years	35	76 6	74 0	73 0
At 16 years	45	98 6	95 6	94 0
At 16½ years	54	118 0	114 6	113 0
At 17 years	63	137 6	133 6	131 6
At 17½ years	70	153 0	148 6	146 6
At 18 years	80	175 0	169 6	167 0
At 19 years	85	185 6	180 0	177 6
At 20 years	90	196 6	191 0	188 0

The rates prescribed above are to be calculated to the nearest 6d., half or less than 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 is 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 Basic Wage for Adult Females.	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.
	%	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years	47	77 0	74 6	73 6
At 16 years	60	98 6	95 6	94 0
At 16½ years	67	110 0	106 6	105 0
At 17 years	73	119 6	116 0	114 0
At 17½ years	80	131 0	127 0	125 0
At 18 years	88	144 6	140 0	137 6
At 19 years	93	152 6	148 0	145 6
At 20 years and thereafter	100 plus 14s.	178 0	173 0	170 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than 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.