VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 876] MONDAY, NOVEMBER 16. [1953

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 November, 1953.

Dated at Melbourne, this
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 466 of the 23rd May, 1952, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(*a*) Outside the Metropolitan District as defined in the Factories and Shops Acts.

—	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	42 6	35 6	232 6	140 0
2nd year	57 0	49 6		
3rd year	83 0	69 0		
4th year—				
1st six months ..	114 0	97 6		
2nd six months ..	114 0	113 6		
5th year—				
1st six months ..	140 0	113 6		
2nd six months ..	140 0	..		

(*b*) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists ..	.. 87s. per week of 40 hours.
Messengers :	.. 33s. 6d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

No. 876.—10494/53.—PRICE 3D.

APPRENTICES AND IMPROVERS—*continued.*

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

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

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 197s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 197s. 3d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell.	All Other Parts of Victoria.
Men's Hairdressing Saloons.	*s. d.*	*s. d.*
	Per Week of 40 Hours.	Per Week of 40 Hours.
Chair workers (male or female)	276 0	266 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
Any Other Place.	Per Week of 40 Hours.	Per Week of 40 Hours.
Males engaged in—		
Children's haircutting	276 0	266 0
Ladies' haircutting	285 6	282 6
All other males	295 6	292 6
	Per Week of 20 Hours.	Per Week of 20 Hours.
Female window models	268 0	262 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	212 6	209 0
Female receptionists	177 6	177 0
All other females	200 0	197 3

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 877] MONDAY, NOVEMBER 16. [1953

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 November, 1953.

Dated at Melbourne, this
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

MARINE STORES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 369 of the 5th April, 1951, shall be replaced by the following clause:—

2. (*a*)—

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	13 2 0	12 19 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees	13 8 0	13 5 0

Adult Female and Male Junior Rates.

(*b*) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

—	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
		Per Week.	Per Week.	Per Week.
		s. d.	£ s. d.	£ s. d.
(i) Adult Females	75	7 0	9 4 6	9 2 6
(ii) Junior Males—				
Under 17 years of age	34	3 0	4 3 6	4 2 6
17 years of age	46	4 0	5 13 0	5 11 6
18 years of age	58	5 0	7 2 6	7 0 6
19 years of age	73	6 0	8 19 0	8 17 0
20 years of age	88	7 0	10 15 6	10 13 0

The total wage shall be calculated to the nearest sixpence.

Clauses, other than clause 2, of the said Determination shall remain in force.

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No. 877.—10501/53.—Price 3d.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 878] **MONDAY, NOVEMBER 16.** **[1953**

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 November, 1953.

Dated at Melbourne, this
4th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

PHOTOGRAPHERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 507 of the 20th June, 1952, shall be replaced by the following clause :—

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Wages per Week.			
	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		s. d.
16 years of age or under.. ..	35	83 0	47	83 6
17 years of age..	46	109 0	55	97 6
*18 years of age..	62	147 0	69	122 6
*19 years of age..	78	185 0	82	145 6
*20 years of age..	97	230 0	94	167 0

PROPORTION.

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 19th June, 1923.

Improvers.

Two improvers to the first two or fraction of two persons, and thereafter one improver to each additional person receiving not less than the minimum wage.

OTHER EMPLOYEES.

—	Wages per Week.	
	Males.	Females.
	s. d.	s. d.
Operator of a camera other than—		
(i) An operator of an enlarging camera, and/or		
(ii) An operator making copy negatives from flat originals—		
*21 years of age	243 0	189 6
*22 years of age	257 0	218 0
23 years of age or over ..	279 0	240 6
Artists colouring or working up ..	258 6	187 0
Retouchers	262 6	193 0
Printers or developers—		
(a) Developing plates or films exposed by amateurs, or		
(b) Making, developing, or toning contact prints from negatives made from plates or films exposed by amateurs, but not making, developing or toning contact prints from copy negatives	262 6	188 6
Other printers, developers, and enlargers or operators making copy negatives from flat originals ..	262 6	202 0
All others (including spotters) ..	256 0	178 6

* Provided that a person first entering the trade between the ages of 18 years and 21 years (both inclusive) shall be deemed for the first two years of service to be one year less than his or her actual age, and may be paid accordingly.

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 878.—10505/53.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 879] MONDAY, NOVEMBER 16. [1953

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 November, 1953.

Dated at Melbourne, this
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

SEWER BUILDERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 244 of the 6th March, 1952, shall be replaced by the following clause:—

WAGES.

2. NOTE.—Additional rates are provided for persons employed by Contractors. See clause 5.

(*a*)

Apprentices or Improvers.			*Juveniles.*		
Wages. Per Week of 40 Hours.			Wages. Per Week of 40 Hours.		
	Percentage of Basic Wage.	*s. d.*		Percentage of Basic Wage.	*s. d.*
1st year 2nd year 3rd year	75	177 6	Persons under 19 years of age (other than apprentices or improvers) employed—(*a*) carrying tools; (*b*) as toolsmith's assistant	80	189 6

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

Improvers.

One improver to every fifty or fraction of fifty employees receiving not less than the rate fixed in this Determination for an employee "not elsewhere classified".

All Other Employees.

(*b*) (i) Day shift:—

—	Wages Per Week of 40 Hours. £	s.	d.
Borer, leading (i.e., employee in charge of borers testing the ground)	13	14	6
Borer testing ground	13	7	0
Cement gun nozzle operator	13	17	0
Concrete floater	13	14	6
Concrete gauger, mixer, or handler	13	7	0
Concrete mixer-driver doing repairs	13	19	6
Concrete mixer-driver not doing repairs	13	14	6
Concrete patcher	13	14	6
Compressor employee in charge doing repairs	13	19	6
Compressor employee in charge not doing repairs	13	12	0
Foreman's assistant	13	7	0
Hammer and drill hand	13	12	0
Jumperman	13	7	0
Leading hand in charge of six to ten other employees	14	2	0
Leading hand in charge of more than ten other employees	14	7	0
Machine borer	13	19	6
Manhole builder	14	2	0
Manhole sinker (any shape)	13	17	0
Leading pipe layer and/or leading jointer	13	19	6
Pipe layer and/or jointer	13	17	0
Pitcher setter	13	12	0
Ploughman	13	12	0
Ploughman's assistant	13	2	0
Pneumatic pick or scabbler or vibrator user	13	17	0
Powder monkey	14	2	0
Pump employee in charge of pump pumping water and doing repairs	13	2	0
Reinforcement placer or wirer	13	7	0
Renderer in open drains	14	7	0
Renderer in pipes, tunnels, or covered drains	14	19	6
Rigger's assistant, vent erecting	13	12	0
Rigger in charge, vent erecting or dismantling	14	2	0
Scoop filler	13	7	0
Sinker—with less than three months' experience	13	7	0
Sinker (other than manhole sinker) with three months' experience or over	13	12	0
Slurry refiller	13	2	0
Timber drawer in drives or working below 12 feet in shafts	13	12	0
Timber cutter, preparer or measurer	13	12	0
Timberman, timbering in trenches immediately behind power excavator	14	2	0
Toolsmith	13	14	6
Topman	13	2	0
Trimmer, leading (i.e., an employee in charge of trimmers)	13	17	0
Trimmer, other than leading trimmer	13	14	6
Tunneller including an employee excavating in drives	13	12	0
Vent erector or dismantler	13	7	0
Windlass hand, working alone on tripod windlass	13	7	0
Windlass hand—other	13	2	0
Employee not elsewhere classified	13	2	0

(ii) afternoon and night shift.

The wages rates provided in clause 2 (*b*) (i) plus an additional 5s. per shift.

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. Houston, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 880] MONDAY, NOVEMBER 16. [1953

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 November, 1953.

Dated at Melbourne, this
9th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 503 of the 12th June, 1953, shall be replaced by the following clause:—

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.
		s. d.
15 years of age or under	29	68 6
16 years of age	32	76 0
17 years of age	37	87 6
18 years of age	51	121 0
19 years of age	61	144 6
20 years of age	73	173 0

PROPORTION (WITHIN ANY PLACE).

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

No. 880.—10634/53.—PRICE 3D.

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
Racecourses—	
Leading hand, i.e., a person in charge of three or more employees	13 17 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—	
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	14 7 0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	13 12 0
Groundsman or maintenance employee	12 17 0
All others	12 14 6
Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—	
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets	14 7 0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	13 12 0
Groundsman or maintenance employee	13 2 0
All others	12 17 0

Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.

Clauses, other than clause 2, of the said Determination shall remain in force.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 881] MONDAY, NOVEMBER 16. [1953

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 November, 1953.

Dated at Melbourne, this
10th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

BRUSHMAKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 820 of the 6th October, 1952, shall be replaced by the following clause:—

2. WAGES.

(a) APPRENTICES OR IMPROVERS.

Experience.	Wages per week of 40 hours. Males. Percentage of Basic Wage.	Males. s. d.	Females. Percentage of Female Basic Wage.	Females. s. d.
1st year	24	57 6	38	67 6
2nd year	32	76 0	50	88 6
3rd year	47	111 6	70	124 0
4th year	75	minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.	88	156 0 and thereafter the minimum wage or full piecework prices.
5th year	85			
6th year	95			

(b) OTHER EMPLOYEES.

	Wages per week of 40 hours. s. d.
Males.	
Persons employed at—	
Paint brush making	283 3
Hair pan work	277 0
Bass pan work	277 0
Hair dressing and mixing	277 0
Making twisted brushes	277 0
Making wire brushes	277 0
Bass broom drawing	277 0
Finishing	277 0
Boring (hand)	277 0
Lacquering or ducoing	271 0
Trimming machine (when employed solely at such machine)	262 0
Automatic boring and filling machinists ..	262 0
Filling machinists	262 0
Boring machinists	262 0
Females.	
Automatic boring and filling machinists ..	182 0
Filling machinists	182 0
Trimming machinists	182 0
Boring machinists	182 0
Bench drawing	184 0
Treadle knot-sizing machinists	182 0
Persons employed at lacquering or ducoing ..	182 0

(a) Apprentices or Improvers.					(b) Other Employees.	Wages per wee of 40 hours.
Experience.	Wages per week of 40 hours.					
	Males.		Females.			
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.		
Proportion. (Within any factory or place.)						
Apprentices. One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.						
Improvers. *Males.*						
One male improver to one or two						
Two to three						
Three to five						
Four to nine						
Six to twelve						
Seven to fifteen						
Nine to eighteen						
Male workers receiving not less than 271s. per week of 40 hours or earning full piecework prices.						
Females.						
One female improver to one or two						
Two to three						
Three to five						
Four to nine						
Six to twelve						
Seven to fifteen						
Nine to eighteen ..						
Female workers receiving not less than 182s. per week of 40 hours or earning full piecework prices.						

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each piece-worker shall be added the sum of 25s. in the case of males and 18s. 6d. in the case of females for each full week worked (or a pro-rata amount according to the time actually worked if less than a full week is worked).

By Authority: W. M. Houston, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 882] **MONDAY, NOVEMBER 16.** **[1953**

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 November, 1953.

Dated at Melbourne, this
10th day of November, 1953.

H. N. JONES,
Acting Secretary for Labour.

JEWELLERS BOARD

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 544 of the 9th July, 1952, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) *Males.*

Classification.	—
	£ s. d.
Precious gem mounter	15 2 0
Setter of precious gems	15 2 0
Mounter—1st Class	14 9 0
Mounter—2nd Class	13 14 0
Drop hammer operator who sets dies and makes force	14 4 6
Drop hammer operator, other	13 1 0
Setter	13 19 6
Melter and alloyer	13 19 6
Lapper	13 19 6
Polisher	13 7 0
Assembler and solderer	13 7 0
Solderer, other	13 1 0
Die setter	13 3 0
Engine turner	12 19 0
Press operator	12 19 0
Process worker (as defined)	12 19 0
Carder	12 10 0
Pinner up	12 10 0
Other employees with not less than three months' experience in this industry	12 6 0
All others	12 0 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

(*b*) *Females.*

	£ s. d.
Under one month's experience	8 17 6
*All others	9 13 6

* When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

No. 882.—10498/53.—PRICE 3D.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (*a*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*b*) 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 an otheremployer 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 provision 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.

Proportion.

(*c*) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, 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.

A person who is, for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

An employer may with the consent of the Wages Board and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(*d*) If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

Adult Apprentices.

(*e*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*f*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*g*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage, and in addition thereto the war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

3. (*h*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 16 0
2nd year	43	5 2 0
3rd year	54	6 8 0
4th year	83	9 16 6
5th year	100 + 6s.	12 3 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 6
2nd year	54	6 8 0
3rd year	83	9 16 6
4th year	100 + 6s.	12 3 0

An employee who is under 21 years of age on 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.

Hours.

(*i*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*j*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

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

Lost Time.

(*l*) 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. 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.

Prohibition of Premiums.

(*m*) 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.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED JUNIORS.

4. (*a*) The minimum rates of wage for unapprenticed juniors shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	£ s. d.
I.—Junior Females.			
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
II.—Junior Males.			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages for junior females relate to the female Basic Wage, and for junior males to the male Basic Wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*b*) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles;

(ii) if under 18 years of age—
die setting on power presses.

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

By Authority: W. M. HOUSTON, Government Printer, Melbourne.